



TARGETED REVIEW REPORT



ON **YOUTH UNEMPLOYMENT** FOR THE REPUBLIC OF NAMIBIA

APRM Targeted Review Report No. 4



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The **African Peer Review Mechanism Panel of Eminent Persons (APRM Panel)** is pleased to present the first Targeted Review Report on the Republic of Namibia, focusing on Youth unemployment. This report is the outcome of active collaboration with the various stakeholders and institutions of Namibia.

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ACRONYMS AND ABBREVIATIONS

APRM	Africa Peer Review Mechanism
AU	Africa Union
BON	Bank of Namibia
EMIS	Education Management System
ETF	European Training Foundation
GDP	Gross Domestic Product
GRN	Government of the Republic of Namibia
HPP	Harambee Prosperity Plan
ICSF	Integrated Client Service Facility
ILO	International Labour Organization
IUM	International University of Management
LFPR	Labour Force Participation Rate
MIRCO	Ministry of International Relations and Cooperation
MITSMED	Ministry of Industrialisation Trade and SME Development
MLIREC	Ministry of Labour Industrial Relations and Employment Creation
MSME	Micro, Small and Medium Enterprises
MSYNS	Ministry of Sport, Youth and National Services
MTC	Mobile Telecommunications Company
NCHE	National Council for Higher Education
NDP	National Development Plan
NEET	Not in Education, Employment, or Training
NGC	National Governing Council
NGP	National Gender Policy
NIMT	Namibia Institute of Mining and Technology
NIEIS	Namibia Integrated Employment Information System
NIPA	Namibia Investment Promotion Act
NPC	National Planning Commission
NSA	Namibia Statistic Agency
NTA	Namibia Training Authority
NUST	Namibia University of Science and Technology
NYC	National Youth Council
NYS	National Youth Service
OMAs	Offices, Ministries and Agencies
PPP	Purchasing Power Parity
RPL	Recognition of Prior Learning
SADC	Southern Africa Development Community
SMEs	Small Medium Enterprises
SOEs	State Owned Enterprises
TIPEEG	Targeted Integrated Intervention Programme for Employment and Economic Growth
UNAM	University of Namibia

HIS EXCELLENCY THE PRESIDENT OF
THE REPUBLIC OF NAMIBIA, **DR. HAGE
G. GEINGOB** INAUGURATING NAMIBIA'S
APRM NATIONAL GOVERNING COUNCIL
ON 6TH NOVEMBER 2019



BRIEF HISTORY

- Namibia gained independence on 21st March 1990.
- Prior to independence, apartheid South Africa occupied the former German colony known as South-West Africa during World War I and administered it as a mandate until after World War II, when it annexed the territory.
- In the year 1966 until the year 1998, the South-West Africa People's Organization (SWAPO) guerrilla group launched a war of independence for the area that became Namibia, but it was not until 1988 that South Africa agreed to end its administration in accordance with a UN peace plan for the entire region.
- Namibia has been governed by SWAPO since the country won independence.
- The current **President His Excellency Dr. Hage GEINGOB** was elected in 2014 and 2019 for a second term after **His Excellency Mr. Hifikepunye POHAMBAMBA** who stepped down after serving two terms until 2013.
- **His Excellency Mr. Sam Nujoma** served three terms as the first President of Namibia, from the year 1990 to 2005. **His Excellency Mr. Nujoma** was a founding member and the first president of SWAPO in the year 1960.
- Namibia has a bicameral Parliament which consists of: National Council (42 seats); members indirectly elected 3 each by the 14 regional councils to serve 5-year terms); note - the Council primarily reviews legislation passed and referred by the National Assembly which has (104 seats; 96 members directly elected in multi-seat constituencies by closed list, proportional representation vote to serve 5-year terms and 8 non-voting members appointed by the President)

NAMIBIA FACT SHEET

- Political: Namibia gained independence on 21st March 1990. Namibia has been governed by SWAPO since the country won independence; **President: H.E. Dr. Hage GEINGOB** was elected in the year 2014 and re-elected in the year 2019.
- Population: 2,413,643 (2018); Under 15 years: 881, 676 (36.5%); 15 years and above: 1,531,967 (63.5%);
- Ethnic groups: Ovambo 50%, Kavangos 9%, Herero 7%, Damara 7%, mixed European and African ancestry 6.5%, European 6%, Nama 5%, Caprivian 4%, San 3%, Baster 2%, Tswana 0.5%.
- Geography: Located in Southern Africa, total: 824,292 sq km; land: 823,290 sq km; water: 1,002 sq km; bordering countries (4): Angola 1427 km, Botswana 1544 km, South Africa 1005 km, Zambia 244 km; climate: desert; hot, dry; rainfall sparse and erratic.
- Administrative divisions: Has 14 regions: Erongo, Hardap, Karas, Kavango East, Kavango West, Khomas, Kunene, Ohangwena, Omaheke, Omusati, Oshana, Oshikoto, Otjozondjupa, Zambezi.
- Land use: agricultural land : 47.2% (2011 est.); arable land: 1% (2011 est.); crops: 0% (2011 est); pasture: 46.2% (2011 est.); forest: 8.8% (2011 est.); other: 44% (2011 est.)
- Natural Resources: diamonds, copper, uranium, gold, silver, lead, tin, lithium, cadmium, tungsten, zinc, salt, hydropower, fish, note, suspected deposits of oil, coal, and iron ore.
- Capital: Windhoek
- Currency: Namibian Dollar
- GDP (Purchasing Power Parity): \$26.6 billion (2017 est.); GDP (Official Exchange Rate): \$13.24 billion (2017 est.); Per Capital GDP: \$11,200 (2017 est.); Local Debt to GDP Ratio: 41.3% of GDP (2017 est.)
- Economically active population: 1,090, 153 (71.2%); Employed: 725,742 (66.6%); Unemployed: 364,411 (33.3%)
- Inflation rate: 4.8% (2019)
- Exports: \$3.995 billion (2017 est.)
- Imports: \$5.384 billion (2017 est.)



EXECUTIVE SUMMARY

Introduction

The Republic of Namibia gained independence on 21st March 1990. The country has been governed by SWAPO since the country won independence; President: H.E. Dr. Hage GEINGOB was elected in the year 2014 and 2019. The country's population stands at 2,413,643 (2018); Under 15 years: 881, 676 (36.5%); 15 years and above: 1,531,967 (63.5%). Namibia is divided in 14 administrative regions known as Erongo, Hardap, Karas, Kavango East, Kavango West, Khomas, Kunene, Ohangwena, Omaheke, Omusati, Oshana, Oshikoto, Otjozondjupa, Zambezi.

On 28 January 2017, Namibia became the 36th African Union (AU) Member State to voluntarily accede to the African Peer Review Mechanism (APRM). The National Governing Council, a 15 member structure headed by Ambassador Wilfried Emvula, was inaugurated by H.E Dr. Hage Geingob, President of the Republic of Namibia in the presence of Ambassador Lineekela Mboti APRM focal point in Namibia, the APRM Lead Panel Member for Namibia Ambassador Ombeni Yohana Sefue and the Chief Executive Officer of the APRM Continental Secretariat Prof. Eddy Maloka on 6 November, 2019.

Methodology

The methodology relied largely on desk reviews and content analyses of documentary materials from the AU, the APRM Secretariat and related government and research institutions. Field trips were also conducted throughout the country from 2nd to 12th December 2019 to collect primary data from representatives of government ministries and agencies, the Parliamentary Committee, Civil Society, Youth Organizations, Trade Unions, Academic institutions and the Private/Business sectors.

The Targeted Review Mission findings

The Targeted Review Mission findings show that the Government of Namibia has, over the years, made serious efforts to put in place policies and implement youth programmes to empower the youth and resolve youth unemployment. However, these efforts have been hampered by the historically structural weaknesses of the economy, poor coordination of the institutional framework, an educational system that does not meet the demands of the labour market, an underdeveloped entrepreneurial framework, poor data/information ecosystems and lack of monitoring and evaluation mechanisms.

Recommendations

This report makes a series of recommendations, including the need for structural transformation of the economy and implementation of comprehensive measures to tackle youth unemployment within an overall development framework in which the State plays a more active and direct role. The following are the specific and immediate targeted interventions that the Government of the Republic of Namibia can embark on:

1. **Establishment of the Youth Programme Coordination and Implementation Unit**

Government of Namibia should establish a 'Youth Programmes Coordination and Implementation Unit' under the Office of the President. Such a Unit should have the appropriate convening power, political authority and gravitas under the Presidency to do the following:

- (a) Consolidate the funding across ministries and government agencies;
- (b) Monitoring and evaluation of all targeted programmes that will create youth employment
- (c) Develop an information support system and database that will provide information on the composition and specificities of youth segments and groups in the country at national, regional, urban and rural levels. This should be based at the 'Youth Programmes Coordination and Implementation Unit'
- (d) Communicate government information on existing youth initiatives and programmes shared onto appropriate platforms at national and regional levels in a transparent and accountable manner.

2. **Reforming the Education System through**

- (a) Reviewing the education curriculum for technical and entrepreneurship subjects to be offered throughout the education system.
- (b) Establishing specialised schools that will do talent spotting, coaching, mentoring and training in creative, artistic and sports field as a pathway for those youth that are not academically gifted.
- (c) Compelling legislation based on targeted tax incentives for private sector to collaborate on robust internship along the lines of the Mobile Telecommunications Company (MTC) Internship Programme' in order to scale up mentorship for preparation for employment in the labour market.

3. Strengthening Technical and Vocational Training Education

- (a) The Government of Namibia should offer free **Technical and Vocational Training (TVET)** education and set up more technical education institutions to scale up the technical skills base for youth self-employability.
- (b) Government to provide grant support to students upon graduation from TVET colleges in forms of free or subsidised tool kits, credit and any other targeted means for start-up individually or in groups as youth cooperatives.

4. Legislation on Procurement and Local Content

Government should put in place legislation on procurement and local content with provisions on the following:

- (a) 30% of procurement quotas reserved for youth Micro, Small and Medium Enterprises (MSMEs) in government institutions and that government procurement awards should prioritise youth owned Small Medium Enterprises (SME)s;
- (b) For implementation of already existing policy instruments on local content and value addition in agriculture, mining and fishing sectors that should be targeted at youth enterprises;
- (c) For partnering with local companies to provide the service to create employment for the youth.

5. Strengthening Agro-based Value Chains and Value Addition for Youth Employment

Government of Namibia should:

- (a) Review the current Government Green Scheme and Small-Scale Farmer's programmes that have not been successfully administered and based on the findings develop an appropriate plan to be implemented for creation of youth employment.
- (b) Legislate for the appropriation of land for small-scale farming for approved, monitored viable youth agricultural co-operatives schemes.
- (c) Reward youth innovators that propose Information and Communication Technologies (ICT) based agriculture solutions with targeted funding to lure them into the agricultural sector thereby creating employment.

6. Sovereign Wealth Fund

The Government of Namibia should legislate and establish a Sovereign Wealth Fund (SWF) arising from the proceeds of national extractive natural resources (such as: diamonds and uranium and fishing). A certain percentage of the fund should be channelled to the proposed 'Youth Programmes Coordination and Implementation Unit' under the Office of the President to accelerate targeted youth programmes that will support youth employment.



INTRODUCTION

This report contains the findings of the Targeted Review on Youth Unemployment in Namibia. The Targeted Review, referred to as Voluntary or Special Review, is a short, topic-specific, focused, cost effective report which is consistent with the Six-Point Revitalization Strategy of the APRM. Targeted Reviews usually cover one theme or sector of interest within the spectrum of governance issues in African States. The reviews are therefore seen as a form of focused governance assessment. Although the core APRM Review is conducted in APRM Member States only, the Targeted Review can take place in both APRM and non-APRM Member States in line with APRM's drive 'Towards Universal Accession'. Namibia became the 36th African Union (AU) Member State to voluntarily accede to the African Peer Review Mechanism (APRM) in January 2017. Following its accession, the country requested a Targeted Peer Review on "Youth Unemployment".

The objective of this particular Targeted Review on "Youth Unemployment" in Namibia is to provide the country with a short, independent, credible and applicable analysis of, and solutions to youth unemployment. In other words, the Targeted Review Report will identify challenges and, where need be, make recommendations that can enable the youth population in Namibia to benefit from the country's resources.

This report is divided into seven parts. Part one presents the methodology of the Targeted Peer Review Mechanism. Part two explains the background, context and conceptual grounding of youth unemployment and examines the causes and effects of youth unemployment in Namibia which are inherent in the historical and systemic evolution of the Namibian labour market, which is structurally dependent on natural resource extraction. This dependence has led to sustained and persistent challenges to youth employment. Part three describes the national institutional and policy shortcomings that drive youth unemployment. The fourth examines the implementation of youth programmes and their impact. Part five identifies the challenges of youth programmes. And part six provides a summary of overarching recommendations. The last part, which is also the conclusion, suggests strategic policy options on youth unemployment.

2. METHODOLOGY USED IN THE TARGETED REVIEW

The methodology was largely a qualitative approach that relied on desk reviews and content analyses of several documentary materials from the AU, the APRM Secretariat, and relevant government and research institutes. The semi-structured evaluation guide (presented in appendix 1) was developed based on the agreed research questions guided by the standard APRM framework. In the approach adopted, we collected data and views from the various stakeholders, who were as representative as possible and analysed them objectively to arrive at our conclusions. The following key steps were undertaken:

1. The Targeted Review Mission started by collecting, reviewing and systematically analysing the existing literature, mainly information from existing reports, on youth unemployment in Namibia
2. Secondly, the primary data was collected by interviewing stakeholders across the country, particularly in the following 14 regions in Namibia: Khomas, Omaheke, Otjozondjupa, Kavango East, Kavango West, Zambezi, Omusati, Oshikoto, Oshana, Hardap, Karas, Erongo, Ohangwena and Kunene. In these regions we gathered opinions as well as supporting documents and reports from representatives of Government Ministries, Government Agencies, the Parliamentary Committee, Civil Society, Youth Organisations, Trade Unions, Academic Institutions and the Private Sector. A follow-up electronic questionnaire through e-mail was used to corroborate and validate selected responses from the stakeholders (see appendix 2).
3. Thirdly, the draft report produced was examined by the Targeted Review Mission in a workshop on 11 November 2019 in Windhoek, headed by the Panel Chair.
4. The reviewed draft report was circulated in Namibia for further consensus building on the key issues raised. During this stage, the team received further written input where gaps were noted.
5. The last step was additional analyses of the complementary and additional information and drafting of the final report.

2.1 Data Analysis

This study was largely a desk research that relied heavily on self-reporting through a semi-structured interview guide, collegial consultative discussions, document review and qualitative content analysis, focusing on credible reports on youth unemployment. Data was thematically analysed to highlight significant themes on youth unemployment.

Document review analysis is a systematic procedure for reviewing or evaluating documents - both printed and electronic (computer-based and Internet-transmitted). Document review and abstraction is a method widely used in social science research. Qualitative content analysis is one of numerous research methods used to analyse text data. Research using qualitative content analysis focuses on the characteristics of language as communication with attention to the content or contextual meaning of the text (McTavish, & Pirro, 1990). Text data or information can be in verbal, print, or electronic form and may even be obtained from narrative responses, interviews, focus groups, observations, or print media such as articles, books, or manuals (Kondracki, & Wellman, 2002).

In order to resolve methodological challenges associated with self-reporting, the data collected through document review and qualitative content analyses was corroborated with follow-up consultative discussions with identified stakeholders and follow-up electronic questionnaires as indicated in section 2 of this report. This rigour in the triangulation of data collection was to confirm “*what the technical internal and external reports says*” and “*what the stakeholder said*”. Thus, any information gaps were resolved by using independent literature of, or indeed any other relevant information related to the issues assessed. Further, the draft report was circulated to allow the APRM Secretariat to give input and validate its findings. It can therefore be said that, on the whole, the information collected was credible enough to make authoritative analyses, deductions and conclusions on the status of youth unemployment in Namibia.

Task Force for the Targeted Review in Namibia



BACKGROUND, CONCEPTUAL AND CONTEXTUAL SETTING

This section provides the background, context and conceptual setting against which the targeted review was conducted.

3.1 DEFINITION OF THE CONCEPTS “YOUTH” AND “YOUTH UNEMPLOYMENT” IN NAMIBIA

To conceptualise the youth unemployment challenge in Namibia, there is a need to first understand the definitions and perceptions of the concepts - ‘youth’ and ‘youth unemployment’. In Africa, a clear conceptual definition of the ‘youth’ remains unresolved. The concept of ‘youth’ seems to be understood and used differently by different African countries (Chigunta, 2002). In much of Sub-Saharan Africa, for instance, laws define ‘adulthood’ as commencing from the age of 21, although in recent years there has been an attempt to lower this age to 18 (Curtain, 2000; Mkandawire, 1996). However, for most countries, 21 years remains the age at which many of the activities and responsibilities of ‘adulthood’ are assumed legally (Chigunta, 2002). In sociological terms, ‘youth’ denotes an interface between ‘childhood’ and ‘adulthood’. Chinguta, (2002:1) contends that “generally ‘youth’ as a social group is defined in terms of age” and argues that, it is “for this reason, that the spectrum of youth has been variously defined as ranging from the ages of 10 or 11 years (as in some cultural traditions in Africa) to as high as 35 years (as in Southern Africa, for instance)”. Thus, most international organisations have made an attempt to ‘standardise’ the concept in terms of age ranges. The United Nations categorises the ‘youth’ as 15-24 years, while the Commonwealth uses the age category of 15-29 years. In line with their endorsement of the AU’s Africa Youth Charter, most Southern Africa Development Community (SADC) countries, including Namibia, define the ‘youth’ as a person between the ages 15 to 35.

