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SWAKOPMUND YOUTH DEVELOPMENT POLICY

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COMPILED BY:



National Youth Council of Namibia
(NYC)



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I. FOREWORD BY HIS WORSHIP THE MAYOR OF SWAKOPMUND

The Swakopmund Municipality is proud to be the custodians of a Youth Development Policy. It is our belief that this Policy will refresh the hopes and aspirations of the young people of Swakopmund. We have taken into consideration the fact that this youthful population is facing various challenges in developmental aspects.

The Municipality acknowledges that youth are the most powerful agents of their own change and development, therefore this Policy is designed especially for them. The Municipality seeks to grant the Swakopmund youths a platform for growth, active participation in development programmes,

decision making, social & cultural wellbeing, education and skills training and leading healthy lifestyles. The Swakopmund Youths are hereby requested to take possession of this policy and actively make meaningful contribution to the development and growth of the town and Namibia at large. The Municipality, youth, community and other stakeholders have the responsibility to fulfil and make contributions that will see to the achievement of the goals of this Policy. The Municipality further pledges to ensure all stakeholders have the interest of youths at the centre of their operations.

It is only through uncompromised, proactive and aggressive contributions that this Policy will come to realisation and make a renowned impact on the development of the youth of Swakopmund and the alleviation of poverty.

Cllr. Nehemia Salomon

MAYOR OF SWAKOPMUND



STATEMENT BY NATIONAL YOUTH COUNCIL EXECUTIVE CHAIR

With the development of this policy, the Swakopmund municipality has shown considerable leadership and foresight in respect to the development of the youth under its jurisdiction.

Nowhere else in Namibia have we seen such bold and practical proposals. The collaboration between the National Youth Council, the Swakopmund municipality and MONASA has been groundbreaking, in terms of refining the research methods and the science of understanding millennials in Namibia as well as in a more profound and developmental sense.



The Swakopmund Youth Policy follows on the Swakopmund Youth Development Baseline report, this logical progression of from research to solution seeking, will be augmented by the development of an implementation guide. It has been my long held hope that the trendsetting work being done in Swakopmund will become a benchmark for government and other local and regional authorities to follow and that the “Swakop model” will be replicated at national level.

For youth development responses, policies and programs to be effective and impactful, they must reflect the actual realities of youth, gathered both from anecdotal and quantitative evidence. By doing so, we may very well encounter a number of disturbing trends in regards to youth development in Namibia, like the fact that drug abuse is more wide spread then we have known before, or that we seem to be losing track on the progress made in tackling STI’s and HIV/AIDS amongst young people. Young people are faced by a myriad of choices, obstacles as well as opportunities.

Making informed policy choices is an important step towards the real empowerment of our young people, ensuring that the decisions that are taken by policy makers are not only consented to by the youth but are grounded in their actual reality.

The NYC is very proud of the outcomes produced here in as they are legitimate, scientific and inclusive. They are in essence the product of the youth of Swakopmund themselves. It is my hope, that they will own them, drive their implementation and embrace their adoption as an opportunity to change lives.

Mandela Kapere

November 2015.

Swakopmund

III. ACKNOWLEDGEMENTS

We would like to express our sincere appreciation to the Project Steering Committee and representatives of Government, industry and youth organizations, civil society organizations, community organizations and all stakeholders for the support given and contributions made throughout the entire Policy formulation process.

We would like to thank the National Youth Council for the technical support rendered and also thank the youth organizations and stakeholders listed below.

- Circle of Hope
- Community Skills Development Foundation
- Datango Arts Craft
- Dolphins' rugby club
- Erongo Regional Youth Forum
- HANO Youth Organization
- Ministry of Gender
- Ministry of Health and Social Services
- Ministry of Trade and Industry
- Monasa Development Consultants
- Mondesa Green Ambassadors
- Namib Youth Choir
- Namibia Chamber of Commerce and Industry
- Namibia Statistics Agency
- National Youth Council of Namibia
- National Youth Service of Namibia
- New Life Youth Group
- Owato Youth Choir
- Pentecostal Youth
- Potter House Swakop Church
- Swapo Party Youth League
- St Boniface Anglican Church Youth
- Sunday Soccer League
- Swakop Striders Athletic club
- Swakopmund Junior Town Council
- Swakopmund Theatre Group
- Swakopmund Youth with a vision
- Uhili Necessity Wellness
- VGCO
- Wee- Kad Crew
- Y-Fem
- Young Women
- Youth Ablaze
- Youth Advisory Committee Swakopmund

A special vote of thanks is extended to the Swakopmund Municipality, the Mayor of Swakopmund, the Community Development Services Department especially it's Management comprising Mr. Mike lipinge and Mr. Vilho Kaulinge and the Project Liaison Office (PLO), Mrs. Sabina Kathena for ensuring the inception and finalization of this Policy.

IV. ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
BIG	Basic Income Grant
CBO	Community Based Organizations
HIV	Human Immuno Virus
MDG	Millennium Development Goals
MYNSSC	Ministry of Youth National Service Sport & Culture
NDP4	Namibia Development Plan 4
NGO	Non-Governmental Organizations
NYC	National Youth Council
NYP	National Youth Policy
NYS	National Youth Service
OECD	Organization for Economic Cooperation and Development
PPP	Private Public Partnerships
STIs	Sexually Transmitted Infections
SYDP	Swakopmund Youth Development Policy
UN	United Nations
UNESCO	United Nation Education, Science & Cultural Organization
WPAY	World Programme of Action for Youth

1. INTRODUCTION

The Swakopmund Youth Development Policy (SYDP) forms part of a National and Global trend where youth development policies are formulated to respond to the constantly changing conditions of young people. The effects of the youth population bulge are being experienced especially on the African continent. This is where the largest demographic segment of the population is youths aged 16 – 35. In Namibia the youth segment aged 16 – 35 constitutes the largest population segment in Namibia at 36% of the entire Namibian population.

The demands by young people for social, economic, civic and political participation is ever growing and Swakopmund youths are no exception to this factor. It is therefore critical that the issue of youth development is addressed by all key players in the society inclusive of Government, local authorities, private sector and civil society that will see the youth as not mere recipients but contributors in their own development path.

In the recent years youth development has emerged from a mere practise to a science requiring a systematic and pragmatic approach in effecting positive youth development in society. Therefore the formulation of the SYDP was preceded by a baseline survey on youth development in Swakopmund across key development indicators. The baseline indicators were premised on six (6) human and youth development pillars namely: (i) Poverty, (ii) Youth Economic Participation, (iii) Youth health and welfare; (iv) Youth Sports and Recreation; (v) Youth Education and Skills Development; and (vi) Youth Political and Civic participation. The baseline survey which has also been published as “A Baseline Study on Youth Development in Swakopmund” has formed a core component in the SYDP formulation process, the survey involved a sample of 234 youths and over 20 youth organizations based in Swakopmund.

Consultations undertaken in the policy formulation process also extended to stakeholders including; Swakopmund Town Council and Management; public, civil and private sector stakeholders also formed part of the consultative process.

The mapping of a policy vision, its goals and objectives as well as the policy values and principles have provided a firm policy context and foundation for the SYDP. The SYDP is cognizant of, and interrelates with, various pieces of legislation and policies in an integrated manner, these include; The Constitution of the Republic of Namibia, Vision 2030; The Fourth National Development Plan; National Youth Policy of Namibia; African Youth Charter; and The World Programme of Action for Youth. The existing institutional frameworks and their respective mandates towards youth development in Namibia have been surveyed such as the Ministry of Youth National Service Sport & Culture (MYNSSC); National Youth Council of Namibia and the National Youth Service.

