

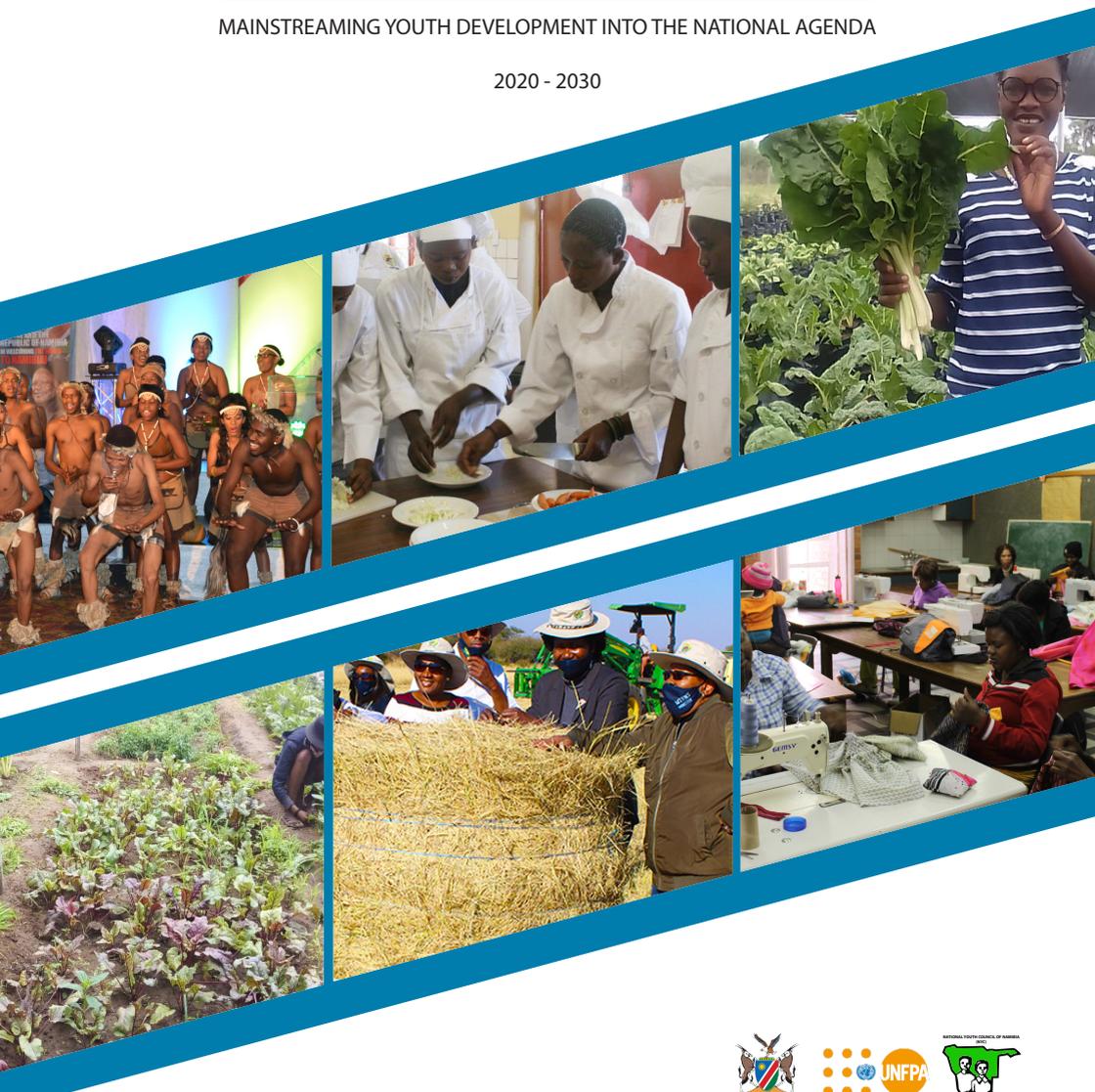


REPUBLIC OF NAMIBIA  
Ministry of Sport, Youth and National Service

# NATIONAL YOUTH POLICY (THIRD REVISION)

MAINSTREAMING YOUTH DEVELOPMENT INTO THE NATIONAL AGENDA

2020 - 2030



Ministry of Sport, Youth & National Service





## TABLE OF CONTENTS

<b>ACKNOWLEDGEMENT</b>	<b>II</b>
<b>FOREWORD</b>	<b>III</b>
<b>ACRONYMS AND ABBREVIATIONS</b>	<b>IV</b>
<b>GLOSSARY OF CONCEPTS, TERMS AND JARGONS</b>	<b>V</b>
<b>EXECUTIVE SUMMARY</b>	<b>VI</b>
<b>1. INTRODUCTION</b>	<b>1</b>
<b>2. BACKGROUND</b>	<b>2</b>
<b>3. NYP II AT A GLANCE</b>	<b>3</b>
<b>4. RATIONALE FOR NYP III</b>	<b>3</b>
<b>5. ALIGNMENT- LEGISLATIVE, POLICY AND INSTITUTIONAL ARRANGEMENTS</b>	<b>3</b>
5.1 National Policy Frameworks	4
5.2 Regional Policy Frameworks	4
5.3 Continental Policy Frameworks	5
5.4 International Frameworks	5
<b>6. GUIDING PRINCIPLES OF NYP III</b>	<b>6</b>
<b>7. THIRD NATIONAL YOUTH POLICY DIRECTION</b>	<b>6</b>
7.1 Vision	6
7.2 Mission	6
7.3 Outcome Goal	6
<b>8. POLICY OBJECTIVES</b>	<b>7</b>
<b>9. POLICY STRATEGIES</b>	<b>7</b>
9.1 Strategies for Pillar 1: Youth Education and Skills Development	7
9.2 Strategies for Pillar 2: Youth Health and Well-being	7
9.3 Strategies for Pillar 3: Youth Employment and Economic Empowerment	7
9.4 Strategies for Pillar 4: Youth Civic and Political Participation	7
9.5 Strategies for Emerging Cross-cutting Issues:	7
<b>10. IMPLEMENTATION ARRANGEMENTS/ FRAMEWORK</b>	<b>8</b>
10.1. Institutional Arrangements/ Framework	8
10.2 Resource Mobilisation	10
10.3 Monitoring, Evaluation and Reporting Framework	10
10.4 Coordination, Advocacy and Dissemination (Communication Strategy):	10
<b>11. IMPLEMENTATION ACTION PLAN</b>	<b>10</b>
<b>12. CONCLUSIONS</b>	<b>11</b>
<b>13. BIBLIOGRAPHY</b>	<b>12</b>
<b>14. APPENDICES</b>	

## ACKNOWLEDGEMENT

The Government of the Republic of Namibia through the Ministry of Sport, Youth and National Service would like to express our deepest appreciation to the diverse organisations, government departments, NGOs and the private sector that provided valuable contributions during the process of developing the third version of the National Youth Policy of Namibia (NYP III). Special acknowledgement goes to the United Nations Population Fund (UNFPA) country office for their financial and technical support in making this document a reality.

Appreciation further goes to the National Youth Council and National Youth Service that fulfilled a coordinating and technical role in the NYP III development process. We thank the staff in the Ministry of Sport, Youth and National Service for spearheading the preparation, review and facilitation of broader stakeholder consultations. The steering committee (see Appendix A), cannot be thanked enough for providing technical oversight, and for validating and approving the inception and final report.

Last but not least, we extend our gratitude to the young people who took the time to share their views and concerns. This helped us identify key areas of concern, as well as the way forward for youth development in Namibia. As the saying goes, "Nothing for us, without us".