Thus, in the context of this definition, the youth stage is usually seen to be transitory. To some therefore, the youth are a burden on the status quo, while to others they are an asset for the future, with both scenarios having political, socio-economic and socio-cultural implications for policy formulation and programme planning and implementation (Economic Commission for Africa, 2011). For the purpose of this report, the range of 15 to 34 years is used as adopted by Namibia.

The International Labour Organisation (ILO) (2004: 457) defined unemployed people as those “that have not worked for more than one hour during the short reference period (generally, the last 7 days) but who are available for and are actively seeking work.” The Namibia Labour Force Survey (2018) defines unemployment in two ways, the “broad or strict” sense where the difference between the two depends on the inclusion of seeking work criteria. Both definitions are consistent with the principles of the labour force framework and the usage of one has a high impact on the rate of unemployment, as the ‘broad’ definition always yields higher rates of unemployment than the ‘strict’. In that context, a person is regarded as unemployed if they meet the three criteria of: *being without work, being available for work and seeking work*. This is in accordance with the international labour statistical standards. The **broad** measure of unemployment regards *all those without jobs, who are available for work and looked or did not look for work*. It is inclusive of *all unemployed, whether they made attempts to look for work or not*. The **strict** measure of unemployment considers *those without jobs, who are available for work and are actively looking for work*.

While these definitions have become widely accepted to contextualise unemployment the world over, it is usually advisable to be cautious of the different variables that inform contexts when we define unemployment from one country to another. Singell and Lillydahl, (1989) argued that general definitions of unemployment are inadequate for analysing and understanding the problem of youth unemployment, particularly in developing countries such as Namibia. These scholars propose and call for a developmental analysis and application of “alternative concepts of satisfactory or unsatisfactory status of young people” respectively.

Therefore, the unemployment rate is defined as the number of unemployed youth (typically 15 to 34 years for SADC and Namibia) divided by the youth labour force (employment + unemployment). It signifies “to some extent the underutilisation of labour supply, the inability of an economy to generate employment for persons who want to work but are not doing so, even though they are available or seeking work” (Namibia Statistic Agency, 2018). A broad or relaxed measure of youth unemployment also applies. The broad youth unemployment rate is defined as the number of unemployed youth (typically 15-34 years) plus the number of discouraged youth divided by the youth labour force (employment + unemployment). Such a broad definition is appropriate to capture those without work but available, since in many

developing countries such as Namibia, there are limited formal avenues where one can look for work (Namibia Statistic Agency, 2013, 2014; 2018).

3.2 SNAPSHOT OF THE NAMIBIAN LABOUR MARKET

The youth employment challenge in Namibia should be seen in the broader historical socio-economic context. Like most African countries, the Namibian economy has historically evolved as an enclaved economic structure in which the main engine of economic growth has been the formal sector which employs a minority of the labour force while the majority or a large proportion of the labour force has been relegated to marginal low-productivity activities in the informal economy (Jauch, 2018).

Namibia's labour market is more vulnerable, with unemployment increasing over the years and employment decreasing. The Namibian economy is dualistic in character as it comprises a modern market sector based on capital-intensive industry and farming, producing most of the country's wealth, and subsistence farming sector. The structure of the Namibian economy changed and became more diversified after independence. Before independence and in the year 1990s more than half of the country's Gross Domestic Product (GDP) was generated by just three sectors: agriculture, mining and fisheries. By the year 2014, the major sectors were agriculture, fisheries, construction, mining and tourism. These are discussed below.

(a) Mining Sector

The Namibian economy has evolved as primarily a resource or extraction-based economy, with agrarian features. The mainstay of the countries' export earnings has been the mining industry. Namibia has many mineral resources, including diamonds, uranium, copper, gold, lead, tin, lithium, cadmium, zinc, salt and vanadium. The mining industry accounted for some 60 percent of exports, and 40 percent of state revenue in the year 2010 (Bank of Namibia, 2010). The major mining groups dominating the industry have been Consolidated Diamond Mines (CDM), Namdeb Diamond Corporation (Pty) Ltd, Rossing Uranium, Tsumeb Corporation Limited (TCL) and Rio Tinto Zinc Corporation (Bank of Namibia, 2010). The British Rio Tinto Zinc Corporation was the majority owner of the Rossing Uranium Mine since independence until recently in the year 2019 when it was sold to a Chinese state-owned China National Uranium Corporation Limited (CNUC) for about N\$1.5 billion. Much of Namibia's growth has been driven by mining.

It is important to note that mining – a key driver of GDP – has had little impact in terms of job creation, and currently accounts for 1.7% of all those in active employment (Namibia Statistics Agency, 2018). The growth led by the mining industry exemplifies monopoly capital at work; with a complete absence of local value addition over the years which would have benefited the Namibian economy (Jauch, 2018). It should be noted that the mining sector remains the largest contributor to the Namibian economy, accounting for 25% of the country's revenue in recent years. In the year 2015, the mining industry accounted for approximately 19,000 jobs in Namibia, though this declined to 14,000 in the year 2011. Indirectly, the mining industry contributes to the livelihood of 100,000 people (Bank of Namibia, 2017). Approximately N\$ 55 million is spent on training and skills development in the Namibian Institute of Mining and Technology (NIMT) which trains between 300 and 500 artisans each year (Bank of Namibia, 2017). In the year 2011, One Hundred and Ten (110) new bursaries were issued.

Diamond and uranium mining are by far the two most vital industries in Namibia (Bank of Namibia, 2017). For example, the total revenue by non-diamond mining was N\$13.82 billion while the diamond mining alone earned N\$11.46 billion last year. Namibia produces approximately 2% of the world's gem quality diamonds (National Planning Commission, 2018). It also has two significant uranium mines, which together account for roughly 5% of the world's uranium oxide mining output. The five major companies account for 95% of the mining income (National Planning Commission, 2018). This shows that the mining sector has great potential to grow and contribute to development and job creation in the country.

(b) Fisheries Sector

The fishing industry is a source of considerable employment for many Namibians. It is currently estimated that total employment in the fishing industry is about 18,700 Bank of Namibia (Bank of Namibia, 2017). Of this total, approximately 5,575 are employed with on-board vessels, 68% of them Namibians, while 7,925 are involved in onshore processing, nearly all of them Namibians. Total employment in the aquaculture sector is estimated at 200 people. Furthermore, the Government of the Republic of Namibia is engaged in promoting community-based fish farming, primarily to promote food security and create employment and income generation for community members. In the year 2005, a total of 191 small scale fish farmers received fingerlings (tilapia and catfish) from the Ministry of Fisheries and Marine Resources to grow and sell for their own income

(c) The Tourism Sector

The tourism industry created directly 44,700 jobs, equivalent to 6.5% of total employment in the country in the year 2018. Inclusive of indirect jobs, it supported 100,700 jobs, which represent 14.5% of total employment in the country. Furthermore, total contribution to employment by the travel and tourism industry was 102,500 jobs last year indicate actual year which was 19.2% of total employment. This is projected to increase to 107,000 jobs in the year 2018 but remains at 19.2% of total employment. However, by the year 2025 the industry is expected to support or employ 186,000 jobs contributing to 25% of total employment in Namibia.

(d) The Agricultural Sector

At independence, crop farming referred mainly to the production of maize, millet (*known as mahangu in local language*) and wheat. Since then, the grape industry along the Orange River has emerged as an important employer and foreign exchange earner. Furthermore, the domestic production of fruits and vegetable has increased substantially since the introduction of the Horticultural Marketing Scheme. Namibia has started to harvest the first barley that is being used to brew beer. This has been the result of extensive investment into research and close cooperation between the Namibian Breweries and Ministry of Agriculture, Water and Forestry and the University of Namibia.

(e) The Construction Sector

A considerable proportion of the state's annual spending goes towards capital projects with arguably the bulk going towards infrastructure development and upgrading projects. This is the case not just in Namibia, but across both the developed and developing world. However, in developing countries such as Namibia, the construction sector plays a significant economic role and many people, especially the un- and semi-skilled, rely on the sector for employment and livelihood.

The Government of the Republic of Namibia (GRN) has made serious attempts to diversify the economy, but more needs to be done. For example, some domestic value chains have been created, but they need to be deepened or extended (Bank of Namibia, 2017). Value chains will ensure that industries are more strongly linked to the rest of the economy and create business opportunities in other sectors that will stimulate growth and employment for the youth. The nation's valuable resources, such as diamonds in particular, have driven and

improved its economic growth for the last 25 years. However, we argue in this report that the ultimate measure of economic progress is the well-being of the populace, more especially the youth. In that regard, it is evident that Namibia's growth has not done nearly as much as it should to reduce social inequalities. Table 1 below illustrates the above scenarios where a comparison is made on sectoral contribution to GDP before independence compared to the one after independence in the year 2016.

Table 1: Sectoral Contribution to GDP in the year 1988/89 and 2016

Sector	GDP contribution in 1988/89 (%)	GDP contribution in 2016 (%)
Agriculture and fishing	10.7	6.3
Mining and quarrying	31.6	11.3
Manufacturing	4.7	11.0
Electricity and water	2.5	2.4
Construction	2.2	4.0
Wholesale and retail, trade, catering and accommodation	12.7	13.9
Transport and communication	6.3	4.5
Finance, insurance, real estate and business services	6.0	18.1
Community, social and personal services	1.9	1.9
General government	18.2	Not reflected

Sources: World Bank 1991, Department of Economic Affairs 1988, Namibia Statistic Agency, 2016.

In the year 2009, the World Bank reclassified Namibia as an upper middle-income country based on its per capita Gross National Income average of US\$5,840. Namibia has achieved notable progress in reducing poverty since independence in the year 1990. The country more than halved the proportion of Namibians living below the national poverty line from 69.3% in the year 1993/94 to 28.7% in the year 2009/10, and further to 17.4% in the year 2015/16 (World Bank, 2018). Measured at the international poverty lines of the year 2011 Purchasing Power Parity \$1.90 per person per day, 15.5% of the population were poor in the year 2018 following a fall from 22.6% in the year 2009 (World Bank, 2018). The corresponding poverty rate at the 2011 Purchasing Power Parity \$3.20 per person per day in 2018 was 33.7%, relatively high for an upper middle-income country (World Bank, 2018). Typically, female headed households, the less educated, larger families, children and the elderly and labourers in subsistence farming are particularly prone to poverty (World Bank, 2018).

Namibia has been ranked the second most unequal country in the world after South Africa (National Planning Commission, 2018) with a Gini coefficient¹ that now stands at 0.572, despite the observed decline in inequality over the last twenty-three years of about 14.1 percentage points. What is crucial is whether the observed declining trend has been the same for the different groups of the population (National Planning Commission, 2018). Inequality is inseparably tied to economic imbalances and, in a context of limited productive investment opportunities, the only inevitable outcome is sharply higher unemployment. If there is income inequality, people with high income would invest in their education and skills. Those with less income do not invest in education/skills and thus have no opportunity for employment. Between the years 2003 and 2010, inequality increased in seven of the thirteen regions namely, Khomas, Kunene, Ohangwena, Omusati, Zambezi, Karas and Otjozondjupa, indicating that the economic growth of 4.2% experienced during this period benefited the population differently (National Planning Commission, 2018). The Targeted Review Mission observed that the National Development Plan 5 (NDP 5) target to reduce the Gini-coefficient from 0.572 in 2016 to 0.500 in 2022, a 7.0 percentage point reduction in a period of five years translating to an annual reduction of 1.4% could be a tall order under the current circumstances.

In conclusion, employment in Namibia increased from 330,000 at independence to 388,014 in the year 1991 and to 712,252 in the year 2016 (Namibia Statistic Agency, 2017). However, compared to labour demands, especially among the youth, the additional jobs have not been enough to absorb the number of new entrants into the labour market. The overall unemployment rate stood at 34% in the year 2016, but was much higher for the youth at 43.4%, and currently stands 46.1%.

3.3 CURRENT CONTRACTION OF THE ECONOMY AND FUTURE PROJECTIONS

The Namibian economy contracted 2.6% year-on-year. The contraction had an impact on unemployment in general. In the second quarter of the year 2019, following an upwardly revised 2.9% decline in the prior period (Namibia Statistic Agency, 2019). Main negative contributions came from mining and quarrying (-20.2% vs -1.0% in first quarter) namely diamonds (-34.3%), uranium (-6.4%) and other mining (-5.3%) and agriculture (-28.1% vs -

¹ The Gini coefficient is the world's accepted standard to measure inequality of wealth distribution and poverty levels in any country. The higher the figure – closest to one - the more unequal is the society while the lower figure – closest to zero - represents a society with the most equal wealth distribution.

31.4%) due to the severe drought which affected crops and livestock production (Namibia Statistic Agency, 2019). Output also fell in construction (-5.5% vs -27.8%), wholesale & retail trade (-2.0% vs -7.0%), hotels & restaurants (-2.8% vs -8.7%), transport & communication (-0.9% vs -0.5%), public administration (-2.7% vs -1.2%), education (-0.9% vs 1.3%), health (-2.6% vs 2.4%) and other private sector services (-0.6% vs -1.1%) (Namibia Statistic Agency, 2019). In contrast, growth was recorded in manufacturing (18.8% vs 3.6%), boosted by beverages (20.1%), basic metals (54.1%), and diamond processing (22.4%); financial services (1.9% vs 1.4%); utilities (2.7%, the same as in first quarter and fishing (0.7% vs 3.3%).

The GDP Annual Growth Rate in Namibia averaged 4.04% from the year 1990 until the year 2019, reaching an all-time high of 21% in the third quarter of the year 2004 and a record low of -6.10% in the first quarter of the year 2009 (Namibia Statistic Agency, 2019).

The fiscal consolidation process that started in the middle of Financial Year (FY)2016/17 due to excessive fiscal spending in the previous FYs, continued into FY2018/19, but at a slower pace. The primary fiscal deficit was further reduced by 1.1% of Gross Domestic Product (GDP) and was executed mostly through additional reductions in recurrent expenditures (wage bill and transfers to the parastatals) and capital expenditures (Namibia Statistic Agency, 2019). Some encouraging signs for possible recovery of the economy came from the mining and construction sector. Mining activity expanded by 11% in the year 2018 because of higher uranium production as the Husab mine ramped up its production. The construction activity also recovered with annual growth of 10%, following a strong contraction in the previous two years of 25% (Namibia Statistic Agency, 2019). The revival of the construction activity was driven by the private sector despite the stall in public construction projects. Medium-term growth recovery is expected to be driven by mining activity, especially uranium, as its prices are expected to rise as terms of trade improve (Namibia Statistic Agency, 2019).

It is clear that the contraction of the economy led to a drop in real personal income, industrial production and retail sales. The three years of economic contraction had increased national unemployment rates, and especially youth unemployment which rose from 43.7% in the year 2016 to 46.1% in the year 2018. Companies stopped hiring to save money in the face of lower demand, some laid off workers, sending unemployment rates soaring.

3.4 YOUTH UNEMPLOYMENT TRENDS IN NAMIBIA

According to the 2018 Labour Force Survey, there were 876,908 youth aged 15 to 34 in Namibia, of whom 310,854 (35.4%) were employed, and 265,770 (30.3%) were unemployed. This means that the labour force in these age groups totals 576,624 persons, giving a Labour Force Participation Rate (LFPR) of 65.8%/. From Table 2 below, the statistics show that the youth labour participation rate and employment-to-population ratios increased drastically with aging for both males and females, while youth unemployment rate decreased with aging. The overall youth unemployment rate is 46.1% which is an increase of 2.7% compared to the youth unemployment rate of 43.4% reported in the year 2016. Female youth experience a higher unemployment rate of 48.5% compared to their male counterparts 43.7%.