The policy formulation methodology applied has resulted in feasible policy proposals guided by the following youth development pillars; Poverty; Youth Economic Participation; Youth health and welfare; Youth Sports and Recreation; Youth Education and Skills Development; and Youth Political and Civic participation. The resulting recommendations that will arise in the SYDP will see to the creation of implementation programmes and will also create a platform for youths to grow progressively while engaging actively in the development of Swakopmund and Namibia at large. This policy speaks directly to the youths of Swakopmund therefore it is hoped that they will take ownership of the policy and its implementation thereafter and actively participate and contribute to decision making.

It is envisaged that the youths shall engage fully and maximize opportunities presented before them

thereby turning into productive and responsible citizens. The policy proposals re-emphasize that youth development requires a cross-cutting multidimensional approach that involves numerous stakeholders' public, private and civil society sectors to work in cohesion with the Swakopmund Municipality in ensuring the realization and implementation of the SYDP.

An implementation framework based on sound monitoring and evaluation guidelines is annexed to this SYDP for the purposes of guiding the implementation of this policy as well as tracking outcomes and results in the implementation of the SYDP.

2. RATIONALE FOR THE SWAKOPMUND YOUTH DEVELOPMENT POLICY

The need to develop a comprehensive youth development policy to provide direction to youth focused interventions and catalyze youth development is a priority for the Swakopmund Municipality Community Development Services Department. Swakopmund Municipality Community Development Services Department with the technical support of the National Youth Council of Namibia has championed the formulation of the SYDP demonstrating the real commitment of these stakeholders to youth development in Swakopmund.

The SYDP is prepared for the Swakopmund youths with the purpose of filling in the existing youth development policy and practice gaps and thereby directly and indirectly addressing the challenges faced by the youths of Swakopmund. The policy will focus on the priority pillars identified in the Swakopmund Youth Development Baseline Report and provide policy proposals shifting from merely talking of youth development to action. The policy proposals re-emphasize that youth development requires a cross-cutting multidimensional approach. This involves numerous stakeholders' public, private and civil society sectors to work in cohesion with the Swakopmund Municipality in ensuring the realization and implementation of the SYDP. This policy will additionally see to the setting of realistic targets and goals and creation of support mechanisms.

3. POLICY FORMULATION PROCESS

3.1 POLICY MAKING PROCESS

The Swakopmund Youth Development Baseline study was conducted prior to the formulation of the Swakopmund Youth Development Policy. The baseline aimed at providing a clear status quo of youth development in Swakopmund. This would then guide and inform the well-targeted policy proposals that address the baseline challenges of youth in Swakopmund. The primary purpose of the baseline study was to source relevant, representative and primary data from the youth falling in the age group of 16-35 permanently living in the concerned area.

Several stakeholders were engaged from the onset of the baseline survey to the development of the policy in a concerted, comprehensive and inclusive effort. The key stakeholders comprised of public and private sectors, government institutions, line ministries, the NYC, community based organisations (CBOs), youth organisations, sports clubs, and communities.

3.2 TEAM COMPOSITION

The team of technical experts and support members in the formulation of the SYDP are listed in the table below.

NAME AND SURNAME	POSITION
Mr Jason Kasuto (BA; Econ Dev (Hons); MPA (Public Policy) PhD (Curr)	Team leader
Ms. Sonia Zeferino (BA; Management (Hons); MSc (Rural Sociology and Dev)	Senior Consultant
Ms. Nelly Ruth Nkhoma (BSc Population studies and Statistics (Hons)	Researcher
Mr. Mekondjo Erastus (BA Marketing)	Researcher
Mr. Tinotenda Mabwe (BA (English); MA (English)	Editor
Mr. Abed Erastus (Dipl. Marketing)	Layout & Design

4. POLICY CONTEXT

Youth development affects the economic growth, social cohesion and political and civic participation of the nation. The SYDP comes at a time when there is an urgent need to respond to the regional and global trends in youth development with regards to social cohesion, economic emancipation and the alleviation of poverty. The major challenge of unemployment, unequal distribution of resources and basic services requires the commitment and collaboration of forces from the government, private sector, non- governmental organizations, civil societies, communities, families and most importantly citizens.

4.1 POLICY VISION

The vision of the SYDP is as follows:

- Swakopmund youths who are self-sustainable by exploring and exhausting their full potential in social, economic, civic and political spheres of their lives.

4.2 POLICY GOAL

- The SYDP goal is to create an enabling environment for youth social, economic, civic and political empowerment and participation.

4.3. POLICY OBJECTIVES

4.3.1 GENERAL OBJECTIVE

- The general objective of the SYDP is to consolidate and promote youth initiatives and interventions that enhance the capabilities of young people to transform the economy and society.

4.3.2 SPECIFIC OBJECTIVES

- Incorporate and consolidate youth development in the mainstream of Swakopmund local authority

- as well as public, private, civic sector organisation policies, programmes and budgets.
- Strengthen the capacity of existing youth development platform, institutions and stakeholders so as to ensure coordination in the delivery of youth services.
- Create and grow a sense of patriotism, responsibility and ownership among the youths of Swakopmund.
- Support youth organisations and build their capacity to achieve their respective youth development agendas.
- Avail a platform to address developmental needs, active participation and service delivery.
- Enhance youth friendly social welfare and health services.
- Create an environment safe enough to allow a smooth transition from childhood to mature adulthood, exhausting the potential, talents and abilities of the youth thus resulting into productive and responsible youths.

4.4 DESIRED OUTCOME

- The desired outcome is to realise youths that are empowered and living to the best of their abilities, assuming their roles and responsibilities, taking action and making a substantial contribution to the social, economic and political growth of Swakopmund and Namibia at large.

4.5 VALUES AND PRINCIPLES

- ***Holistic and Integrated***

Youth Development is a priority focus area for all government agencies, NGOs, development agencies & institutions therefore all programmes, policies, initiatives and interventions should reflect an integrated, cross- sectional and holistic approach.

- ***Non - Discrimination***

This policy is non – discriminatory and is based on equal treatment and granting of opportunities as per the fundamental human rights.

- ***Diversity***

Diverse culture, religions and languages have been acknowledged and the role they play in youth development recognized.

- ***Stakeholder Responsiveness***

Stakeholders are to respond and interact with youths and youth organizations and act in the best interest of young people and youth development. The youths must be empowered through interventions that raise their confidence to actively contribute to their development.

- ***Sustainability***

While meeting the current needs of the youths, compromise must not be made on the future needs. This policy is linked to other existing policies, strategies, plans and goals at regional and national level so as to ensure long term sustainability.

- ***Participation and Inclusion***

Young people should take responsibility and be the active participants in their social, economic, civic and political development as opposed to being passive recipients of services. Responsibility also lies in the hands of stakeholders to create and strengthen support systems for the youths and youth organizations alike.

- ***Transparency and Accountability***

Institutions and organizations involved with youth development and implementation of youth development programmes should operate in a transparent and accountable manner and be accessible to all.

5. POLICY, LEGISLATIVE AND INSTITUTIONAL FRAMEWORKS GOVERNING YOUTH DEVELOPMENT IN NAMIBIA

The Swakopmund Youth Policy (SYP) forms part of a broader policy, legislative and institutional context which informs the formation of the policy. The policy is cognizant of, and interrelates with, various pieces of legislation and policies in an integrated manner. The most pertinent of these are discussed below.

The Constitution of the Republic of Namibia entrenches various principles and fundamental rights and freedoms that shall be respected and upheld by the Executive, Legislature and Judiciary and all organs of the Government and its agencies and, where applicable to them, by all natural and legal persons in Namibia.