## FOREWORD



The Ministry of Sport, Youth and National Service (MSYNS) has been mandated to develop and empower the youth and to promote sport at all levels. This responsibility mandates the MSYNS to ensure that the youth in our country are purposeful and productive citizens able to participate in national development interventions, and to fully access and exercise their socio-economic and political rights .

It is my singular honour to present the third version of the National Youth Policy : Mainstreaming Youth Development into the National Agenda 2020-2030. The development of the National Youth Policy was informed by extensive consultation with young people and caters for their active participation in decision making at all levels of governance in issues concerning the youth and society as a whole.

At the forefront of Namibia's development agenda are youth development and empowerment issues as the youth currently constitutes the majority of the population. There is an undeniable demographic imperative to focus on Namibia's youth. The country's population is youthful, and prosperity for future generations depends on investments to enhance our youth's health, education, social welfare, and opportunities for economic empowerment. Every young person has the right to participate in all areas and spheres of society. Namibia's development, through the attainment of goals espoused in Vision 2030, the successive national development plans (NDPs), the Harambee Prosperity Plan (HPP), and ultimately, the UN Sustainable Development Goals (SDGs), is linked to the well-being of its youth. For this reason, Namibia has also ratified and pledged to implement a number of regional, continental and international commitments on youth development, beyond national level policy commitments. The youth as the backbone of Namibia's socio-economic and political development are therefore encouraged to be active contributors in the creation and strengthening of platforms for youth participation in decision-making at local and national levels of governance.

The Policy challenges the public sector to review and mainstream youth development issues in all their agendas to ensure the inclusion of youth development interventions at all levels of governance. The overall goal of the policy is to ensure that young Namibians are empowered and become self-reliant and productive citizens through improved education, health and economic outcomes, and increased political participation. Above all, the Policy calls for a strong partnership between the government, the private sector, non-governmental organisations, civil society, the community, and the youth sectors.

Namibia and the rest of the world are battling with the fight against the COVID-19 pandemic. The nature of the state of affairs dictates that it cannot be business as usual as far as economic emancipation is concerned. This has resulted in all countries closing their borders and introducing strict mitigating measures to help curb and manage the spread of COVID-19. Numerous high level government interventions have been put in place, including regional lockdowns and enforcement of the Covid-19 protocols such as wearing of masks, hand sanitising and social distancing. Namibia has not been spared from this novel coronavirus as many young Namibians are psychologically affected and are migrating from rural areas to towns searching for greener pastures. This often results in many not being able to find employment opportunities as expected, and some ending up joining vulnerable groups that become enemies of the society.

Namibian youths today face a myriad of choices that require adequate knowledge, relevant skills and the right attitude to make informed decisions among multiple opportunities while overcoming obstacles to hopefully choose progressive options. The Ministry remains confident that young people between the ages of fifteen (15) and thirty-four (34) years will benefit from existing and emerging opportunities in the country. This Policy, therefore, sets out a number of desired key outcomes and strategies, which can lead to influencing and accelerating the course of change by combining existing measures and new ideas for implementation.

This Third National Youth Policy spells out four (4) essential pillars to be considered:

1. Youth Education and Skills Development
2. Youth Health and Well-being
3. Youth Employment and Economic Empowerment
4. Youth Political and Civic Participation

In view of the services provided under these pillars, I call upon all young people in Namibia to take advantage of all concrete and material opportunities being made available towards self-actualisation to reach their maximum potential.



**Honourable Agnes Tjongarero (MP)**  
Minister of Sport, Youth and National Service

## ACRONYMS AND ABBREVIATIONS

<b>AIDS</b>	Acquired Immune Deficiency Syndrome
<b>AYC</b>	African Youth Charter
<b>AU</b>	African Union
<b>AUC</b>	African Union Commission
<b>CBO</b>	Community Based Organisation
<b>CSR</b>	Corporate Social Responsibility
<b>CYC</b>	Commonwealth Youth Council
<b>ECD</b>	Early Childhood Development
<b>DD</b>	Demographic Dividend
<b>FOMO</b>	Fear of Missing out
<b>FP</b>	Family planning
<b>GBV</b>	Gender-Based Violence
<b>HEI</b>	Higher Education Institution
<b>HIV</b>	Human Immune Virus
<b>HPP</b>	Harambee Prosperity Plan
<b>ICT</b>	Information Communication and Technology
<b>JETs</b>	Junior Engineers and Technicians
<b>LaRRI</b>	Labour Resources Research Institute
<b>MEAC</b>	Ministry of Education, Arts and Culture
<b>MSYNS</b>	Ministry of Sport, Youth and National Service
<b>NLFS</b>	Namibia Labour Force Survey
<b>NAPPA</b>	Namibia Planned Parenthood Association
<b>NDP5</b>	National Development Plan 5
<b>NEET</b>	Not in Education, Employment or Training
<b>NSCC</b>	National Stakeholder Consultative Conference
<b>NYC</b>	National Youth Council
<b>NYP</b>	National Youth Policy
<b>NYS</b>	National Youth Service
<b>O/M/A(s)</b>	Offices, Ministries and Agencies
<b>PPP</b>	Public-Private Partnership
<b>RA</b>	Roads Authority
<b>RC</b>	Representative Council
<b>RFA</b>	Road Fund Administration
<b>SADC</b>	Southern African Development Community
<b>SME</b>	Small and Medium Enterprise
<b>STEM</b>	Science Technology Engineering and Mathematics
<b>SSC</b>	Social Security Commission
<b>TVET</b>	Technical Vocational Education and Training
<b>UNFPA</b>	United Nations Population Fund
<b>VAC</b>	Violence Against Children
<b>VIO</b>	Volunteer Involving Organisation
<b>WASH</b>	Water, Sanitation and Hygiene
<b>WPAY</b>	World Programme of Action for Youth to the Year 2000 and Beyond
<b>YOLO</b>	You Only Live Once

## GLOSSARY OF CONCEPTS, TERMS AND JARGONS

The terms, concepts and definitions used in the National Youth Policy III are all obtained from already established national and international key documents.

**Demographic Dividend:** The economic growth that results from a shift in the population age structure (where the working age population is larger than the economically dependent population) as a result of both the increase in the number of young people and declining fertility rates.

**Economically inactive population:** All persons below the age of 15 years of age. In addition, all persons over 15 years of age who are not in employment or who are not available for work since they are full-time learners or students, homemakers (people involved only in unpaid household duties), ill, disabled or on early retirement.

**Employed:** The employed comprise all persons of working age who during a specified brief period, such as one week or one day, were in the following categories: a) paid employment (whether at work or with a job but not at work); or b) self-employment (whether at work or with an enterprise but not at work). Temporary absence from work includes reasons such as illness, maternity and parental leave, holiday, training, and industrial disputes.

**Household:** A household is defined as a group of people who live together, i.e. share a common living shelter.  
**In formal employment:** Employees are categorised as being in formal employment if their employer was reported to provide at least a pension scheme, medical aid and /or social security.

**Labour force:** Comprises all persons of either sex who furnish the supply of labour for the production of economic goods and services as defined by the United Nations systems of national accounts and balances during a specified time-reference period. It therefore consists of all persons of working age who were either employed or unemployed.

**Labour force participation rate (also referred to as the economic activity rate):** The labour force participation rate is the proportion of the economically active population in a given population group, i.e. the number of persons in the labour force given as a percentage of the working age population in that population group.

**Pillars:** The pillars referred to in the NYP III comprise the following youth development pillars on which the interventions for policy implementation are based : Pillar 1: Youth education and skills development, Pillar 2: Youth health and well-being, Pillar 3: Youth employment and economic empowerment, and Pillar 4: Youth political and civic participation.