Table 2: Employment indicators for youth aged 15 to 34 years, by sex and by age group

Age groups	Labour Participation rate			Employment to population ratio			Unemployment rate		
	Both Sexes			Both Sexes			Both Sexes		
	Male	Female		Male	Female		Male	Female	
15 - 19	21.6	22.6	20.6	6.6	7.8	5.4	69.9	65.5	74.1
20 - 24	69.3	69.9	68.9	29.8	32.5	27.2	57.0	53.4	60.4
25 - 29	87.9	89.2	86.6	50.7	53.8	47.8	42.3	39.7	44.8
30 - 34	92.5	93.8	91.2	62.4	64.3	60.6	32.5	31.4	33.5
Total	65.8	66.5	65.0	35.4	37.5	33.5	46.1	43.7	48.5

Source (NSA Labour Force Survey, 2018)

Further, Table 3 shows that the youth unemployment rate was higher in rural areas (49.1%) than in urban areas (44.0%). Additionally, Table 3 shows that unemployment was generally higher for female than male youth in most of the regions, except in the Erongo, Oshana and Oshikoto regions. The year 2018 Labour Force Survey (LFS) results show that youth unemployment rates were higher than the national youth unemployment rate in most of the regions except in the Karas (44.7%), Erongo (36.8%), Omusati (39.7%), Hardap (41.9%) and Khomas (43.0%) regions. The youth unemployment rates were particularly highest for the Kavango East (62.5%) and Kunene (53.0%) regions respectively.

Table 3: Unemployment rate for youth aged 15 to 34 years by region and sex

Region	Both Sexes			Male			Female		
	Unemployed	Labour force	%	Unemployed	Labour force	%	Unemployed	Labour force	%
Namibia	265,770	576,623	46.1	125,206	286,829	43.7	140,564	289,794	48.5
Urban	150,506	341,833	44.0	70,513	165,667	42.6	79,993	176,166	45.4
Rural	115,264	234,790	49.1	54,693	121,162	45.1	60,571	113,628	53.3
Karas	10,117	22,645	44.7	4,769	11,634	41.0	5,348	11,011	48.6
Erongo	20,800	56,571	36.8	11,428	30,906	37.0	9,372	25,665	36.5
Hardap	8,820	21,060	41.9	4,392	11,755	37.4	4,428	9,305	47.6
Kavango East	21,362	34,163	62.5	9,118	14,710	62.0	12,244	19,453	62.9
Kavango West	8,035	17,173	46.8	3,289	7,372	44.6	4,746	9,801	48.4
Khomas	57,524	133,710	43.0	26,435	66,139	40.0	31,089	67,571	46.0
Kunene	12,777	24,105	53.0	6,176	12,148	50.8	6,601	11,957	55.2
Ohangwena	24,561	47,788	51.4	10,240	20,986	48.8	14,321	26,802	53.4
Omaheke	8,012	17,188	46.6	3,527	9,839	35.8	4,485	7,349	61.0
Omusati	19,187	48,270	39.7	8,928	23,432	38.1	10,259	24,838	41.3
Oshana	22,294	47,262	47.2	10,783	22,218	48.5	11,511	25,044	46.0
Oshikoto	22,439	44,738	50.2	12,013	23,824	50.4	10,426	20,914	49.9
Otjozondjupa	19,007	40,126	47.4	9,076	21,340	42.5	9,931	18,786	52.9
Zambezi	10,835	21,824	49.7	5,032	10,526	47.8	5,803	11,298	51.4

A major concern is the increase in unemployment between 2014 and 2018. This negative trend is likely to continue in the face of government's austerity measures that have been implemented since 2010 such as the National Development Plans (NDP1-5). Table 4 reflects Namibia's unemployment from 2012 to 2018.

Table 4: Unemployment Trend from the years 2012-2018

Year	2012	2013	2014	2016	2018
No of Unemployed	248,994	295,947	274,948	349,383	364,411
Unemployment %	27.5	30.2	27.9	34.0	33.4
Male Unemployment	22.7	26.8	24.1	29.8	32.5
Female unemployment	32.2	33.5	31.7	38.3	34.3
Youth Unemployment	37.8	42.2	39.0	43.4	46.1

Source: Namibia Statistic Agency, Labour Force Survey 2016, 2018

The Not in Education, Employment, or Training (NEET) is also an important measure to understand the depth of youth unemployment. It is defined as the percentage of youth aged 15 to 34 years who are not in employment and not in education or training (Namibia Statistic Agency, 2019). The NEET concept was introduced alongside the unemployment rate in consideration of the fact that where youth are not described as employed or part of the labour force, it is because they are in education or training. This is a positive rather than a negative (Namibia Statistic Agency, 2019). This fact needs to be considered, in particular, in respect of the age group 15-24 years. The NEET rate is therefore intended to reflect those youths who are not part of the labour force for reasons other than education and training. The year 2018 labour force survey results show that about 305,981 (34.9%) youth are not in employment, education or training, which shows a slight increase of 0.4% from the rate of 34.5% percent recorded in the year 2016. The rate was particularly higher with the 20-24 age group (45.2%) and was very low among the 15-19 (18.5%). The rate was also found to be higher for female youth (37.1%) compared to their male counterparts (32.7%). Equally, the distribution of NEET by region and sex showed that there was no difference in the proportion of NEET in rural (34.8%) and urban (35%) areas. Regions such as Kunene record the highest (47.5%) NEET, while regions such as Omusati recorded the lowest (27.1%) NEET. The result further showed that NEET was higher for female youth as opposed to male youth except for Oshikoto.

3.5 CAUSES OF YOUTH UNEMPLOYMENT IN NAMIBIA

Several factors, including relative lack of skills, unstable labour market experience and discrimination, contribute to the difficulty usually faced by young people entering the labour market. These are discussed below.

3.5.1 Access, Equity, Quality and Efficient Education System

Education and labour markets are linked. The malfunction between education and the labour market can complicate the efficient transition from education to a work environment, leading to high unemployment (Pazvakawambwa and Tjikune, 2013). Indeed, youth unemployment in Namibia remains significantly higher among the less educated than among the more educated (Namibia Statistic Agency, 2018).

Namibia has increased access to education with almost all children (about 98.6 percent enrolment rate) accessing education in the year 2015 (Education Management System,

2016). While access has improved, the same cannot be said about the quality of education with dropout and repeater rates remaining persistently high. Dropout rates are a major challenge for junior secondary education, averaging between 7% and 9% over the last five years, while about one third (33%) of learners are dropping out in grade 10 annually (Education Management System, 2016). Of major concern is that about 2% of all learners in grade one is dropping out every year. In the year 2016, this represented about 1,600 children dropping out in grade one. While dropout is relatively low for grades 2 to 4, it increased to 3% in grade 5 (Education Management System, 2016). Namibia is experiencing these high dropout rates despite the fact that education has been free for the last five years for primary education and the last two years for secondary education. The major reason for female learner dropout is pregnancy, at 29% of overall female dropout (Education Management System, 2016).

Suonpaa and Matswetu (2012) observed that the “problematic nature of Namibian education (access, equity, quality and efficiency), lack of ambition or will to work, corruption in recruitment policies such as nepotism and favouritism, lack of experience, globalization, technological advances, over qualification and lack of experience” are some of the major factors contributing to high unemployment rates in Namibia. Also, the re-admission and age limits policy imposed for junior secondary education in Namibia contributes to the lack of skills and subsequently to youth unemployment. The policy is that students over the age of 17 who fail Grade 10 are not allowed to repeat this level in the formal educational system, but should look for alternative educational institutions, which are often too expensive for their parents and in some cases ineffective. Thus, many youth tend to drop out of school at this level and join the ranks of the unemployed but with no skills.

Consequently, many of these youth are left with neither the skills nor appropriate minimum qualification to enter the labour market. Most of these youth are now in the late 20s and early 30s, unable to go to vocational training institutions and consequently ineligible for proper formal employment. These are the youth who fall within the category of NEET, accounting for some of the most frustrated unemployed youth in Namibia. It is therefore recommended that a special vocational training program be introduced specifically for this category of youth to build them up and introduce them into the labour market.

3.5.2 Skills needed by the Labour Market

Several reasons for high unemployment have been identified. The main reasons sighted has been the lack of skills among job seekers, especially those with no formal training. Some scholars and commentators have argued that as far as the formal sector is concerned, the average Namibian graduate is not employable because they do not possess the skills needed by employers (Suonpaa and Matswetu, 2012). After all employers do not need people to pay or spend their money on, but they look for people who will help their organization grow and make more profit, since the primary goal of every enterprise is to make profit. This lack of skills often is attributed to the Namibian education system, with its bias towards academic subjects. The curriculum in tertiary education in Namibia often lacks the entrepreneurial content that can enable graduates to become job creators rather than job seekers. Access to entrepreneurial training such as tailoring, computer, and incubation is often constrained by lack of access to capital after training.

3.5.3 Growing Skills Mismatch

Skills mismatch is often given as the explanation for high youth unemployment in the world. Usually, this refers to the incongruence or incompatibility between the skills needs of the labour market and the supply of skills from training institutions (European Training Foundation, 2012; International Labour Organisation, 2015; Pasipanodya; van Gaalen and Knoblauch 2019). Measuring skills mismatch is an on-going area of research. Pasipanodya; van Gaalen and Knoblauch (2019) note that currently there are no internationally agreed methods to measure skills mismatch, but all measures encompass imbalances between the skills demanded and those supplied. Mismatch can be measured along several axes, using proxies such as qualifications, years of schooling and occupations. Qualification is a formal recognition of someone possessing a given set of skills (Pasipanodya; van Gaalen and Knoblauch 2019). It is therefore construed that one who spends more years in school will obtain more skills, and similarly someone in a high-skilled non-manual occupation group can be considered as possessing a given set of skills. The most fundamental distinction of mismatch is, first, under-education and over-education, in which an undereducated person does not possess skills required for a given job, while an over-educated person is someone who has skills beyond what is required for the position at hand (Pasipanodya; van Gaalen and Knoblauch 2019).

Second, mismatch can be horizontal and vertical. According to the European Training Foundation (2012), a vertical mismatch occurs when there is a discrepancy between the

levels of education which a person has, and the requirements of the job held by the person. A horizontal mismatch, in contrast, refers to disparities between types of skills which the person has attained and the requirements of the job. Put differently, vertical skills mismatch can be defined as “does the person have right skills for the job?”, and horizontal mismatch can be put as “is the job right for the skills the person has?” According to a study commissioned by the Namibia Employers Federation in the year 2010 and conducted by the Institute of Public Policy Research (IPPR), the skills gap has seen many companies stating that there are “critical vacancies that require specialist skills they cannot fill”. This study predicted that five years later there would still be this skills gap for degree-holding professionals and the special skills jobs in Namibia.

This report notes that this was one of the most cited issues in the discussions and interactions with almost all stakeholders, including from educational authorities and scholars. There was consensus that this is one of the prime causes of unemployment.

3.5.4 Corruption and Nepotism

Most of the stakeholders interviewed said that corruption, which has permeated the entire social structure of Namibia, has robbed the country of the means to develop a vibrant economic base. There were complaints to the Targeted Review Mission at every forum in the capital as well as in the regions that funds meant for development projects have been misappropriated, diverted, or embezzled and stashed away in individual accounts or foreign banks, while “some incompetent and corrupt bureaucrats and administrators in public enterprises and parastatals have liquidated these organisations” (Targeted Review Mission Notes, 2019). It is clear that collusion between political elites and local and foreign contractors to inflate contract amounts has robbed Namibia of the resources needed to develop a vibrant economy that can create jobs for the youths in the various sectors of the economy.

3.5.5 Youth Personal Characteristics Barriers

Studies on the youth show that personal characteristics and location are a major factor in youth employment or unemployment (International Labour Organisation, 2013). Personal characteristics include education level and marital status, and job location attributes include industry and occupation.

The 2018 Labour Force Survey observed that female youth experience a higher unemployment rate (48.5%) compared to their male counterparts (43.7%). In different interactions, the Targeted Review Mission also confirmed that in some of the regions (more prevalently in the North), gender inequalities are reinforced by cultural norms and practices and these are likely to persist because of biases within the family that affect the range of options available to young women (such as labour market participation and education).

The Targeted Review Mission found some evidence in support of this in that a large proportion of rural young women are homemakers, while rural young men are either employed or studying. In the urban environment it was observed that youth gender biases in education are not as stark as in the rural environment although there are still significant proportions of young girls who are homemakers. These findings suggest that gender biases within the family still have an impact on youth activities and employability in Namibia.

3.6 EFFECTS OF UNEMPLOYMENT IN NAMIBIA

This part of the report summarizes the effects of youth unemployment, which was of main concern to most of the stakeholders including the youth the Targeted Review Mission interacted with during the field mission. For example, in Hardap, Kavango East and West regions:

- (a) The inequality in income in the country has grown, with a Gini coefficient of 0.7 from independence until the early years of 2000s. Income inequality breeds poverty and unemployment.
- (b) Some youth who are facing challenges because of unemployment are also likely to turn to crime.
- (c) Alcohol and drug abuse are now prevalent since most depressed youth who are unable to secure employment are turning to alcohol and drugs.
- (d) Unemployment also negatively affects the physical well-being of the youth. It affects their skills development and can potentially cause youth homelessness, lower output, loss of human capital and increased poverty, especially in rural areas.

It is clear from the above that being young, educated or uneducated, with no skills and involuntarily unemployed has profound effects on an individual's future, as well as on the broader Namibia economy.

The following are some of the major challenges experienced in the implementation of youth programmes

- (a) The economic growth witnessed over the years has not produced enough jobs largely because the Namibian economy is resource-based with few processing industries. Economic diversification is also weak. There is little investment in labour intensive industries such as agriculture, and the youth are also not being encouraged to enter into agro based industries.
- (b) National policy regulatory frameworks are well articulated on paper but there is a lack of effective implementation to address realities on the ground. In addition, there is a lack of understanding of the need for youth empowerment and mainstreaming of youth involvement in different socio-economic and political sectors.
- (c) There is general lack of an entrepreneurial culture and business skills for youth. Youth entrepreneurial networks do not exist at national and regional levels to promote mutual learning among the youth. Entrepreneurship remains an optional subject in training institutions.
- (d) The youth do not have ready access to financial support due to stringent lending requirements and costs imposed by lending institutions. Those who provide or process loan applications are not always able to understand or relate with innovative business ideas submitted for support. Rules of banking and financial institutions are rigid and not tailored to provide solutions to the financial needs of young entrepreneurs. Political interference in youth work has also been identified as a major challenge.
- (e) Youth lack comprehensive non-financial support in the form of business mentorship, coaching, and incubation. They also lack exposure and access to available domestic and export markets, a situation that is partially reinforced by a lack of skills to comply with administrative and legislative business requirements. Youth businesses are characterized by what has been described as "copycat syndrome" – engaging in business not because of sound and viable business ideas but because it is what others are doing. Young people are also highly mobile and lack focus, resulting in business ventures not being sustained.
- (f) Employers often prefer experienced workers when recruiting. Job preparedness such as school-to-work transition arrangements and placement programmes do not exist to prepare school leavers for the labour market. Even those with good academic

- qualifications often lack soft skills such as communication, negotiation and critical thinking that are often required by employers. This places young people at a disadvantage when competing for employment with their older counterparts. While they could make a difference, incentives such as youth employment subsidies that are often provided by governments in other parts of the world do not exist in Namibia.
- (g) Some implemented programmes do not achieve the desired outcome and no accountability is demanded from those who fail to monitor and evaluate the implementation to ensure success of the programmes



4. POLICY TO PROVIDE AN ENABLING ENVIRONMENT FOR YOUTH EMPLOYMENT

This section discusses findings related to the existing policies that can drive youth employment. The review analysed the extent to which the various policy frameworks and strategies are able to guide job creation to curb persistent youth unemployment in the country.

4.1 NATIONAL STRATEGIC VISION AND PLANNING FRAMEWORK FOR YOUTH PROGRAMMES

The main national strategic policy frameworks to create an enabling environment for youth employment are:

- Vision 2030, of 2001
- National Development Plans 1-5 (1995-2022)
- Harambee Prosperity Plan (HPP) of 2016

4.1.1 Vision 2030 and National Development Plan 1-4

It is useful to state that the strategic national vision and planning for youth employment is anchored in Vision 2030, National Development Plans (NDPs) 1-5 and the Harambee Prosperity Plan (HPP). Policy documents indicate that, following independence, the Government of Namibia embarked on a sustained national planning that set-in motion clear “short, medium and long-term development plans aimed at promoting social and economic advancement for all citizens” (HPP, 2018:6).

It is reported that after successfully executing the Transitional National Development Plan (TNDP) from 1990 to 1994, the Government introduced a national development framework based on medium-term national development plans (NDPs). The First National Development Plan (NDP1) covered the period 1995/1996 to 1999/2000. In 2001, the Government launched the long-term Vision 2030. The main objective of Vision 2030 is for Namibia to become a prosperous and industrialised country by the Year 2030. The five-year National Development Plans (NDPs) serve as the building blocks of Vision 2030.

The Second National Development Plan (NDP2) was launched in the same year as Vision 2030, covering the period 2001/2002 to 2005/2006, NDP3 from 2007/2008 to 2011/2012, NDP4 from 2012/2013 to 2016/2017, and NDP5 from 2017/18 to 2021/2022.

The Targeted Review Mission analysis is that in all the National Development Plans (NDP 1 up to 5), job creation is viewed as part of the process of development and not as a goal in conflict with, or to be pursued independently of economic development. The employment goals were aligned with the goals specified in national development plans, as government believed achievement of goals and targets in these plans will result in creation of substantial jobs. In addition, the government has implemented a series of plans, strategies, policies and programs focusing on creating jobs in general and for the youth in particular as well as on reducing poverty and income inequality.