These fundamental rights and freedom include: (i) Protection of Life - the right to life shall be respected and protected (ii) Protection of Liberty - no persons shall be deprived of personal liberty except according to procedures established by law (iii) Respect for Human Dignity; (iv) Slavery and Forced Labour - no persons shall be held in slavery or servitude and or be required to perform forced labour; (v) Equality and Freedom from Discrimination; (vi) No person shall be subject to arbitrary and unfair arrest and detention; (vii) The right to Fair Trial; (viii) The right to Privacy; (ix) Family - the family is the natural and fundamental group unit of society and is entitled to protection by society and the State; (x) Children - under the age of 16 years children have the right to be cared for by their parents, not to be exploited and placed under certain labour codes and industries; (xi) Property - all persons shall have the right in any part of Namibia to acquire, own and dispose of any form of movable and immovable property; (xii) Political Activity - all citizens shall have the right to participate in peaceful political activity intended to influence the composition and policies of the Government [in addition] every citizen who has reached the age of eighteen (18) years shall have the right to vote and who has reached the age of twenty-one (21) years to be elected to public office, unless otherwise provided in the Constitution; (xiii) Culture - every person shall be entitled to enjoy, practice, profess, maintain and promote any culture, language, tradition or religion subject to the terms and the rights enshrined in the Constitution; (xiv) Education - all persons shall have the right to education.

The Constitution is further underpinned by comprehensive set of fundamental freedoms for all citizens of the Republic of Namibia. Therefore the Constitution lays the foundation for youth development and, through the fundamental rights and freedoms enshrines the rights of people (including the youth) and affirms the values of human dignity, equality and freedom. The Constitution provides an enabling environment for the youth of Namibia to be the custodians and champions of their own development.

Vision 2030 represents Namibia's long term development planning vision. Although Vision 2030 is not specifically youth centred, the areas of focus are pertinent to youth development and closely linked to the realization of the full potential of all citizens in a safe and decent living environment. Vision 2030 speaks of the Nation's prosperity by the year 2030. The following extracts from Vision 2030 speak to

what prosperity for all Namibians should be by the year 2030:

- The existence of the condition that eliminates duality in the economy and ensures equity in the pattern of economic growth.
- All Namibians who are able and willing to have access to productive resources. There is equality and income to the production of all goods. Namibians are empowered and the playing field is levelled, unhindered by race, colour, gender, age, ethnicity and religion.
- A multi-racial community of people living and working together in harmony
- Develop a diversified, competent and highly productive human resources and institutions, fully utilizing human potential and achieving efficient and effective delivery of customer focused services which are competitive not only nationally, but also regionally and internationally.

Conclusively, Vision 2030 aspires to see a prosperous and industrialized Namibia, developed by her human resources, enjoying peace, harmony and political stability. Namibia Vision 2030 looks into issues pertaining to inequalities & social welfare, peace & political stability, human resources, institutional & capacity building, macro- economic issues, population, health and development, natural resources & environment, knowledge, information and technology and factors of the external environment.

The Namibia Development Plan 4 (NDP4) for the period 2012/13 to 2016/17 is preceded by the following forward from the former President of the Republic of Namibia Hifikepunye Pohamba; “Let our actions be guided by the knowledge that our people, especially the unemployed youths, are counting on us to help them realise their dreams. We cannot and may not let them down”. NDP4 is a 5 year policy plan and tool geared towards the realisation of Namibia’s Vision 2030. The NDP4 seeks to put in place basic economic development enablers thereby creating a conducive environment, to improve education and skills management and establish a quality health system.

These enablers will assist in addressing extreme poverty and will upstage the public infrastructure needed for Namibian industries to perform at the required output if Vision 2030 is to be achieved. The NDP4 acknowledges that in as much as there have been significant improvements in the education system much still needs to be done to ensure performance is up to maximum capacity. NDP4 clearly articulates that “although all the interventions in the NDP4 are aimed at creating sustainable job opportunities, many of our citizens – particularly the unskilled youths – need job opportunities urgently: they cannot wait for the expected, more dynamic economy to provide sustainable employment in the medium to long run. For this reason, short-term job opportunities have been prioritized in the NDP4”.

As indicated in the National Youth Policy of Namibia (NYP), 2004, the goals of the NYP are (i) Empowering the youth; (ii) Fostering proper upbringing of young men and women to become responsible citizens and; (iii) Enable young men and women to initiate actions which promote their own development and that of their communities and the broader society.

The NYP strategic areas include education and training, youths, health, agriculture, environment and land, arts and culture, employment creation, rural development and economic participation.

The NYP acknowledges the duty of the youths, the state, parents & society and the role of the private sector in the realization of the goals of the policy. The youths have a duty to make active and positive contributions to the development of society. The state shall ensure that the young people of Namibia enjoy state rights, provide necessary resources and a framework for young people to fulfil their obligations.

The NYP also encourages the private sector to be proactive and contribute to development in education, training, entrepreneurship, employment creation, provision of information and transfer of technology and skills.

Local Authority Act, 1992 provides a Town Council through the powers of its Mayor to (i) initiate and formulate planning and development policies; (ii) initiate promotion for the creation of employment in its local authority area; and (iii) closely monitor the implementation of the policies contemplated in subparagraph (i).

The International Policy Frameworks that inform the SYP are discussed below:

The African Youth Charter calls on all member states to have in place a comprehensive National Youth Policy for the growth and development of the youth. All states are to recognize rights of all youths regardless of disabilities, marginalization, race, ethnicity, religion or gender. The youth are also placed with the responsibility to be custodians of their own development, protect family life and cohesion, participate in voting, governance and decision making, prevent violence and promote peace and advocate for youth development programs. The youths are to maintain honest work ethics, defend democracy, be patriotic towards unity and cohesion of Africa, promote, preserve and respect African traditions and cultural heritage and pass on this legacy to future generations.

World Programme of Action for Youth to the Year 2000 and Beyond: In 1995, on the tenth anniversary of International Youth Year, the United Nations strengthened its commitment to young people by directing the international community's response to the challenges to youths into the next millennium. It did this by adopting an international strategy—the World Programme of Action for Youth to the Year 2000 and beyond. The World Programme of Action for Youth (WPAY) provides a policy framework and practical guidelines for national action and international support to improve the situation of young people. It contains proposals for action, aiming at fostering conditions and mechanisms to promote improved well-being and livelihoods among young people.

The WPAY focuses in particular on measures to strengthen national capacities in the field of youth and to increase the quality and quantity of opportunities available to young people for full, effective and constructive participation in society. In its original form, the World Programme of Action for Youth outlined 10 priority areas to be addressed; however, at the ten-year review of the implementation of the World Programme of Action for Youth, Member States agreed to the addition of five additional issue areas. These were expanded upon in a Supplement, which was adopted in 2007.

Together these 15 issue areas and their related plans of action are what is understood to comprise the World Programme of Action for Youth, which guides policy and action in the area of youth development. The 15 issue areas along with their respective proposals for action for youth development contained in WPAY have been placed into consideration in the formulation of the SYP these include:

- Education
- Employment
- Hunger and poverty
- Health
- Environment
- Drug abuse
- Juvenile delinquency
- Leisure-time activities
- Girls and young women

- Full and effective participation of youth in the life of society and in decision-making
- Globalization
- Information and communications technology
- HIV/AIDS
- Armed conflict
- Intergenerational issues

The institutional context that informs the SYP is discussed below

The Ministry of Youth National Service Sport & Culture (MYNSSC) has been mandated to develop and empower the youths and promote sports. The Strategic Objective of the Directorate of Youth in the MYNSSC is to empower the youths through capacity building to become productive and self-reliant citizens.

The Directorate's function includes amongst others; (i) to review policy on youth enterprise promotion program; (ii) to formulate and implement youth employment policy; (iii) to establish local schools, community and industry partnerships; (iv) to develop and manage a youth database system.

