

THE IMPLICATIONS OF YOUTH UNEMPLOYMENT FOR NATIONAL  
SECURITY IN NAMIBIA IN THE 21<sup>ST</sup> CENTURY: THE CASE OF KHOMAS  
REGION

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SHALI RINGOH NATANGWE AMAKALI

STUDENT NO: 9700137

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Main Supervisor: PROF. P.H. VAN ROOYEN (UNAM)

## **ABSTRACT**

Youth unemployment is one of the major problems facing Namibia. Unemployment is not only unique to Namibia, but a problem experienced in most countries in the world, whereby many unemployed youths are actively looking for gainful employment, but there is none. Namibia, a developing country is witnessing a high rate of youth unemployment which has potential to degenerate into one of the major threats to its national security. The purpose of the study was to examine the main reasons and causes of youth unemployment in Namibia, its implications and consequences for national security due to frustration and aggression based on negative experiences of the unemployed youths.

The study adopted a mixed method research (MMR) design. Theoretical evidence indicates that MMR was observed to provide a better strategy that enabled other researchers to have a more complete understanding of the research phenomena being investigated, while at the same time exploring research objectives through explanations of quantitative results with qualitative follow-up data collection and analysis process.

The findings indicated that some of the main reasons for youth unemployment are low growth of the economy in which the supply cannot meet the demand, as well as the education and work experience factors. It is due to some of these factors, many school dropouts as well as graduates are unable to secure a job in Namibia. Government programmes and policies aimed at job creation have failed to yield results. Findings indicate that government interventions meant to alleviate the masses out of poverty have been poorly implemented or re-directed to benefit the few elites and the well connected at the expense of the masses. For these reasons, the masses of

unemployed youths are slowly becoming agitated and running out of patience. Furthermore, findings indicated that majority of unemployed youths are frustrated with the recruitment processes in both government and private sector, citing corrupt practices and nepotism.

The study argues that for the youths to become useful assets, they must be gainfully employed. The Government in partnership with private sector need to do more in dealing with corruption, nepotism as well the implementation of policy to succeed. Available data indicates that 43.4% of Namibian youth were unemployed by 2017, and the figures are increasing every year. Both educated and uneducated youths experience the same challenges in securing gainful employment.

Perceptions and experiences of unemployed youth indicate lack of trust and negative familiarity in the political system and in governance, which most youth indicate that they are not considered by the current political system and are running out of patience. The government only regards the plight of the Children of the Liberation Struggle (CLS) at the expense of all youths in the country. The study concludes that youth unemployment is a potential danger to national security that warrants all stakeholders' contribution.

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## LIST OF ABBREVIATIONS AND/OR ACRONYMS

**AGRIBANK:** Agricultural Bank of Namibia

**AR:** Affirmative Repositioning movement

**AU:** African Union

**BEE:** Black Economic Empowerment

**CLS:** Children of the Liberation Struggle

**DBN:** Development Bank of Namibia

**DWCP:** Decent Work Country Program

**GDP:** Gross Domestic Product

**GRN:** Government of the Republic of Namibia

**HIV/AIDS:** Human Immunodeficiency Virus/ Acquired Immunodeficiency  
Syndrome

**ILO:** International Labour Organization

**LPM:** Landless People Movement

**MMR:** Mixed Methods Research

**NAMPOL:** Namibia Police Force

**NAMVET:** Namibian War Veteran Trust

**NDF:** Namibia Defence Force

**NEP:** Namibia Employment Policy

**NGO:** Non-Governmental Organization

**NLFS:** Namibia Labour Force Survey

**NSA:** Namibia Statistics Agency

**TIPEEG:** Targeted Intervention Program for Employment and Economic Growth

**NEP:** Namibia Employment Policy

**SME:** Small and Medium-sized Enterprises

**SWAPO:** South West Africa People's Organization

**SWATF/KOEVOET:** South West Africa Territorial Force/ Anti- Insurgency Unit

**UNGA:** United Nations General Assembly

**UNTAG:** United Nations Transition Assistance Group

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## **DEDICATION**

I dedicate this study to my family as the only second person in the family to study up to a masters level, may this work open doors to the rest of the family members especially the youth. I would also like to dedicate this study to all the youths in Namibia, to learn that it is never too late to study, and nobody said it was easy but it can be done.

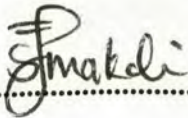
## DECLARATION STATEMENT

I, Shali Ringoh Natangwe Amakali, hereby declare that this study is a true reflection of my own research, and that this work, or part thereof has not been submitted for a degree in any other institution of higher education.

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**Shali Ringoh Natangwe Amakali**

  
.....

**November 2018**

(Name & Surname)

(Signature)

(Date)

## CHAPTER ONE: INTRODUCTION

### 1.1 Background of the study

Youth unemployment constitutes major challenges facing mankind everywhere on the globe. Youth unemployment and national security are major issues in the world today. However it remains much more endemic among developing nations and particularly in Africa, where youth unemployment has become a pervasive issue. The International Labour Organization (ILO) World Employment and Social Outlook Report (2017) estimated that at least over 60 million young people in Africa were unemployed by 2016, and that the youth unemployment rate can be as high as three times as the adult rates.

There have been multiple assertions that a surging youth population or 'youth bulge' combined with unemployment and other factors such as poverty can lead to violence. Recent analyses of conflict identify some form of youth factor in the generation or perpetuation of violence (Mude, 2014). Regionally, Africa and specifically sub-Saharan Africa is experiencing a youth bulge, and like other sub-Saharan countries, Namibia's population is teeming with a youth population, of which about 45,3% is under the age of 15 years (Agbor, Taiwo, & Smith, 2012).

In the past twenty eight years, Namibia has been confronted with many challenges and crisis such as HIV/AIDS, floods, droughts, various endemic diseases, income inequality, famine and wide spread poverty. However, underlying all these is the phenomenon of critical youth unemployment and underemployment which forms the epicentre of the Namibian economy (Mwinga, 2012). Evidence from around the globe suggests that the higher employment rate, the more effective economic growth in fighting and alleviating poverty, and hence lessen the potential threat to national security (Khan 2001 & Islam 2004).

Every single society all over the world has its own peculiar problems and challenges. Developing country such as Namibia have their fair share of social, political, economic and cultural problems which have in no small measure could affect the wellbeing of the population. Such problems bedevilling the country include youths' unemployment and the rising wave of crime, which might have serious implications on national development and hence could threaten the national security (Adebayo, 2013). Similarly, Mude (2014) referred to the fact that demographically, youth constitute majority of the population in Sub-Saharan Africa, and that the youth have been seen as the major perpetrators of violence.

Accordingly, the Namibia Labour Force Survey (NLFS) (2014) interpreted that the country has one of the highest unemployment rates in the world, currently standing at 34, 0 percent in 2017. The NLFS (2014) indicated that the broad unemployment rates for females in all age groups under 60 years is higher than for males in the same age group with an overall female unemployment rate of 31, 7 percent as compared to 24, 3 percent for males. Also, Namibia Statistics Agency (NSA) (2015) confirms that it means a larger number of Namibia's economically active population is unemployed, posing a major social, political and economic risk, as such high unemployment rates can yield devastating effects on social exclusion, crime, and economic welfare, erosion of human capital, death, misery and social instability.

In light of the above statement, Akwara et.al (2013) highlighted that the most disturbing aspect of youth unemployment phenomenon is the growing number of educated but unemployed youth engaging in crime. The worst thing that would ever happen to a nation is for the nation's educated citizens to be involved in crimes, and most of them are involved in cyber-crimes and advanced frauds. Furthermore, the uneducated youths, are mostly involved in petty to violent crimes. However, non-violent crimes could be worse in magnitude and

scope than the violent crimes and they have greater consequences and impacts on the socio-economic processes and administration of the country.

Experts including researchers, politicians and civil society groups are of the opinion that youth unemployment is a major security threat as it is capable of becoming a major catalyst for civil unrest in the country. Similarly, idleness of unemployed youth in the country could make them an easy prey to trouble makers. Also, young people who do not have the stake in the future would do anything, but young people who have hope would think twice before they get involved in unproductive activities (Adeniran, 2012).

It is currently unclear as to what extent the youth unemployment will be affecting Namibia's national security, and what implications thereof will be. This study identifies the main causes of youth unemployment in Namibian setup. It also explores the experiences, anger, frustrations, conflict and perceptions of the Namibian unemployed youth in terms of how they view the government policy and programs targeting unemployment condition. Similarly, the study also explore how the youth unemployment situation in Namibia has a potential to create economic and social dislocations, and argue that many educated but unemployed youth may in the future be involved in anti-social behaviours such as political hooliganism, militancy, restiveness, voter empathy and other social vices that could spring into real danger to Namibia national security in the near future.

Based on the above, among the problems that faces young people, youth unemployment is more pronounced and it is one of the biggest challenges in Namibia. Youth exclusion from participating in the economy affects their wellbeing and that of society (Artner, 2013). It is threatening the country's national security, considering the government's inability to adequately engage the bulking youth population to be productive. Therefore, there is a need



to look into the implication of youth unemployment for national security and the possible solution to it for the sustainability of state security (Chukwuma, 2013).

## **1.2 Statement of the problem**

Youth unemployment and national security are the biggest problems facing most nations of the world today, whether they are developed or developing. The youth make up at least 80% of African nations. Statistics indicate that 43, 4% of the youth in Namibia were unemployed in 2017 (ILO, Global Employment Trends for Youth, 2017). It is evident that Namibia, like other developing nations similarly witnesses high rate of youth unemployment which by implication has potential to transform into a major threat to national security (Chukwuma, 2013).

Empirical evidence also indicates that the level of youth unemployment in Namibia continue to escalate. Youth unemployment has also been identified as interconnected variables that has serious implication on peace and stability, and hence an impact on national security (Chukwuma, 2013). The youth population of Namibia, like any nation in the world represent the driving force for development and therefore cannot be over emphasized. However, with the current rate of youth unemployment in the country, there is no guarantee for peace and security to last, since the youths are most volatile when their energies are misdirected or channelled into wrong activities (Chukwuma, 2013).

The present study attempts to explore the implications and consequences of youth unemployment for national security in general, focusing on the experiences, anger, frustrations, conflict and perception of the unemployed youth. It argues that the youth's reaction to the slow process of job creation by the state and the frustration due to the poor implementation of employment creation policies has potential to cause conflict. In addition,

the study attempt to confirm and put in historically perspective that youth unemployment is a catalyst to national security issues and challenges in the future.

What's more, the study attempt to offer a new perspective proffered on the role and importance of youth unemployment in the broad area of national security. Currently, few scholarly researches exist in the context of youth unemployment and its implications for national security. Furthermore, the present study also attempts to examine the types and causes of youth unemployment in Namibia and study its effects on national security in terms of disruption of public order and other social vices. In recent years, government appears to be unprepared in handling the security challenges posed by the general unemployed youth population especially the Children of the Liberation Struggle (CLS), Street gangs and the youth groups living at municipal dumpsite and those congregating at municipal job sites due to job insecurity and high rate of unemployment in the country.

### **1.3 Objectives of the study**

The objectives of this study are:

- i. To examine the factors that contributes to youth unemployment in Windhoek, Namibia.
- ii. To study the effects of unemployment on national security in terms of aggression, frustration and conflict due to job insecurity and ways to tackle unemployment as means to improve the level of national security.
- iii. To analyse and understand how the unemployed youth experience and perceive employment, employability, and what it means to be unemployed from individual subjective perspective.

#### **1.4 Significance of the study**

Youth unemployment is a pervasive issue in Namibia. For the majority of the Namibian people, jobs are a source of income and survival. The World Bank (2012) posited that jobs are crucial for the psychological well-being of people and for social cohesion in communities and countries. It was further put forward that unemployed but educated youth spells danger for the economy as it can lead to frustration and disillusionment among young people, while extended periods of unemployment may result in the erosion and outdatedness of young people's skills base (Pauw, Oosthuizen, & Van der Westhuizen, 2006).

It is therefore unsurprising that the ever increasing youth unemployment threatens Namibia national security especially when young men and women have little prospects of a comfortable livelihood. It has been noted that unemployment adds fuel to the already burning issues and challenges of national security (Wallace, 2017). From the above analysis, it is clear that the exclusion of youth from employment has negative impact on their quality of life both in the present and the future, and it is also a threat to their survival (Wallace, 2017).