4.1.2 Targeted Intervention Programme for Employment and Economic Growth

To counter the depressed economic aftermath of the 2008/2009 economic downturn, the Namibian Government initiated the Targeted Intervention Programme for Employment and Economic Growth (TIPEEG) in 2011. The Programme was designed to boost local economic performance and to create job opportunities through capital injection into specific economic sectors, specifically the construction subsector. This intervention was implemented during the period 2011/12 – 2013/14 and overlapped with the last year of NDP3 and the first two years of NDP4, which covered the period 2012/13 to 2016/17. The document proposed to pay ‘more attention to economic sectors with high potential for growth and job creation’. These are identified as tourism, transport and livestock production (National Planning Commission, 2010: 2).

Furthermore, the National Planning Commission (NPC) proposed ‘broad reforms to enhance Namibia’s long-term competitiveness’ (NPC, 2010: 4). The NPC advocated for a strategy of ‘unbalanced growth’ and rapid job creation by targeting specific regions and sectors. It suggested that ‘this approach is advisable where resources are limited and where there are strong back and forward linkages for the identified economic sectors.’ It also argued that economies of scale are important if the economy is to become internationally competitive and that an unbalanced growth strategy will help to achieve economies of scale (NPC, 2010: 5).

To finance the TIPEEG, the NPC proposed to increase the budget deficit from 3% to 7% over a five-year period. The document pointed out that past policies and programmes had failed to yield the desired results due to poor implementation. The NPC, therefore, called for consistency in the implementation of TIPEEG, with ministerial action plans being approved by cabinet and monitored by the NPC. The document concluded that “it is of utmost importance that if we agree to an increased government targeted economic intervention, we must also agree to commit ourselves to implement our plans in the most judicious manner, lest we waste scarce public financial resources” (NPC, 2010: 13-14). Based on the NPC proposal, the government announced the TIPEEG in the year 2011, with a target of creating 104,000 direct and indirect jobs between the years 2011 and 2014.

The budget allocation of N\$9.1 billion was anticipated to rise to N\$14.7 billion if the expenditure on public works programmes were added. State-Owned Enterprises (SOEs) investment during that period was projected to amount to a further N\$4 billion (NPC, 2011). TIPEEG’s priority sectors were agriculture (N\$ 3.6 billion to be invested and 26,171 jobs to be created), transport (N\$3.1 billion for 33,276 jobs), housing and sanitation (N\$1.8 billion for 35,076 jobs), tourism (N\$649 million for 10,000 jobs) and public works (N\$5.5 billion for 82,000 jobs). Agricultural projects targeted crop production, enhanced livestock production, forest management and water resources infrastructure. Transport investments included road construction and rehabilitation as well as rail network development and port development in Walvis Bay. The tourism investments aimed to increase the number of tourists by 10% through tourism development and wildlife management programmes, and the housing and sanitation programmes targeted the servicing of land, the construction of low-cost houses and the creation of urban and rural sanitation infrastructure (NPC, 2011).

However, in February 2014, the Minister of Finance announced in her budget speech that the TIPEEG had created only 15,829 permanent and 67,485 temporary jobs (Kuugongelwa-Amadhila, 2013). Against a budgeted expenditure of N\$14.5 billion, this means that each job came at a cost of about N\$175,038. Contrary to its aims, the programme had no significant impact on the overall unemployment rate (Jauch, and Tjirera, 2016). As admitted by Minister of Finance, Calle Schlettwein “*I wanted much better employment figures. We have not seen any significant impact. We expected better returns. That was what we wanted, but we did not get it,*” (The Namibian Newspaper, 19 Dec 2018). Members of the Namibia Chamber of Commerce and Industry (NCCI) have in the past also alleged favouritism and nepotism in the award of contracts under the TIPEEG (New Era Newspaper, 3rd March

2016). The Targeted Review Mission's interaction with several stakeholders cited poor targeting in risk projects, with others citing abuse of the system that created "tenderpreneurs" who could not create jobs for the youth. Some youth practise rent seeking when awarded contract.

4.1.3 Harambee Prosperity Plan

A year after the inauguration of His Excellency, Dr. Hage G. Geingob, Namibia's third democratically elected President, the Government launched the Harambee Prosperity Plan (HPP) spanning from the year 2016/2017 to the year 2019/20 to fast track socio-economic development. This Plan overlapped with the last year of NDP4 and the first three years of NDP5. Like the TIPEEG, the HPP did not replace the NDPs, but was intended to complement and reinforce the implementation capacity of critical development components of NDP4 and NDP5 in an accelerated manner.

The HPP is a focused and targeted approach to achieve high impact in defined priority areas. It is built and moulded around the narrative of inclusivity in the Namibian House, where no one should feel left out. It acknowledges and builds on the strong foundation and progress made since independence. The Plan is built on four Pillars that are made up of sub-pillars, to form the frame/structure of a House namely: *effective governance, economic advancement, social progression, and infrastructure development.*

The HPP holistically targets the main challenge to the growth of the Namibian economy and articulates ways to specifically and strategically deal with youth unemployment in the following: Pillar 2 (Economic Advancement) that specifically refers to 'Youth Development Enterprise'; Pillar 3 (Social Progress) focusing on *Vocational Education and Training*; and Pillar 4 (Infrastructure Development) focusing on *Information and Communication Technologies (ICTs)*. Going forward, these constitute the backbone of the strategy to create jobs for youth. Youth empowerment and youth job creation are anchored in pillars 2 to 4 of the HPP. If they are properly implemented, they will lead to the creation of jobs for the youth.

4.1.4 Fifth National Development Plan

The Fifth National Development Plan (NDP5) is the 5th NDP out of seven (7) National Development Plans that are aimed to implement and achieve the objectives and aspirations of Namibia's long-term vision (Vision 2030). One main challenge from NDP4 that the NDP5 recognises was the inability of the labour market to absorb new entrants mainly because the

economy could not create innovative industries since the economy relied on the traditional industries which are already saturated. The economy hence experienced a cycle of low skills – fewer job opportunities. Moving forward the country needs to break this cycle during NDP5 by investing more in education, especially in technical and vocational training and orienting higher education towards science related subjects (NDP5 Policy Document, 2016).

4.1.5 Growth at Home Strategy

The Growth at Home Strategy is Namibia's strategy for industrialization. It is rooted in Namibia's Industrial Policy, Vision 2030 and the Fourth National Development Plan. Some of the central views of the Growth at Home Strategy include local value addition, targeted and phased approach, promotion of regional value chains and bilateral cooperation, infant industry protection, including safeguarding of policy space, export promotion and continuous reform of the business environment including investment attraction. The Growth at Home Strategy will be rolled out in four phases of 5 years each, stretching to the year 2030 and beyond (NPC, 2018). The strategy's objective of value addition and protection of infant industry are aimed at spurring youth MSMEs growth and job creation in Namibia.

It is important to note that the Growth at Home Strategy, NDP5 and HPP have clear and specific plans and objectives directly and indirectly targeting youth empowerment and job creation. However, this Targeted Review observed that there have been significant challenges with the planning and implementation frameworks over the past decade. One of the issues that many stakeholders raised throughout the discussions was lack of central and regional leadership that would efficiently rally national buy-in and consensus and translate these plans into reality. Similarly, implementation of these plans did not sufficiently and adequately mainstream and entrench youth programmes.

4.2 FINANCING AND BUDGETING FOR YOUTH PROGRAMME

Under the sub-pillar '*Youth Enterprise Development*', in the HPP, the Ministry of Finance has over the past year initiated the following programmes:

4.2.1 Micro, Small and Medium Enterprises Access to Finance

Micro, Small and Medium Enterprises (MSMEs) play a key role in job creation and income generation, and thus contribute to improving the living conditions of many Namibian people. Because of the closure of SME Bank and the HPP target to establish a Youth Enterprise Development Fund, Government directed the Development Bank of Namibia (DBN) to

establish a Small Medium Enterprises (SME) Centre to respond to MSME funding needs, with capital commitment from government (HPP, 2019).

In tackling challenges such as access to finance which are facing MSME, financial sector reform initiatives have been undertaken during the period under review (HPP, 2019). The SME Financing Strategy, consisting of a Venture Capital Fund, a Credit Guarantee Scheme and a Training and Mentorship Programme, was approved by the Cabinet and operationalized under the Development Bank of Namibia (DBN), which established a SME Centre in October 2018 (HPP, 2019). The Fund has been capitalized with a N\$20 million contribution from the DBN and N\$110 million from the Central Government (HPP, 2019). However, the impact is yet to be seen given that the DBN is still working on implementation modalities for these instruments to go operational from April 2019 (HPP, 2019).

According to the HPP Review report (2019), a Skills-Based Lending Facility has been introduced at the DBN to encourage youth entrepreneurship and address the difficulties the youth face in access to finance (HPP, 2019). The report claims that the facility relaxes loan conditions such as collateral and owners' equity contribution requirements. Beneficiaries of this facility will be provided with coaching and mentorship to enhance business sustainability. Furthermore, 101 MSMEs obtained funding to the tune of N\$165 million from the Development Bank of Namibia (DBN) and collectively created 850 permanent jobs and 682 temporary jobs during the period under review (HPP, 2019).

However, many young people that the Targeted Review Mission interviewed indicated that they were not aware of these opportunities because efforts to communicate these have been poor and that most of these efforts had not been scaled up enough for them to have a decisive impact, and were, in many instances, hampered by corruption and nepotism.

4.2.2 Micro, Small and Medium Enterprises Development Support

Technical documents and the discussions with stakeholders revealed that the Student Entrepreneurship Programme (SEP) was launched in July 2017, in addition to SME training under the Industry Growth Strategies, to identify, train and facilitate the establishment of 14 Youth Owned Enterprises (HPP, 2019)

It has been reported that to date, 140 Young Namibians have been trained and organised into regional enterprises of 10 per group and equipped with bankable Business Plans (HPP, 2019). Further, a business acumen and entrepreneurship training programme, EMPRETEC, was launched in May 2019, with 26 certified Business Development Advisors to conduct

mentorship and coaching to MSMEs (HPP, 2019). Currently, the Training of Trainers has been completed. The Ministry of Industrialization, Trade and SME Development is also implementing the programme in collaboration with 5 other Offices, Ministries and Agencies (OMAs). Construction of a Centre for development of an MSME Start-Up in Katutura, Windhoek, is expected to be completed in the year 2019. Comprehensive Business Advisory Services will be provided for entrepreneurial start-ups (HPP, 2019).

A 'National Establishment Survey' has been identified as an instrument to develop an information database system recording MSME data, including sectors, employment information and contribution to GDP. The 'Enterprise System' has been developed by the Ministry of Industrialisation Trade and SME Development (MITSMED) in collaboration with Business and Intellectual Property Authority (BIPA) to certify and validate MSME's (HPP, 2019).

The HPP of the year 2019 review also reported that several measures had been taken to expand economic competitiveness and improve competitiveness ranking in the world. The enabling legislations such as Business and Intellectual Property Authority (BIPA Act No.8 of 2016) and Namibia Investment Promotion Act (NIPA) were enacted in 2016. The BIPA is operational on a phased-in approach for online services, with name reservations already available. The desired outcome is to provide 13 business with related services online by end of 2019, to enhance efficiencies. A pilot was launched in April to test integration and reliability of Information Management Systems across various OMAs (HPP, 2019). The Namibia Investment Promotion Bill was signed into law in the year 2016. It has however not been gazetted due to issues highlighted by the Private Sector, which necessitated further consultations. The consultations continued through the years 2017 and 2018. As a result, a new Bill was produced concurrent with its Regulations. The Bill was submitted to the Cabinet in October 2018 and subsequently referred to the Cabinet Committee on Legislation (CCL) for detailed deliberation. It is envisaged that the Bill will be tabled later. However, best practice in most African countries (such as Ghana, Zambia, Botswana) call for the setting up of an Independent Investment Commission as a one-stop-shop responsible for encouraging and promoting investments in Namibia, to provide for the creation of an attractive incentive framework and a transparent, predictable and facilitating environment for investments. Going forward, current efforts to set up such a centre need to be implemented speedily.

A total of 121 rural youth enterprises have been identified and selected in all constituencies and registered with the BIPA. Nine (9) enterprises were piloted in the year 2016. The HPP (2019) reports that 21 youth-owned rural enterprises have been established and are in the process of developing bankable Business Proposals for funding and operationalization. The National MSME

Policy was launched in December 2016 whilst the National Youth Entrepreneurship Policy, an offshoot of the MSME Policy has been drafted and is due to undergo public consultation.

A key reform required to improve economic competitiveness is the harmonization and integration of the various business registration processes which are currently fragmented across various OMAs into an Integrated Client Service Facility (ICSF). Integration will ensure business registration is more efficient, thereby reducing the number of days it takes to register and start a business in Namibia from 66 days as cited in the World Bank Doing Business Report, to at most 5 working days. This process has started and is on course. The ICSF system is expected to become fully operational in the course of 2019-2020 financial year. To expedite reforms and facilitate online investment queries, the establishment of an electronic One-Stop-Shop will form part of the above process. The One-Stop-Shop will provide an online platform for 13 e-Services.

4.2.3 Constraints and Opportunities for Development of Micro, Small and Medium Enterprises

Despite many programmes presented above the following are some of the key constraints and opportunities that were observed.

4.2.3.1 Uncoordinated Institutional Framework

Currently, many institutions from the public and private sectors, as well as from civil society, support MSMEs through a variety of vehicles and development programmes. Unfortunately, there is lack of coordination among these institutions, leading to duplications of interventions and waste of scarce resources. There is pressing need to map all the efforts targeting MSMEs and to explore effective ways to coordinate these interventions. A number of MSME support programmes have been put in place to address the challenges facing Namibian MSMEs.

The Targeted Review Mission noted that entrepreneurs are still facing challenges in implementing their business ideas as outlined in MSME policy 2016 because of the following:

(i) Access to finance: According to the 2014 World Bank Enterprise Survey for Namibia, 40.9% of small enterprises and 28.6% of medium enterprises identified access to finance as a major constraint to their operations, whereas only 1% of large enterprises see access to finance as a challenge for their development. MSME financing is unattractive to traditional financial institutions since such enterprises are perceived as high-risk investments that do not yield adequate returns. The limited use of financial services by MSMEs is also strongly correlated with poor financial

literacy (the majority of MSMEs make use of private saving accounts or private checking accounts to run their businesses for instance). As a result, 97% of Namibian MSMEs are considered non-bankable.

(ii) Access to land: for historical reasons and as a result of the skewed distribution of land in Namibia, there are limited affordable business premises available throughout the country for MSMEs, and high rental costs jeopardise the success of start-up companies. Moreover, the high cost of serviced land further hinders investment.

(iii) Lack of entrepreneurial skills - such as those pertaining to management, accounting, and creativity - in tandem with limited personal commitment among entrepreneurs can lead to poor business proposals and a lack of viable projects. In the global marketplace, the ability to create, acquire and adapt to new technologies has become a critical requirement for competing successfully against other economic players.

(iv) Global competition: expanding markets and lower tariffs contribute to increased competition from imports. As new foreign investors enter the Namibian economy and large domestic firms consolidate their positions, traditional, local MSMEs are crowded out.

(v) Access to technology and research and development: due to insufficient investment in research and development (R&D), Namibian MSMEs depend strongly on imported skills for the maintenance and operation of their imported technologies. According to the 2014 World Bank Enterprise Survey, close to 40% of medium enterprises use technology licensed from foreign companies. Furthermore, there is insufficient knowledge in Namibia on the availability of suitable technologies, with the result that the technology employed does not always match the needs of the enterprise using it.

(vi) Access to markets: the majority of Namibian MSMEs do business locally only. The Namibian Economic Policy Research Unit Small Business Impact Assessment showed that only 4% of the MSMEs sampled export their goods or services, while 16% sold their goods or services only within the administrative region where they operate. Only 12.7% do business throughout the whole of Namibia. The remaining 67% of the interviewed MSMEs do business locally only. Due to the limited size of the domestic market in Namibia, MSMEs need to export their products or services if they want to grow.

(vi) Lack of accurate information on MSMEs: although many studies have been conducted on MSMEs over the years in Namibia, there is still lack of accurate and quantitative information on these enterprises - for example, there is no database in place. The lack of data poses a problem for the monitoring of MSMEs' development and the design of relevant support programmes.

(vii) Cumbersome administrative procedures: according to the 2015 World Bank 'Doing Business' ranking, Namibia remains a country with lengthy and costly administrative procedures. Registering a business requires going through ten different steps and can take more than two months (66 days). Moreover, there are costs involved in this process and MSMEs do not always have the technical and financial capacities to comply with these procedures.