**Previously disadvantaged Namibian:** means a person contemplated in Article 23(2) of the Namibian Constitution and includes-

- (a) Racially disadvantaged persons;
- (b) Women; and
- (c) Persons with any disability as defined in the National Disability Council Act, 2004 (Act No. 26 of 2004);

**Total Population:** All persons living in Namibia during the reference period.

**Unemployed in the strict sense:** The unemployed comprise all persons of working age who were: a) without work during the reference period, i.e. were not in paid employment or self-employment; b) currently available for work, i.e. were available for paid employment or self-employment during the reference period; and c) seeking work, i.e. had taken specific steps in a specified recent period to seek paid employment or self-employment.

**Unemployment rate:** The unemployment rate is widely regarded as one of the key labour market indicators and a good measure of employment creation and participation in economic activities in the country. A lower unemployment rate signifies a growing economy, while a higher rate signifies a declining economy and its inability to absorb people of working age.

**Volunteerism:** A group of activities carried out by individuals, associations, or legal entities for the common good of society, by free choice and without the intention of deriving a financial gain.

**Volunteerism Opportunities:** Volunteering opportunities in youth work include a wide range of activities concerned with personal growth.

**Youth:** The NYP defines the youth as those between 15 and 34 years of age. This age grouping is in alignment with the Namibia Statistics Agency categorisation of youth as the age bracket between 15 and 34 years.

## EXECUTIVE SUMMARY

In 1993, the first National Youth Policy was drafted and adopted following the formulation of the first National Development Plan (NDP1) as a guide for youth development programmes in Namibia. The NYP I was revised in 2006 to produce the second National Youth Policy (NYP II) for the period 2006 - 2011. The NYP III builds on the foundation of preceding National Youth Policies and the programmatic interventions implemented by the Government of the Republic of Namibia since inception. The Policy has been written within the context of existing sectoral policies, national development plans, international policies and charters to which Namibia is a signatory and aligns itself to internationally recognised youth and human development indicators.

Namibia is a youthful population comprising approximately 36.8% youths (aged 15 to 34 years), and approximately 36.4% children (aged 0 to 15 years) (Namibia Inter-censal Demographic Survey, 2016). The 2016 Labour Force Survey indicates that the overall youth unemployment rate was estimated to be 46.1% (Namibia Labour Force Survey (NLFS), 2018). The consequence of very high youth unemployment rates is that the theoretical young dependency age which is often stated as children below the age of 15, and does not apply to Namibia. On average, young Namibians remain economically dependent until age 27. Many young Namibians who should be productive adults, are dependants well into their thirties because of the lack of work opportunities. This has serious implications for Namibia in terms of reaping the demographic dividend (Towards a Demographic Dividend for Namibia, 2018).

The African Youth Charter adopted in 2006 prescribes responsibilities to member states for the development of the youth. The Charter prescribes that every African Union member state (including Namibia) shall develop a comprehensive and coherent national youth policy that encompasses amongst others: a baseline assessment of the status of youths, a definition of youths within specified age bracket and cross-cutting interventions. The Third National Youth Policy 2020-2030 seeks to respond to contemporary challenges and opportunities facing young Namibians, by providing a broad framework within which all stakeholders can contribute comprehensively and in a coordinated manner, to youth development. The Policy is premised on the following youth development pillars: education and skills development; health and well-being; employment and economic empowerment; and political and civic participation. Strategic measures are recommended under each pillar to address challenges undermining youth development in Namibia so that young Namibians can assume their rightful place in building a "united, inclusive and prosperous Namibian House".

The costed Implementation Action Plan (See Appendices 10.2) focuses on key priorities to address challenges identified in the Namibia Status of the Youth Report, 2016, to guide the implementation of this policy. As a strategic document, the NYP III casts a common goal towards Vision 2030, by setting the policy priorities, and; proposing recommendations for key interventions and aligning policy implementation within the context of institutional responsibilities and placing due emphasis on coordination and collaboration among relevant stakeholders, in the spirit of Harambee.

## 1. INTRODUCTION

"Our development should always be people centred, with specific focus on the youth. Our objective is to tap into the potential of the youth to contribute to sustainable development in our country and beyond." His Excellency, President Dr Hage Geingob, President of the Republic of Namibia, 22 February 2019".

In 1993, following the formulation of the first National Development Plan (NDP1), the National Youth Policy I (NYP I) was drafted and adopted by the Government of the Republic of Namibia (GRN) as a guide for youth development programmes in the country. Since the adoption of NYP I, several developments have occurred at national, regional and international levels which have necessitated the Government to review the preceding policies, and develop NYP III to determine that it is consistent with these developments and the current youth situation. Namibia's development agenda aims to produce world-class, globally competitive citizens, products and services, and to offer all its residents a high quality of life. Young people represent a large majority of human resources, with the potential to push the frontiers of knowledge and propel Namibia's growth and development trajectory. It is thus imperative to prepare young people as future guardians and custodians of the country by addressing current and future needs. The third National Youth Policy aims to empower young people in Namibia by supporting improved educational, health and economic outcomes, and increased civic and political participation.

The National Youth Policy III (NYP III) 2020 – 2030 has been written within the context of existing sectoral policies, national development plans, international conventions, treaties and charters to which Namibia is a signatory. Broad consultations were done to reflect the aspirations of the Namibian youth and alignment to the international indicators for youth and human development. It seeks to respond to contemporary challenges and opportunities facing young Namibians, by providing a broad and integrated framework within which all stakeholders can contribute comprehensively and in a coordinated manner, to youth development. The Policy serves as a tool to enhance the commenced process of youth development and empowerment in Namibia.

The formulation of the NYP III was preceded by a review of the second National Youth Policy (NYP II) and the baseline data of the Namibia Status of Youth Report 2016, which reflects the status quo of the situation of Namibian youths across five (5) youth development areas, namely education, health and well-being, employment and opportunity, political and civic participation. Cluster regional consultative meetings were held in Eenhana, Oshakati, Keetmanshoop and Windhoek to bring together youth representatives from all fourteen (14) regions which aimed at presenting the draft NYP III and to gather feedback accordingly. During the regional consultations, the draft policy interventions were presented and a facilitation guide was provided for the youth to identify gaps, list priorities and provide recommendations which have been incorporated in the NYP III as presented at the national stakeholder consultative conference held from 3 to 4 December 2018. The aims of the national stakeholder consultative meeting were to present the draft NYP III along with its findings, provide an opportunity for feedback to those who had participated in the primary research conducted in the study, identify and verify recommendations, allow inputs, consultations and consensus on recommendations, and to incorporate, involve and reconnect the youth and key stakeholders. The national stakeholder's consultative conference was an essential component of the NYP III consultative process, as it established the needs and aspirations of the youth nationally as well as those of stakeholders. The conference reflected the capacity and openness which addressed fundamental key points for the development of the NYP III while ensuring stakeholder buy-in.

In conclusion, this policy document gives the background to the situation of the youth and the persisting challenges the youth face as reflected by issues raised by young people during consultations and incorporated into the policy. This Policy seeks to address the contemporary issues of the youth in Namibian society and communities where they reside. The formulation of this Policy is guided by the objectives of key international, continental and national policies and plans as laid out in legislative and legal contexts. After the guiding principles, the policy direction envisioning youth development imperatives are detailed with specific objectives based on internationally recognised pillars, and pressing emerging issues that are intersectional and overlapping, such as housing and ICT. Measurable indicators, tracking agreed performance targets are set out in the implementation action plan (IAP) of this policy. Coherence, coordination and mainstreaming of this Policy are described under the Implementation Arrangements and Frameworks section, including the monitoring and evaluation plan and communication strategy. Finally, an overview of the IAP is described before this policy document is concluded.

