

Chapter 6

Lessons Learned and Expectations From Namibia's National Employment Policy: Case Study of Young Entrepreneurs in Windhoek

Daniel Ileni Itenge
Ministry of Labour, Namibia

ABSTRACT

Namibia continues to face many economic and social hurdles such as high unemployment rate, poverty, and inequalities. The National Employment Policy (NEP) is one of the government's policy interventions to address these issues. Namibia is in the process of developing a third National Employment Policy, as the preceding two policies were deemed to have failed. This study aimed to evaluate the effectiveness of the NEP. The objectives of this study were to analyse failures of the preceding policies, examine the lessons learned that can be used for future policy success, explore the expectations of young and indigenous entrepreneurs in Windhoek, Namibia, and to recommend measures for successful future policy implementation. The study collected data through survey, face-to-face interviews, and analysis of literature. The study revealed that the preceding NEPs failed due to flaws in implementation. It is recommended that future policies should be aligned to NDPs, targets should be measurable, there is a need to establish a steering body, and there is a need for the adequate publication of the policy.

DOI: 10.4018/978-1-6684-7578-2.ch006

INTRODUCTION

In its quest to address unemployment, the Government of the Republic of Namibia crafted a National Employment Policy (NEP) in 1997, aimed to create adequate jobs in the labour market and to promote workers' protection. Towards the end of the five years' policy period, policy analysts and other concerned groups were of the views that the policy was well crafted, but could not deliver the intended results. The evaluation of the policy found that the policy lacked a clear implementation strategy, and was not aligned with National Development Plans (NDPs). To address the employment gaps that still existed in the Namibian economy, the Namibian Government developed and launched a second five years' term National Employment Policy in 2013, with clear links to Namibia's Fourth NDPs. The main objectives of NDP4 were "sustainable economic growth, creation of employment opportunities, and enhanced income equality" (NPC, 2012). The second policy aimed to reduce extreme poverty by the end of the policy period, and to create about 90,000 permanent jobs in the economy. The term of the second NEP lapsed in 2017. The evaluation of the second policy found that its implementation was ineffective due to some structural, institutional and economic reasons. As a national crosscutting policy, government institutions were supposed to integrate the policy in their strategic plans to ensure smooth implementation, something which most government institutions failed to do. It was also discovered that despite being involved in its development, some of the identified key implementing institutions later viewed it to be the Ministry of Labour's responsibility to coordinate and implement the policy due to its employment aligned mandate. Due to persistent high rates of unemployment, especially among the youth, the Namibian Government continues to devise policies and initiatives to address high unemployment. Despite failure of the two National Employment Policies, the Namibian Government is currently in the process of crafting a third five-year term National Employment Policy, envisioned to be launched in 2024. Given the failure and ineffective implementation of the previous two policies, this study aimed to explore the lessons learned from the previous policies, and the expectations of young and indigenous entrepreneurs in Windhoek regarding the opportunities envisaged in the third National Employment Policy. The study drew a sample from young and indigenous entrepreneurs within the Windhoek municipal area to participate in the study.

BACKGROUND

Namibia gained its independence from South African colonial rule in 1990, and has up to today enjoyed 32 years of independence. Since independence, most of

14 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: www.igi-global.com/chapter/lessons-learned-and-expectations-from-namibias-national-employment-policy/322946

Related Content

Designing an Educational Project from the Community Funds of Knowledge and Identity Approach: Integrating Hybrid Methods and Local Knowledge

Daniela Searle, Paula Boned, Antonia Sierralta-Covarrubias and Julie Waddington (2025). *Funds of Knowledge in Teacher Education: Sustaining Local Diversity Amidst Global Standards* (pp. 345-368).

www.irma-international.org/chapter/designing-an-educational-project-from-the-community-funds-of-knowledge-and-identity-approach/378588

Severing Corruption from Everyday Life: Some Reflections from Nigerian Political Space

Babatunde Joshua Omotosho (2014). *International Journal of Civic Engagement and Social Change* (pp. 13-25).

www.irma-international.org/article/severing-corruption-from-everyday-life/122438

Telecollaborative Storytelling: Reframing English Language Learners' and Pre-service Teachers' Identity, Multimodal Literacy, and Intercultural Competency

Andrea Enik Lypka and Dustin De Felice (2020). *Handbook of Research on Cultivating Literacy in Diverse and Multilingual Classrooms* (pp. 146-165).

www.irma-international.org/chapter/telecollaborative-storytelling/255777

Social Equity in Local Public Administration: Fairness, Justice, and Equity, Tools for Social Change

Kalsoom Sumra and Muhammad Shakeel Ahmad (2017). *International Journal of Civic Engagement and Social Change* (pp. 1-15).

www.irma-international.org/article/social-equity-local-public-administration/201020

Who Wants to Go to Work Revisited: An Advanced Empirical Analysis Examining Full-Time Weeks of Work Among Canadians

Alan Chan (2021). *International Journal of Public Sociology and Socioterapy* (pp. 26-38).

www.irma-international.org/article/who-wants-to-go-to-work-revisited/269515