4.3 SOCIALLY RESPONSIBLE ENTREPRENEURIAL PROGRAMMES

The Government recognises that nurturing the entrepreneurial mindset is key to business success and is an important element for both employment and entrepreneurship. A meta-analysis of entrepreneurship training program evaluations by Glaub, and Frese, (2011) points out that successful programmes often focus on psychological factors such as the motivation to stand out from competitors, to be innovative and to expand. Female youth remain an economically disadvantaged segment of the population despite a wide range of programmes and policies targeting them. Their empowerment and participation in the Namibian economy need to be strengthened in order to ensure social inclusion and create jobs and opportunities for development.

Furthermore, the MSME Policy acknowledges the importance of the National Gender Policy (NGP) of 2010 in ensuring the equitable participation of women in economic development. MSME support programmes must comply with key strategies on gender, trade, and economic empowerment as stipulated in the NGP. The entrepreneurial opportunities should include socially excluded members of the population (those with physical or intellectual challenges, immigrants, disadvantaged social groups, etc).

4.4 HIGHER EDUCATION, TRAINING PROGRAMMES AND EMPLOYMENT

An estimated 30,000 young people drop out of school each year at the end of grades 10 and 12 due to poor examination results (Education Management System, 2016). The number of grade 12 learners obtaining the entry requirements for university (25 points in five subjects of which one should be a minimum symbol D in English) is quite low.

In the year 2015, only close to 30% of the 20,301 grade 12 learners met university entry requirements (National Council for Higher Education, 2016). The Namibian higher education sector is governed by the Higher Education Act of 2003. Under this Act, "higher education" means all learning programmes leading to qualifications higher than grade 12 or its equivalent and including tertiary education as outlined in Article 20(4) of the Namibian Constitution. It does not include vocational training provided by a vocational training centre registered under the National

Vocational Training Act, 1994 (Act No. 18 of 1994) or Open learning provided by NAMCOL established by the Namibian College of Open Learning Act, 1997 (Act No. 1 of 1997) (National Council for Higher Education, 2016).

Since independence, the government has worked to remedy the shortcomings of the colonial era economy. In education and skills training, the government has worked with the private sector to establish two of the State universities in the country: The University of Namibia (UNAM) and the Namibia University of Science and Technology (NUST), the former polytechnic of Namibia. It has also set up vocational training centres in the various regions of the country. There have also been investments to increase the number of private universities offering a variety of courses. The Namibian government recognized from the outset that the two main factors driving high unemployment in the country are poor economic growth and the inefficient education and training system in the country. To remedy this, the government implemented policies and programs to address unemployment.

In the year 2016, enrolment in higher education programmes stood at 53,661, with 73.9% in public institutions, dominated by UNAM, and 26.1% in the 11 private institutions, dominated by IUM, which accounted for about half of the students registered in the private sector (National Council for Higher Education, 2016). Enrolment in public Higher Education Institutions (HEIs) grew steadily from 72.5% to 73.9% between the years 2012 and 2016, leading to a slight decline in private HEIs enrolment from 27.5% in the year 2012 to 26.1% in the year 2016 (National Council for Higher Education, 2016).

Namibia has one of the highest rates of enrolments in Business, Administration and Law compared to other countries in transition and developed countries. Similarly, Namibia's enrolment in Education is also comparatively high. Enrolment in engineering, however, is very low, especially when compared to countries in transition. Namibia's enrolment in engineering, manufacturing and construction of 4.5% in the year 2015 is lower than some countries in the SADC region where data is available. Namibia's enrolment in the science fields may be considered low (3.1%) compared to other SADC countries such as Botswana and South Africa, and other upper middle-income countries such as Albania and Algeria. This percentage for Namibia includes Physics, Mathematics and Life Sciences but excludes Computer Science. Namibia's enrolment in ICT is better than in most other upper middle-income countries such as Mozambique and South Africa.

Returns on education, both on the private and the social fronts can be measured on their effect on employment or unemployment. However, the unemployment rate for university graduates was low ie 9.4% until the year 2014 when it increased steeply to 29.2% in the year 2016. The recent surge could be attributed to economic downturn and particularly the nationwide moratorium on new recruitment in the public sector.

4.5 TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING

The Targeted Review Mission's interaction with policy makers and other stakeholders revealed that Technical and Vocational Education and Training (TVET), which had seemingly been abandoned after independence is now receiving renewed attention from the Government. In September 2016, a 15 years TVET Transformation and Expansion Strategy was developed with emphasis on programme diversification, fit-for-purpose equipment and refurbishment/expansion of physical infrastructure and capacity building for trainers. There are a number of Vocational Training Centre (VTCs) in the country as shown below

Table 5: List of some of the Vocational Training Centres in Namibia

Name of Vocational Training Centre	Location
Namibian Academy for Tourism and Hospitality (NATH)	Windhoek, Khomas
Katutura Youth Enterprise Centre (KAYEC)	Windhoek, Khomas
African Hospitality and Tourism cc2	Windhoek, Khomas
Africa Leadership Institute (ALI)	Windhoek, Khomas
DAPP (Development Aid from People to People) Vocational Training School	Windhoek, Khomas
Eenhana Vocational Training Centre	Eenhanha, Ohangwena
Nakayale Vocational Training Centre	Outapi, Omusati
Okakarara Vocational Training Centre,	Okakarara, Otjozondjupa
Rundu Vocational Training Centre	Rundu, Kavango east
Valombola Vocational Training Centre	Ongwediva, Oshana
Windhoek Vocational Training Centre	Windhoek, Khomas
Zambezi Vocational Training Centre,	KatimaMulilo, Zambezi

² close cooperation

Ngato Vocational Training Centre	Kavango East & West
Community Skills Development Centres (COSDECs)	Oshana, Otjozondjupa
Namibian Institute of Mining and Technology (NIMT)	Arandis (Erongo), Keetmanshop (Karas)

However it is important to note that there are new VTC in the regions that do not have public training centres and the expansions of existing centres is in progress at Nkurenkuru VTC (Kavango West), Kunene VTC (Khorixas, Kunene Region), Omuthiya VTC (Oshikoto) and Kai//Ganaxab (Hardap).

It has been reported that about 32,120 trainees were enrolled into TVET programmes countrywide in both public and private training institutions, against the set target of 100,000 trainees by Year 3 of HPP. This number includes 16,463 trainees funded directly by the Namibia Training Authority (NTA) (HPP, 2019). However, it was observed that apart from Namibia Institute of Mining and Technology (NIMT), Vocational Training centres do not produce employable student since they have no skills that are needed by the market. A number of reasons were put forwards for the lack of skills in vocational training centres. These include:

Lack of qualified Trainers;

Lack of equipment at VTCs especially those that are public owned;

Lack of Internship.

Vocational Training centres need to be strengthened to the level and standard of NIMT for them to be able to train employable students. NIMT currently has a compulsory internship programme after every 6 months. Students spend 6 months learning and 6 months doing internships for the duration of the programs. That is why NIMT students are well equipped and ready for the market.

Reports also show that Recognition of Prior Learning (RPL) was conducted to certify skills obtained through experience in the informal sector. Over the period, 5,918 assessment applications in 28 different occupations were received, of which 2,157 candidates were assessed, with 1,190 candidates (56%) declared competent and duly certified. This figure falls short of the target of 2,000 candidates in Year 1, marking a 60% attainment rate (HPP, 2019). This programme needs to be scaled up.

The Apprenticeship Pilot programme was launched to facilitate job attachment and Work Integrated-Learning. A total of 41 applications were received from interested local employers, 21 of which were approved to participate in the apprenticeship pilot, with approximately 300 apprentices. Agreements have been signed with all participating employers including SOEs and SMEs. This programme includes coaching, mentorship and incubation at VTCs as far as practically possible. The need for Private Public Partnerships (PPP) will be crucial going forward.

This report notes several existing proposals that could be implemented to improve Vocational Education and Training (VET). For example, the ILO report notes that Namibia's active labour market interventions should include improved funding for VET through a VET levy, an employment creation commission, a Namibia@Work programme and the linking of job seekers to employment opportunities plus vocational counselling. The report also proposes a "holistic life-cycle approach" to job creation consisting of: (a) an improved education system; (b) facilitation of a transition from school to work; and (c) basic employment safety nets (ILO, 2014: 131-133).

The ILO report notes that the unemployed youth as well as the long term unemployed and under-employed need some "trigger support" to get out of poverty. As the report argues, the state has a responsibility to use taxes to provide basic income security. It thus suggests a community-based public works programme of a maximum of 16 hours paid work per week at 40% of an equivalent full-time monthly wage for an entry level farm worker which could hover around N\$ 1,500 per month. In addition, this report proposes that there is need to incorporate entrepreneurship skills and lessons into VET programmes beyond just teaching the trade. Programmes being implemented also need to provide post school toolkits (finances, tools, mentorship etc.) to support graduates who want to start their own business.

4.6 NATIONAL LABOUR AND EMPLOYMENT CREATION POLICY

Under the auspices of the Ministry of Labour, Industrial Relations and Employment Creation, Namibia developed its National Employment Policy (NEP) which was launched in the year 2013. It contains a number of strategies to promote employment and decent work. The core of the NEP comprises priority measures, employment targets, instruments and mechanisms. It is not limited to conventional labour market policies but aims to provide an integrated policy framework covering macroeconomic and sectoral elements as well as institutional ones. NEP's objectives are:

- (a) *Institutional environment*: Promote a sustainable environment for the growth of formal SMEs and capacity building for social dialogue;
- (b) *Education and skills*: Increase youth employability through a relevant and effective vocational education and training (VET) system accessible in all regions;
- (c) *Reducing extreme poverty*: Introduce a basic income grant and increase access to employment for marginalised groups;
- (d) *Public infrastructure*: Increase the labour intensity of public investment with a special focus on rural areas; and
- (e) *Implementation of appropriate fiscal and financial policies* to facilitate productive investment and job creation and develop rural and agriculture development programmes.

Following the launch of the NEP in October 2013, the former Minister of Labour and Social Welfare announced that her ministry was preparing legislation to set up an Employment Creation Commission to co-ordinate policies and programmes. This, however, has not happened but the Ministry was given the explicit mandate of employment creation in the year 2015.

4.7 NAMIBIA INTEGRATED EMPLOYMENT INFORMATION SYSTEM

A Namibia Integrated employment information system (NIEIS) was launched on 5 December 2013. It has a portal that connects employees and employers, where job seekers can log in to look for jobs. The objective of this system is to create a comprehensive electronic database of unemployed people and their skills and act as the single source of information on skills and jobs within the government. The system is also intended to assist job seekers to find jobs and employers to identify qualified workers. It not only collects job seeker's information, it also manages information, advertises opportunities and training and matches suitably qualified and experience people with employment opportunities (Ministry of Labour, Industrial relations, and Employment Creation, 2019). There are currently over 100,000 jobseekers, mostly youth registered on the database. As for employers, 1,029 are registered on the database. However, there are some challenges:

- So far, the system has placed just over 6,000 job seekers, but it needs to be upgraded to match job seekers automatically. The Ministry is currently working with a company from South Korea and with the ILO.
- The portal for career guidance does not exist as yet, although the system allows job seekers to register for career guidance sessions. This needs to be worked on.

- The system needs to have clear disaggregated data on youth and adults that seek work, including their occupational backgrounds and experience.
- There is need to enhance cooperation in the capturing of existing local qualified skills set before they issue work permits. A Short Message Service (SMS) function should be added to facilitate communication with job seekers.

4.8 NATIONAL YOUTH POLICY

The National Youth Policy made provision for the establishment of a National Youth Council (NYC), which advises the Ministry of Youth and Sports on development and youth issues. The council was established in the year 1994. The NYC operates in five key areas such as:

- Employment;
- Promotion and environmental awareness;
- Youth health and welfare;
- Networking; and
- Youth exchange and international relations, information technology and media.

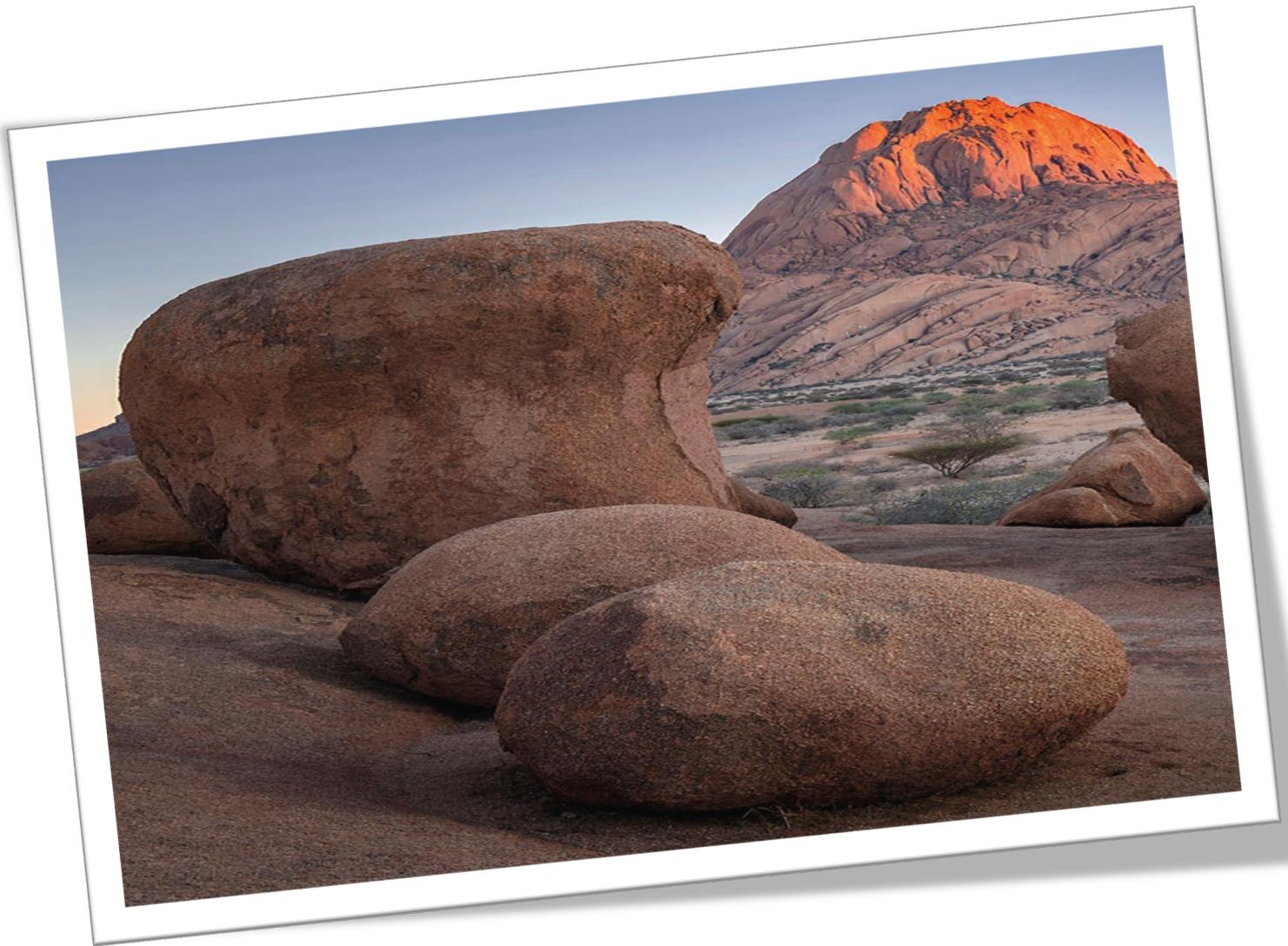
4.9 THE NATIONAL YOUTH SERVICE ACT

The National Youth Service was established by the National Youth Service Act No.6 of 2005, with the following objectives:

- Serve as a meeting point for youth from various social and cultural backgrounds to enable them to share common experiences and to encourage the sentiment of equality;
- Provide the youth with opportunities for further studies and training to enhance their opportunities for employment;
- Contribute to the socio-economic development of Namibia and poverty reduction in the country;
- Provide opportunities for the youth to voluntarily participate in national development; and
- Encourage patriotism, a sense of nationhood and commitment to Namibia's development".

The Targeted Review Mission's interactions with both the NYC and NYS highlighted some challenges that need to be overcome. The NYC argued that they had elaborate programmes to complement government efforts on youth unemployment. However, they bemoaned the lack of adequate resources to execute their mandate. For example, in the year 2019, they

received a grant of N\$9.5 million which was mostly spent on staff emoluments. Like the NYC, the NYS has a clear strategic plan (2018-22) but faces challenges in realizing their objectives. Currently, the NYS offers, among others, a free three-phase training programme to the recruited youth from all 14 regions of Namibia. However, the observations from consultations with various stakeholders indicate that there is high polarization in both NYC and NYS structures and governance systems. Most of the youth the Targeted Review Mission spoke to were of the view that the two organisations need to be rationalised. Others were of the view that the two organisations are being used by a few to get personal visibility at the expense of the real programme. Most of them proposed the establishment of a youth desk in each government ministry that will coordinate with NYC. Going forward, there is a need to rationalize NYS and NYC to improve governance of youth programmes and projects.