## 2. BACKGROUND

While acknowledging the content of the Namibia Status of Youth report, the NYP III narrows down from broad ideas to more specific areas across the identified pillars. The NYP III is premised on the following youth development pillars;

**Education and skills development:** Namibia offers free primary and secondary education and ranks third in the SADC region in terms of education provision. Namibia spends a considerable proportion of its budget allocation on education and training. Despite these investments, there are several challenges to be addressed, such as unqualified teachers, inadequate facilities to accommodate persons with disabilities and other special needs, lack of mentorship from childhood into adulthood, high school dropouts, lack of adequate teaching facilities, inadequate financing, long walking distances to school and lack of mentorship into post-secondary education and low enrolment into post-secondary education and skills training. While unemployment is an ever-increasing challenge for the youth, it should not be overlooked that unemployment is a by-product of the lack of relevant education and skills training. This is also reflected in the underperformance of Namibian students in the quality of learning measures against global benchmarks and when compared with fellow middle-income countries as well as a persisting skills mismatch between the needs of the labour market and the skills the education system produces (Towards a Demographic Dividend for Namibia, 2018).

**Health and well-being:** Namibia is characterised by deep socio-economic and developmental inequalities that call for concerted actions. These inequalities manifest in high teenage pregnancies, high HIV incidence rates, and high levels of gender-based violence (GBV), including sexual exploitation and violence (SEA). An analysis of Youth Employment and Unemployment in Namibia: Evidence from the Labour Force Survey data (2016) revealed that unemployment is higher among young women than men and this is attributable to the demographic profile that is gender-skewed with women in the majority, but also social factors such as school dropouts resulting from teenage pregnancy.

Namibia has a high adolescent birth rate of 82 births per 1,000 girls aged 15-19 years, nearly double the global average of 44. About one in five (19%) young women aged 15-19 in 2013 have begun childbearing, an increase from 15% in the 2006-07 Namibia Demographic and Health Survey (NDHS). Early sexual debut contributes to increased teenage pregnancy, unsafe abortions and sexually transmitted infections, including HIV. The 2013 Demographic and Health Survey highlights the pervasive nature of gender-based violence (GBV) in the country with 33% of married women aged 15-49 reporting having experienced physical, sexual, and/or emotional violence from their spouse, with most (28%) reporting such violence in the past 12 months and 6% during pregnancy. Adolescent girls, in particular, face higher levels of sexual violence with 7.5% of girls aged 15-19 having experienced sexual violence compared to 5% of 20-24-year-olds. More than half (54%) of adolescent girls report their first sexual encounter as being forced.

Youth access to healthcare services is limited especially for the poor, persons with disabilities, unemployed and out of school youth, since they cannot access basic healthcare due to long distances to health facilities and long waiting times once they reach the health facility. Youth delinquency is increasing, seen by high alcohol abuse, increasing road accidents involving young people aged 20-35 years and crime committed by youths. Mental health problems commonly associated with adults, such as depression, also affect young people. Any one of these factors, or a combination, may become such a source of pain that they seek relief in suicide, which is currently the second leading cause of death among young people after motor vehicle accidents.

**Employment and economic empowerment:** Namibia has a dual economy, with a rapidly growing informal sector, with 66.5% of the total employed population in informal employment (67.5% women; 65.6% men). In addition, of the total number of the urban population, 57.3% are employed in the informal sector, while 81.1% employed in the informal sector are from the rural population. Namibia Labour Force Survey (NLFS, 2016).

The informal sector is characterised by lack of social protection, low levels of technology and a high prevalence of micro enterprises dominated by unskilled labour and women (Namibia Statistics Agency, Analysis of Youth Employment and Unemployment in Namibia 2012-2013). The country has a high level of consumption, which produces a life-cycle deficit (between consumption and labour income). The deficit is financed by the government from finite resources. In the long-term, such public expenditure will not be sustainable without the structural transformation and diversification of the economy to create income generating and employment opportunities for young Namibians. Job creation is happening at a slow pace, and while national policies and plans have made some progress in creating new jobs and ensuring that economically active Namibians are gainfully employed, this is not happening fast enough to significantly impact on unemployment levels. Youth access to other economic opportunities and finance remains a challenge, undermining progress in youth development.

While unemployment is a rising global phenomenon, the disproportionate levels of youth unemployment are symptoms of both economic growth and educational challenges. The overall youth unemployment rate was estimated to be 46.1% (Namibia Labour Force Survey (NLFS), 2018). Entrepreneurship is an avenue for self-employment and work-readiness, to ease the transition into labour markets for new entrants. Sport is a development priority that bears tremendous potential to enhance social capital and contribute towards social progression, economic development, employment and decent livelihoods.

It is also a sector with potential to unlock new jobs for young Namibians.

**Political and Civic Participation:** Namibia has made excellent progress in promoting youth participation. The country is ranked 9<sup>th</sup> in Africa and 41<sup>st</sup> in the world in youth political and civic participation, respectively. About 48% young people exercised their right to vote in the 2014 election (Namibia Status of Youth report, 2016). Youth volunteerism remains low, despite the large pool of potential volunteers who can commit plenty of time to a voluntary scheme or a volunteer involving organisation (VIO). Lack of coordination among stakeholders also limits young people to participate in voluntary activities. However, the presence of youths in leadership positions among those who are active volunteers is a positive development which a country should build upon in developing its future leaders. Bargaining power is essential for the advancement of the youth empowerment agenda. Agency among young people is developed and nurtured through active engagement and participation in civic acts of volunteerism, political education and democratic participation, leadership, media and inter-generational exchanges. Platforms to amplify youth voices and enable more of their meaningful representation, participation and advocacy are essential to Namibia's inclusive growth development agenda.

## 3. NYP II AT A GLANCE

The NYP I was revised in 2006, to produce the second National Youth Policy (NYP II) for the period 2006 – 2011. The NYP III builds on the foundation of these preceding national youth policies and implemented programmes. The preceding NYP II aimed at providing an operational framework with a set of realistic guidelines from which programmes and services can be developed to facilitate meaningful involvement of young women and men in national development. It considered the following focus areas;

1. Education and training which focused on skills and career development among the youth.
2. Employment which focused on improved access to the job market through entrepreneurship and skills training.
3. Globalisation which focused on promotion of cultural diversity and create opportunities to exchange views, share strategies and identify common preoccupations and problems.
4. Information communication technology (ICT) focusing on utilising the youth as key agents for development and innovation.
5. Gender focusing was on gender integrated programmes.

During the review of the NYP II, the policy was found to be clear and concise with relevant strategic areas, although the implementation of its content was challenged by inadequate resources. To this effect, the Government has sustained investments in key sectors to ensure young people are provided opportunities to grow, develop and prosper as engaged, productive and responsible citizens. Reforms in the education sector saw the introduction of universal free primary and secondary education to improve access and equity.

## 4. RATIONALE FOR NYP III

The rationale for the development of the NYP III is to address challenges undermining youth development in Namibia so that young Namibians can assume their rightful place in building a “united, inclusive and prosperous Namibian House”. As a strategic document, the NYP III casts a common goal towards Vision 2030, by setting the policy priorities, proposing recommendations for key interventions, aligning policy implementation within the context of institutional responsibilities, and placing due emphasis on coordination and collaboration among relevant stakeholders in the spirit of Harambee.

Upon its successful implementation, the NYP III aims to capacitate, foster and harness the capabilities of young Namibians to make a meaningful contribution to the realisation of the UN Sustainable Development Goals (SDGs), the AU Agenda 2063, Vision 2030, national development plans and the Harambee Prosperity Plan (HPP).