The National Youth Council in Namibia (NYC) was established and constituted in 1994 as an autonomous umbrella body representing the needs, demands and aspirations of the youth in Namibia. In 2009 the status of the NYC elevated and established as juristic person by an Act of Parliament through the National Youth Council Act of 2009.

The mandate of the NYC includes but not limited to:

1. foster among the Namibian youths a spirit of national identity, a sense of patriotism, unity, self-respect, and in depth awareness of social, economic, political, educational and cultural prospects and adversities;
2. encourage literacy and artistic activities among the youths;
3. mobilize funds both locally and internationally for the cause of youth development;
4. initiate youth development projects, programmes and activities with the aim of encouraging the active participation of the youths in the process of their own empowerment;
5. facilitate, implement, monitor and evaluate youth development programmes;
6. liaise with and advise the Minister on youth matters.

The National Youth Service (NYS) is established by the National Youth Service Act, Act No. 6 of 2005. The NYS mission is to deliver relevant national services and offer recognized skills training and personal development programmes to the youth through attaining the requisite institutional capacity while engaging in income generating ventures.

The NYS commenced with practical civic training and voluntary service at inception in 1999, while implementation of skills training phase commenced with the establishment and furnishing of training workshops and recruitment of training officers at Rietfontein training centre in 2008.

Due to limited facilities at Rietfontein, a new training centre was opened at Ondangwa in Oshana region in 2010, mainly catering for Civic Training and hosting temporary three trades for Skills Training. To date, the NYS has a total of 3 training centres at Rietfontein, Ondangwa and Henties Bay.

6. DEFINING AND PROFILING YOUTH IN SWAKOPMUND: SITUATION ANALYSIS

The Namibian population is primarily made up of the youth who comprise 36% of the entire population. According to the Namibia National Youth Policy, youths are defined as young people in the age group 16 – 30.

However various authorities on youth in Namibia inclusive of the Namibia Labour Force Survey (NLFS) (2013) categorize youth as young people in the age bracket of 15 – 34 as this is the most economically active group. The National Youth Council Act no. 3 of 2009 defines youths as young people aged between 16 and 35. Important to note is that the Constitution of the Republic of Namibia classifies children as the age group below 16.

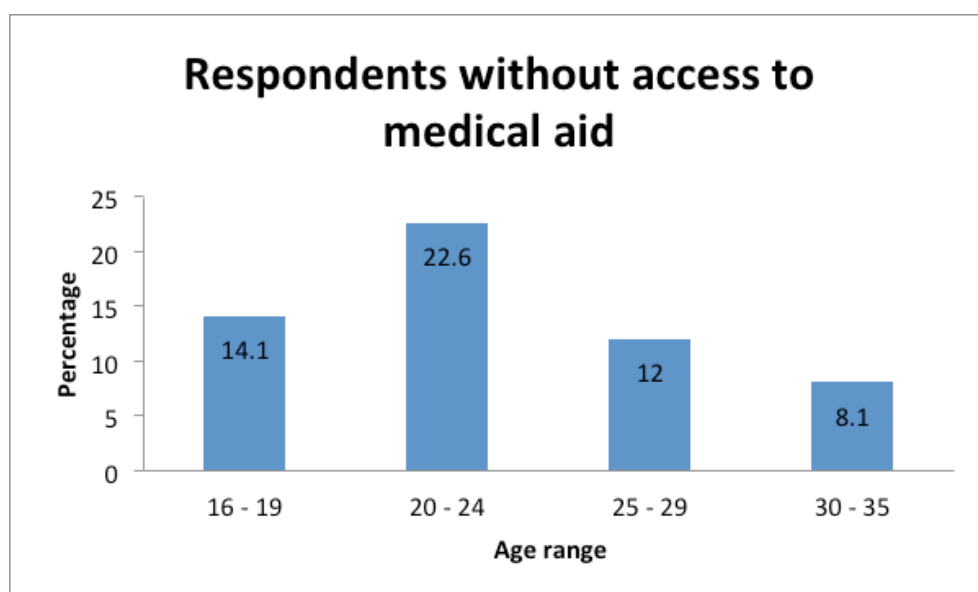
In light of the above considerations, youth will be defined as a Namibian person between the ages 16 – 35. The profiling of youths in Swakopmund provides an accurate situation analysis of youth development amongst youths in Swakopmund across various youth development areas. These are unpacked below as summarised from a baseline study conducted on youth development in Swakopmund.

Pillar 1: Poverty

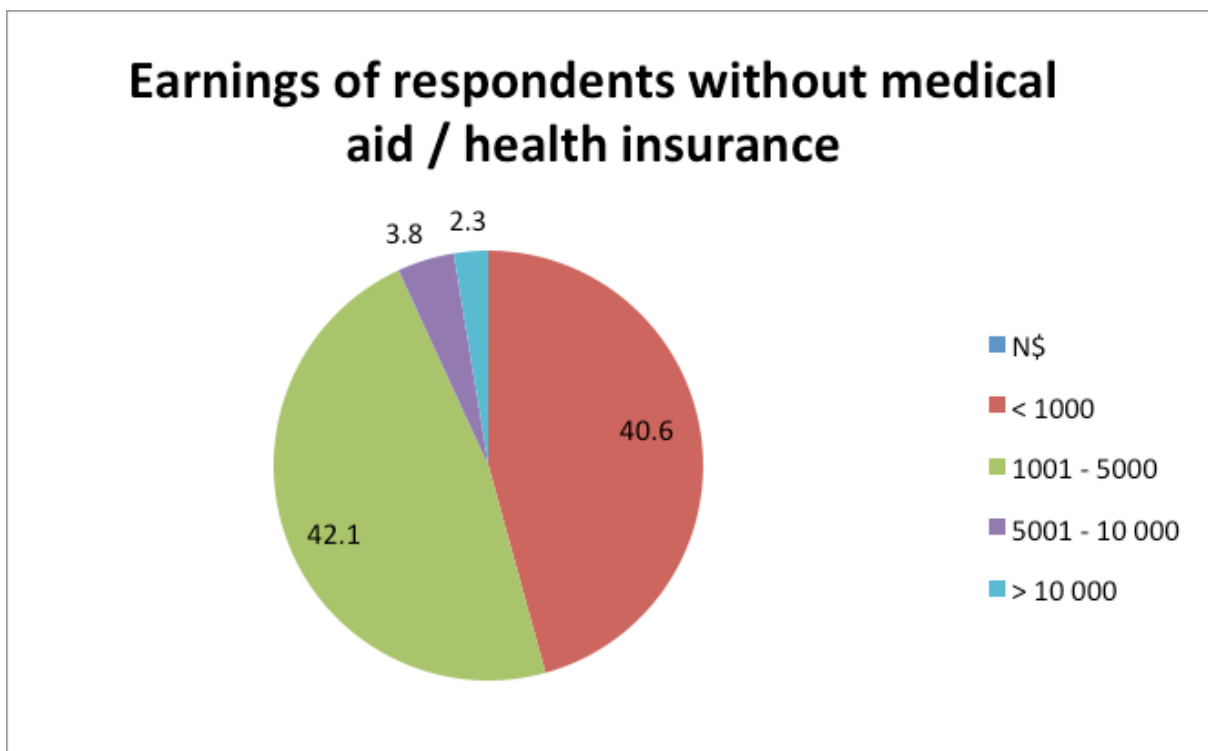
29.1% of the respondents of the baseline study indicated that they have less than N\$ 1, 000 average household income per month and 33.8% earn an average household income between N\$ 1, 001 and N\$ 5, 000.