Therefore, the rationale of the present study is to explore the experiences, anger, frustration, conflict and perceptions of unemployed youth, both educated and uneducated in Windhoek, Khomas Region. The study might also assist in examining the factors contributing to young people unemployment situation and causes of youth unemployment in Namibia and its effects on national security. The findings from this study could encourage larger similar research projects to be conducted and hence add to the current body of knowledge.

It is also hoped that the study will contribute to an understanding of a range of factors playing a role on the phenomenon of youth unemployment and its implications for national security, thereby assisting policy makers and planners to rationally devise interventions directed towards improving youth unemployment rate amongst the youth and hence the improvement national security of Namibia.

### **1.5 Limitations of the study**

The study was carried out only in Khomas Region, Windhoek district. While there is numerous work done on youth unemployment there is insufficient literature and scholarly researches on youth unemployment in relation to national security. It was difficult to obtain relevant data due to lack of cooperation by the targeted respondents and bureaucratic barriers, especially from high offices of the security sector.

### **1.6 Delimitation of the study**

The focus of the study was on unemployed youth from Windhoek district, Khomas Region in Namibia. Participants were selected from the youth groups that are on record to have been involved in disruptive behaviours which could endanger national security.

## **CHAPTER TWO: LITERATURE REVIEW AND THEORETICAL BACKGROUND**

### **2.1 Introduction**

This chapter presents a theoretical background related to objectives of the study on the implications of youth unemployment on the security of a nation, its psychological impact on the unemployed youths in terms of their experiences, aggression, frustration, conflict and perceptions as well as the psycho-social effects on families, communities and society at large including the economy. Similarly, the chapter explores a conceptual discourse which discusses the main themes of the study on implications of youth unemployment as it concerns national security and discusses the theoretical framework of the study. Accordingly, the chapter relates the youth unemployment to its short or long terms implications for national security.

### **2.2 Unpacking youth unemployment in relation to national security**

There is a widely presumed fundamental link between youth unemployment and its implications for national security. However, hard substantiation to demonstrate this is lacking. Mude (2014) emphasized that a key factor in this assertion is the deficiency of data on youth in developing countries such as Namibia. In other words, it is not that the little available data refutes the connection, but rather that there is inadequate data to clearly establish the link.

Some studies throw doubt on the presumed link by indicating that youth unemployment is only one of many factors contributing to insecurities. Raison d'être such as weak governance; strong leadership provided by insurgencies and oppositions, availability of weapons, wide

spread of drugs and alcohol use, dysfunctional family relationships and culture acceptance of violence (Mude, 2014 as cited in Idris, 2016).

Youth unemployment as it concerns national security has been garnering a significant body of literature. Adebayo (2013) and Kanaparo, et.al (2012) posited that the unemployed undergo relative deprivation and lack of freedom from want. As a result, the social environment of the poor and jobless in any given country often leads them to crime and other social vices. Adebayo (2013) further postulated that the unemployed experience low self esteem, deprivation, frustration and acute want. This condition may lead the unemployed youths to deviant behaviours like crime in society.

In the whirlpool of an internationalized world with its multifaceted characteristics, youth unemployment and national security concepts remains unvarying in its discourse. Chukwuma (2013) hypothesized that the existing and growing body of literature tend to reflect the optical perception of the writer under the constant pressure of the environment. But more so, these concepts would likely continue to be relevant as governance, development and security (Chukwuma, 2013).

From his speech to launch Namibia Employment Policy (NEP) (2013), Namibia's former President Nghifikepunye Lukas Pohamba (2013) revealed that the challenges of poverty, inequality and unemployment have been the preoccupation of government since independence. Namibia government has put in place policy frameworks that underpin our national economic and social development efforts. Pohamba noted that remarkable progress has been made, but the country is still confronted by high unemployment, inequality and underdevelopment. Additionally, former President also stressed that the rate of unemployment as reported in the Namibia Labour Force Survey (2012) stood at 27,4%

nationally, and in terms of segregated data, youth unemployment stood at 48,5%, which is a source of serious concern (Pohamba, 2013).

Sunde and Akanbi (2016) postulated that at independence in 1990, Namibia inherited an unemployment rate that was already high, which stood at around 19%. After independence, unemployment in Namibia continued to increase to reach a maximum of 37, 6% in 2008, after which it started to decline. The decline is mainly attributed to a combination of both expansionary monetary and fiscal policies adopted from 2008 onwards.

Notably, Sunde and Akanbi (2016) also indicated that high unemployment is common in Southern African countries and has not yet received attention from economic researchers, mainly due to the unavailability of relevant statistical data on key variables such as wage rates and unemployment. The persistent high unemployment rate in Namibia is undoubtedly one of the major macroeconomic evils that worry economists and policy makers currently.

According to the study done by Eita and Ashipala (2010), unemployment in Namibia is affected by actual output, inflation, investment and aggregate demand; however, there is no single factor that can cause the rise in unemployment on its own. The persistently high unemployment in Namibia is instead the result of a combination of various shocks as well as hysteresis mechanisms.

Furthermore, Odada (2008), as cited in Eita and Ashipala (2010) pronounced that the broad definition of unemployment is supported by labour market conditions in Namibia. There are limited conventional means of looking for jobs because the majority of Namibians live in the rural areas. Since the majority of the population lives in the rural areas, they have limited access to print and electronic media. The types of jobs that can be done by the majority of people in the rural areas are not advertised in the media. Generally, there is no market place in the rural areas of Namibia, where people who are looking for jobs and employers can meet.

Individual happiness depends on many things, including income, labour market status, job characteristics, health, leisure, family, social relationships, security, liberty, moral values and others (Ahn, Garcia, & Jimeno, 2004). Among the working age population, one of the most damaging individual experiences is unemployment. Many previous studies have confirmed the devastating effects of unemployment on individual well being such as the physical, mental and emotional damage.

According to Nichols, Mitchell and Lindner (2013), long-term unemployment can reasonably affect individuals, families and communities in direct ways. The depreciation of human capital increases as time passes and prospects of finding a new job diminishes the longer they are out of work. In addition, the stress of being out of work can influence an individual's physical and mental health, family dynamics and the well being of his or her children. In a long run, the stress of being out of work creates a variety of problems. (Nichols, Mitchell, & Lindner, 2013).

Aardt (2012) elucidated that the psychological and social costs of protracted unemployment during the productive years of life impact callously on the quality of life of affected individuals and families. Furthermore, experiences of low self-esteem and loss of self identity impact on physical and mental health and can extend to broader consequences of social isolation and the loss of social networks and support. At the very least, unemployment reduces people's sense of membership and contribution to the life (Aardt, 2012).

The problem of youth unemployment does not only affect the individual, but also the family and the entire society. Idleness, Frustrations and depression resulting from youth exclusion from employment may lead youths to engage in social vices such as prostitution, drug abuse, alcohol consumption as well as criminal activities (Kingdom & Knight, 2007).



Artner (2013) proposed that having to deal with the consequences of the jobless youth is not only costly but also an eminent threat to national security. If an increasing part of the new generation begins its adult life with the feeling of being unnecessary and having no chance to integrate into the mainstream society, the future will be burdened with many inexperienced and disappointed people with all the consequences to security. Therefore, the mitigation of youth unemployment is of the utmost importance (Artner, 2013).

According to (O'Higgins, 2012), rising youth unemployment brings about a lost generation problem for many economies. He further recounted that, if young people stays out of the labour market, this affects the economy not only today but also in the future. The youth's starting point to business life is vital for both themselves and their countries, since today's youth will become the future leaders.

Ayhan (2016) in his working paper on youth unemployment also reinforced the perception that the unemployed youth feel desperate, idle, excluded, discouraged, scarred and thus they have to accept worse working conditions, part-time and temporary jobs and lower income jobs. The ILO (2006) report further stressed that, if the youth do not find regular jobs, these negative feelings and costs can impact their whole lives. What's more, being unemployed at the beginning of working life causes different mental disorders such as depression, suicide attempts and desperation. These effects are long term effects because; the longer the unemployment period, the more the youth skills and motivation becomes obsolete (Ayhan, 2016).

Looking at the consequences of youth exclusion from employment from the Social Exclusion Theory point of view, Social exclusion according to a research conducted by Toye and Infanti (2004) articulated that this social exclusion is broadly described as both the structures and the dynamic processes of inequality among groups in society. Over time, this social exclusion

has a negative impact on the individual experiencing it, and on society (Toye & Infanti, 2004). They further explained that social exclusion involves “being shut out from any of the social, economic, political and cultural systems which determines the social integration of a person in society”.

According to Guildford (2000), social exclusion on both ends is a multidimensional process which combines various forms of exclusions, and is a form of inequality in both material and power relations in society. Guildford (2000) further added that this social exclusion can be caused by other social problems such as lack of education, lack of health services and unemployment.

Concurring with Guildford (2000), Mcmurtry and Curling studies (2008) (as cited in Shanka, 2016) remarked that unemployment can lead to relative deprivation which refers generally to people’s views of their well being compared to others. Relative deprivation occurs when people lack certain achievement and perceive that similar others have achieved that achievement. It also occurs when there is a difference between one’s value anticipations and value competencies. It results in feeling of hopelessness, frustration, objection and resentment and may be an influential stimulus for illegal activities.

Additionally, Namibia Statistic Agency affirms that the consequences of youth unemployment are many and youth unemployment has become a threat to the social, economic and political stability in most developing countries. Therefore, understanding the patterns, structure and causes of youth unemployment is essential for designing policy interventions.

There are many theories that have been put forward to explain the connection between the phenomenon of youth unemployment and the decay of national security. This study has been

also informed by two other theories, namely; the Frustration-Aggression Theory as well as the Structural Conflict Theory.

Frustration-Aggression theory ranks among the most influential and prolific theories in research on aggression. It was initially developed by John Dollard and his research associates in 1939, and later expanded on and modified by scholars such as Leonard Berkowitz (Berkowitz, 1989), (1990) and Aubrey Yates (1962). Its critics are (Breuer, Scharkow, & Quandt, 2015) and others. The theory offers the most common explanation for violent behaviours stemming from inability to fulfil needs.

The theory states that aggression is not just undertaken as a natural reaction on instincts as realists and biological theorists assume, but it is the outcome of frustration in a situation where the legitimate desires of an individual is derived either as a direct or indirect consequence of the way the society is structured. The feeling of disappointment may lead such an individual or group to express their anger through violence and will be directed on those they hold responsible or people who are directly or indirectly related to them (Afolabi, 2013).

Put differently, according to Breuer and Elson (2018) frustration is defined as an event instead of an affective state. Unlike the original definition by Dollard and colleagues, one might criticize their claim to worldwide legitimacy. However, taken word for word, the occurrences of aggressive behaviour always occur as a direct result of frustration. This suggests that aggression does not occur without any form of prior frustration, and the assertion that frustration always leads to some form of aggression implies that aggression is a certain outcome of some frustration.

In addition, some scholar's points to the difference between what people feel they want or deserve to what they actually get and the difference between expected need satisfaction and the actual need satisfaction Feierabends & Nesvold (1969) (as cited in Afobabi, 2013). On the same note, Gurr (1970) proffer the sentiment that consent with Afobabi's concept where expectation does not meet attainment, the tendency is for the people to confront those they hold responsible for frustrating their ambitions. It is further qualified by Gurr (1970) in his argument on relative deprivation thesis that concentrated on the assertion that, the greater the discrepancy, even just a little bit, between what the people sought and what seem attainable, the greater will be the chances that anger and violence will result.

A conventional example of the way in which frustration leads to aggression can be seen in the teeming youth unemployment in which the majority of the youth population are feeling left out and are getting less than what they deserve from the government, most of them resort to stealing, terrorism, vandalism and or public disorder (Afolabi, 2013). In Namibia, groups constituting of unemployed youth and Katutura Gangs in Windhoek such as Bokko Haram, Panga, After Two and the Children of the Liberation Struggle and other unemployed youth are readily idling, stealing or begging in the streets of Windhoek. Their frustration goes unnoticed but their aggression due to their frustration may affect the entire society.

The structural Conflict Theory harbours two main sub-orientations (Afolabi, 2013). The first sub-orientation is the radical structural theory of conflict. The main tenets of this theory are Karl Marx and other scholars and exponents like Joseph Lenin, Mao Tse tung and Fredrich Engels. The second sub-orientation of this theory is the Liberal Structuralism represented by Marc Howard Ross (1993), Harry Scarborough (1998) and Johan Galtung(1990).