## 5. ALIGNMENT- LEGISLATIVE, POLICY AND INSTITUTIONAL ARRANGEMENTS

The NYP III is an important contribution to the already existing body of policies in Namibia. Its formulation is guided by the objectives of key international, continental and national policies and plans, namely: The Constitution of the Republic of Namibia, the United Nation's 2030 Agenda for Sustainable Development, the World Programme of Action for Youth to the Year 2000 and Beyond (WPAY), the AU Agenda 2063, and the African Youth Charter, the Commonwealth Youth Forum Declaration, the SADC Youth Development Framework (2014-2019), Namibia's Vision 2030, the fifth National Development Plan (NDP5) and the Harambee Prosperity Plan (HPP). The objectives of the NYP III therefore reflect the desired outcomes of national and international policy frameworks, which Namibia is signatory to.

## 5.1 NATIONAL POLICY FRAMEWORKS

### 5.1.1 The Constitution of the Republic of Namibia (1990)

The Constitution of the Republic of Namibia enshrines the fundamental human rights and freedoms applicable to all citizens of the land, to be adhered to by all organs of the State and legal entities in Namibia. These rights and freedoms uphold the values of liberty, dignity, equity and equality, creating an enabling environment for youth development and empowerment in Namibia. (The Namibian Constitution, 1990, pp. 14-15).

### 5.1.2 Namibia Vision 2030 (2004)

The Namibia Vision 2030 is premised on the social and economic development of the Namibian nation. Vision 2030 focuses on development towards issues pertaining to income and wealth inequalities, peace and political stability, human resource and knowledge development, institutional capacity building, macroeconomic growth and stability, small business development, health and social welfare, natural resource and environmental management, information communications and technology and factors of the external environment. Vision 2030 provides long-term strategic policy direction to the course of development for the country. Vision 2030 aspires to see a prosperous Namibia characterised by equal income distribution, harmony, diversification, industrialisation and competent human resources (Vision 2030, 2004).

### 5.1.3 The Fifth National Development Plan (2017)

The fifth National Development Plan (NDP5) for the period 2017/18 to 2021/22 forms part of a series of seven national development plans which shall steer development towards the attainment of Namibia's Vision 2030. The four integrated pillars (economic progression, social transformation, environmental sustainability and good governance) of NDP5, encompass key aspects for youth development. NDP5 recognises four key implementation challenges and has translated these into opportunities. These challenges (fragile economic system, vulnerability to external shocks, trade deficit, income inequality and widespread poverty) are inherent in Namibia and are therefore likely to be experienced in the implementation of NYP III (The Fifth National Development Plan (NDP5, 2017).

### 5.1.4 The Harambee Prosperity Plan (HPP) 2016/ 17 - 2019/ 20 (2016)

The Harambee Prosperity Plan (HPP) 2016/17 - 2019/20 is the Namibian Government's accelerated development plan (impact plan) towards prosperity for all. The HPP is a call to all Namibians for unity in working towards a common purpose, the construction of "An inclusive, united and prosperous Namibian House, where no one feels left out". The HPP is premised on the pillars of effective governance, economic advancement, social progression and infrastructure development as critical success factors to achieving accelerated development. The successful implementation of NDP5 and HPP shall not only benefit a youthful populace, but also require the full participation of the young people in their implementation.

### 5.1.5 National Youth Council Act, 2009 (Act 3 of 2009)

The National Youth Council Act aims at fostering a spirit of national identity among the Namibian youth, as well as a sense of patriotism, unity, self-respect, and in-depth awareness of social, economic, political, educational and cultural prospects and adversities. Furthermore, it aims at developing the inherent abilities and capabilities of young people both individually and collectively and to initiate youth development projects, programmes and activities with the aim of encouraging the active participation of the youth in the process of their own empowerment. It also aims at pursuing an advocacy role with regard to the rights and opportunities for young people with disabilities.

### 5.1.6 National Youth Service Act, 2005 (Act 6 of 2005)

The National Youth Service Act aims to deliver relevant national services and offers recognised skills training and personal development programmes to the youth to attain the requisite institutional capacity while engaging in income generating ventures. It further contributes to the socio-economic development of Namibia and the alleviation of poverty in the country through provision of opportunities for the youth to take part in national development on a voluntary basis.

## 5.2 REGIONAL POLICY FRAMEWORK

### 5.2.1. The SADC Youth Development Framework (2014 - 2019) (2014)

The SADC Youth Development Framework (2014 - 2019) was developed under the theme: 'Youth Development and Participation for Sustainable Development'. In December 2018, SADC youth representatives held consultations to develop recommendations on key issues and priorities to inform the agenda of SADC ministers responsible for youth development, under the theme 'Promoting Infrastructure Development and Youth Empowerment for Sustainable Development'.

Recognition was given to similarities and commonalities of youth issues across member states in the region, and how proposed solutions could be mainstreamed into different development sectors across SADC. The SADC Youth Development Framework is built on seven (7) key priorities of regional cooperation to accelerate youth empowerment.

## 5.3 CONTINENTAL POLICY FRAMEWORKS

### 5.3.1 AU Agenda 2063 (2013)

The African Union's Agenda 2063 propels youth development as part of its aspirations that Africa's women and youth shall play an important role as drivers of change. Agenda 2063 outlines its aspiration that the youth of Africa shall be socially, economically and politically empowered through the full implementation of the African Youth Charter (Agenda 2063, 2013).

### 5.3.2 African Youth Charter (AYC) (2006)

The African Union developed a policy framework in the form of the African Youth Charter (AYC). The AYC prescribes responsibilities to AU member states for the development of the youth. Amongst other recommendations, the charter prescribes that every member state shall develop a comprehensive and coherent national youth policy.

## 5.4 INTERNATIONAL FRAMEWORKS

### 5.4.1 United Nation's 2030 Agenda for Sustainable Development (2016)

The United Nation's 2030 Agenda for Sustainable Development commits to building dynamic, sustainable, innovative, and people-centred economies that promote youth employment, women's economic empowerment, and decent work for all. The UN 2030 Agenda for Sustainable Development provides a framework to facilitate increased impact and expanded action to address the needs, build the agency, and advance the rights of young people. (The 2030 Agenda for Sustainable Development, 2015).



### 5.4.2 The United Nation's Global Youth Strategy: Youth 2030(2018)

The United Nation's global youth strategy is committed to strengthening its capacity to meet new demands and deliver more effectively with and for young people in line with ongoing UN reforms. In realising this, the UN shall intensify its evidence-based advocacy, policy engagement, partnership and programme efforts to strengthen international, regional and national commitments to prioritise, invest in, engage and empower young people.

### 5.4.3 World Programme of Action for Youth (WPAY) to the Year 2000 and Beyond(1995)

The World Programme of Action for Youth (WPAY) highlights the fact that a majority of the world's youth population live in developing countries. The WPAY recognises that young people in all countries are both a major human resource for development, and key agents for social change, economic development, and technological innovation. Their imagination, ideals, energy and vision are essential for the continued development of the societies in which they live. Therefore, the WPAY makes a compelling argument for a new impetus to design and implement youth policies and programmes at all levels.

The WPAY espouses ways in which the challenges and potential of young people addressed by the policy shall influence the current social and economic conditions, well-being and livelihoods of future generations. (WPAY, 1995).

#### 5.4.4 Commonwealth Youth Forum Declaration (2018)

The Commonwealth Youth Forum Declaration recognised the role of the UN 2030 Agenda for Sustainable Development in the following arenas: the successful transformation of the world, importance of young people's inclusive participation and positive contribution to peace building, and the vital role and contribution/ support of key role players in youth development.