56.8% of the respondents do not have access to medical aid or health insurance. Of these, 14.1% are in the age range 16 – 19, 22.6% in the age range 20 – 24, 12.0% in the age range 25 – 29 and 8.1% in the age range 30 – 34.



In a similar manner of the respondents that do not have access to medical aid or health insurance, 40.6% earn less than N\$ 1, 000, 42.1% earn between N\$ 1, 001 and N\$ 5, 000, 3.8% earn between N\$ 5, 001 and N\$ 10, 000 and only 2.3% earn more than N\$ 10, 000.



While respondents in suburbs like Ocean View, Kramersdorf, Mile 4, Rossmund and Vogelstrand do not have any difficulties accessing medical care facilities, 42% of the respondents in DRC, 30% of respondents in Mondesa and 29% of respondents in Tamariskia have difficulties accessing medical care facilities. The reasons why access to medical care facilities is difficult include; long distance to health facilities; poor service provision and in some extreme cases no service at all at health facilities; costs of access and use of medical care facilities including lack of medical aid; long and slow queues at health facilities; refusal of comprehensive health care and negative attitude of health workers.

42% of the respondents in DRC, 30% of respondents in Mondesa and 29% of respondents in Tamariskia have difficulties accessing medical care facilities.

60.7% of the respondents live in conventional brick houses and 27.8% stated that they live in informal settlements/ structures. In the informal settlement DRC, only 2.8% of the respondents stated that they live in a conventional brick house and 73.1% of the respondents from DRC live in informal structures.

60.7% of all respondents live in conventional brick houses

27.8% of all respondents live in informal structures

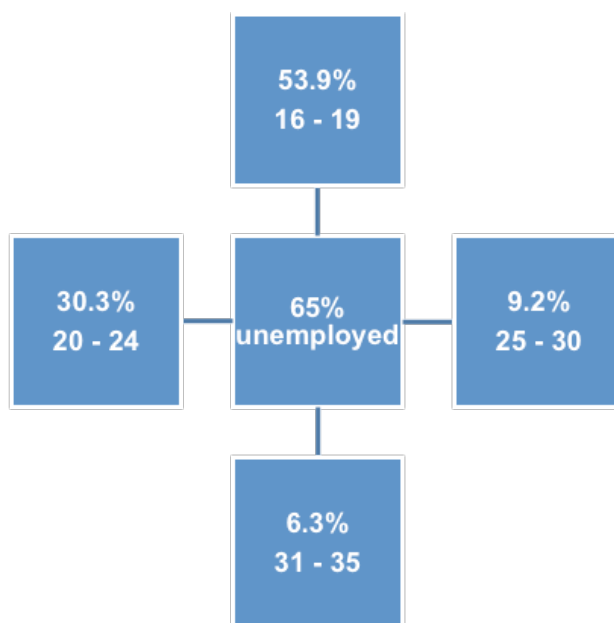


In DRC settlement, 73.1% of all respondents live in informal structures

On average, only 10.7% of the respondents do not have access to one or more of the basic municipal services. All suburbs are well connected to the water services, sewerage lines, electricity grid and waste collection with an exception of the informal settlement DRC where electricity and sewerage facilities are scarce. Of the respondents that do not have access to electricity, 66.7% reside in DRC and of the respondents that do not have access to sewerage facilities, 51.4% reside in DRC.

Pillar 2: Youth Economic Participation

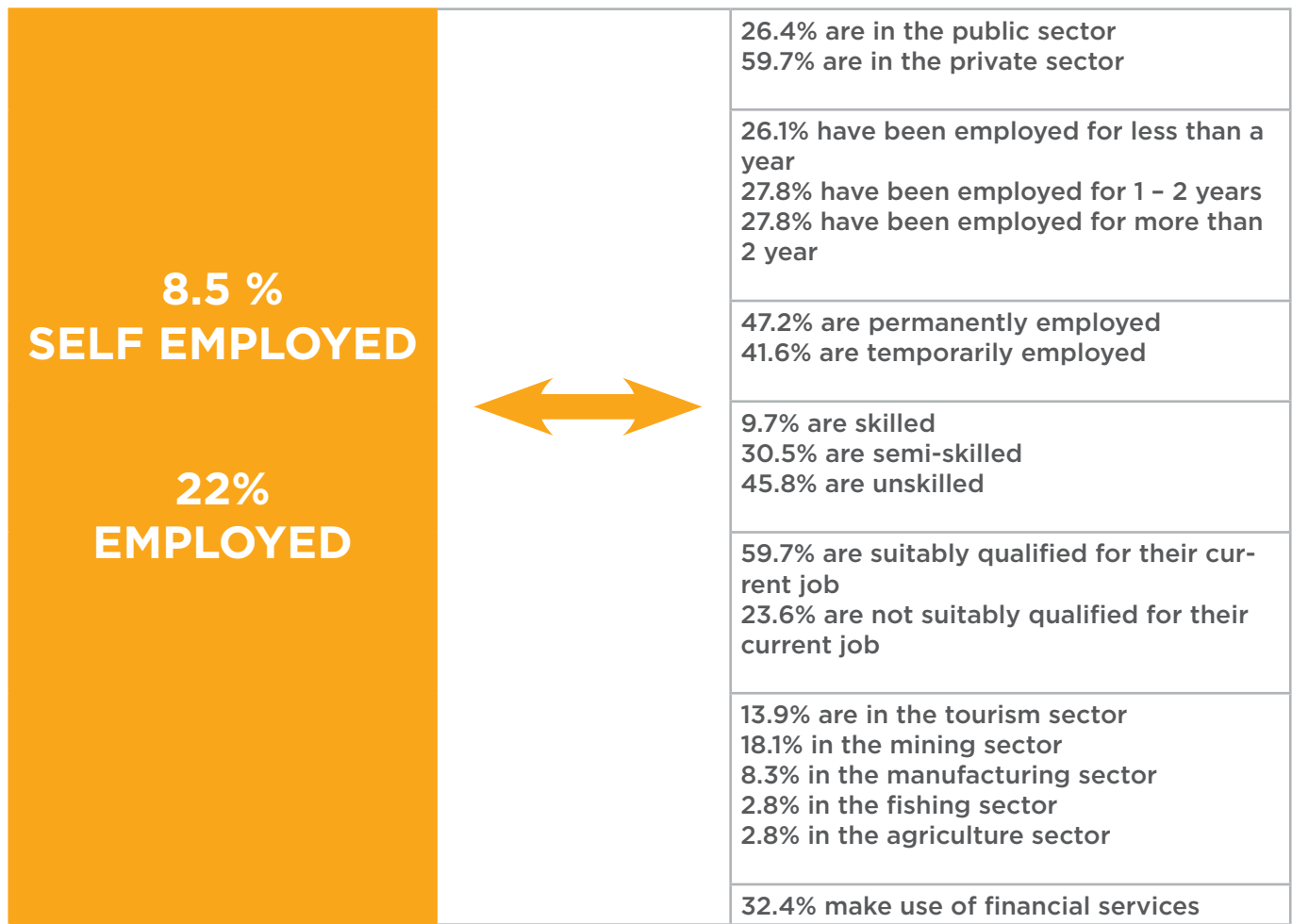
The baseline study showed that 65.0% of the respondents were unemployed, 8.5% were self-employed and 22.2% employed. Of the unemployed respondents, 53.9% were aged between 16 & 19, 30.3% were aged between 20 & 24, 9.2% were aged between 25 & 30 and 6.3% were aged between 31 & 35. Additionally, of the unemployed respondents, 30.3% had attained some form of tertiary education. Of the self-employed respondents, 45% were in the informal sector whereas 25% were in the formal sector.