5. ANALYSIS OF POLICY POSSIBILITIES FOR YOUTH EMPLOYMENT IN NAMIBIA

This section provides summary analyses of the long-term policy possibilities on youth unemployment in Namibia.

5.1 STRUCTURAL TRANSFORMATION OF THE NAMIBIAN ECONOMY

There is consensus in related documents and from the interviews that Namibia has a historical and systemic economic structure that is underdeveloped and breeds, among other negative factors like youth unemployment. Clearly, the current macroeconomic framework is incapable of dealing with the growing challenges of youth unemployment. This report recommends structural transformation with comprehensive measures to tackle youth unemployment within an overall developmental context in which the State plays a more direct and active role. Political decisions that anchor on structural reform can include the following coordinated State interventions:

- a. **Sovereign Wealth Fund** Namibia derives most of its wealth from finite mineral resources such as diamonds and uranium and from fishing. A global study of natural resource funds by the Natural Resource Governance Institute (NRGI) and the Columbia Centre for Sustainable Investment (CCSI) found that there are pre-conditions for funds to function efficiently. Appropriate rules must be enacted along with adequate oversight and enough broad-based consensus to ensure compliance with those rules. For example, Sovereign Wealth Fund (SWF) hold public assets to improve macroeconomic management or for safekeeping. As such, the government should not be allowed to gamble with these funds. Their asset portfolios should reflect their purpose. The Alaska Permanent Fund of the United States of America is a model of transparency, which has helped to reduce conflict over the distribution and management of Alaska's petroleum resources. The precedents set by Abu Dhabi of the United Arab Emirates, Botswana, Chile, Kazakhstan and Norway, among others, provide examples for such legislation on SWFs investment. In the case of Namibia, such resources could be used to target areas that promote youth employment. A detailed study on the SWF is proposed.
- b. **Targeted Employment Interventions with focus on youth employment.**
To promote youth employment, focus should be on areas like constructions,

public works and logistics, which are labour-intensive, including all the services that are linked to logistics infrastructure. One good practice mentioned in some of the interactions with stakeholders is how to build the capacity of technical and vocational graduates to carry out house construction projects. A detailed study on the targeted initiatives is desirable and proposed.

- c. **Implement proposals in the various policy and strategic plans** such as the creation of a Youth Enterprise Fund which will receive initial capital from government and the private sector and be sustained by recovery of loan principals and the modest interest they charge for loans to women and youth.
- d. **Implement a national policy where public procurement opportunities** for firms owned by youth will be guaranteed quotas for the supply of goods and services to Government structures such as schools and hospitals. This will strengthen these firms, make them competitive, create jobs and improve the socio-economic situation of women and youth.

The report notes the success of some African countries such as Rwanda in developing a comprehensive approach at national level for an inclusive macroeconomic framework centred on job-rich growth, including coherent strategies for creating jobs for the youth. The country would need to develop broad-based and inclusive economic recovery and transformation measures which include macro-economic stabilization strategies anchored on structural transformation with clear monitoring and evaluation of youth development targets.

5.2 POLICY FRAMEWORK AND ADMINISTRATIVE CO-ORDINATION OF YOUTH PROGRAMMES

To tackle, in a holistic manner, the challenges of youth unemployment, there is need for implementation of pro-poor policies, using as a basis NDPs 4 and 5, HPP and Vision 2030 and other strategic frameworks. In this report, the Targeted Review Mission noted that the lack of serious involvement of key economic ministries such as Youth and Sports, Labour, Finance, Trade and Industry and other key national stakeholders, private sector, Non-Governmental Organisation (NGOs), civil society, in the planning and implementation process for job creation interventions, including youth employment is a cause for concern and needs to be addressed urgently. Placing the co-ordination under the Presidency will give it the necessary convening power. The NPC can be tasked with overall technical oversight of targets as well as with monitoring implementation of the programmes.

5.3 FOSTERING AN ENTREPRENEURSHIP CULTURE AND INNOVATION

The development of an entrepreneurship culture that inculcates positive attitudes towards business, as well as the knowledge necessary to start an enterprise is through education and training. Entrepreneurship in Namibia should be encouraged to enable the youth to create jobs for themselves and not only rely on finding jobs in the formal sector. Such training should start at a very young age and be promoted and encouraged throughout all the stages of formal education in Namibia, and beyond. The government should:

- Promote entrepreneurship through training and support for entrepreneurship programmes through primary, secondary, tertiary and vocational education (introduction of courses on entrepreneurship, familiarisation with the concept of business, financial literacy, virtual enterprises, case studies, etc.);
- Collaborate with research and business training institutions to review the current entrepreneurship curricula, with entrepreneurship as a compulsory subject in secondary schools and vocational training centres;
- Collaborate with research and business teaching institutions to facilitate entrepreneurship development programmes or ‘boot-camps’ for selected target groups, such as young graduates or skilled unemployed professionals;
- Review the National Youth Credit Scheme of the Ministry of Youth and ensure that capital or loans to young entrepreneurs are granted under favourable conditions and that programmes to fund youth businesses can be extended to other entrepreneurship projects.

5.4 BUILDING MICRO, SMALL AND MEDIUM ENTERPRISES DATA AND INFORMATION ECOSYSTEM

Indicators are measures of progress made towards achieving targets specified in the MSME Policy Implementation Framework. Indicators should be SMAART (Specific, Measurable, Easy to Monitor, Attainable, Adequate, Relevant and Timely). The Targeted Review Mission agrees with the MSME Policy framework (2016) that possible indicators to measure the success of the MSME Policy and future MSME development support programmes could be: number of new businesses registered, survival and growth rates of the MSMEs (data disaggregated by gender of enterprise owner), MSMEs’ contributions to national GDP, volume of taxes paid by MSMEs, public attitudes towards, and knowledge about, entrepreneurship, number of MSMEs supported (differentiated by gender), number of jobs created in MSMEs (differentiated by gender), competitiveness of MSMEs, export share of MSMEs,

number of days taken to register a business and to complete other necessary formalities, and number of MSMEs graduating.

There is also the need for Government and the Private Sector to facilitate the creation of ‘utilities clusters’ or co-operatives, so that MSMEs operating in the same location can realise economies of scale.

5.5 PROCUREMENT AND PROMOTION OF LOCAL CONTENT

The Targeted Review Mission noted in this report that investment by large foreign companies in the Namibian economy is critical. Securing procurement contracts with public, private and civic partners ensures stable market access for MSMEs’ products and services. However, MSMEs do not always have a fair shot at competing for tenders. The Targeted Review Missions also took note of the MSME Policy (2016) which emphasises that there is need to:

- Explore ways to increase MSMEs’ access to public, private and civic procurement opportunities by ensuring that procedures do not discriminate against MSMEs. Incentive should be provided to encourage the demand side to procure from MSMEs.
- Cooperate with the Procurement Unit of the Ministry of Finance to develop empowerment policies, monitor their implementation, and review their efficacy.
- Review Competition Act No. 2 of 2003 to allow MSMEs to pool their resources in tendering.
- Inform MSMEs about procurement rules and regulations and assist those facing problems in bidding for Government or private sector procurement contracts.

5.6 MISMATCH BETWEEN EDUCATION AND TRAINING AND LABOUR MARKET NEEDS

There is a general mismatch between existing educational, training and development programmes and the needs of the labour market in Namibia. Mechanisms to address this mismatch have been discussed in this report. The country also needs to acknowledge the informal economy as an important source of skills development in its own right. The role of informal apprenticeship systems in training young people in the crafts, trade and other sectors needs to be recognized more.

It is also noted that provision of skills and vocational training in the informal economy requires a coordinated and integrated skills development strategy. This should take into account anticipated reforms in the formal and informal training system. We note that many young people are affected by the no re-admission policy of the Ministry of Education. This makes those who drop out undesirable to employers, especially those who fail to complete high school, which in most cases is the first level needed to enter the labour market. This policy needs to be re-examined urgently.

The Targeted Review Mission also found that schools need to develop curriculums, focusing on areas with good job prospects. This could be a way to lessen the imbalance between demand and supply of young workers if they possess skills that speak to labour market demands. The formal education system has a critical role to play in providing entrepreneurship support. To reach the majority of African youth, it is essential that *quality* entrepreneurship education and training be provided through the formal education system. The NGO Alfatoun³, has been able to work across the continent in part by cooperating with governments and ministries to integrate their content into national education systems. Alfatoun offers experiential learning courses that teach young children and teenagers valuable skills on how to start a business including saving, financial planning, and budgeting, self-confidence, and social attitudes. The program has been rigorously evaluated and shown to be impactful in these areas. Namibia could benefit from such a programme.

5.7 TRANSITION FROM THE INFORMAL TO THE FORMAL SECTOR FOR GREATER YOUTH EMPLOYMENT

The 2018 Labour Force Survey shows that 57.7% of the jobs in the country are in the informal sector⁴. This comprises of 54.1% of males and 61.2% females. On average, more females were in informal employment than males. In addition, 41.8% of the employees in urban areas and 78.9% of those in rural areas were in informal employment. The regions

³ Since its conception in 1991 in India, Alfatoun has spread to over 100 countries. Alfatoun has network partners implementing Alfatoun programs in 35 African countries (46 in Anglophone countries and 26 in francophone countries in 2017/18). Their reach is set to grow further through a new partnership between Alfatoun and the International Co-operative Alliance-Africa

⁴ The formal/informal employment definition is based on provision or availability of some form of formal social protection. Employees were categorized as being in formal employment if their employer was reported to provide at least a pension scheme, medical aid and /or social security. Informal employment should not be confused with informal economy or sector as these have different definitions.

with the highest percentage of informal employment were Kavango West and Ohangwena regions with 90.5% and 82.7% respectively. The region with the lowest percentage of employees in informal employment is Karas with 35.4%. However, jobs created in the informal economy sector are reported to be largely exploitative and insecure. The other challenge is prevalence of insufficient and up to date information about the character of the informal economy in Namibia.

Best practices entail that MSME policies and strategies designed to facilitate the transition of enterprises from the informal to the formal sector are accompanied by well-resourced and coherent programme of action and are monitored for progress over time. Measures to deal with emerging challenges and constraints must be adopted to overcome bottlenecks including programmes to support youth entrepreneurship and job creation for youth. A study conducted by labour resource and research institute Labour Resource and Research Institute of Namibia (LaRRI), for the Ministry of Labour, Industrial Relations and Employment Creation and the Social Security Commission in the year 2016, showed that a high number of informal enterprises were not registered (88.9%) with the Social Security Commission. Lack of information on the need to register was cited as the reason for this non-registration. Some 84.3% of employees also indicated they were not registered with the Social Security Commission. Physical inaccessibility of social security offices and lack of knowledge on the part of self-employed workers were other reasons given for non-registration. Although most self-employed workers did not see the benefit of registering their business with the Social Security Commission, they were aware of a number of benefits that could help them mitigate exposure to vulnerability.

One of the major challenges in encouraging informal sector entrepreneurs to formally register their businesses will be convincing young workers that the objective of such registration is not to trick them into the tax net. Past attempts to formalize were frontloaded with the aim of taxing operators in the sector. While a few people in the informal economy are in the position to pay taxes and are indeed rich enough to be within the tax bracket, the vast majority of informal workers are too poor to be taxed. Government can help by implementing a five-year tax moratorium for informal enterprises/workers that register their businesses. If government can grant tax breaks for multi-national corporations, they should be able to do the same for employers and workers struggling in the informal economy. For those informal operators that are in a position to pay taxes, simplified tax laws and processes

would encourage voluntary compliance and/or make enforcement effective and less prone to corruption.

5.8 AGRO-BASED VALUE CHAINS FOR YOUTH EMPLOYMENT

The agriculture, forestry and fishing sectors informally employ 87.6% of the population (NSA, 2018). About 15.4% of the youth are employed in the agriculture, forestry and fishing sectors, followed by wholesale and retail trade (14.9%), private households (12.0%) and accommodation and food services activities (11.7%) (NSA, 2018). It is, however, observed that the sector is highly vulnerable, underdeveloped and characterised by low productivity, low returns and erratic production patterns, with most of the people involved underemployed for a greater part of the year. The sector is also marked by low investment and many challenges. Some of these challenges are the product of the economic structure inherited from the colonial era, which like most in SADC countries, are still intact. To overcome these obstacles and increase the number of decent jobs, new investment strategies and programmes to restructure the economy need to be implemented to increase the productivity and capability of the sector. Though we have not made any set prescriptions, approaches to transformation of the sector must take into account the national contexts and the peculiarities of the rural areas of the country. For this, baseline studies will need to be conducted.

Furthermore, apart from reviewing and resolving the land question based on the 2019 resolutions of the Land Conference, the country needs to provide more financial resources to strengthen agri-business value chains, ensuring improved access to credit, agricultural research and extension for prioritized crops, horticulture, livestock and other enterprises targeting rural youth.

We also propose out-grower schemes for youth to work as small-holder farmers by providing them with support to ensure quality control, and credit from financial institutions. This could be seen as an incubation strategy for young people to enable them to develop and eventually become large scale commercial farmers. The formation of co-operatives was found to be desirable when supported with land acquisition, finance and mentoring. One good example was in the Omaheke region where young Grade 12 dropouts successfully came together to form a co-operative (see Box 1).

Box 1: Youth Shack Dwellers Emerging Cooperative in Omaheke Region, Namibia

We fall under the Hope Youth Group (Shack Dwellers). The aim of our group is to get land in the future and help us save money to further our education or simply help ourselves financially when we are in need of money. Most importantly we want to generate jobs for ourselves. We have a garden at the Ministry of Youth, but we want to start many more projects in the future. Our garden has not been much of a success, but we will not give up and are currently looking for sponsorship from big companies.

Source: Field Mission Notes, 2019

Encouraged by the Fourth Industrial Revolution (4IR) and the HPP, most of the youth we interacted with expressed the desire to go into agriculture with the aid of newer innovations and ICT applications. Young entrepreneurs are central actors in improving the image of the agriculture sector and in driving technology and innovation within the sector. Technology and innovation are taking central stage in Africa's agricultural transformation and the AgriTech sector is growing rapidly.⁵ Youth are at the heart of the African AgriTech sector, using cutting edge technology to address the challenges of smallholder farmers. For example, Onyeka Akumah, who is widely recognized as one of Africa's most influential young entrepreneurs, founded Farmcrowdy in Nigeria.⁶ Farmcrowdy is Nigeria's First Digital Agriculture Platform. It empowers smallholder farmers by providing them with improved seeds, farm inputs, training on modern farming techniques and provides a market for the sale of their farm produce.⁷ In Ghana, young entrepreneur Kamal Yakub founded TROTRO Tractor, which connects farmers and tractor operators.⁸ These entrepreneurs serve as role models to other young Africans and make the sector more attractive. It would be desirable that agriculture be made more attractive through such innovations as the use of ICT application for dissemination of farmers' information, etc.

The Government Green Schemes and small-scale farmer's programmes have not been successfully administered by both farmers and government agencies. Currently, the programmes in place are not leading to economic growth for the farmers. A stringent approach with regard to training and monitoring needs to be put in place to grow the sector by attracting and training more youth for employment in the area of food security. The government needs to provide more for small scale farming in areas where land and water

⁵ <https://www.appsafrica.com/five-african-agritech-ventures-driving-growth/>

⁶ <http://onyeka.ng/about/>

⁷ <https://www.farmcrowdy.com/about-us>

⁸ <https://www.trotrotractor.com/>

are available. Tertiary learning institutions should develop programmes for small scale farmers and student should be attached to these farms for internship programmes.

The Green Scheme in general has not been successful, so there is need for a Private Public Partnership (PPP) to rehabilitate the Green Scheme with the involvement of the community and the provision of the necessary ICT infrastructure to track demand and supply.

As part of emulating best practices from other parts of Africa, Namibia should encourage ICT use for agricultural development to attract the youth to the sector. The youth also asked that internet costs be reduced to increase ICT access.

5.9 INFORMATION AND COMMUNICATION TECHNOLOGIES SECTOR FOR YOUTH INNOVATION AND EMPLOYMENT

The report notes that, the 4th Industrial revolution may not impact positively on youth employment if the youths are not trained and prepared for changes in ICT. The report notes that the ICT sector offers substantial transformational possibilities in terms of contributing to economic growth and job creation, particularly for the youth in Namibia. Indeed, only 3,041 or 1% were employed in the ICT sector in 2018 (NSA, 2018). Yet recent studies have established a positive relationship between telecommunications infrastructure investment and economic performance. The ICT sector is now being used in ways that directly affect the lives of a growing number of young people in the sub-region.