## 6. GUIDING PRINCIPLES OF NYP III

**Universal Human Rights, Civil Liberties and Freedoms**–The NYP III commits to extend development programmes within the framework of respect for fundamental human rights and freedoms, as entrenched in the Namibian Constitution and enshrined in international treaty commitments the Republic of Namibia has signed and ratified.

**Equity and Access**–The NYP III promotes equal opportunity and equitable distribution of programmes, services and resources. No one should feel left out; therefore, nothing shall qualify as grounds for discrimination during its implementation. The NYP III recognises and aims to address the diverse challenges faced by marginalised, vulnerable youths and young persons with disabilities. The target group has limited access to health and education facilities, clean water, infrastructure including Information Communication and Technology and limited representation in government and decision-making structures.

**Integration and mainstreaming**–The NYP III focuses on the integrated and multi-sectoral mainstreaming of youth issues across national offices, ministries and agencies (OMAs) and private institutions.

**Youth Participation** – The NYP III promotes the full participation and engagement of young Namibians in their communities, the national economy, and in democratic processes.

**Partnership** – The NYP III is formulated by the young people of Namibia for the young people of Namibia. The popularisation of NYP III shall create a sense of ownership and shared responsibility among the youth, government, civic, private institutions and international agencies towards the attainment of its policy objectives and targets. The implementation of NYP III is open to public-private partnerships (PPPs) for meaningful contribution to the development of the youth.

**Accountability and Transparency**– NYP III strategies shall be implemented in a transparent manner with clearly communicated channels of responsibility and accountability to aid monitoring, evaluation and reporting on its progress and challenges.

**Diversity and Inclusivity** – The NYP III embraces the importance of gender diversity, fair representation and respect for the diversity of culture, race, sexuality, ethnicity and religion among Namibian youth and that discrimination on the grounds of sex is a violation of the basic rights of any individual. Across all policy strategies special attention shall be given to marginalised, vulnerable young persons and youths with disabilities.

**Sustainable Development** – The NYP III notes that development initiatives which do not invest in building capacities and honing capabilities of young people, are not sustainable. This policy is aligned to existing policies, strategies, plans and goals, at national, regional continental and international, levels, to ensure coherence and long-term sustainability.

## 7. THIRD NATIONAL YOUTH POLICY DIRECTION

### 7.1 VISION

Empowered, actualised, self-reliant and productive young Namibians.

### 7.2 MISSION

To empower young Namibians to explore and actualise their full potential to be self-reliant and productive citizens.

### 7.3 OUTCOME GOAL

By the year 2030, young Namibians should be empowered and become self-reliant and productive citizens through improved services in education, health, economic empowerment, and increased civic and political participation.

## 8. POLICY OBJECTIVES

The NYP III policy objectives are:

1. Youth Education and Skills Development: To advocate that young people have access to quality formal and informal education, as well as skills development to improve overall education outcomes.
2. Youth Health and Well-being: To promote access to youth-friendly health information, education and services to achieve a significant improvement in the health and well-being of young people through targeted interventions.
3. Youth Employment and Economic Empowerment: To facilitate access to economic empowerment opportunities.
4. Youth Civic and Political Participation: To promote youth participation and representation in civic and political engagements.
5. Emerging Cross-cutting Issues: To address contemporary challenges that the youth face in personal and national development arenas.

## 9. POLICY STRATEGIES

### 9.1 STRATEGIES FOR PILLAR 1: YOUTH EDUCATION AND SKILLS DEVELOPMENT

1. Increase intake capacity at both HEIs and TVET institutions.
2. Increase education chances for marginalised, vulnerable youths and youths with disabilities.
3. Accelerate the implementation of the recommendations of the skills audit by the ministry responsible for labour.
4. Reinforce ICT platforms to facilitate opportunities for skills development.

### 9.2 STRATEGIES FOR PILLAR 2: YOUTH HEALTH AND WELL-BEING

1. Expand access to sexual and reproductive health information and services for young people.
2. Establish menstrual hygiene programmes to provide free “dignity packs” to the most vulnerable communities.
3. Integrate health and well-being issues in all youth programmes.
4. Reinforce GBV/VAC prevention and response services with all stakeholders.
5. Establish and upgrade rehabilitation centres.
6. Improve service delivery of comprehensive sexuality education (CSE) by well trained professionals
7. Improve equitable access to water, sanitation and hygiene (WASH) for adolescent boys and girls countrywide.
8. Improve road safety among young people.

### 9.3 STRATEGIES FOR PILLAR 3: YOUTH EMPLOYMENT AND ECONOMIC EMPOWERMENT

1. Operationalise the National Youth Development Fund.
2. Operationalise UN youth programmes.
3. Improve database ability to provide information on Namibian youth-owned enterprises to facilitate trade promotion.
4. Advocate apprenticeship and internship opportunities and cooperative establishment for young people.
5. Enforce affirmative action provisions in training and recruiting of youths with disabilities.
6. Increase employment opportunities through sport.

### 9.4 STRATEGIES FOR PILLAR 4: YOUTH CIVIC AND POLITICAL PARTICIPATION

1. Support children parliament activities.
2. Promote youth volunteerism opportunities for personal growth.

### 9.5 STRATEGIES FOR EMERGING CROSS-CUTTING ISSUES:

The policy identified the following emerging cross-cutting issues:

#### 9.5.1 Housing and land

1. Create opportunities for young people to access land and affordable shelter.

#### 9.5.2 Information, Communication and Technology (ICT)

1. Expand ICT Network infrastructure nationwide.

## 10. IMPLEMENTATION ARRANGEMENTS/ FRAMEWORK

### 10.1. INSTITUTIONAL ARRANGEMENTS/ FRAMEWORK

#### 10.1.1 The Ministry of Sport, Youth and National Service (MSYNS):

The Ministry responsible for youth development in Namibia, is the custodian of the NYP III and shall oversee the dissemination and implementation of this Policy. The roles of the Ministry include:

- i. Coordinate the implementation of the National Youth Policy;
- ii. Conduct awareness and capacity on youth-related issues;
- iii. Market youth programmes and activities;
- iv. Support youth groups embarking on income generating projects;
- v. Mobilise stakeholders and financial resources for the implementation of the National Youth Policy;
- vi. Revise and formulate youth policies;
- vii. Establish a technical working group on implementation of the NYP III.

#### 10.1.2 The National Youth Council of Namibia (NYC)

The National Youth Council is the implementing arm for the NYP III, since it is the umbrella body of all affiliated youth organisations in Namibia. The roles of the NYC include :

- (i) Coordinate youth activities and initiatives for all Namibian youths in collaboration with key stakeholders;
- (ii) Advocate the democratic participation of young men and women in their own organisations and the society as a whole;
- (iii) Encourage the participation of young people in the development agenda of the country;
- (iv) Mobilise funds both locally and internationally for the cause of youth development;
- (v) Facilitate, implement, monitor and evaluate youth development programmes;
- (vi) Advise the Government and other stakeholders on issues affecting the youth.

#### 10.1.3 The National Youth Service (NYS)

The National Youth Service was established by the National Youth Service Act, Act No. 6 of 2005, and is a key stakeholder in the implementation of the NYP III. The roles of the NYS include :

- (i) Provide the youth with opportunities for self-development and growth to reach their full potential.
- (ii) Enhance a sense of volunteerism among the youth.