The main arguments of the radical structural theory focus more on power, class, inequality and conflict (Shedrack G. B., 2006). Radicals believe that the underlying structure of society, specifically its economic structure, is the primary cause of conflict, disorder and tension in society. The main arguments advanced by the tenets of the liberal structuralism theory of conflict are that conflicts occur because of the exploitative and unjust nature of human societies and domination of one class by another.

Based on the account above, the main argument of the Structural Conflict Theory is that conflict is built into a particular ways society are structured and organized. The theory looks into social problems like political and economic exclusion, injustice, poverty, disease, exploitation and inequality as the main sources of conflict. It emphasizes more on structural violence and addresses the reactions of individuals, groups, cultures, institutions and societies to change (Afolabi, 2013).

Early proponents of this theory attempted to show how the system of capitalism creates inequality, poverty and misery for many and great wealth only for the minority elite class. According to Shedrack (2006) as cited in Afolabi (2013) Scholars such as Engels, Marx, Lenin and Mao made a case in point that capitalism is a highly exploitative system based on its relations of production and the division of society into the proletariat and bourgeoisie classes. The exploitation of the proletariat and lower classes under capitalism creates conflict.

The prominence of Structural Conflict Theory is that part of of the social problems facing a country such as Namibia, is the issue of youth unemployment which has the ability to degenerate into conflict and can affect national security. The act of exploitation by the government on resources of the country which supposed to have been a means of creating employment for the unemployed youths has been a source of conflict (Shedrack G. B., 2006).

Unemployment is a multidimensional concept that involves economic, political and social aspects. Youth unemployment analysis presents differences within the specialty literature related to changes of economic climate, population structure, education performance and professional formation systems (Adeniran, 2012).

The concept of unemployment is old and it is closely associated with the industrial wage economies and unemployment is a problematic phenomenon. According to Chukwuma (2013) the tendency has been to define employment and consider the opposite as the definition of unemployment. He further stated that the difficulty in defining unemployment is further accentuated when we place unemployment against its many forms such as under-employment, low wage employment, informal employment, however, unemployment is simply put as , when a fit and eligible individual does not have a job or work to do for some compensation.

To define the term unemployment according to Chukwuma (2013), unemployment is a problematic phenomenon. The tendency has been to define employment and consider the opposite as the definition of unemployment. He further state that the difficulty in defining unemployment is further accentuated when we place unemployment against its many forms such as under-employment, low wage employment, informal employment, however, unemployment is simply put as , when a fit and eligible individual does not have a job or work to do for some compensation.

Similarly, according to the International Labour Organization (1999), the unemployment involves people who did not undertake any rentable activity during a period longer than one hour, but who are available for employment and are actively looking for a job. Simply put, the ILO (1999) stated that an unemployed person is anyone within the economically active population who are without work, are available for work and are actively seeking work.

The international Labour Organization (ILO) (1999) defines the unemployed people as the numbers of economically active population who are without work but they are available for and seeking for work. This includes people who have lost their jobs and those who have voluntarily left work. This definition however does not account for the percentage of unemployed youth across the world.

Similarly, the International Labour Organization (1999) and Namibia Statistics Agency (2015) both asserted that unemployment involves people who did not undertake any rentable activity during a period longer than one hour, but who are available for employment and are actively looking for a job.

The broad unemployment definition has relaxed the requirements that the person actively looked for work. This is done because in many developing economies like the one of Namibia, work opportunities are limited, and potential workers may well give up after an unsuccessful period of looking for work (NLFS, 2014).

In 1985, the United Nations General Assembly (UNGA) first defined youth as people between the ages of 15 and 24 during the International Youth Year (UNIDESSA, 2004). In 1995, the UNGA adopted a world programme of Action for youth to the year 2000 and beyond, where, it once again defined youth as people aged 15-24 years old, nevertheless, acknowledging that the age range included in the term varies among different countries and societies (Kura, 2008).

In light of the above, it is noted that in practice, the operationalization of the term among different societies is contested and it is highly subjected to cultural, social institutional legal framework and political factors (O'Higgins, 2001). In developing countries where there is no

minimum school-leaving age limit, the base to define the term depends entirely on the cultural and institutional framework (O'Higgins, 2017).

Some other literature depicts a youth as someone whose life is from the childhood phase to adulthood. According to (Kura, 2008) the way in which a nation defines its youth is related to the objective conditions and realities that exist on the ground especially historical and contemporary socio-economic and political issues that may need to be addressed. Most national youth policies define the youth as young people as an ending of age when a person is given equal treatment under the law often referred to as the voting age. In many countries including Namibia, this happens when the young person is eighteen years old.

The Pan African Youth Charter (2006) defines youth or young people as “every human being between the ages of 15 and 30 years, and the African Union (AU) defines a “youth” as a person aged between 15-35 years of age. However, both the Charter and AU certified this assumption by considering the transitional nature of youth that is influenced by social, economic, political, cultural and other factors. This definition does not exclude the youth that is below and above the specified age-range who may be engaged in this transition (Bruhns, 2016).

The Namibia National Youth Service Act 6 of 2005 defines a youth as an individual aged between 16 and 30 years. However, Namibian Youth Council Act, 2009 defined a youth as a person aged from 16 to 35 years old. This notion emphasized that there is no universal definition to the term youth and therefore to define a term youth depends on certain realities that exist on the ground and subject to social, cultural, political and other factors (NYC, 2009).



The principal researcher concurs with Nosworthy (2009) who prefers the term “youth” to a young person at a time of life between childhood and adulthood. Similarly, it is agreed that the term is far from being precise, both in terms of the age ranges that it is used to portray and the very different connotations that the term conjures up when used in different settings and locations. Nosworthy (2009) indicated that the interpretation of what youth means can vary from the negative portrayal of street violence and crime, through to the positive sense of freshness, resourcefulness and vitality characteristic of a young person.

### **2.3 National Security**

Security is the state of being secured, of being free from danger and risk. According to Okene (2011) security is a situation whereby an individual, social group or geo-political entity is protected against any form of danger, espionage or attack of any sort, internally or externally. In this context national security implies the ability of Namibia as a country to protect and develop itself, promote its national interests, legitimate values, enhance the living standards and well being of its people (Okene, 2011).

Issues concerning national security are chaotic and disorienting to scholars and citizens alike. According to Chukwuma (2013) a significant number of scholars interested on the subject emerged with different view point and arguments concerning the discourse on national security. Some scholars argue that national security primarily concerns sovereignty, territorial integrity and internal security issues and emphasize on physical aspect of national security. Furthermore, these scholars argue that globalization and advance in information and technology and social media have weakened the concept of sovereignty by denying government total control of all affairs within its borders. Despite all these transnational challenges, borders and national interests remain essential elements of security.

Other scholars believe that the earlier definition of national security is shallow as they see a need to broaden the spectrum of national security to include: economic security, food security, health security, environmental security, personal security and political security. Closely tied to this school of thought are scholars who emphasize on human security as opposed to national security. They contend that human security should be encapsulated within the context of national security to include a human condition such as the protection of life and property, improvement of people's well being, protection of human rights and provisioning of basic human needs. (Chukwuma, 2013).

National security has been about the protection of the state and its vital interests from attack by other states. But, according to Omand (2009) the concept has broadened to cover the responsibility of government to tackle a range of threats to individual citizens, families and businesses. Omand (2009) further posited that Government has a sole responsibility to manage these risks so that people can go about their daily lives freely and with confidence, in a more secure, stable, just and prosperous world.

Youth unemployment has far reaching effects on society. The youths comprise a large army of the unemployed. According to Ebobo (2016) in her investigation on the causes and effects of youth unemployment in Lagos Island, she uncovered that there is a tendency for the youth to look into their plight as the making of a cruel society that does not seem to care for them. Therefore, the unemployed youth make themselves available to be used as political thugs and blood thirsty hoodlums at the disposal of the politicians just for some little stipend.

In support of the above assertion, Adepegba, (2011) and Okafor (2007) as cited in Ebobo (2016) argued that the large number of youths who are unemployed is capable of undermining democratic practice as they constitute a serious threat if engaged by the political

class for clandestine and criminal activities, and hence are used to perpetrate ethno-religious clashes in the present democratic dispensation. Similarly, they are also being used as local militants to attack, bomb, vandalize and destroy national infrastructures such as oil pipelines, destroy lives and property in Niger delta region of Nigeria (Ojokorotu, 2009).

Ojokorotu (2009) further inflated this view that it is mainly the youth that add up to the larger population of the militants in different areas. These youthful militant groups have been terrorizing and kidnapping both the expatriate and local oil workers and demanding heavy ransoms. The most recent groups are the Boko Haram resurgence in the North, The Niger Delta Avengers in the South and the Biafra boys in the East.

According to Ebobo (2016), in Nigeria, youth unemployment has seen resurgence of urban urchins popularly called area boys in Lagos, Aba, Warri and other areas. These area boys are a threat to security and development of a state. Additionally, there has been an increase in the involvement of youths in various anti-social activities and offences as a direct result of unemployment. Such offences include: arson, assault, murder, abduction, terrorism, theft, armed robbery, rape and unlawful possession of arms. In light of the above, unemployment is seen as a major hindrance to youth development and progress and has an adverse effect on the society.

Other effects of youth unemployment on National security are such and the like of increased level of crime rate, civil unrest and internal aggression, the possibility of the rise of insurgent groups, increase in Cybercrime and undermining of economic security (Afolabi, 2013).

## **CHAPTER THREE: CONTEXT OF THE STUDY**

### **3.1 Introduction**

This chapter discusses the context of the study on youth unemployment. The chapter interrogates the critical perspective on global youth unemployment as well as the critical perspective of youth unemployment in Namibia. The chapter also explores the working framework for the Children of the Liberation Struggle (CLS) and well as the Youth Gangs.

### **3.2 A critical perspective on global youth unemployment**

Youth unemployment and national security are main issues in the world today. According to the International Labour Organization (ILO) (2012) data as cited in Afolabi (2013) and ILO report on Global Employment Trends for Youth (2017) the number of young unemployed between the ages of 15 and 24 has reached 74, 2 million in 2008, and 76, 7 million in 2009, accounting for 40percent or more of total global youth unemployment. Although there was a decrease noted between the years 2013-2016, the number of unemployed youth worldwide is expected to rise by at least 134,000 to reach 71.1 million in 2018.

Due to this fact, the number of unemployed youth was projected to reach 78-90 million as at the end of 2009. The ILO (2015) report indicated that the proportions of world unemployment are steadily increasing and that the number of those without jobs remained at an all time high of more than 195 million, or 6, 3 percent, in 2007.

Furthermore, the ILO report (2007) as cited in Afolabi (2013) indicated that during that period, the Middle East and North Africa were the regions with the highest unemployment rate in the world at 12,2 percent, followed by sub-Saharan Africa at nearly 10 percent. East Asia's unemployment rate of 3, 5 percent remained the lowest. The report established that

population growth, particularly in South Asia, the Middle East, North Africa and sub-Saharan Africa, was putting a lot of pressure on job creation. The report concluded that half of all workers in the world, about 1,4 billion working poor people lived in families that survived on less than \$2 (dollars) a day per person.

These assertions also point to the fact that these people worked in the vast informal sector, from farms to fishing, from agriculture to urban alleyways without benefits, social security or health care. In addition, according to Okafor (2011) as cited in Afolabi (2013) over 550 million lived on \$1 (dollar) or less a day. In unqualified terms, it is estimated that there are about 122 million youths on the African continent and therefore, projections of the population growth into the 21<sup>st</sup> century indicated that the proportion of youths, in relation to the overall population, will continue to grow.

The ILO report of (2015) maintained that while the challenge in developed countries is to create jobs, in developing countries there is a further challenge of finding decent jobs for young people who are under-employed and working in the informal economy. In 2014, across the globe, about 500 million youth were unemployed, under-employed or working in insecure jobs. Youth unemployment levels are far higher than unemployment among the general population. Over the last two decades, youth unemployment on average has remained at three times that of adult unemployment and in some regions; this proportion is now as high as five times the adult rate.