In Africa, one such example is @iLabAfrica, which is spearheading research, innovation and entrepreneurship in the Information and Communications Technology (ICT) sector at the Strathmore University in Kenya. @iLabAfrica was established in the year 2011 with the overarching goal to address Sustainable Development Goals (SDGs) and to contribute towards Kenya's Vision 2030, @iLabAfrica is a Centre of Excellence in ICT Innovation and Development of the Strathmore University. The mission of @iLabAfrica is to provide an environment that promotes technological innovation, business support structures and policy direction to harness the potential of ICT as a genuine tool for sustainable development. To do so @iLabAfrica's main focus areas are ICT Research and Innovation, Entrepreneurship and Incubation, ICT Outsourcing and ICT Policy Research. The American University in Cairo hosts the AUCVenture Lab.⁹ In Lesotho, the university staff set up the National

⁹ <http://schools.aucegypt.edu/Business/aucvlab/Pages/default.aspx>

University of Lesotho Innovation Fund (NULIF) to help students move from lab research to marketable products, while in South Africa, the University of Witwatersrand has set up the Gauteng Accelerator Programme (GAP) Innovation Funding Competition.¹⁰

5.10 INTERNSHIP, VOLUNTEERING AND YOUTH SERVICE

The current internship programme is fragmented and poorly coordinated. Incentives should be provided to private sectors or SMEs that promote student internship and to encourage employers to introduce and expand quality internship programs that offer experience and translate into skills for job seekers. This can be done in collaboration with government with the aim of resolving youth unemployment. Once the private sector has provided internships, the government can provide further tax subsidies or tax break to the said companies. This will be beneficial to all as the private company benefits by saving in taxes, the students gain skills and even employment, the government resolves youth unemployment and creates taxable income in future as the graduate starts working and paying taxes.

Another suggestion could be the development of a Namibian Charter for Quality Internships and Apprenticeship that promotes internships and apprenticeships as educational opportunities that give skills to young people. Such a structure will outline conditions for internships and apprenticeships and define quality and codes of conduct. Volunteering and youth service are creative ways to obtain skills at minimal cost. It can improve youth participation and harness the energy and vigour of young people for national, regional and global development, while enhancing their life and work-related skills. Among the benefits of this approach are increased chances of employability for youth. An internship policy is therefore urgently needed. Moreover, OMAs and SOEs should accommodate a minimum of 10 interns at any point per year. They should also be encouraged to make budgetary provisions for this in the next financial year (2020/2021). The private sector should also be encouraged to match this commitment.

Although still in its infancy, lessons generated in current MTC internship and volunteering pilot schemes in the country show that there is high potential for volunteerism to enhance the employability of young women and men. We believe such a best practice can be scaled up by involving the other private sector stakeholders (see Box 2).

¹⁰ <https://wits-enterprise.co.za/tech-transfer/resources>

Box 2 MTC Internship Programme

In what is Namibia's first national revolution for education internships programme, the Minister of Higher Education, Training and Innovation, Dr. Itah Kandji-Murangi on Monday, 17 June 2019 officially launched the MTC Namibia National Internship Program in Windhoek. The internship program is a three-year initiative which marks a new and promising dawn in the Namibian academic sphere. Key focus is to assist students that require internships to graduate and subsequently create jobs. Parallel to this objective, the program will assist institutions of higher learning to find internship placements for students and in the long run accelerate job creation amongst the youth. The MTC Namibia National Internship Program will strengthen collaboration between institutions of higher learning and corporate Namibia. The Program will accommodate 160 interns per year at various public and private institutions. MTC will pay an allowance of N\$3000 per student over a period of 3 months, and if a student requires six months internship, an amount of N\$1500 will be paid. This program is an effort by MTC to open graduates' access to in-service learning. Despite the willingness, determination, commitment and honesty of graduates, more often than not, doors are shut in their faces for lack of requisite exposure, experience and internship. Indeed, partnerships like this one make MTC and partners significant stakeholders in Namibia's human capital development. Students equipped with the practical skills are job ready. To ensure the effective management and administration of the program, a steering committee has been set up and will assist in the placement of students and serve as liaison between students and corporations. The education institutions participating in the MTC Namibia National Internship program are University of Namibia (UNAM), Namibia University of Science and Technology (NUST), International University of Management (IUM), Namibian Institute of Mining and Technology (NIMT) and vocation training centres through the Namibia Training Authority (NTA).

Source: MTC Public Relations Unit, 2019

5.11 RESULTS ORIENTED MONITORING AND EVALUATION

This report notes that within the context of national youth employment interventions, there are weaknesses in monitoring and evaluation at all levels. A strong results-based monitoring and evaluation system is required, with appropriate reporting and accountability systems at three levels, namely local, national and regional programme and project levels. Results based monitoring and evaluation will reduce stagnation in implementation of the agenda of developing and strengthening practical interventions on youth employment in Namibia. A strong monitoring and evaluation, backed up by adequate resources, should facilitate the monitoring and implementation of regional and national youth employment strategies. This would enable several agencies to be fully informed about progress on national youth employment programmes over time and the kind of measures required at all levels.

The report concludes and proposes that in order to raise employability prospects for youth, Namibia will need to establish a well-coordinated and resourced National Human Resources Planning institutional arrangement.

5.12 ARTS, SPORTS AND CULTURE – THE CREATIVE INDUSTRY

The 2018 Labour Force Survey has shown that only 0.6% of youth are employed in the arts, sports and recreation industry. The interactions with the youth across the country revealed that there were many youth that are not academically inclined but who are talented in this field. However, no coordinated support from government and private sector exists. Efforts need to be made to identify artistic students and empower them to grow and create employment for themselves. The cases of Nigeria and South Africa were cited as successful.

5.13 DEALING WITH CHANGE OF ATTITUDES OF THE YOUTH

This report notes that one of the issues that most of the stakeholders bemoaned was the attitudes of the youth. There is a current perception that most youths do not have an entrepreneurship spirit and that most had a dependent attitude. We agree with proposals by most stakeholders including the youth themselves that there is need to develop a creative and resilient mind. This can be done through introducing national building content in the curriculum to encourage the youth to think positively and to develop civic responsibility and duty consciousness. It is proposed that such national building courses or modules should be built into the school curriculum at all levels of primary and secondary education. National service should also be mandatory for any tertiary graduate seeking employment (e.g. job hiring will give preference to those who have carried out national service)

5.14 ENHANCING CORPORATE SOCIAL RESPONSIBILITY FOR THE PRIVATE SECTOR

For young people to prepare for the world of work, whether as employees or entrepreneurs, they need to develop a set of soft skills that will make them more successful. The interactions with private companies show that they have identified soft skills as a main requirement for future employees. Furthermore, it is known which soft skills help both future employees and entrepreneurs and that soft skills training is effective when started at an early age. Moreover, experiential learning programs that leverage the knowledge and experience of private sector volunteers have proven effective. Therefore, private companies in Namibia can contribute to preparing a skilled workforce and a strong private sector by arranging for staff to volunteer as trainers for such programmes.

5.15 PLANNING AND IMPLEMENTATION OF POLICIES

We found that Namibia has well-articulated plans and policies to enhance youth empowerment and create youth employment. However, delays in, and poor implementation have rendered these projects and plans ineffective. This report recommends that the key components necessary for proper implementation such as people, resources, structures, systems, and culture be put in place in a timely manner for effectively implementation. The activities and schedules for the successful realization of the strategic goals of such projects and plans must also be clearly outlined.

5.16 SKILLS DEVELOPMENT

This report has found out that there is need for continuous skills development. The report proposes the establishment of Skills Development Centres to capacitate the youth that have limited or zero formal education. Such centres will introduce and integrate school dropouts into the system using well targeted and tailored education programmes.



6. SPECIFIC RECOMMENDATIONS FOR POLICY INTERVENTIONS

The following are the specific and immediate targeted interventions that the Government of the Republic of Namibia can embark on:

6.1 ESTABLISHMENT OF THE YOUTH PROGRAMME COORDINATION AND IMPLEMENTATION UNIT

Government of Namibia should establish a 'Youth Programmes Coordination and Implementation Unit' under the Office of the President. Such a Unit should have the appropriate convening power, political authority and gravitas under the Presidency to do the following:

- (a) Consolidate the funding across ministries and government agencies;
- (b) monitoring and evaluation of all targeted programmes that will create youth employment
- (c) Development of an information support system and database that will provide information on the composition and specificities of youth segments and groups in the country at national, regional, urban and rural levels. This should be based at the 'Youth Programmes Coordination and Implementation Unit'
- (d) Communicate government information on existing youth initiatives and programmes is shared onto appropriate platforms at national and regional levels in a transparent and accountable manner.

6.2 REFORMING THE EDUCATION SYSTEM THROUGH

- (a) Reviewing the education curriculum for technical and entrepreneurship subjects to be offered throughout the education system.
- (b) Establishing specialised schools that will do talent spotting, coaching, mentoring and training in creative, artistic and sports field as a pathway for those youth that are not academically gifted.
- (c) Compelling legislation based on targeted tax incentives for private sector to collaborate on robust internship along the lines of the Mobile Telecommunications

Company (MTC) Internship Programme' in order to scale up mentorship for preparation for employment in the labour market.

6.3 STRENGTHENING TECHNICAL AND VOCATIONAL TRAINING EDUCATION

- (a) The Government of Namibia should offer free **Technical and Vocational Training (TVET)** education and set up more technical education institutions to scale up the technical skills base for youth self-employability.
- (b) Government to provide grant support to students upon graduation from TVET colleges in form of free or subsidised tool kits, credit and any other targeted means for start-up individually or in groups as youth cooperatives.

6.4 LEGISLATION ON PROCUREMENT AND LOCAL CONTENT

Government should put in place legislation on procurement and local content with provisions on the following:

- (a) 30 percent of procurement quotas reserved for youth MSMEs in government institutions and that government procurement awards should prioritise youth owned SMEs;
- (b) For implementation of already existing policy instruments on local content and value addition in agriculture, mining and fishing sectors that should be targeted at youth enterprises;
- (c) For partnering with local companies to provide the service to create employment for the youth.

6.5 STRENGTHENING AGRO-BASED VALUE CHAINS AND VALUE ADDITION FOR YOUTH EMPLOYMENT

Government of Namibia should:

- (a) Review the current Government Green Scheme and small-scale farmer's programmes that have not been successfully administered and based on the findings develop an appropriate plan to be implemented for creation of youth employment.
- (b) Legislate for the appropriation of land for small-scale farming for approved, monitored viable youth agricultural co-operatives schemes.

- (c) Reward youth innovators that propose ICT-based agriculture solutions with targeted funding to lure them into the agricultural sector thereby creating employment.

6.6 SOVEREIGN WEALTH FUND

The Government of Namibia should legislate and establish a Sovereign Wealth Fund (SWF) arising from the proceeds of national extractive natural resources (such as: diamonds and uranium and fishing). A certain percentage of the fund should be channelled to the proposed 'Youth Programmes Coordination and Implementation Unit' under the Office of the President to accelerate targeted youth programmes that will support youth employment.

7. BEST PRACTICES FROM THE TARGETED REVIEW

The following are some of the best practices that other countries could learn from the Targeted Review on youth unemployment in Namibia:

7.1 THE NAMIBIAN INSTITUTE OF MINING TECHNOLOGY

The Namibian Institute of Mining Technology was established in Arandis by Rossing Uranium in 1991 as a contribution to vocational training for the Namibian mining industry. It has subsequently broadened its scope beyond mining to general engineering, building and civil skills across Namibia and has established a Northern Campus in Tsumeb and a Southern Campus in Keetmanshoop. NIMT caters for approximately 4000 students and produces between 300 and 500 graduates per annum, with very high employment success. The Institute receives support from other mining companies like Namdeb and B2Gold and cooperates closely with the Namibian Training Authority (NTA), attaining the highest standards in Namibia. NIMT has also been recognised as a centre of excellence in Africa. Recent examples of this is that B2Gold and Paladin Energy, Canadian and Australian companies, respectively, which built the Otjikoto Gold and Langer Heinrich Uranium in Namibia, subsequently employed up to 100 Namibian artisans to build their respective gold and uranium mines in Mali and Malawi. These companies are both very complementary of the NIMT-trained artisans they sent as expats to construct these African mines, as they and others are of the NIMT graduates who operate most mines and related engineering operations in Namibia. The secret to NIMT's success is that it grew out of the needs for qualified technical skills in the mining industry and has expanded over the years through close cooperation with the mining industry. The broadening of its scope to wider engineering and building skills has been managed through attention to industry needs and in consultation with NTA. It is a true success story of private sector contribution to the public. NIMT has also been recognised as a centre of excellence in Africa.

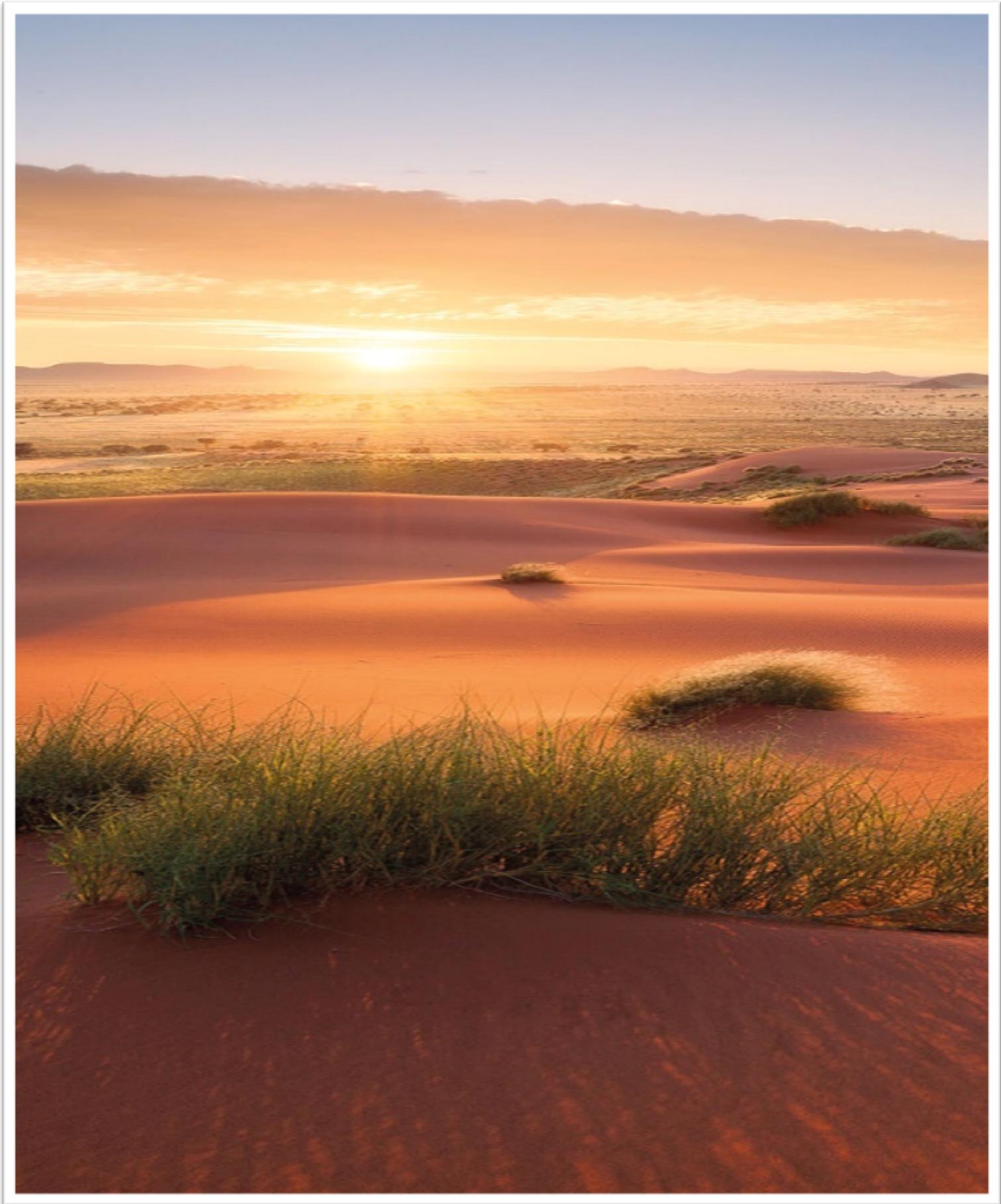
7.2 THE UPGRADING OF INFORMAL SETTLEMENTS

The Upgrading of informal Settlements in Namibia under facilitation of the Shack Dwellers Federation with the support of the Namibia Housing Action Group has the potential to create jobs for Youth in the short and medium term. Namibia University of Science and Technology (NUST) and the local authorities involved in the pilot project are also key stakeholders. As part of this initiative; youth in the informal settlements receive training in data collection, manual data analysis, mapping using Global Positioning System (GPS)'s and data entry. These skills result in better employment opportunities; Furthermore, involving the community skills training (prioritising youth) during service installation; enable more employment opportunities. Land, social and spatial development. Students interning with organisations during the information collection, land surveying, planning studios, obtain practical experiences which is relevant for meeting the needs of the poor in their future. Young professionals are exposed to working with communities, learn the values of patriotic service and selfless sacrifice. But also because of the element of work integrated learning it gives them a better chance of finding a job easier once they graduate as they can use this as on the ground experience. A basic idea that can be conveyed is to see the youth as implementing partners in the process of informal settlement upgrading. Partnering with professionals, local government, and NGOs gives the youth insights on how urban development and the institutions involved work; increasing their employability in the institutions involved (e.g. local authorities, professional services, offices, etc.). Furthermore, it could prepare a younger generation to be more acquainted on how cities work; still today, many see living in cities as problematic and mysterious. A very valuable gain of involving the youth would be to engrain in them that they can transform the city.