#### 10.1.4 Roles of the Youth

The youth for whom this NYP III is created are to be active players in the process of their own development. The youth are expected to:

- (i) Familiarise themselves with the contents of the NYP III.
- (ii) Strive to be citizens of purpose and value to their communities, society and country.
- (iii) Prioritise maintaining good physical and mental health and well-being, and seek out help and support if needed.
- (iv) Embrace gender, racial, ethnic, geographic and religious diversity and the important role that each young man and woman have to play in the social and economic transformation of our society.
- (v) Take active interest in global, national, regional and local affairs as these have an impact on the implementation of the NYP III and the course of the country's development.
- (vi) Make themselves available to participate in youth development programmes and projects, and thereby pursue volunteerism as a means of experiential learning and growth.
- (vii) Be innovative in finding solutions to societal challenges.
- (viii) Be active agents of the change they wish to see.

#### 10.1.5 The Role of key line Ministries, Offices and Agencies

The NYP III aims to be an integrated youth development policy for various offices, ministries and agencies (O/M/As) as well as development partners, civil society and the private sector.

A technical committee shall be established through which the key offices, ministries, agencies and partners will mainstream and execute their function to ensure that interventions and programmes for youths under their mandate are fulfilled.

All ministries are to support this policy by engaging in the continuum of activities stated in the IAP within their mandate and capabilities.

In addition to the above, the following O/M/As have specific roles, including:

Government Office, Ministry or Agency	Role in the NYP III
Office of the President	<ul style="list-style-type: none"> <li>Facilitate dialogue and advice on socio-economic issues facing the Namibian youth.</li> </ul>
National Planning Commission	<ul style="list-style-type: none"> <li>Coordinate and mobilise donor funding for the youth sector to improve planning and service delivery for youth development.</li> <li>Ensure that all sectors adequately consider youth-related activities in their development plans and in the national development plans.</li> </ul>
Ministry of Finance	<ul style="list-style-type: none"> <li>Ensure sufficient budgetary allocations are made for the implementation of this policy.</li> </ul>
Ministry of Education, Arts and Culture	<ul style="list-style-type: none"> <li>Provide basic and advanced ICT inclusion as part of the curricula.</li> <li>Ensure the delivery of Comprehensive Sexuality Education (CSE) by well trained professionals in all schools.</li> <li>Improve education chances for marginalised, vulnerable young persons and youths with disabilities.</li> </ul>
Ministry of Higher Education, Training and Innovation	<ul style="list-style-type: none"> <li>Promote the effectiveness and efficiency of vocational education and training for young people in Namibia.</li> <li>Ensure that vocational education and training programmes and services meet the demands of the labour market.</li> <li>Encourage the development of vocational education and training opportunities for the youth and the unemployed.</li> </ul>
Ministry of Health and Social Services	<ul style="list-style-type: none"> <li>Coordinate the implementation of all youth health-related activities.</li> <li>Increase access to sexual and reproductive health education, counselling and high-quality integrated services (SRH, HIV, and GBV) for young people.</li> <li>Expand rehabilitation centres and services to address psycho-social challenges faced by young people.</li> </ul>
Ministry of Urban and Rural Development	<ul style="list-style-type: none"> <li>Create opportunities for young people to access communal and urban land, as well as affordable shelter and for shack dwellers to be accorded land titles.</li> </ul>
Ministry of Information, Communication and Technology	<ul style="list-style-type: none"> <li>Sensitise policy and decision makers, community leaders and the general public on youth development issues.</li> <li>Create an opportunity for creativity and innovation to unleash young people's potential.</li> <li>Develop and strengthen the use of all vehicles of communication and especially modern information and communication technology in all areas, notably in rural and poor urban areas for the youth.</li> <li>Promote all language dialects taking cognisance of languages of young people with disabilities in policy documents and the dissemination of information to the youth.</li> </ul>
Namibia Statistics Agency	<ul style="list-style-type: none"> <li>Conduct research on national issues affecting the youth, collect data and make it accessible for youth programming, tracking progress and evaluation.</li> </ul>
Ministry of Industrialisation and Trade	<ul style="list-style-type: none"> <li>Build the capacity of young people to efficiently produce and supply goods and services and link them with local and international trade promotions.</li> <li>Support innovation hubs to provide targeted support to youth-led initiatives.</li> </ul>
Ministry of Labour, Industrial Relations and Employment Creation	<ul style="list-style-type: none"> <li>Advocate work integrated learning (apprenticeship, internships and job attachments) to prepare and facilitate the transition of graduates into the labour market.</li> <li>Provide a social protection floor through the provision of welfare benefits to address socio-economic needs and promote welfare among young people.</li> <li>Advocate quota representation of young professionals on governing boards of public and private sector enterprises.</li> <li>Capacitate young professionals, through corporate governance training programmes.</li> </ul>
Ministry of Agriculture, Water and Land Reform	<ul style="list-style-type: none"> <li>Support programmes that improve equitable access to water, sanitation and hygiene (WASH) for young people countrywide.</li> <li>Support youth agri-business activities.</li> </ul>

### 10.1.6 The Role of Institutions of Higher Learning and Vocational Training

The role of institutions of higher learning and vocational training shall be to ensure the achievement of an effective and sustainable system of skills formation that is aligned with the labour market; to provide the skills that are needed for accelerated development; to develop the competencies needed by young people for productive work and increased standards of living; and to promote access, equity and quality in education and training.

### 10.1.7 Role of Non-Governmental, Civil Society, And Community-Based Organisations and Agencies

The role of non-governmental, civil society, and community-based organisations and agencies (including youth-led organisations) shall ensure that communities are aware of, trained and sensitised in, and reached with programmes proposed and resourced as a result of this youth policy. Faith-based organisations are called upon to play significant roles in grooming the youth and offering continuous services including psycho-social support and guidance for building, reconciling and strengthening family units.

### 10.1.8 Role of Bilateral and Multilateral Development Agencies

The role of bilateral and multilateral development agencies is to provide financial, material and technical assistance towards the realisation of the NYP III.

## 10.2 RESOURCE MOBILISATION

All key stakeholders responsible for contributing to the successful implementation of the strategies of the NYP III should streamline their budget allocations to include activities aligned to the realisation of the NYP III. A costed implementation action plan is annexed hereto outlining the budgetary requirements for the implementation of the NYP III.

## 10.3 MONITORING, EVALUATION AND REPORTING FRAMEWORK

The steering committee supported and convened by the Ministry responsible for the youth, shall oversee, monitor and evaluate the implementation of the NYP III. The policy strategies contained herein call for data collection processes to be revamped into efficient systems that can translate into monitoring and evaluation (M&E) systems and/or records management. Efficient M&E systems make it easier to track and report progress.

To ensure this Policy is executed, an implementation strategy shall be developed with clear targets that shall be negotiated with the different stakeholders. Monitoring shall be done on a regular basis through supervisory visits. An implementation evaluation shall be conducted two years after the Policy is promulgated. It shall be followed by an impact evaluation in 2025 in preparation for its review. The implementation evaluation shall indicate whether the Policy is being implemented as planned and shall institute remedial action if necessary. Frequent progress reports on the implementation of the Policy shall be compiled by the Steering Committee for the Minister's presentation to Cabinet.

## 10.4 COORDINATION, ADVOCACY AND DISSEMINATION (COMMUNICATION STRATEGY):

A steering committee formed from various stakeholders, shall oversee the coherence and coordination of the implementation of the NYP III.

A nationwide campaign for the rollout of the NYP III is vital to the process of ensuring that the document is known and owned by all Namibians. The campaign shall be conducted annually through workshops, seminars and information sessions/ roadshows to ensure that all stakeholders are kept abreast of the youth policy contents and targets. To ensure that leadership of diverse stakeholders, especially O/M/As are sensitised, despite turnover of staff in their respective organisations, and that pocket versions and online copies of the Policy shall be made available in the public domain, including on social media platforms.