A study conducted by O'Higgins (2001) detailed that youth unemployment differs from country to country. A few attributes are common to most of the nations probed. Initially, the study discovered that youth unemployment was higher than adult unemployment in almost every country that had data available. In numerous countries, youth unemployment rate was twofold the adult unemployment and in definite cases, even three times the adult rates. In

addition, it was also found that there is a link between unemployment or employment and economic growth. This signifies that output growth is a prerequisite for employment growth although this picture was found to be more distinct in developed countries than in some developing countries.

### **3.3 A critical perspective on youth unemployment in Namibia**

High youth unemployment rate has been a prominent economic and social issue in the Namibian landscape since independence. The Labour Force Survey conducted by the Namibia Statistics Agency (NSA) (2016) pointed out that Namibia has an estimated population of about 2,324,388 people. The population under 15 years is estimated to be around 846,195 (36.4%) people and about 1, 478, 193 (63.6%) consist of the population above 15 years. Economically active population comprises of about 1, 026,268 (69.4%) while economically inactive population consist of 451,925 (30.6%). Out of all economically active population, it is estimated that 676,885 (66.0%) were employed by 2016 and broad unemployment stood at 349,383 (34.0%). The youth unemployment rate range from 37.8% to 41, 7%. Little is known, how successful the attempts to explicitly analyze various aspects of youth unemployment in relation to national security.

The problem of chronic youth unemployment is very evident in most countries including Namibia. Every year, many educated and uneducated youth joins the stampede for which there is no jobs. According to Okafor (2011) streets in many countries are littered with many young people who ordinarily would have found gainful employment in some enterprise. The large number of unemployed youth is capable of undermining democratic practice as they constitute a serious threat if engaged by the political elites for clandestine activities (Okafor, 2011).

Namibia identifies youth unemployment as one of the problems facing the youth population due to lack of economic growth and scarce job opportunities. The Namibian government also pointed out that without prompt interventions, youth unemployment could lead to increase in crime and other social vices (Mwinga M. S., 2012). The government through various legal instruments has made attempts to promote youth employment. However, the persistence existence of the youth unemployment problem in Namibia today, indicates the existence of challenges pertaining to the success of such policy interventions to youth unemployment.

Kanaparo et. al. (2012) vindicated that the prolonged unemployment of many young people is one of the causes of social movements, rascal activities and political unrest in many developing countries. Youth unemployment for a long period of time may lead to deterioration of both the physical and psychological health of the individual, causing levels of heart disease, alcoholism, and in extreme cases, forming rascal groups.

It is portrayed in Olivier et.al. (2015) that ideally, all youth would enjoy optimum knowledge provisioning during their early school years, before being able to make a successful transition from school to work with the skills and knowledge they had acquired. Thereafter, more specific skills could be developed through training and on the job experience, leading individuals and communities on a pathway towards prosperity. Sadly, the reality facing Namibian youth in particular is a far cry from this vision, consistent with a country battling the triple challenges of extensive poverty, inequality and high unemployment rate.

According to Chukwuma (2013) it is worth noting that the youths are not the only employable group in the demographic structure, however, the importance of youth unemployment cannot be over emphasized. The issue of unemployment with respect to the

youth is responsible for all manner of social pathologies not least of which are violence, crime and criminality.

The survey carried out by Namibia Statistics Agency (2015) noted that the Namibian government has prioritized unemployment as a socio-economic problem and has since been trying to deal with the matter. While government has been commended for creating initiatives to deal with unemployment, especially with recent Targeted Intervention Program for Employment and Economic Growth (TIPEEG) initiative, high levels of unemployment persist among the youth. It further reads that Namibia's crisis of mass unemployment is affecting the youth severely and can be attributed to the mixture of poor quality output of the education system and other contributing factors.

There are a number of reasons for youth unemployment. Eichhorst, Hinte, and Rinne (2013) recited that poor macro-economic performance of a country as well as lack of sufficient economic growth concerns everyone in the economy, especially the youth. The other central reason for high youth unemployment is insufficient employment creation. When the economy cannot create new jobs, youths are the most affected group (Eichhorst, Hinte, & Rinne, 2013).

Other key determinants of youth unemployment are factors such as education, skills, experience, lack of information about the labour market and mismatch between skills and labour market needs. (Eichhorst, Hinte, & Rinne, 2013). In support of the above estimation, Mwinga (2012) articulated that unemployment in Namibia is aggravated by a number of key factors namely; population growth and changing demographics; rise in female labour force participation; fast growing young unskilled labour force; low employment intensity of economic (GDP) growth; insufficient effective demand; supply driven training and skills mismatch.



Unemployment in Namibia has been caused by a number of factors. Most of these factors are mainly systemic in nature (Mwinga M. S., 2012). Similarly, according to Namibia Statistics Agency (2015), youth unemployment is systematic, and is highly correlated with educational level and gender. It shows location (rural versus urban and regional) disparities and manifests elements of skills mismatch. Unemployment and inactivity are more likely to occur among youths in rural areas, younger youths 15-19 years of age, and among the youth with no education or primary education.

Further, Eita and Ashipala (2010) explains that lack of information resulted in a situation in the rural areas where people who are unemployed and are available to work, but are not actively looking for work because they do not know where to look for work. However, there is also a problem of underemployment in Namibia such that people who consider themselves employed have low productivity and it is not easy to distinguish them from those that are unemployed.

There are many factors and reasons that make it difficult for youths to find employment. According to Pletscher (2015) existing literature points out some reasons for youth unemployment as the demography of the country, tribalism, corruption, lack of experience and skills mismatch between what the youth can offer and the needs of the employers. In addition to these experiences and perceptions of youth job seekers, Okojie (2003) posited that most youth job seekers have been reported to feel discouraged by getting turned down too many times or experiencing sexual harassment when applying for a job.

Okojie (2003) and Pletscher (2015) in agreement noted that corruption and bribing is one of the major challenges to securing a good job. It is further indicated that everything is commercialized, and that one need to bribe to get a well paying job. Also, it was further revealed that the expected payment for getting a job vary between the genders. The female

job seekers get harassed to sleep (sic) with the directors of companies, ministries and agencies or get conditions in order to secure a job, while their male counterparts are expected to cough up large sums of money.

It has been noted in several studies that young women face greater constraints than their male counterparts in finding a decent work. It is also confirmed that it was easier for a young woman to find work than young men; however, it might come with some conditions. Girls are said to have more opportunities as they are attractive to male bosses and this speaks to the actual perception of their reality.

Young people today face a difficult process in seeking to enter the world of work. In low and middle income countries such as Namibia, vulnerable and informal types of employment have come to dominate young people's labour market experiences (O'Higgins, 2017).

According to Wolbers (2003) as cited in Shanka (2016), it was revealed that many job seekers face difficulties in securing a job due to lack of experience, suitable qualification and skills. Thus they are rejected and removed during the initial screening phase when they compete for professional jobs (Shiyukifeni, 2005).

In mitigating youth unemployment in Namibia, government implemented successive plans, strategies, policies and programs designed to bring about a special focus on employment generation, reduce poverty and income inequality. Mwinga (2012) stated that some interventions and programmes undertaken since 1990, which has both direct and indirect bearing on unemployment are: Affirmative action policy whose aim was to include the previously disadvantaged groups (black people and women) into formal labour market and address inequities in the labour market.

Other programmes such as the Reform of the Namibian educational and training system, including vocational training, expanded government capital expenditure (infrastructure spending), public works and the recently introduced Targeted Intervention Programme for Employment and Economic Growth (TIPEEG) programmes, Private Sector Support targeting mostly the manufacturing sector, Enterprise development through tender procurement system, creation of the Development Bank of Namibia (DBN), Communal farming support Agricultural Bank of Namibia (AGRIBANK), Youth employment schemes such as youth credit support and National youth service, community based employment creation programs such as conservancies and other community projects, promotion of Small and Medium-sized Enterprises (SME) and SME bank, Government subsidies and employment creation through self-employment.

Moreover, other interventions such as; Black Economic Empowerment (BEE) which is about rural development initiatives by increasing in budgetary allocations to transform the relationship between formal and non-formal sectors, rural farms and nonfarm activities were amongst many other government interventions ( Namibia National Employment policy, 2013).

Mwinga (2012), further stated that although the interventions were well intended, there is enough evidence on the ground that they did not yield positive results as the rate of unemployment, poverty and income inequality remains stubbornly high. The lesson from some of the failed interventions policy packages is to ensure that before billions of dollars are spent on tackling unemployment or poverty, problems underlying and causing unemployment are identified and appropriate policy and intervention package be matched with the identified problem.

GRN has made provisions of Act and policies to strategically intervene and help solve some of the problems facing the youth in the country. To mention but a few, The National Youth Council Act No.3 of 2009 of Namibia: This Act provides a legal basis for the establishment of Gazette Notice No.135 of 2009 which was signed by the President on 29 May 2009, upon which the National Youth Policy (2009) and the Youth Development Fund was formulated to provide for the management and administration of the Council and the Fund; to provide for the establishment of youth forums; to provide for the registration of youth organizations and associations as affiliates to the Council; and to provide for incidental matters.

National Youth Service Act 6 of 2005: The commitment of the Namibian government in addressing youth unemployment is well detailed and documented in its National Youth Service Act 6 of 2005. In this document, the Namibian government pledged to provide for the establishment of the National Youth Service and the Youth Service Fund which was signed by the President on 11 July 2005; to provide for the management and administration of the Service; to provide for recruitment to and participation in the Service; and to provide for incidental matters.

Namibia National Employment Policy 2013-2017: Employment creation has been generally acknowledged as one of the key challenges in Namibia today. Successive labour force surveys indicated that unemployment has increased over time, affecting about half of the Namibian economically active population in 2008 and a third in 2012. The employment policy presents an analysis of unemployment and employment trends and a review of previous employment creation initiatives. The document also outlines the priority areas for employment creation between 2013 and 2017.

It was developed in a participatory manner, involving various government Ministries and agencies and social partners such as, employers, trade unions and informal economy

organizations. The document has drawn on and incorporated the views and proposals of a broad range of stakeholders, in which the process was supported since its inception by the International Labour Organization (ILO) and formed part of Namibia's Decent Work Country Programme (DWCP).

### **3.4 Working Framework: Children of the Liberation Struggle (CLS)**

Namibia led a liberation struggle against the German colonial occupation from 1884 to 1914 and the South African colonial occupation from 1915 to 1990. The United Nation Security Council resolution 435 of 1978 implemented on 1<sup>st</sup> April 1989, and supervised by the United Nations Transition Assistance Group (UNTAG) decided the end of foreign occupation and foreign domination in Namibia (Shiningayamwe, Shalyefu, & Kanyimba, 2014). This period marked an important milestone in Namibia and has seen about 43000 exiled Namibian returns to their motherland between 1989 -1991.

Shiningayamwe et.al (2014) maintained that in 1989, the returnees included children born in exile in countries such as Cuba, Yugoslavia, Czechoslovakia, Angola, Germany, Zambia and Tanzania or raised in these countries by exiled soldiers and refugees of the liberation struggle. Since their arrival in Namibia, The Children of the Liberation Struggle (CLS) have been called different names, such as SWAPO Kids, Struggle Children, Exile Kids and Returnees Children among other names.

It was in 2008 that the CLS made national headlines by gathering in masses country wide to demonstrate, calling for the Government of the Republic of Namibia (GRN) to take note of their plight of their demands. Further, among other issues they raised was a demand for identity documents, jobs (employment) better education opportunities, vocational training

and financial assistance to improve their social and economic conditions (Shiningayamwe, Shalyefu, & Kanyimba, 2014).

According to Iipumbu (2009), the CLS struggles to define them, as to whom they are or where they belonged or what defined them. These are children without a proper sense of own identity and they remain ignorant of what they really want to do in life and are rather unsure of themselves. They feel out of place, socially and believe that they are insignificant and unimportant, not only from their own point of view but also as perceived by society. The CLS are mostly unskilled and unemployable due to their low level of education. Empirical evidence shows that qualification and experience have an impact on the employment of young people (Iipumbu, 2009).

Parallel to the above assertion, Iipumbu (2009) further stated that in general, children born or raised in exile have been branded as extremely lazy, selfish, uneducated, unskilled, arrogant, annoying, out of order, stubborn and uncontrollable people that are only interested in drinking and making babies, instead of studying and working hard. Other claims are that the CLS commonly failed school and wasted whatever opportunities they got.