Of the self-employed and employed respondents:

- 26.4% are in the public sector and 59.7% in the private sector;
- 26.1% have been employed for less than a year, 27.8% for 1 – 2 years and 27.8% for more than 2 years;
- 47.2% are permanently employed and 41.6% are temporarily employed;
- 9.7% are unskilled, 30.5% are semi-skilled and 45.8% are skilled for their current job
- 59.7% are suitably qualified for their current job and 23.6% are not
- 13.9% are absorbed in the tourism sector, 18.1% in mining, 8.3% in manufacturing, 2.8% in fishing and 2.8% in agriculture.

Only 9.8% of the respondents have membership with trade unions and only 32.4% make use of financial services such as bank accounts, loans, youth credit schemes, credit youth business and insurance services



Pillar 3: Youth Health and Welfare

Of the 65% of respondents that know of welfare services, 3.2% had primary education, 58.5% had secondary education, 33.5% had tertiary education and 3.2% had no education at all. In the same vein, 45.3% were in the age range 16 - 19, 26.9% in the age range 20 - 24, 1.3% in the age range 25 - 30 and 12.5% in the age range 31 - 35.

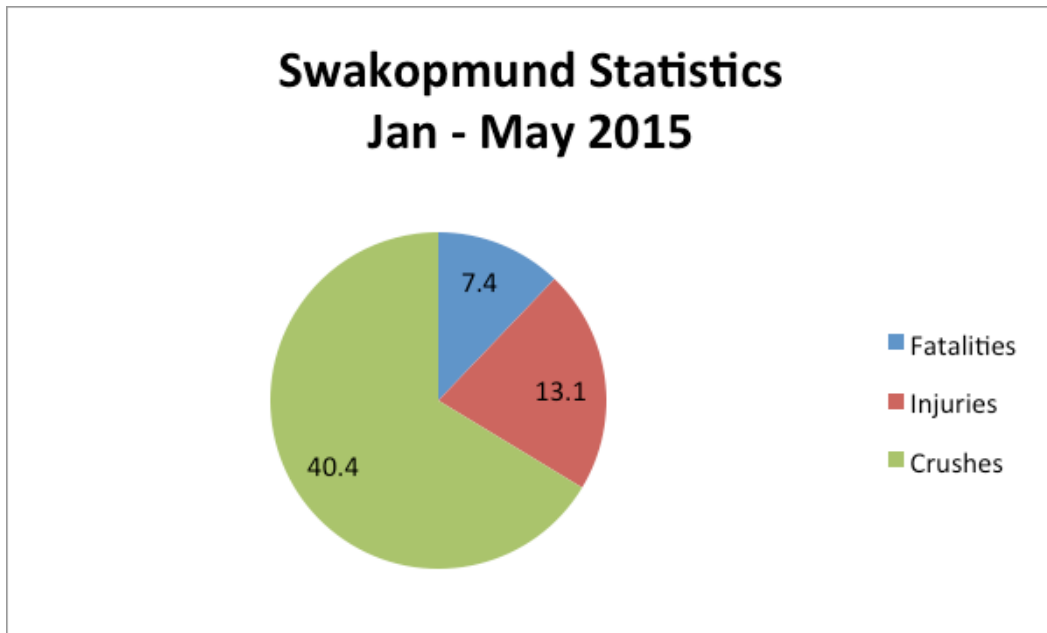
65% of all respondents were aware of health and welfare services							
Education status				Age range			
Primary	Secondary	Tertiary	None	16 - 19	20 - 24	25 - 29	30 - 35
3.2	58.5	33.5	3.2	45.3	26.9	1.3	12.5

12% of the respondents find it difficult to access welfare services. The difficulties in accessing welfare services that were stated include; long distances to welfare services; cost of the services; corruption in use/ access of welfare services; a limited number of services available; slow service provision by the police, fire fighters and health personnel and respondents do not even know where to find welfare services.

46.4% of the respondents in Mondesa, 21.4% in Tamariskia and 17.9% in DRC find it difficult to access welfare service whereas less than 10% of the respondents in the other suburbs have difficulties accessing welfare services

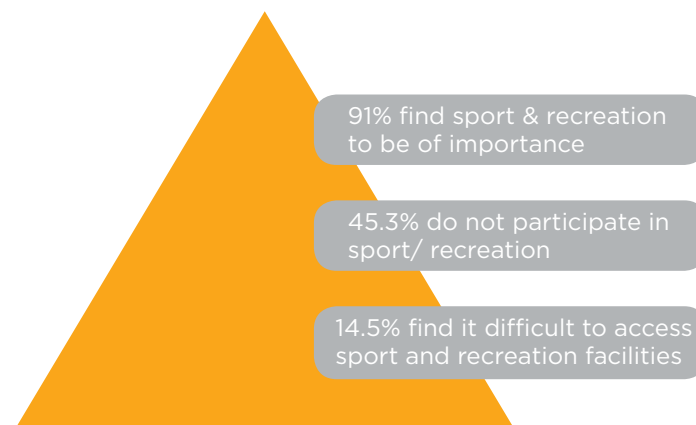
Mondesa has the highest percentage (46.4%)
of respondents finding it hard to access

The Motor Vehicle Accident Fund statistics show that in 2014, The Erongo region accounted for 12% crashes, 12% injuries and 10% fatalities. Between January and May 2015, the Erongo region recorded 12% crashes, 11% injuries and 9% fatalities. It is important to note that in 2014, Swakopmund accounted for 20% crashes, 19.3% injuries and 15.9% fatalities region. Between January and May 2015, Swakopmund accounted for 40.4% crashes, 13.1% injuries and 7.4% fatalities for the region.



Pillar 4: Youth Sport and Recreation

In as much as 91% of the respondents across all suburbs found sport to be of importance, 45.3% are not participating in any sport activity and 14.5% said it was difficult to access sport and recreation facilities with reasons such as the lack of public parks, sports facilities and recreation facilities; absence of a sport convener organizer/ coordinator catering for such activities in the town; the cost of accessing the few available facilities; absence of an information centre on - recreation and sport activities. It should be noted that the main challenge remains in facilities maintenance and the availability of sufficient equipment to use.



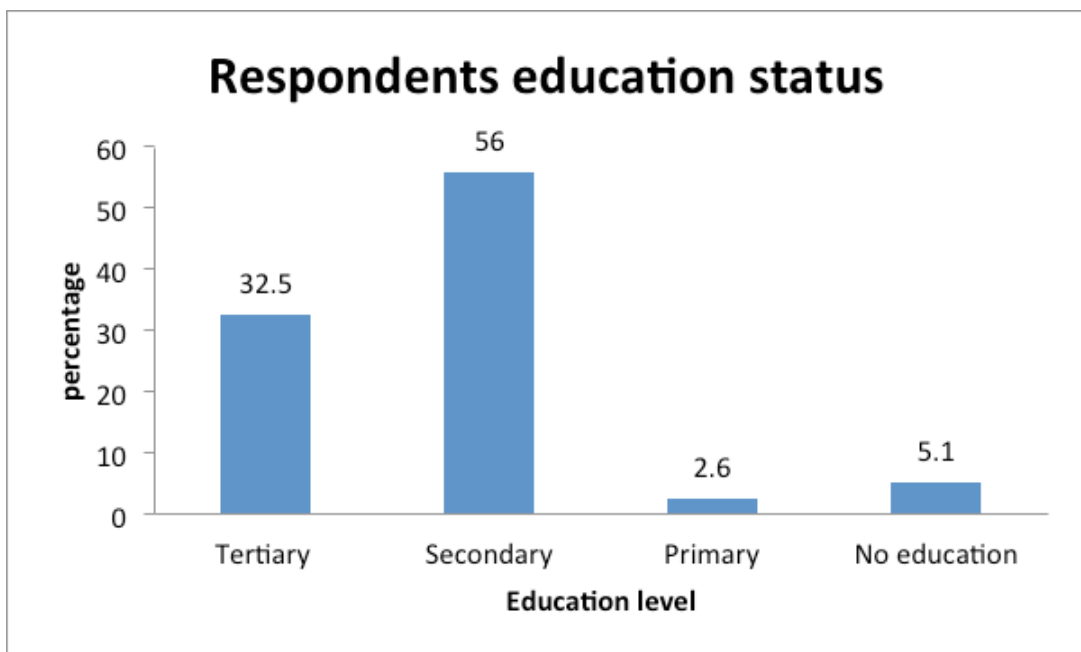
Pillar 5: Youth Education and Skills Development

Swakopmund has a total of 7 primary schools and 8 secondary schools. 2 of the secondary schools are privately owned schools where as 6 are public schools. In 2015, 3378 learners were enrolled in both private and public secondary schools with a total number of 247 teachers; 183 teaching at state owned schools and 64 at the private schools. The ratio of secondary school learners to teachers in Swakopmund stands at 15 learners to 1 teacher.