## 11. IMPLEMENTATION ACTION PLAN

A separate document, developed and provided to serve as an Implementation Action Plan, is hereto attached.

## 12. CONCLUSIONS

The process of developing the NYP III has been far-reaching and inclusive of the views and aspirations of the target audience and development partners towards culminating into this policy. It is possible that the policy did not cover all concerns pertaining to youth and development, however, it is believed that the implementation shall spiral into more constructive and elaborative discussions which might enhance the policy objectives and strategies.

It is therefore believed that the users shall adopt a responsive approach to the realisation of the Policy outcomes for future reference, since the NYP III has been designed for implementation from the financial year 2020/21 – 2030/31 and shall be reviewed every 5 years in line with the African Youth Charter.

The success of the NYP III shall make significant contributions to the achievement of various targeted goals outlined in the UN Sustainable Development Goals, Vision 2030, NDPs, and the Harambee Prosperity Plan, among other important policies for the Namibian Nation.

## 13. BIBLIOGRAPHY

African Youth Charter (EN). (2006, July 02). African Youth Charter (EN). Retrieved from African Union: [https://au.int/sites/default/files/treaties/7789-treaty-0033\\_-\\_african\\_youth\\_charter\\_e.pdf](https://au.int/sites/default/files/treaties/7789-treaty-0033_-_african_youth_charter_e.pdf)

Agency, N. S. (2015/2016). National Housing Income and Expenditure Survey. Windhoek: Namibia Statistics Agency.

Agenda 2063. (2013). Agenda 2063. Retrieved from African Union: <https://archive.au.int/assets/images/agenda2063.pdf2013>

Commonwealth. (2013, September). Gobar Youth Development Index. Retrieved from Commonwealth: [http://www.youthpolicy.org/library/wp-content/uploads/library/2013\\_YDI\\_Results\\_Report\\_Eng1.pdf](http://www.youthpolicy.org/library/wp-content/uploads/library/2013_YDI_Results_Report_Eng1.pdf)

Harambee Prosperity Plan. (2016, April 05). Harambee Prosperity Plan. Retrieved from The Government of the Republic of Namibia: <http://www.harambeenamibia.com/>

Ministry of Labour, Industrial Relations and Employment Creation. (2016/17). Namibia Informal Economy. Case Study Report 2016/ 17).

MINISTRY OF SPORT, YOUTH AND NATIONAL SERVICE. (n.d.). MINISTRY OF SPORT, YOUTH AND NATIONAL SERVICE. Retrieved from MSYNS: <http://www.msyns.gov.na/documents/114537/164583/MSYNS+STRATEGIC+PLAN++2017-22.pdf/b8fb3864-9ea8-4702-a577-3edd3f164417>

(2016). Namibia Inter-censal Demographic Survey. Windhoek: Namibia Statistics Agency.  
Namibia Statistics Agency. (2011). Namibia Population and Housing Census 2011. Retrieved from Namibia Statistics Agency : Namibia Population and Housing Census 2011

Namibia Statistics Agency. (n.d.).

(2015/2016). National Housing Income and Expenditure Survey. Windhoek: Namibia Statistics Agency.

The 2030 Agenda for Sustainable Development. (2015, September 25). The 2030 Agenda for Sustainable Development. Retrieved from United Nations: <https://sustainabledevelopment.un.org/content/documents/21252030%20Agenda%20for%20Sustainable%20Development%20web.pdf>

The Fifth National Development Plan (NDP5). (2017). The Fifth National Development Plan (NDP5). Retrieved from The Government of the Republic of Namibia: [http://www.npc.gov.na/?wpfb\\_dl=293](http://www.npc.gov.na/?wpfb_dl=293)

The Namibian Constitution. (1990, February). Namibian Constitution. Retrieved from The Government of the Republic of Namibia: [http://www.gov.na/documents/10181/14134/Namibia\\_Constitution.pdf/37b70b76-c15c-45d4-9095-b25d8b8aa0fb](http://www.gov.na/documents/10181/14134/Namibia_Constitution.pdf/37b70b76-c15c-45d4-9095-b25d8b8aa0fb)  
The National Council Act. (2009). The National Council Act of 2009. Retrieved from Legal Assistance Centre: <http://www.lac.org.na/laws/2009/4276.pdf>

The National Youth Service Act. (2005). The National Youth Service Act. Retrieved from Legal Assistance Centre: <http://www.lac.org.na/laws/annoSTAT/National%20Youth%20Service%20Act%206%20of%202005.pdf>

Towards a Demographic Dividend for Namibia. (2018). Towards a Demographic Dividend for Namibia. Retrieved from National Planning Commission: [https://www.afiddep.org/download/research-briefs/05.09.2018-Namibia-Abridged\\_Lite.pdf](https://www.afiddep.org/download/research-briefs/05.09.2018-Namibia-Abridged_Lite.pdf)

Vision 2030. (2004). Vision 2030. Retrieved from the Government of the Republic of Namibia: <http://www.gov.na/vision-2030>  
WPAY. (1995). WPAY. Retrieved from United Nations: <https://www.un.org/development/desa/youth/world-programme-of-action-for-youth.html>

## 14. APPENDICES

### APPENDIX A: MEMBERS OF THE STEERING COMMITTEE

Monasa Advisory & Associates (led by Mr. Jason Kasuto, Dr. Michael Akuupa and Ms. Nelly Nkhoma), executed the policy review and drafting. The UNFPA team was led by Ms. Dennia Gayle (Country Representative) and Ms. Loide Amkongo (Assistant Representative). The steering committee was assisted by Daisry Mathias, Presidential Adviser, Youth Matters and Enterprise Development. Members of the National Steering Committee consisted of the following members:

Ministry of Youth, Sport and National Service

1. Emma -Kantema Gaomas (Executive Director, Ministry of Sport, Youth and National Service)
2. Dr. Inaani Kahikuata (Chairperson: Steering Committee)
3. Flora Yambwa
4. Steve Hoveka
5. Ruusa Amakali
6. Pankratius Kavura
7. Lysias T. Haiduwa
8. Gebhard Eshumba
9. Yul Andrews
10. Helen Amutoko

National Youth Council

11. Mandela Kapere
12. Calista Schwartz-Gowases (Co-chair: Steering Committee)
13. Sircca Nghitila
14. Michael Mulunga

United Nations Population Fund

15. Loide Amukongo
16. Kosmas Kemba
17. Hoebin Jung
18. Friedel Dausab
19. Esther Ashinkono

## APPENDIX B: STAKEHOLDERS CONSULTED DURING THE NYP III FORMULATION

1. Ministry of Health and Social Services
2. Ministry of Urban and Rural Development
3. Ministry of Agriculture and Land Reform
4. Ministry of Home Affairs and Immigration
5. Ministry of Gender Equality, Poverty Eradication and Child Welfare
6. Ministry of Trade and Industrialisation
7. Ministry of Information and Communication Technology
8. Ministry of Finance
9. Ministry of Labour, Industrial Relations and Employment Creation
10. Ministry of Safety and Security
11. Ministry of International Relations and Cooperation
12. Ministry of Public Enterprises
13. Ministry of Education, Arts and Culture
14. Ministry of Higher Education, Training and Innovation
15. African Youth and Adolescent Network
16. AgriBank
17. Association of Local Authorities in Namibia
18. Development Bank of Namibia
19. Motor Vehicle Accident Fund
20. Namibia Planned Parenthood Association
21. Namibia Chamber of Commerce and Industry
22. Namibia Qualification Authority
23. Namibia Statistics Agency
24. Namibia Sports Commission
25. Namibia Training Authority
26. Namibia Trade Forum
27. Social Security Commission





Ministry of Sport, Youth &  
National Service