According to Shiningayamwe, Shalyefu and Kanyimba (2014), Namibia Children of the Liberation Struggle (CLS) is a group of young people who returned as from exile with their parents between the years 1989-1991. This particular group has been demonstrating and camping at the Ministry of Veterans affairs in Windhoek and at several SWAPO Party offices country-wide since 2008 (Shiningayamwe, Shalyefu, & Kanyimba, 2014). Furthermore, the CLS have taken issue with government for allegedly not catering to their needs. Many daily newspapers have been referring the CLS's behaviour as a serious public concern and labelled them "spoiled and undisciplined kids" (Shiningayamwe, Shalyefu, & Kanyimba, 2014).

### **3.5 Working Framework: Youth gangs**

Youth gang is any tough, street-oriented youth group whose own identity includes involvement in illegal activity. Youth Gangs typically engage in delinquent, criminal, and violent activities, often for financial gain (Nosworthy, 2009).

According to Assistant Superintendent of Windhoek city police (as cited in Smith, 2011) gangsterism is on the rise, especially in poverty stricken areas such as Hakahana and Havana. City Police indicated that battling the youth gangs is difficult; especially if one considers that the root causes such as poverty, homelessness and hunger are closely linked to the violence that marks these neighbourhoods (Smith, 2011).

New Era (2018) reported that fifty five (55) young members of notorious gangs, their parents, mostly women and community members met with Katutura police to seek solutions to the problem. Gang members whose ages vary between fifteen and twenty five indicated that they turned to crime as means of survival. They are members of the single quarters-based gang 'Boko Haram', Kasie 202 junior and senior gangs, Panga and After Two among others. Boko Haram gang is particularly known for its notorious track record of terror in parts of Katutura. In addition, they cited lack of jobs opportunities, peer pressure and recreational facilities as driving force behind their criminal activities.

### **3.6 Conclusion**

Youth unemployment is a pervasive issue in Namibia. It is not surprising that the ever increasing number of unemployed youth could threaten the future of Namibia's national security especially when a lot of young men and women have little or no prospects of a comfortable livelihood. It is clear that while the youth are both victims and perpetrators of national security issues and challenges, the concept is not adequately assessed and analysed.

Youth unemployment in general need to be re-evaluated, placed in context and a new perspective proffered on the role and importance of youth unemployment in the broader area of national security.

Mean while, government has put in place numerous interventions to curb or reduce unemployment and lessen its toll, such as poverty and income inequality on the society. The hard fact remains that many of these interventions has initially good intentions, but did not live up to expectations and has not served their intended purpose. Therefore, a need to review most if not all these interventions is necessary in order to ensure that the concept is clearly understood and problems underlying and causing unemployment are identified so that appropriate actions can be matched with identified problems.



## **CHAPTER FOUR: RESEARCH METHODS**

### **4.1 Introduction**

This chapter discusses the methodology used to complete and direct the study. The chapter is organized as follows: section 3.1 covers research design and methods. Section 3.2 presents the study population and justifies the choice of the targeted population under study. Section 3.3 discusses the sampling method as well as the sample technique considered in this study. Section 3.4 outlined the instruments used in collecting data. Section 3.5 outlines the data collection procedures. Section 3.6 explains methods used in analysing of data. Section 3.7 discusses the ethics observed in this study and section 3.8 presents the summary of chapter 3.

### **4.2 Research design**

The study has adopted a mixed method research (MMR), using quantitative as well as qualitative research designs and analysis. The study has also employed the use of narrative to interpret the data that is gathered. Data was collected through the use of a questionnaire that is quantitative and a semi-structured interview guide which is qualitative approaches. The principal researcher has identified Windhoek as the main largest city in Namibia in which all targeted population groups are found.

The researcher has chosen the mixed method research (MMR) design to direct the study because theoretical evidence indicates that MMR was observed to provide a better strategy that enabled other researchers to have a more complete understanding of the research phenomena being investigated, while at the same time exploring research objectives through explanations of quantitative results with qualitative follow-up data collection and analysis process (Johanson et al., 2007 (as cited in Mabhiza, 2016).

In this study, variables that are characteristics or attributes of an individual or organization that can be measured or observed and that it varies among people or organization being studied (Mabhiza, 2016). In this context independent variable being frustration and aggression due to unemployment amongst the youth as it causes or affects national security, which is a dependent variable. More and more youth are frustrated and angry due to the condition of unemployment and this may become a source of conflict that can pose a danger to national security.

However, the sensitivity of the topic of national security has limited the gathering of adequate information to a greater degree. Many participants had reserved views to discuss issues of about national security with a stranger. The principal researcher has to repeatedly assure the participants about confidentiality and ethical principles.

### **4.3 Population**

Namibia Labour Force Survey (2016) estimated that the country had about 826,981 youth between 15-34 years. 246,262 youth were unemployed by 2016/2017. This constituted 43, 4 percent youth unemployment rate in the country. The target population of this study was made up of youth between 15-34 years. It was comprised of three definite strata (target groups) in combination referred to in this study as unemployed youths (individuals or groups) who previously had altercations with the law enforcement agencies due to their illegal activities.

The study primarily targets the unemployed youth between 15-34 years of age, both male and female. A preliminary investigation from official sources reveals that there was about two hundred Children of the Liberation Struggle camping at Ndilimani farm by 2017/2018; there is also over forty youth members belonging to different gangs that operate in and around

Katutura and more than sixty youths live at municipal dump sites or sit and wait to be picked up daily at municipal job sites. All these youth groups are on record to have committed disruptive actions which have a potential to endanger the security of Namibia.

#### **4.4 Sample**

A stratified sample has been selected purposively from the unemployed youth who have been involved in disruptive activities in the national context. Three categories were identified, namely; (1) Children of the Liberation Struggle, (2) Street gangs in Katutura (Boko Haram, Panga and After Two) and youths living at the municipal dump site and (3) youths at the municipal job sites in Windhoek. From each of these groups, twenty participants have been randomly selected.

The researcher identified individuals that have been reported to have participated in some form of violence or engaging in criminal activities or have clashed with law enforcement agents due to some form of public disorder. The principal researcher kept on going until the sample of twenty participants per identified group has been reached.

#### **4.5 Research instruments**

A questionnaire was used to collect the quantitative data required for this study. The questionnaire was translated to the participants and answers from the respondents were jotted down. For the qualitative data, the researcher used an interview guide with open ended questions to interview the respondents on their perceptions and opinions in relation to unemployment versus aggression, frustration and conflict with the law enforcement agencies experienced either individually or in groups.

The researcher used conversational interviews to interview the respondents from each of the identified group. During the interview, the respondents supplied their answers without being constrained by a fixed set of possible responses. Mostly, questions were posed in an interactive manner whereby participants were free to talk, respond or ask questions for clarity.

#### **4.6 Data Collection Procedure**

Data collection procedure involved the collection of qualitative data from books, government reports, Non-Governmental Organization (NGO) reports, Magazines, Journal articles and from the internet. In addition to that, data was collected from the identified respondents by the way of a researcher going in person to identified areas of communities and randomly administer the questionnaire and interview individuals or groups falling within the targeted population.

#### **4.7 Data Analysis**

Qualitative data analysis is grounded in the interpretative philosophy in which researchers interpret their experiences and perceptions mainly using their voices. The researcher is responsible to discover the in between the lines meanings in order to understand or generate a theory.

Furthermore, qualitative data analysis involves making sense out of the text and image data by segmenting and taking the data apart as well as putting it together. In this study, data recorded from questionnaires and interviews was recorded and transferred to the computer using the Microsoft Excel software. It was then coded, organized and analyzed using content analysis.

#### **4.8 Research Ethics**

The introductory paragraphs on both the questionnaire and interview guide contained ethical statements that informed respondents about their voluntary participation in the study and respect for their privacy. Respondents were informed about their rights to withdraw from the study if they felt uncomfortable with data collection procedures and processes. In addition, all research participants were assured by the researcher that information or data obtained from themselves or documents will be kept confidentially, and would be used for the sole purpose of the study.

The researcher undertook to uphold and respect the intellectual property rights and the privacy of the respondents. The researcher would seek permission from the copyright holders should public dissemination of the result is required. Ethical principles and standards were observed throughout the different processes of the study, beginning from research design, data collection procedures, data analysis and discussion of results. Similarly, the researcher obtained an ethical clearance letter from the University of Namibia before embarking on this project.

## **CHAPTER FIVE: PRESENTATION OF RESULTS**

### **5.1 Introduction**

This study focused on analysing the implications of youth unemployment phenomenon for national security in Windhoek, Namibia. The study sought to identify the main causes on unemployment, explores the experiences, anger, frustration and conflict perceptions of the Namibian unemployed youth. The study also sought to find a linkage between the youth unemployment phenomenon to the decay of national security. The chapter focuses on presenting the data collected for the purpose of the study.

### **5.2 General Observation on respondents**

A response rate of 99, 9% was achieved from the sample size of sixty respondents that was chosen for the survey and interviews. The principal researcher administered the questionnaire and used the same time to interview the respondents. The high response rate was attributed to the unwavering attitude of the principal researcher, who kept on going until all respondents were selected at random. The table below, depicts the response rate for the survey and interviews conducted on the target groups namely; Children of the Liberation Struggle, Youth Gangs and youth squatting at municipal dumping sites south of UNAM main campus as well as the youths who gathers at Municipal job sites and at road traffic lights at Hochland Park as well as Khomasdal areas.

Primary data was collected from a questionnaire and semi-structured interview questions directed at the three main categories of respondents. Data collected from the respondents included socio-economic characteristics, their unemployment or employment status, educational attainment, experience, region of residence as well as their day to day experiences, anger and frustrations due to their unemployment condition.

<b>Table 1: Response rate (N= 20)</b>	<b>FREQUENCY</b>	<b>PERCENT%</b>
<b>CHILDREN OF THE LIBERATION STRUGGLE (CLS)</b>		
<b>Age distribution</b>		
15-19	0	0
20-24	0	0
25-29	5	25
30-34	15	75
<b>Gender distribution</b>		
Male	6	30
Female	14	70
<b>Levels of Formal education</b>		
Primary	0	0
Junior secondary	11	55
Senior secondary	9	45
Institution of higher learning	0	0
<b>Marital status</b>		
Single	17	85
Married	2	10
Divorced	1	5
<b>Religion affiliation</b>		
Christians	20	100
Muslims	0	0
Others	0	0
<b>Region of Origin</b>		
Khomas	1	5
Kavango East/West	2	10

Ohangwena	3	15
Oshana	4	20
Oshikoto	3	15
Omusati	7	35
Work experience		
1-2 years	18	90
3-4 years	1	5
5-7 years	1	5
8-10 years	0	0
Family economic status		
Low income	20	100
Middle income	0	0
High income	0	0
Time spent looking for work per week		
0-5 hours	5	25
6-10 hours	9	45
11-20 hours	4	20
21-40 hours	2	10
More than 40 hours	0	0



<b>Table 2: Response rate (N= 20)</b>	<b>FREQUENCY</b>	<b>PERCENT%</b>
<b>KATUTURA YOUTH GANGS</b>		
<b>Age distribution</b>		
15-19	0	0
20-24	4	20
25-29	8	40
30-34	8	40
<b>Gender distribution</b>		
Male	19	95
Female	1	5
<b>Levels of Formal education</b>		
Primary	1	5
Junior secondary	11	55
Senior secondary	6	30
Institution of higher learning	2	10
<b>Marital status</b>		
Single	20	100
Married	0	0
Divorced	0	0
<b>Religion affiliation</b>		
Christians	20	100
Muslims	0	0
Others	0	0
<b>Region of Origin</b>		
Khomas	0	0
Kavango East/West	1	5

Ohangwena	6	30
Oshana	6	30
Oshikoto	2	10
Omusati	5	25
Work experience		
1-2 years	16	80
3-4 years	3	15
5-7 years	1	5
8-10 years	0	0
Family economic status		
Low income	12	60
Middle income	8	40
High income	0	0
Time spent looking for work per week		
0-5 hours	2	10
6-10 hours	11	55
11-20 hours	3	15
21-40 hours	3	15
More than 40 hours	1	5

<b>Table 3: Response rate (N= 20)</b>	<b>FREQUENCY</b>	<b>PERCENT%</b>
<b>YOUTH JOB SEEKERS AT MUNICIPAL JOB SITES</b>		
<b>Age distribution</b>		
15-19	2	10
20-24	6	30
25-29	10	50
30-34	2	10
<b>Gender distribution</b>		
Male	9	45
Female	11	55
<b>Levels of Formal education</b>		
Primary	0	0
Junior secondary	9	45
Senior secondary	9	45
Institution of higher learning	2	10
<b>Marital status</b>		
Single	19	95
Married	1	5
Divorced	0	0
<b>Religion affiliation</b>		
Christians	20	100
Muslims	0	0
Others	0	0
<b>Region of Origin</b>		
Khomas	3	15
Kavango East/West	1	5

Ohangwena	3	15
Oshana	5	25
Oshikoto	4	20
Omusati	4	20
Work experience		
0-2 years	18	90
3-4 years	1	5
5-7 years	1	5
8-10 years	0	0
Family economic status		
Low income	18	90
Middle income	2	10
High income	0	0
Time spent looking for work per week		
0-5 hours	9	45
6-10 hours	9	45
11-20 hours	1	5
21-40 hours	1	5
More than 40 hours	0	0

Table 1-3 findings revealed that the unemployed youth interviewed were not necessarily from Khomas region only, but also from other Regions such as Oshana, Omusati, Oshikoto, Kavango East/West as well as from Erongo and Ohangwena Regions respectively. These unemployed youth came to Windhoek, Khomas Region for various reasons. The majority of

them are in their late twenties and early thirties. Most of them have been unemployed and been seeking for employment for more than two years.