7.3 RURAL YOUTH SHACK DWELLERS EMERGING AGRICULTURAL COOPERATIVE

IN OMAHEKE REGION, NAMIBIA.

This is an Agricultural Cooperative for School Dropouts in Omaheke Region where School Dropouts acquired land for vegetable growing. The unique point is that this is a group of rural youth that are Grade 10 drops who are able to organise themselves and create employment with support from government.



8. LESSONS LEARNT FOR FUTURE COUNTRY REVIEWS

This Targeted Peer Review was the first for Namibia. It was well organised with dedicated teams that had only one desire, to make it a success. We were encouraged by the depth of involvement of all the stakeholders in the country both at national, regional and grassroots levels. The process evolved organically, and discussions were consultative, exhaustive and frank. Most of the stakeholders hailed the independence and objectivity of the processes.

However, much can still be done to make future reviews even better. There is need to plan prior to field missions so that participants can be informed well in advance. The electronic questionnaire should be sent beforehand to give participant ample time to answer the question. A documented questionnaire should review and assess each field trip and identify challenges and successes.

CONCLUSION

This Targeted Review sought to provide the country with a short, independent, credible and applicable analysis of, and solutions to youth unemployment in Namibia. In the main, the report notes that over the years, Namibia has made serious efforts to put in place policies and implement youth programmes to empower the youth and resolve youth unemployment. However, these efforts have been hampered by the historically structural weaknesses of the economy, poor coordination of the institutional framework, an educational system that does not meet the demands of the labour market, an underdeveloped entrepreneurial framework, poor data/information ecosystems and lack of monitoring and evaluation mechanisms. This report makes a series of recommendations, including the need for structural transformation of the economy and implementation of specific policy prescriptions to tackle youth unemployment.

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Appendix 1: Evaluation Guide

STAKEHOLDER	Some suggested questions	Documents sought to validate
<p>Government Ministries and Parliament</p>	<ul style="list-style-type: none"> • What, in your view, are the main causes of youth unemployment in Namibia? • Are there support structures (infrastructure, legislative or policy) by government to encourage self-employment by youth? • What are specific programmes that allow young and skilled people to create jobs and be self-employed? • What mechanisms have been put in place to promote, extend and encourage stakeholders' participation in the broad-based sustainable socioeconomic development such as that of solving escalating youth unemployment? • Is there collaboration between high learning institution, government, and private sector? • How can the government reduce the public service wage bill without having to freeze posts and letting go of some of the employees? • What are the vocational and professional training programmes available for different industry sectors, and who are the responsible institutions managing this training • How can youth that are in informal sector benefit from government incentives such as tax subsidies, entrepreneurship training and financing without have to be subjected to complicated regulations? • Are there any collaborative programmes among the ministries (e.g. between Ministry of Youth and Ministry of Labour) aimed at reducing youth unemployment at the moment? 	<p>Policy documents, Annual Reports, Research outputs, etc.</p>
<p>Civil Society, Faith-Based Organisations and Trade Unions</p>	<ul style="list-style-type: none"> • Are they awareness of the various interventions by government and other stakeholder to reduce youth unemployment? • What is the extent of collaboration between high learning institution, government, and private sector? • What is the extent of the of civil society, faith-based organization, trade union involvement in job creation of the youth in Namibia • What is the civil society, faith-based organization, trade union involvement in education and skills development? • Are there Government support programmes in Namibia that support the youth to start their own businesses? • What concrete measures, with reference to employment, have been taken to promote and protect the rights of the youth in Namibia? • What are the mechanisms for ensuring equitable treatment of the youth in workplace? 	<p>Board Minutes Monitoring visits reports, Research outputs, Policy documents etc.</p>
<p>Women, Youth Representatives And The Media</p>	<ul style="list-style-type: none"> • Are they awareness of the various interventions by government and other stakeholder to reduce youth unemployment? • Are there support structures by government to encourage self-employment by youth? • Are there support structures by government to encourage self-employment by youth? • What is the extent of collaboration between high learning institution, government, and private sector? • What measures are in place to encourage organizations in the private, public, informal and not-for-profit sectors to employ the youth? • What are the vocational and professional training programmes available for different industry sectors, and who are the responsible institutions managing this training? 	<p>Annual Activity Reports, Action plans.</p>

	<ul style="list-style-type: none"> • What in your view is required to improve the employ ability of young people in Namibia? • In an effort to increase youth participation in policies to air their concerns, how can the government engage with youth to make sure that their suggestion, concerns are addressed? 	
Private Sector	<ul style="list-style-type: none"> • Is there collaboration between high learning institution, government, and private sector? • Are there support structures by government to encourage self-employment by youth? • What if any relationship exists between government and training institutions • What are the vocational and professional training programmes available for different industry sectors, and who are the responsible institutions managing this training • Are there Government support programmes in Namibia that support the youth to start their own businesses? • What measures are in place to encourage organizations in the private, public, informal and not-for-profit sectors to employ the youth? • What are the mechanisms for ensuring equitable treatment of the youth in workplace? 	Annual Activity Report, Action plans.
Research Support Institutes/Institutions/ International Bodies	<ul style="list-style-type: none"> • Are there support structures by government to encourage self-employment by youth? • Is there collaboration between high learning institution, government, and private sector? • Have your research recommendation on youth employment been taken into account for implementation by government? • Has there been some evidence-based research on skills mismatch on training and youth employment? • What measures are in place to encourage organizations in the private, public, informal and not-for-profit sectors to employ the youth? • What are the vocational and professional training programmes available for different industry sectors, and who are the responsible institutions managing this training. • Are there government support programmes in Namibia that support the youth to start their own businesses? 	Narrative Reports, Research outputs

Appendix 2: THEMATIC PLAN OF ACTION TO FACILITATE THE PROCESS OF SOLVING YOUTH UNEMPLOYMENT IN NAMIBIA

OBJECTIVE 1: ESTABLISHMENT OF THE YOUTH PROGRAMME COORDINATION AND IMPLEMENTATION UNIT UNDER THE OFFICE OF THE PRESIDENCY

SPECIFIC OBJECTIVES	ACTIONS	EXPECTED OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS	VERIFICATION MEANS	EXECUTING AGENCY	OTHER STAKEHOLDERS	MONITORING AND EVALUATION AGENCY	EXECUTION TIMELINE	ESTIMATED COSTS IN US\$
ESTABLISHMENT OF THE YOUTH PROGRAMME COORDINATION AND IMPLEMENTATION UNIT UNDER THE OFFICE OF THE PRESIDENCY	<ul style="list-style-type: none"> - Consolidate the youth funding across ministries and government agencies; - Ensure monitoring and evaluation of all targeted programmes that will create youth employment - monitoring and evaluation of all targeted programmes that will create youth employment - develop of an information support system and database that will provide information on the composition and specificities of youth segments and groups in the country at national, regional, urban and rural levels. - Communicate government information on existing youth initiatives and programmes is shared onto appropriate platforms at national and regional 	Well targeted programs and increased accountability	<ul style="list-style-type: none"> Improved performance of the youth program implementing OMAs - State of Youth Unemployment Youth employment created both informal and formal -Database on Youth created and functional 	<ul style="list-style-type: none"> - Implementation report -Monitoring and Evaluation Report -Progress report every quarter 	<ul style="list-style-type: none"> -NPC -Office of the Presidency - Ministries of Finance and Budget Department 	Regional Council and Governor's offices	-OMAs involved in youth program implementation	2020-2022	Require Consultation

	<p>Earmark appropriate convening power, political authority and gravitas to the unit under the Presidency</p> <p>-Recruit a strategic person as a focal point between the OMAs and the presidency office</p>							<p>-2020-2022</p> <p>2020</p>	
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SPECIFIC OBJECTIVES	ACTIONS	EXPECTED OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS	VERIFICATION MEANS	EXECUTING AGENCY	OTHER STAKEHOLDERS	MONITORING AND EVALUATION AGENCY	EXECUTION TIMELINE	ESTIMATED COSTS IN US\$
REFORM THE EDUCATION SYSTEM	-Reviewing the education curriculum for technical and entrepreneurship subjects to be offered throughout the education system.	- Reinforce entrepreneurial and technical skills. Ensure employability of youth and foster entrepreneurship mind-set	-The entrepreneurial and technical skills -Confident youth who are determined to take up business opportunities or employment opportunities	- Education audit after a period of time -Implementation Report -Evaluation and monitoring the impact of education system - Level of skill mismatch -Graduate employability perspective studies	Ministries of Education (Higher Education and Ministry of Education Art and Culture) -Private Sector -Higher learning institution -Ministry of Finance Inland revenue department -Namibia Revenue Authority	-SOEs,OMAs	-Ministry of Education, Art and Culture at central at regional -Ministry of Higher Education -Institutions of higher learning -Private sector -Ministry of Finance	2019-2020 2020-2023	Require consultation
	-Introduce dual education system to allow learner decides whether to continue with formal school or branch out to technical training institutions -Establishing specialised schools that will do talent spotting, coaching, mentoring and training in creative, artistic and sports field as a pathway for those youth that are not academically gifted.	-Reduce school drop out and youth unemployment. Make ways for youth to establish their businesses and create employment for others -Ensure there are varied career paths for youth and reduce dependence on formal employment							
	- Compelling legislation based on targeted tax incentives for private sector to collaborate on robust internship along the lines of	-Increased internship opportunities	-Private sector participation					2020-2023	

	the 'MTC Internship Programme' in order scale up mentorship for preparation for employment in the labour market.								
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OBJECTIVE 2: REFORMING THE EDUCATION SYSTEM

OBJECTIVE 3: Strengthening Technical and Vocational Training (TVET) Education

SPECIFIC OBJECTIVES	ACTIONS	EXPECTED OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS	VERIFICATION MEANS	EXECUTING AGENCY	OTHER STAKEHOLDERS	MONITORING AND EVALUATION AGENCY	EXECUTION TIMELINE	ESTIMATED COSTS IN US\$
STRENGTHENING TECHNICAL AND VOCATIONAL TRAINING (TVET) EDUCATION	The Government of Namibia should offer free TVET education and set up more technical education institutions to scale up the technical skills base for youth self-employability.	-Change Mind-set toward TVET -Enrolment increase	Reduced skill mismatch, Private Sector Participation and sponshorship	-Number of Enrolled students -Demand for TVET -Graduate responsiveness to labour market needs	Ministry of Higher Education	-Regional TVET centers -	Ministry of Higher learning -NTA	2020-2022	
	-Use NIMT as the best practices to improve the quality of technical training. Model and Adopt NIMT method of delivering their training and make internship a requirement for each program	- Quality of Training improved - Employable graduates	-Number of TVET graduate who got employed in the formal sector -TVET graduate owned SMEs -Increase in incremental innovation by the TVET graduate	Monitoring and Evaluation Reports	Ministry of Finance, budget department	-NIMT -Private Sectors -NTA	-Ministry of Education	2020-2022	

	-Make budgetal provision for every financial year to procure Training machines and equipments	- Effective training and increased skills	Availability of an own budget for all the regions. -List of equipment needs	Implementation report	Ministry of Finance, Ministry of High Education	Regional and central TVET centers	Department of Budget, Ministry of Finance, NTA	2020-2022	
	-Government to provide grant support to students upon graduation from TVET colleges in form of free or subsidised tool kits, credit and any other targeted means for start-up individually or in groups as youth cooperatives.	- Increase enrollment in TVET. - Increase Start-up businesses by vocational Trained graduate		- Progress report -Trace study for graduate	TVET Centers		Ministry of Finance, Department of Budget	2020 – 2023	

Objective 4: LEGISLATION ON PROCUREMENT AND LOCAL CONTENT

SPECIFIC OBJECTIVES	ACTIONS	EXPECTED OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS	VERIFICATION MEANS	EXECUTING AGENCY	OTHER STAKEHOLDERS	MONITORING AND EVALUATION AGENCY	EXECUTION TIMELINE	ESTIMATED COSTS IN US\$
LEGISLATION ON PROCUREMENT AND LOCAL CONTENT	<ul style="list-style-type: none"> - 30 percent of procurement quotas reserved for youth MSMEs in government institutions and that government procurement awards should prioritise youth owned SMEs -Ensure implementation of already existing policy instruments on local content and value addition . - Youth enterprises to be subcontracted by experienced company to acquire skills and create employment for the youth 	<ul style="list-style-type: none"> - Youth participation increase and reduce rent seeking - Create youth employment - Increase income and reduce youth unemployment - Reduced income inequality and less people living behind the poverty line 	<ul style="list-style-type: none"> -Number of contract awarded to youth -Investment in Rular areas -Attract other investment -% reduction of import bill -Value addition and potential for export - Number of incidents reported rent seeking -Tax collected from Youth SMEs 	<ul style="list-style-type: none"> Implementation report -Further youth business proposal -Project completion reports - 	Ministry of Finance, PPP and other OMAS, SOEs	Ministry of Works NGOs	Ministry of Finance	2020-2021	

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OBJECTIVE 5: STRENGTHENING AGRO-BASED VALUE CHAINS AND VALUE ADDITION FOR YOUTH EMPLOYMENT

SPECIFIC OBJECTIVES	ACTIONS	EXPECTED OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS	VERIFICATION MEANS	EXECUTING AGENCY	OTHER STAKEHOLDERS	MONITORING AND EVALUATION AGENCY	EXECUTION TIMELINE	ESTIMATED COST US\$
STRENGTHENING AGRO-BASED VALUE CHAINS AND VALUE ADDITION FOR YOUTH EMPLOYMENT	-Review the current Government Green Scheme and small scale farmer's programmes that have not been successfully administered and based on the findings develop and appropriate plan to be implemented for creation of youth employment.	- Create Youth Employment in Agriculture sector - Increase food security -Innovate around agriculture -Attract investment into agriculture sector	-Food sufficient -Number of youth agricultural Projects	- Implementation report -Progress reports	Ministry of Agriculture ,Water and Forestry -Ministry of Finance -Institute of high learnings research departments Local authorities	-Agricultural Bank of Namibia	Ministry of Agriculture , water and Forestry	2020-2022	

	<p>-Legislate for the appropriation of land for small-scale farming for approved, monitored viable youth agricultural co-operatives schemes.</p> <p>-Reward youth innovators that propose ICT-based agriculture solutions with targeted funding to lure them into the agricultural sector thereby creating employment.</p> <p>-Make water provision for agriculture a priority</p> <p>-Water harvesting with dams and invest in the desalination of ocean water to be used in agricultural projects</p>	-	<p>-Number of students enrolling in the agriculture field</p> <p>-Funded Agricultural Projects</p> <p>-Trends in the number of agricultural projects</p> <p>-Trends in the number of jobs created</p>		Regional Council	<p>Relevant Line Ministries in various domains</p> <p>Development Partners</p> <p>University of Namibia, Agricultural department</p>		2020-2022	
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	-Mechanise Agriculture to be attractive to youth								
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OBJECTIVE 6: SOVEREIGN WEALTH FUND (SWF)

SPECIFIC OBJECTIVES	ACTIONS	EXPECTED OUTCOMES	OBJECTIVELY VERIFIABLE INDICATORS	VERIFICATION MEANS	EXECUTING AGENCY	OTHER STAKEHOLDERS	MONITORING AND EVALUATION AGENCY	EXECUTION TIMELINE	ESTIMATED COST US\$
SOVEREIGN WEALTH FUND (SWF)	-Legislate and establish a Sovereign Wealth Fund (SWF) arising from the proceeds of national extractive natural resources (such as: diamonds and uranium and fishing).	The SWF will function as a fiscal stability mechanism, and as an intergenerational fund	<p>Studies conducted on SWF and policy recommendations</p> <p>- Core documents and guidelines for establishing a SWF management</p> <p>-Institution produced and endorsed by Ministry of Finance or the Government</p> <p>- Comprehensive capacity development program for required skills and staff prepared and training</p>	<p>-Research reports</p> <p>- Implementation report</p> <p>-Consultation Meetings</p> <p>-Pilot study</p> <p>- Consulting services</p>	Government of the Republic of Namibia	Other Development partners, Ministry of Finance	GRN	2020-2024	

			programs conducted						
	Channel a certain percentage of the fund to the proposed 'Youth Programmes Coordination and Implementation Unit' under the Office of the President to accelerate targeted youth programmes that will support youth employment.		Sustainable Economic Development of Namibia Inception meeting and report completed						
	- Produce policy recommendations and guidelines for establishing and supervising the Namibia SWF based on research and good practices.		Number of studies conducted. Policy recommendations						
	-Develop the needed capacity to establish the Namibian SWF		Number of experts trained or recruited for the						

	management institution.		establishment of NSWF						
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