The Erongo region has a total of 10 Namibia Qualifications Authority accredited Tertiary and vocational training institutions and 6 of these are in Swakopmund. In addition to these, the National Youth Service of Namibia offers a free three phase (phase 1 - Civic Training, phase 2 - National Voluntary Service & phase 3 - Skills training) training programme to the recruited youth in various skills. In Swakopmund, the famous arts and craft centre is the Community Skills Development Foundation where arts and craft training are conducted. Cultural programmes are implemented in drama, dance and annual cultural festivals in schools.

15: 1	Learner:Teacher ratio
7 Primary Schools, 8 Secondary Schools & 6 Tertiary Institutions	
COSDEF (Arts & Craft)	
Swakopmund Museum	

32.5% of all respondents had tertiary education. 56.0% had secondary education, 2.6% had primary education and 5.1% had no education at all.



19.2% found access to education facilities as difficult and 10.3% stated that education institutions are inaccessible. The reasons that made access to education facilities difficult include; lack of information about available institutions; nepotism/ favoritism in the selection process; limited number of space available at institutions and lack of financial resources. 17.5% found it difficult to access vocational institutions and 23.1% stated that vocational institutions are inaccessible. The reasons for difficulty in accessing vocational institutions include; lack of financial resources; distance from home; biased selection; very high entry requirements and limited annual intake.

Facility	Difficult	Inaccessible
Education/ training	19.2	10.3
Vocational institutions	17.5	23.1

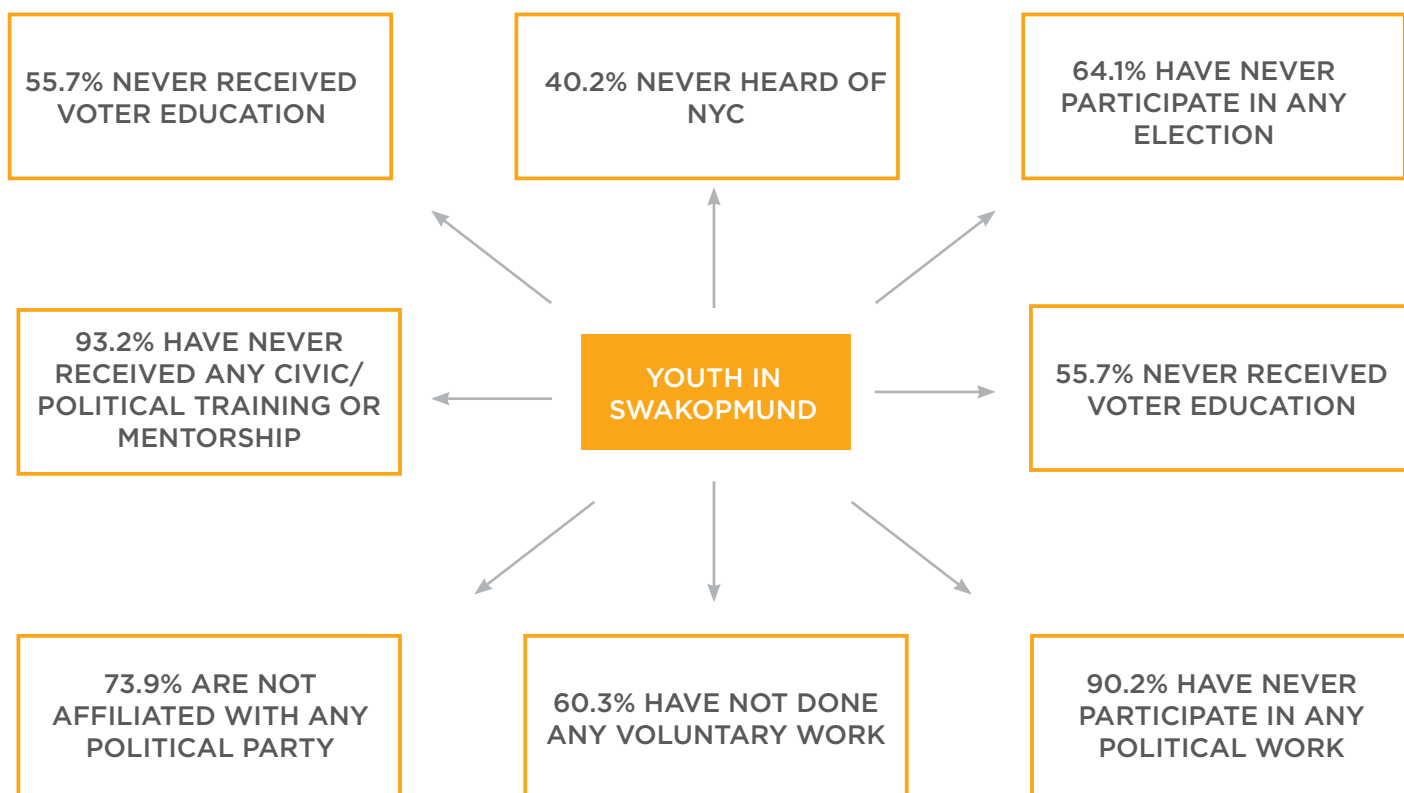
58.1% of the respondents had never received any skills training and only 8.1% dropped out of an educational institution because they fell pregnant, became orphans, failed grade ten or could not afford to go to school anymore

8.1% dropped out

Pillar 6: Youth Political and Civic Participation

40.2% of the respondents have never heard of the umbrella youth organisation the NYC while 57.7% have never received voter education. Of these, 55.6% were in the age range 16 - 19, 25.9% in the age range 20 - 24, 11.1% in the age range 25- 30 and 7.4% in the age range 31 - 35.

64.1% of the respondents never participated in any election. Of these, 58.7% were in the age range 16 - 19, 30% in the age range 20 - 24, 6.7% in the age range 25- 30 and 4.7% in the age range 31 - 35. 91.5% of the respondents were not involved in National, Regional or Local Public Policy formulation. 90.2% were not involved in National, Regional or Local Political work. 93.2% never received Civic or Political training or mentorship. 73.9% were not affiliated with any political party and 60.3% did not do any voluntary work. 27.4% of the respondents stated that they do not communicate with local authorities.



7. POLICY PROPOSALS

The Swakopmund Youth Development Policy is responsive to findings of the baseline study, while integrating input from the extensive consultations with Swakopmund youths, stakeholders and the Swakopmund Municipality as well as extensively surveying existing national, continental and international policy, legislative, institutional frameworks and literature on youth development. While the policy benefits are both short and long term, this policy spells out the fundamental principles to be pursued in achieving particular youth development targets.