Table 1-3 findings also revealed that about 55% of the respondents have been educated until secondary school level, 25% of the respondents have acquired tertiary education and 20% have attained education until junior secondary school level or lower. Majority of respondents are from low and middle income families and has no working experience.

### **5.3 Understanding unemployment and Reasons for being unsuccessful in securing a job**

About 90% of the respondents indicated that unemployment is a condition whereby individuals who are willing to work are unable to find work. It is a very serious situation which is caused by a multiple number of factors such as skills, education attainment, and connection with the right people, family socio-economic status and experience. 10% of the respondents indicated that it is condition that a person is in dire need of work to support him/herself or his/her dependants. 20% of respondents indicated that, unemployment to them is a condition in which one has nothing and life has no purpose. No hope, no future.

Findings further indicated that, 64% of the respondent's points to lack of quality education as the majority of them have only attained up to secondary education. Most employers have put up a requirement for a diploma or a degree as a standard for most entry level positions. 75% of respondents indicated that the lack of a tertiary education or vocational skills has prevented them from getting a job.

71% of respondents pointed out that the unemployment situation in the country is largely due to state failure to provide jobs promised to them. 89% of the respondents indicated that numerous challenges such as lack of experience and lack of skills hinder them from opportunity to find gainful employment. According to three male respondents, youth

unemployment is aggravated by corruption by the government officials. One of the respondents justified this corruption that at an interview for drivers at Omuthiya Regional Council, the driver selected did not even attend the interview with the rest of them. To him, that is an example of pure corruption in the making. Some respondents who indicated state failure also commented that the government is just busy with the so called Children of the Liberation Struggle, forgetting the masses that also voted for them.

70% of respondents also indicated that lack of social connection, or knowing the right people as their reasons for being unemployed. They refer to nepotism as the majority of respondents indicated that in many corporate, there are many employees who are related to one another, or employers will make behind the scenes deals with other employers. This is apparently called a no one loses venture. In its simplest form, this venture works like this; if you employ my people, then I will also employ your people. This way employee in the company will not be traced as related to the directors or managers.

#### **5.4 Support for unemployed youth**

98% of all respondents indicated that they get moral and financial support from their families and friends. When respondents were asked how they survived without an income, most respondents indicated that they were dependants on family members or relatives for survival. They indicated that their families, especially their siblings or own children are mostly affected. Families are expecting that all members contribute, but if you are unable to contribute then you become a burden on the family or friends. They will soon get tired of satisfying your needs. Literature also indicated that in lack of employment, many youths survive from the goodwill of parents, relative and friends. Only 20% of respondents all of whom are females indicated that they get support from either boyfriends or husbands.

Two respondents indicated that they seek relationships for themselves because of pressure from parents or other family members to contribute towards the household.

### **5.5 Unemployment and it's affects an individual and society**

Over 90% of the respondents indicated that the effects of unemployment on an individual is mainly distress, income loss and damage to social standing as well as lack of self-esteem and self-respect. The other 10% indicate that the effects of idleness are depression, hopelessness and lack of self worth. Empirical evidence from existing literature indicates that most young people who are unemployed engage in social vices for survival. Women are mostly engaging in petty crimes or prostitution for immediate financial benefits. Males usually are driven into criminal activities ranging from petty to violent crimes.

### **5.6 Requirements for securing a job**

Over 90% of respondents indicated that there are a number of requirements for one to secure a job in Namibia. Respondents synchronized that, apart from a tertiary institution qualification, skills and experience, one need also to know the right people at managerial positions, or you should know someone who knows someone. Some male respondents indicated that young attractive females have higher chances of finding employment in comparison to their male counter parts. This is apparently because bosses will attach conditions on employment contract, for example they ask to sleep with them before they get a job or get a promotion.

### **5.7 The effects of youth exclusion from unemployment on society**

Consequences of youth exclusion from gainful employment are adverse psychological, social and financial effects. 88% of respondents indicate that there is a significant link between being a young unemployed individual and social vices in society. Respondents voice their

opinions that as a result of unemployment, it leads to anger and frustration which leads the youth to engage into social vices such as prostitution, violence, criminal activities, drugs and alcohol abuse.

92% of the respondents indicated that in a long run, this social exclusion has a long term negative impact on the individual experiencing it as well as on society. Respondents further indicated that, when someone feel unworthy and has no hope, they are likely to do anything to survive.

Respondents also indicated that due to their exclusion from employment, it affects their social, economic and psychological well being in terms of social networks, socializing and daily interactions with other people. They have resorted to begging, stealing and vandalism and often had to run away from authorities or face the wrath of the law. Resorting to illegal means of survival is the only other way to survive without income in this economic hardship.

### **5.8 Job seeking experiences**

There are many challenges as to why it is difficult for youths to find a job in Namibia. Existing literature indicates that in Namibia, the issues of tribalism and corruption make it nearly impossible for many youth to get employment. Also lack of experience and skills mismatch between what the youth has and what the potential employers want remains a challenge. 82% of the respondents reported that due to some of these factors, the unemployed youth are feeling discouraged from getting turned down too many times, or that they do not get called to interviews despite the number of applications they post. Many female respondents also indicated that they have at least once experienced sexual harassment when applying for jobs opportunities. 98% of respondents revealed that their experience of finding a job is painful, especially to those whose names are not known by anyone.



## **5.9 Unemployed youth's level of frustration and aggression**

The stress due to unemployment is devastating to the jobless and the effects are carried over to families and societies at large. On a scale of one to ten, 88% of respondents indicated that their level of frustration and aggression that they feel toward the situation of being unemployed is nearly ten out of ten. One respondent put it that, growing old without any means of income is like being penalized for a crime that you have not committed. Some of the respondents indicated that being unemployed is devastating and that it is frustrating and even the gentle of souls will eventually show signs of aggression.

About 68% of the respondents indicated that their frustration due to unemployment was because of the challenges in fulfilling personal goals, desires and needs and also in dealing with deficiencies such as lack of confidence or fear of social interactions. They mostly indicated that they are angry at society at large and disappointed in the system that is unable to fulfil their wills. 82% of the CLS respondents also indicated that they have on two separate occasions blocked the road with stones due to their frustrations, this action brought them into conflict with the law enforcement agencies.

Similarly, 88% of the youth gangs indicated that due to lack of income, their frustration levels are high and it drives them to attack other people with the intension to rob them of their belongings. They often attack the well off to rob them. 70 % of the youth job seekers contemplated on the fact that although they are equally frustrated, they have not yet robbed anyone, however, they have harboured the thought of resorting to crime as the only option out of poverty. 59% of the respondent indicated that government has failed, Civil society has failed and now they must fight for what is theirs.

### **5.10 Unemployed youth's views on government policies in terms of job creation**

The government has implemented policies and programs aimed at addressing unemployment in the country with special focus on employment generation, reduce poverty and income inequality. Some of the programs and interventions undertaken since 1990's are such as Affirmative Action Policy, Reform of the Namibian Educational and Training System including Vocational Training, Expanded Government Capital Expenditure on infrastructure spending, the TIPEEG, Private Sector Support, Enterprise Development, DBN, AGRIBANK, SME and SME Bank, Black Economic Empowerment and Rural Economic Initiatives.

Although there was good intentions to come up with these interventions and programs, 91% of the respondents indicated that they are aware of some of the intervention programmes and policies, however, they do not work or yield positive results. 54% of the respondents indicated that these interventions are just a smear campaigns for those in charge to steal the government money, as millions of NAD is spent on tackling unemployment but the problem persist. They are of the view that the policy interventions are of no use to them and should be reviewed and be matched with the actual identified problem at hand.

### **5.11 The picture of the future the jobless youth**

Respondents indicated that the effect on future outlook without employment is bleak and dreadful. More than 80% of respondents pointed out that their future would be unbearable and poverty stricken without employment. One respondent highlighted that the picture without employment is dark with pain and suffering, and this is no future to look forward to. Two other respondents indicated that they cannot face the future in poverty, thus they can do anything to survive, even if it means death or misery, as it is all the same.

### **5.12 Youth Participation in peaceful or violent demonstrations**

The response to the question whether the youth are willing to participate in either peaceful or violent demonstrations to make a point on unemployment to government or private sector received overwhelming responses. 89% of the CLS indicated that they have participated in peaceful as well as violent demonstrations before and will continue if necessary. 91% of the youth gangs and youths at municipal job sites indicated that they have never engaged themselves in demonstrations before, but are willing to join in. This is because this is the only language the government, politicians and other top leaders understand.

Existing literature has pointed out that the CLS has clashed with authorities on numerous occasions, leading to the death of one of the CLS members as well as injuries. One male respondent commented that he could do anything to spoil the fun for those who are eating alone, and he could join any group that intends to force government to stop corruption and favouritism. One way or another, the majority of the respondent supports the idea of grouping together and stage a demonstration to force government to recognise all youths in the country and consider them equally for job opportunities. Some respondents also contemplated on lack of self-esteem and suicide and added that they could do anything that present itself to them as they have nothing to lose anymore.

### **5.13 Consequences of many unemployed youths on peace and security**

The widespread unemployment among the youth has fuelled extremism, piracy, political instability and poverty. This in turn has contributed to the failure of some states in their attempts to maintain peace and security. Violent crimes such as rape and robbery, rampant drugs and alcohol abuse especially in informal settlements such as Havana and Hakahana are symptoms of the condition in which many youths are unemployed. Youths have fallen prey to

extremist groups who take advantage of the idling youth to recruit them into the militia, creating a destabilizing effect.

94% of the respondents indicated that the consequences of the many young people being unemployed on peace and security in years to come is the increased poverty and the crime rate, violence as well as drugs and alcohol abuse among the youth. 65% of the respondents also refer to extremism and political instability which could dramatically increase in years to come. Some respondents when asked a follow-up question if they would consider joining a rebel group or any extremist organization said sure, as long as that would give them an opportunity to do something with their lives and also to revenge on the system that has failed them.

Empirical evidence from existing literature implored that the lack of employment opportunities for the youth, particularly in urban areas is one of the biggest security challenges today. Disaffected youth who lack economic opportunities will choose to help themselves to rise out of poverty; this choice makes them more vulnerable than adults to participation in armed violence, crime, gangs, drug trafficking and other illicit activities that impose on the national security of a country. It is therefore expected that the increase of youth in these environments has led to an increase in conflict, instability and violence.

#### **5.14 Youth participation in politics in Namibia**

Young people are often excluded in political circles in Namibia. This is because politics is considered to be an arena for politically experienced men, with women often disadvantaged. Existing literature pointed out that young people are systematically marginalized because they are young and due to lack of experience. Namibia has fewer than 2% of youth representation in parliament as well as less than 30% representatives. Youth are less engaged than older generations in voting and party activism. However, this trend is slowly becoming a

thing of the past as more youth are now using the media to influence one another and their activism is making a dent in the political arena.

Findings indicate that 85% of the respondents commented that they registered to vote in 2015 Regional and Local Authority elections but only 55% indicated that they have voted. Some Reasons given for not voting are, My vote will not make any difference,, Only those elected benefit from the system, empty promises for jobs and loans which translate to nothing after elections, lack of service delivery, corruption, favouritism and nepotism in case of employment opportunities in the NDF and NAMPOL. Due to these reasons, the majority of respondents are not keen to participate in elections and thus contributing to voter's apathy in the country.

#### **5.15 Youth and wealth distribution in Namibia**

Findings indicate that 97% of the respondents indicated that they are well aware of the country's wealth and their view is that it is not equally distributed to all the people. Some respondents indicate that some elites have been benefiting from fishing quotas since independence, and the same group of people continue to be awarded the fishing quotas. The profits from these fishing quotas do not benefit the common people but the elites.

#### **5.16 Summary of findings**

This chapter presented the findings from data collected by the principal researcher in Windhoek, Khomas Region. In line with the objectives of the study, the researcher focused on the anger, frustration and possible conflict related directly from the condition of youth unemployment and in relation to national security risks.

The main findings suggests that the causes of youth unemployment in Namibia remains the same and unabated. Reasons such as the right education and academic qualification as well as the skills mismatch remains afloat and youth unemployment as it relates to national security is the possibility of violence to take a monumental dimension, become protracted and persistent because unemployed youth provide a breeding ground for a revolution and a human resource for its conduct.

Many violent and criminal acts threatening national security have been ascribed to youth unemployment. Some of them are deduced from statements echoed by youths on social media platforms, their expression that they are sick and tired of the conducts of government in its attempt to govern and provide public goods. This in itself is a manifestation in response to to current situation, in which the youth feel left out and has no future. This assertion confirms Clausewitz's contention that war or conflict is always an extension of policy and not an end of policy. A lesson for policy makers and implementers dwells on the discourse that all conflicts or wars would generally not end in annihilation but on the negotiation table.

## CHAPTER SIX: DISCUSSION OF RESEARCH FINDINGS

### 6.1 Introduction

The primary focus of the study was to analyse the implications of youth unemployment for national security in terms of unemployed youth's frustration, aggression and possible conflict with the law enforcement agencies, in Windhoek, Khomas Region, Namibia. Section 6.2 presents the demographic profiles of the respondents, while sections 6.3 up to 6.5 discuss the findings in respect to research questions of the study. The research questions were addressed by analysis of empirical quantitative survey and qualitative interview data and related literature.

1. What are the reasons that impede your success in securing employment and what counts in order for you to get employed?
2. How have you been supporting yourself without employment?
3. In what ways has your exclusion from employment affected you personally, and apart from yourself, who else is affected?
4. What level of frustration or aggression you have toward whoever is responsible and what are the consequences of youth unemployment on peace and security of Namibia?
5. What are your views on government policies in terms of job creation and do you think government has done enough to address the situation?
6. What are your views on youth participation in politics and what are your views on wealth distribution in Namibia?

## 6.2 Profiles of respondents

This section presents data about the demographic characteristics of the respondents taken from table 1-3. It indicate details pertaining the respondents: age categories, gender, levels of formal education, marital status, religion affiliation, region of origin, work experience if any, family economic status, and the time spent on job hunting exercise. The results indicated that 84% of respondents are found between 25-34 age categories.

The demographic representation of the survey indicated that most of the respondents are grade 10 dropouts, and a few has grade twelve qualification. These are youths who hail from low income households that made them automatically disadvantaged Namibians, who have little or no prospect to secure a job in the near future.

### 6.3 Research Question 1: What are the reasons that impede your success in securing employment and what counts in order for you to get employment?

The main reasons that impede unemployed youth from securing a job were mainly state failure to give them the jobs promised to them, lack of quality education as well as lack of employable skills for the labour market. The majority of the unemployed youth are frustrated at the government for only looking at the demands by the Children of the Liberation Struggle, at the expense of all other youths in the country.

The unemployed youth also indicated that they are always unsuccessful in securing a job because corruption is the order of the day in government, parastatals and even in private sector, citing the issue of connection. What counts nowadays is well connection to the big people. Only those who are known or know somebody higher up get employed.



Similar findings were reported by Artner (2013), who found that there are multiple factors that influence the success rate of unemployed youth from gaining employment. The level of education, vocational and other skills, work experience, confidence and awareness are some of the factors indicated. Corresponding findings were also reported in Chukwuma (2013), whose study youth unemployment and national security in Nigeria established that the majority of youth are frustrated with the corrupt system and they are at the brink of giving up.

There are many challenges that the young people are facing when entering the labour market, they need not only to find employment, but also the one that is suitable to them. Several factors are indicative causes of unemployment among youth in Namibia. Youth are challenged by the relative lack of skills, discrimination, poor quality jobs in informal sector, lack of educational qualification, experience and in addition, not knowing the right people as jobs are reserved for the comrades only. One outstanding finding from the data is that more than half (55%) of youth have been unemployed for more than two years. Being unemployed also means that a person does not attend school anymore, however, there is no gender specific significance in this matter. The youth would like government to create jobs for all, provide more training (skills) and accelerate the development of the rural areas.

#### **6.4 Research question 2: How have you been supporting yourself without employment?**

The study established that the majority of the respondents 91% acknowledged that they are still being supported by their parents, while less than 10% said they depend on their spouses or friends. Many respondents highlighted that parents and family they depends on are pensioners in many instances, and two respondents indicated that they are turning to rogue individuals and faith based churches for consolation. Two previous studies conducted in Nigeria by Afobabi (2013), as well as by Adebayo (2013), demonstrated that many of these bogus individuals and churches are not only preaching evangelism, but could harbour other

contending ideology other than that of society which is also a cause for concern. Our youths are likely to fall prey to these so called bogus pastors, and perhaps these churches could use such platforms for radicalization of our youth, while government looks on.

A study conducted by Mwinga (2012) on youth unemployment in Namibia singled out cohabitation, which was also noted as a concern among females, where they have little or no chance to avoid it and turn to their male partners to provide for them. With this trend, the majority of them are exposed to Gender Based Violence (GBV) and other social inequities and could also form the basis on which HIV/AIDS prevalence continue to escalate.

Furthermore, Mwinga (2012) expanded on migration to cities and towns by the youth in search of greener pastures as an old phenomenon which continue unabated, and it further stresses out system, as well as delay quality services to the population in the affected areas. Moreover, it is concluded that the idleness of unemployed youth could make them an easy prey to troublemakers, because young people who do not have a stake in the future would do anything that comes their way.

**6.5 Research question 3:** In what ways has your exclusion from employment affected you personally, and apart from yourself, who else is affected?

The impact of exclusion from gainful employment can last a life time and its impact is far reaching than it is understood by many people. Majority of the respondents (92%) indicated that it affect them psychologically, socially and economically. The results above corresponds with the findings of Ahn, Garcia and Jimeno (2004), study of the impact of unemployment on an individual well being. They stated that unemployment affects living standards of a family due to a loss of income by the parents who could not get any returns or relief from their investment. This can also damage the future prospects of the next generation.

Apart from the impact on the individuals, unemployment is a loss of valuable productive resources to the economy, as it affects the local community, damaging businesses as family expenditure is reduced or increased in crime rates.

**6.6 Research question 4:** What level of frustration or aggression do you have towards whoever is responsible and what are the consequences of youth unemployment on peace and security of Namibia?

The outcome of this study warns that the growing unemployment rate among Namibian youth is likely to become a serious national security threat. Judging from the Arab spring in North Africa and the Middle East, the youth revolutions and jihadist in West Africa and East Africa has posed similar threats due to the astronomical growth of youth unemployment. Nearly 97% of the respondents blame government for their situation and as much have indicated that they are frustrated and angered by the way things are done in Namibia. Most respondents indicated that as a consequence, unemployed youth are a ticking time bomb to national security.

Therefore, it is highly advisable that the menace posed in form of the Children of the Liberation Struggle demanding jobs from government, the youth demanding land and other services from government in form of Affirmative Repositioning movement, Teachers national strike demanding pay hike, the mushrooming of unregulated Pentecostal churches in both rural and urban areas, the demand for veteran status Recognition by the ex-SWATF/KOEVOET members, the dramatic increase in membership and congregation of the Muslim faith in urban centres and rural settlements as well as the new upcoming Returnees Concerned group are some of the notable menace that should be tackled urgently before it is too late when they become major catalysts for civil unrest in the country.

6.7 **Research question 5:** What are your views on government policies in terms of job creation and do you think government has done enough to address the situation?

Most respondents indicated that government policy interventions for job creation in the country have failed during implementation phase. Most respondents cited that a lot of money is spent in an attempt to solve the problem of unemployment in the country. However, due to gross corruption, nepotism and regionalism, government efforts often fails to yield any results. These interventions only benefit the selected few elites and those that have well connections to them. The legitimate beneficiaries are sidelined and isolated.

These results corresponds with the findings of the previous study done by Cudjoe (2015) that revealed that in many cases, government interventions were necessary and have good intentions. But, the accountability system within government and lack of timely review on these policies leads to lack of effectiveness and these well written policy documents becomes white elephants

6.8 **Research question 6:** What are your views on youth participation in politics and on wealth distribution?

The study findings indicate that 55% of respondents have never voted, this increasing voter apathy is a very dangerous trend which may have negative consequences on legitimacy and other components of democracy. The unemployed youth prefer to stay away from casting their vote because they are not thrilled by political campaigns and unrealistic promises. Results corresponds with some previous study by Cudjoe (2015) who stated that unemployed youths tend not to trust political leadership for the reason that too many empty promises are made during campaigning. This has a negative effect as it drives the youth away from the

politicians. Politicians should be role model, which is not the case now, and politicians should regain the confidence of the youth.

The youth are the backbone of any nation. No nation could prosper without them. It is envisaged that by the year 2030 Namibians will be enjoying freedom from want as well as freedom from fear.

It was also cited by Namupala (2016) that rampant corruption exists, in which the jobs are reserved for comrades only or those connected to prominent figures in geo-political arena. Connection is when a young person or his/her family knows an influential person in society, who can connect him/her to other people, network or companies to find a job, it is where the influential personality can influence them to employ the young person. The case of NDF and NAMPOL as it is explained by the respondents is that if a young person or his/ her parents knows a General or Commissioner, in NDF or Police, that is the only way a youth in Namibia can ever get employment in those public sectors. Due to this fact alone, many rural youths who do not have any connection to the elites, but sometimes have good grades, however they will remain unemployed and perhaps trust God to connect them.

Therefore, the issue of connection allows for favouritism between the children of the elites in the society who have influence and the children of the average/poor citizens who does not know anybody. Thus the requirement of being employed in Namibian setting is not determined by academic achievements alone but by knowing an influential person in society.

The level of crime in Namibia is said to be high, although perhaps not overwhelming. However, many unemployed youth could become instruments of evil in the hands of the politicians in perpetuating their hidden agenda before, during and after elections. For instance, the Children of the Liberation Struggle who are demanding jobs from government are a distraction to government to see the real concern of the majority of the youth, who are

beginning to awake through activism like the Affirmative Repositioning Movements and the Landless People Movement. The government is also distracted from seeing the real pressing challenges like the issue of ex- SWATF/KOEVOET (under NAMVET) members demand for recognition as war veterans and benefits thereof, and other issues of Namibia refugee Concerned group. The unemployed youths are vulnerable in engaging in criminal activities, which in time has the capability to degenerate into revolution and undermine the National security of the nation if prompt and permanent solutions are not given to it by all stakeholders in the country.

Namibia will do well to remember that the Arab spring that happened in North Africa and the Middle East was carried out by restive youths who were frustrated and angered by the way their countries were governed for a long period of time. What is the prospect that such revolution cannot be carried out by teeming youth of a country like Namibia. For instance, sleeper cells belonging to terrorist organizations found a haven in low level security countries such as Namibia, where the local authorities have almost no clue of what maybe going on underground. Frustrated youths are the main target for recruitment in promise of jobs, money and training, and could be used against the government one day.

An insurgent group is a group of rebellious people that commonly agrees to a system or ideology of a particular society. For example Al Shabaab in east Africa aims to overthrow democratic governments and install an Islamic Caliphate all over sub-Saharan Africa, Namibia is not an exception. The government should understand that the higher the rate of youth unemployment, the more frustrated and angry the youth will be and the possibility of forming rebellious groups that could wage war against the state of injustice, exploitation, inequity and every state apparatus including its national security.

Cybercrime denotes any illegal activity that uses a computer as its primary means of commission. Cybercrime can take many forms and can occur nearly everywhere. Furthermore, it includes activities such as fraud, forgery, unauthorized access, child pornography and cyber stalking. Many youths are noted to be keenly interested in cybercrime due to a high rate of unemployment, and it is noteworthy that people involved in cybercrime are geniuses in which if such youth channel their knowledge in the right direction, it can add to growth and development of the country technologically. This indicated that the nation needs to pay more attention to the youth for its survival and advancement.

## **CHAPTER SEVEN: CONCLUSIONS AND RECOMMENDATIONS**

### **7.1 Introduction**

This chapter presents the conclusions and recommendations from the key findings of this study. The chapter concludes the study of the implications of youth unemployment for national security in Namibia: A case of Khomas, Windhoek district. It proffers the conclusions of the study, and further recommends the identified gaps in literature, Youth activities, government policy for implementation and further research.

### **7.2 Conclusion**

This study reflected that youth unemployment is a global phenomenon that affects all young people and thus it has become a challenge to the totality of national security. The study realized that the majority of unemployed youth are getting frustrated and angry with the government policies on employment creation and the stagnation of policy implementation, pointing out corruption, favouritism and nepotism as some of the causal factors for the failure to implement policies designated to solve the problem of youth unemployment in the country.

In addition, the study realized that unemployed youth feel left out and are hopelessly waiting for government to come to their rescue. However, time remain the denominational factor as to what will transpire in the near future in terms of national security, especially when youth are mobilizing themselves to create movements and protracted mass demonstrations are becoming an order of the day in Namibia. These are clear signs that the potential threat to national security is real and eminent.

The youth population of any nation represent the driving force for economy and development. Youth exclusion from gainful employment serves as a catalyst for conflict and aggression, which is a direct consequence of frustration experienced by the majority of job



seeking youths in Namibia. Recently, in Namibia, there has been an upsurge in the frequency of debate by the youth using the social media platforms to air their views regarding the way the system operates. This discourse indicates that the majority of the youth are dissatisfied and frustrated by the fact that government has explicitly ignored their demands for gainful employment opportunities.

The conclusion drawn from literature and field work of this study indicated that the youth bulge in Windhoek, Namibia is slowly becoming a breeding ground for conflict in the country. The risk has increased during the times of economic hardships and recession in the world and also at a time when the majority of youth are beginning to mobilize themselves and involve in political discourse, in which they demands their rights as they see the difference between what they get and what they feel they are entitled to get.

The quality of life for the majority of young people anywhere in the world will depend on how the youth population is able to move smoothly into economic independence and freedom. If there is any stagnation in this transition, and youth are literally unable to find suitable work, then their lives will be clouded by uncertainty, poverty and violence, which will have negative impact on economic development, peace and security.

### **7.3 Recommendations**

The following recommendations are offered based on the conclusions above.

### **7.4 The Unemployed youth in Namibia**

The numbers of unemployed youth in the capital city (Windhoek) is high and continue to increase, while formal employment is minimal. The youth should therefore be willing to venture into informal employment and should start looking into the options for self-employment. The youth should try and make use of the information available about the

existing government programmes and employment related projects. The youth should also work together and stand their ground to demand for their right to be provided with the platforms from all relevant stakeholders.

### **7.5 The Government**

The government is aware that most of the interventions targeted to create employment have failed during their implementation phase. The government should therefore change and review their programmes, as the government cannot keep doing the same thing and expect different results. Government should enhance equal access to employment opportunities in all sectors of the economy by ensuring that those who are hired, are hired based on merit rather than on corruption and nepotism. CLS are not the only youth in the country and thus they should be allowed to compete fairly with the rest of the unemployed youths in the country.

### **7.6 Recommendation for further research**

It is recommended that further research be done on the implication of youth unemployment for national security in the whole country other than one region or city if not at regional or continental level.

### **7.7 Conclusion**

This chapter concluded this research study. The chapter presented the recommendations based on the conclusions from the key findings of this study, and in relation to the objectives of the study. Recommendations that the youth unemployment phenomena is a time ticking bomb in relation to national security due to the fact that the youth are running out of patience, recommendation for government and policy makers to make an effort to create sustainable jobs as well as the recommendation for further research.

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## APPENDICES

### APPENDIX 1: QUESTIONNAIRE

THE IMPLICATIONS OF YOUTH UNEMPLOYMENT FOR NATIONAL SECURITY IN  
NAMIBIA IN THE 21<sup>ST</sup> CENTURY: THE CASE OF KHOMAS REGION. SEPTEMBER  
2018

Thank you for voluntarily agreeing to participate in this questionnaire survey in the implications of youth unemployment for national security in Windhoek, Khomas Region, Namibia.

#### **Purpose**

The purpose of this study is to examine the types and causes of youth unemployment and its effects on national security in terms of aggression, frustration and conflict. The study explores the individual perspectives of the unemployed youth and how they see themselves in the future and how to tackle youth unemployment as a means to improve the level of national security.

For this reason, the researcher has prepared this structured questionnaire to be completed by individuals from the targeted population. Respondents will be requested to complete a 15-30 minutes survey. If you are willing to participate, this survey will ask questions about your background (age, gender, education, experiences and perceptions) about unemployment. This survey is being carried out in order to fulfil the requirements of a Master's degree in Security and Strategic Studies (MASSS) at UNAM. The survey results will be used to model a

conclusion on the relationship between youth unemployment and national security in Namibia.

There are no direct and foreseeable risks associated with this study, nor are there any direct benefits to you as a participant. This survey is entirely anonymous and hence no responses will be traceable to you in any way. Your participation is voluntary, and you may withdraw from completing the survey at anytime.

### Right to participate

Your participation in this survey is strictly voluntary. You may withdraw your participation at any time without penalty or skip questions. For further enquiries, please contact Prof. P.H Van Rooyen at 061 2064618, Department of Security and Strategic Studies, Military School, University of Namibia. All information received through this survey will be kept strictly confidential and will be seen only by authorized UNAM officials. Data gathered from the study will be summarized in the aggregate, excluding references to any individual responses.

Thank you for your participation in advance.

No.	SECTION 1: DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS	
1	What is your gender	<input type="checkbox"/> Male <input type="checkbox"/> Female
2	Select your age category	<input type="checkbox"/> 15-19 <input type="checkbox"/> 20-24 <input type="checkbox"/> 25-29 <input type="checkbox"/> 30-34
3	Marital status	<input type="checkbox"/> Single <input type="checkbox"/> Married

		<input type="checkbox"/> Divorced
4	Level of formal education	<input type="checkbox"/> Primary <input type="checkbox"/> JSC <input type="checkbox"/> <input type="checkbox"/> SSC                      Diploma <input type="checkbox"/> Degree <input type="checkbox"/> Pg Diploma <input type="checkbox"/> Masters <input type="checkbox"/> PHD
5	Work experience if any	<input type="checkbox"/> 1-2 years <input type="checkbox"/> 3-4 yrs <input type="checkbox"/> 5-7 yrs <input type="checkbox"/> 8-10 yrs
6	Religion affiliation	<input type="checkbox"/> Christian <input type="checkbox"/> Muslim <input type="checkbox"/> Others
7	Family Economic status	<input type="checkbox"/> Low income <input type="checkbox"/> Middle <input type="checkbox"/> High income
8	Region of origin	Region:
9	How long have you been unemployed/ seeking for a job	<input type="checkbox"/> 1-2 years <input type="checkbox"/> 3-4 yrs <input type="checkbox"/> 5-7 yrs <input type="checkbox"/> 8-10 yrs <input type="checkbox"/> More than 10 yrs
10	How much time to you spend in the street	<input type="checkbox"/> 0-5 hours <input type="checkbox"/> 6-10 hrs

	looking for work per week	<input type="checkbox"/> 11-20 hrs <input type="checkbox"/> More than 40 hrs	<input type="checkbox"/> 20-40 hrs
--	---------------------------	---	------------------------------------

SECTION 2: INFORMATION SEEKING: UNEMPLOYMENT SITUATION

1. Why do you think you have been unsuccessful in securing a job so far? What in your own views are the reasons why you are unemployed?

- There are not enough jobs
- There are jobs, but I do not have enough information about available jobs
- I do not know the right people (I am not connected to the right people)
- I do not possess the right skills
- I do not have an adequate level of education
- I am lacking experience
- I do not get called to interviews
- Jobs are reserved for comrades only
- The system is corrupt

Other reasons.....

2. How have you been supporting yourself without paid employment?

- Support from family/parents
- Support from a boyfriend/lover
- Government support
-

Church/charitable support



Community support

**APPENDIX 2: INTERVIEW GUIDE**

THE IMPLICATIONS OF YOUTH UNEMPLOYMENT FOR NATIONAL SECURITY IN  
NAMIBIA IN THE 21<sup>ST</sup> CENTURY: THE CASE OF THE KHOMAS REGION, 28  
OCTOBER 2018

Details of Interviewee (Optional)

Name.....Target Group.....

Gender.....Area/locality.....

Date.....Time.....

1. What is unemployment and how does it affect you as an individual?

.....  
.....

2. In your experience, what do you think counts in order for young graduates to secure a job in the labour market? (Probe, Social networks, work experience, qualifications, socio-economic status)

.....  
.....

3. In what ways has your exclusion from employment affected you personally? (Probe, self image, depression, idleness, life satisfaction, financially, socially)

.....  
.....  
.....

4. Are you actively searching for a job (if not explore response) Tell me about your job seeking experiences thus far?

.....  
.....  
.....

5. Who else (if anyone) is affected by your situation of being unemployed? (Probe how others are affected)

.....  
.....

6. As an unemployed person/group describe the level of frustration or aggression that you feel toward the situation of being unemployed? (probe, Government, Church, Community, Society)

.....  
.....  
.....

7. What is your personal view about government policies in terms of job creation?

.....  
.....  
.....

8. How do you picture your future if you do not find a job?



.....  
.....  
.....

9. Would you participate in any peaceful demonstration just to make a point on unemployment to Government or private sector?

.....  
.....

10. Would you participate in any violent demonstration just to make a point on unemployment to Government or private sector?

.....  
.....

11. What are the consequences of many young people being unemployed on peace and security of Namibia in years to come?

.....  
.....  
.....

12. In your personal view, do you think the government has done enough to address the unemployment situation in the country? If not, what should government do to address this situation?

.....  
.....  
.....

13. Do you participate in politics in Namibia?

.....  
.....

14. Give your personal views on elections in Namibia?

.....  
.....

15. Give your personal views on the general wealth distribution in Namibia?

.....  
.....  
.....

Thank you for taking time to answer my questions, I hope your contribution to this study could help policy makers to identify grey areas currently experienced on the subject matter.

## APPENDIX 3: RESEARCH PERMISSION LETTER

### CENTRE FOR POSTGRADUATE STUDIES

University of Namibia, Private Bag 13301, Windhoek, Namibia  
140 Mandume Ndemufayo Avenue, Pioneers Park  
☎ +264 61 206 3275/4662; Fax +264 61 206 3290; URL: <http://www.unam.edu.na>



### RESEARCH PERMISSION LETTER

**Student Name:** Mr. S. Amakali

**Student number:** 9700137

**Programme:** Master of Arts in Security and Strategic Studies

**Approved research title:** Implications of Youth Unemployment for National Security

#### TO WHOM IT MAY CONCERN

I hereby confirm that the above mentioned student is registered at the University of Namibia for the programme indicated. The proposed study met all the requirements as stipulated in the University guidelines and has been approved by the relevant committees. Permission is hereby granted to carry out the research as described in the approved proposal.

Best Regards

A handwritten signature in black ink, appearing to read "M. Hedimbi", is written over a horizontal dashed line.

**Name:** Prof. M. Hedimbi

**Director:** Centre for Postgraduate Studies

**Tel:** +264 61 2063275

**E-mail:** [directorpgs@unam.na](mailto:directorpgs@unam.na)

02 NOV 2018

**APPENDIX 4:**

**Photograph A:** Children of the Liberation Struggle (Brak water area) (Source: Namibia Sun 2017)

**Photograph B:** Youth Gangs (Kassie 202 at Greysblock Katutura) (Source: Facebook 2018)

**Photograph C:** Youth job seekers at Municipal job sites (Khomasdalen area)(Source: New Era 2017)

**A**



**B**



**C**