These policy proposals articulate the needs of the youths of Swakopmund and are blended with a regional and global approach to youth issues. They foster strong relationships and partnerships between and among the youths and various stakeholders. In as much the aspirations of the youths have been addressed, the policy is holistic, inclusive and integrates key national documents.

Pillar 1: Poverty

Policy Proposals

The definition of poverty outlined in the Swakopmund Youth Development Baseline study embraces that poverty is indeed a multidimensional concept moreover when demarcating it to a population segment of youths in the Namibian context. Within this context due consideration should be given to the income disparities between the 16 – 24 year age group versus 24+ age group as employment rates increase by age within the Namibian context.

For the purposes of the baseline study a delineation of those living in absolute poverty, determined by the number of households unable to afford basic goods and services was analysed.

Poverty in the baseline study was measured by the following indicators;

- average household monthly income
- access to medical aid or health cover
- access to medical care facilities
- type of housing
- access to basic municipal services

Interventions

The Swakopmund Municipality as the local authority being the closest arm of the Government of the Republic of Namibia to the youths of Swakopmund should recognise that the interventions to fight poverty should be multifaceted. The Government of the Republic of Namibia has made a strong commitment to the fight against poverty and the eventual eradication of poverty, in placing action to this mission a Ministry of Poverty Eradication has been established. The Swakopmund Municipality should take a proactive step in establishing inter-coordinated partnerships with private, public and civil society sectors to address the challenge of poverty amongst Swakopmund Youth.

The following proposed policy interventions should include a number of stakeholders amongst others: the Erongo Regional Council, Ministry of Poverty Eradication; Ministry of Labour Ministry of Labour, Industrial Relations and Job Creation; Ministry of Health and Social Services; Ministry of Education and it's Regional Directorates; Youth Organisations; the National Youth Council of Namibia; the National Youth Service of Namibia and the National Chamber of Commerce and Industry.

Only through concerted efforts and buy in from the wide range of stakeholders can the following proposed interventions in the fight against poverty amongst Swakopmund youth become a reality. The interventions include:

a) Access to basic municipal services to all residents of Swakopmund should be placed as a high priority for the Municipality. In scenarios where the Municipality experiences budget or technical capacity constraints in rolling out municipal services to all residents of Swakopmund, the option of public private partnerships should be pursued. The proposed PPPs should always be based on a win-win scenario between the private sector and the Municipality.

b) The Swakopmund Municipality should place specific focus on the provision of decent affordable housing for “first time buyers” the majority of which are the youths. The latest median house price for Swakopmund stands at N\$735,000. This places the affordability of a decent shelter for young people at a great constraint. Land within the Municipal boundaries should be demarcated targeting the provision of affordable housing to young people. Smart partnerships between the Municipality and a number of the above listed stakeholders should be established to ensure the delivery of affordable decent housing to the youths of Swakopmund.

c) The Swakopmund Municipality should provide the necessary support and coordination of stakeholders within Swakopmund in advancing the recommendations of the October 26, 2015 National Conference on Wealth Redistribution and Poverty Eradication.

Pillar 2: Youth Economic Participation

Policy Proposals

The Namibia Labour Force Survey, 2014 (NLFS) defines Economic Participation as all persons or individuals within the economically active population or working age group who have worked for at least one hour over the reference period for pay (remuneration), profit or family gain and referred to the employment rate as the proportion of the working age population that is employed.

As stated in the section 6 of this Policy Document, according to the Swakopmund Youth Development Baseline Study, 65.0% of the respondents were unemployed, 8.5% were self-employed and 22.2% employed. Of the unemployed respondents, 53.9% were aged between 16 & 19, 30.3% were aged between 20 & 24, 9.2% were aged between 25 & 30 and 6.3% were aged between 31 & 35. This clearly depicts that employment rates are influenced by age bracket i.e. the unemployment rate decreases as the age bracket increases. The statistics also indicated that amongst the employed youths in Swakopmund 26.4% are in the public sector and 59.7% in the private sector. Of the self-employed respondents, 45% were in the informal sector whereas 25% were in the formal sector.

Youth Economic Participation in the baseline study was measured by the following indicators:

- Employment Status
- Sector of employment and cluster of employment
- Length of employment
- Nature of employment contract
- Level of skill
- Use of financial services

- Membership with trade unions

Interventions

a) The Swakopmund Municipality should be a leader in promoting the employment of youths. The Municipality's Human Resource policy should award preference to youths as part of the evaluation process for filling vacant posts. Working experience is often an impediment for young people to access decent employment, the Municipality should curtail this hindrance to the growth of youths which will in-turn translate to the socio-economic growth of Swakopmund, the Erongo Region and Namibia.

b) Lack of on the job training, exposure to adequate work opportunities, internships and volunteer opportunities remains a major challenge in youths gaining meaningful employment including self-employment (enterprise development). The Municipality should promote a policy intervention across all its departments to promote the adequate exposure to work opportunities, on-the-job training, and internship and volunteer opportunities for youths within the Municipality of Swakopmund.

c) The Municipality should develop and support all programmes that support young entrepreneurs. These programmes should focus on the following:

- enterprise education and training;
- business development, mentoring and incubation;
- funding and finance;
- access to markets and affordable well-located premises to conduct business.

Youth Enterprise Development should be integrated in the Swakopmund Municipality Procurement Policy, preference must be awarded to youth owned businesses in the evaluation of tenders and bids.

d) The Municipality should develop a database of Small and Medium Enterprises (SME) and youth owned businesses from which the municipality will select vendors for services to be provided to the Municipality, often done through the request for quotation (RFQ) process. Herein preference should be awarded to SME and youth owned business vendors. Vendors to be registered on the database must be in good standing with the Ministry of Finance; Ministry of Labour, Industrial Relations and Employment Creation and; The Social Security Commission of Namibia.

Pillar 3: Youth Health and Welfare

Policy Proposals

The World Health Organization defines health as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. While welfare services refer to services offered to enhance the well-being of individuals. These services include and are not limited to hospital services, rehabilitation services and protection services.

The Swakopmund Youth Development Baseline survey measured youth health and welfare on by the following indicators:

- Knowledge of health & welfare services
- Access to health & welfare services

- Type of health & welfare services used
- Road accident involvement
- Criminal offences

Mondesha has the highest percentage (46.4%) of respondents finding it difficult to access health and welfare services. The difficulties in accessing health and welfare services that were stated include; long distances to welfare services; cost of the services; corruption in use/ access of welfare services; unfriendly service provision by health and welfare personnel; a limited number of services available; slow service provision by the police, fire fighters and health personnel and some instances the respondents do not even know where to find welfare services.

Interventions

a) Accessibility to youth-targeted health and family planning services. The Municipality should in a coordinated effort along with key stakeholders such as the Ministry of Health and Social Services promote and advocate for the implementation of youth-friendly health services. Youth friendly health services are broad-based health and related services provided to young people to meet their individual needs in a manner and an environment that attract and sustain their interest in utilizing such services. Such services are needed if young people are to be adequately provided with, especially reproductive health care. Offering reproductive health services for young people requires specially trained providers in youth-friendly service provision, privacy and confidentiality, convenient locations and hours of operation, affordability, and availability of services at all times.

In order to improve access to health facilities and services by the youth, effective promotion campaigns designed with input from young people need to be formulated. Engaging parents and community leaders in programs to improve uptake of services by young people will address the accessibility concern and consequently reduce the shame, stigma, and embarrassment that some youth associate with being seen at health facilities

b) Reproductive health in youth and youth living with HIV/AIDS: Voluntary contraceptive services to prevent unwanted pregnancies are now accepted as an integral component reproductive health, and contraceptive services should be recognized as significantly contributing to HIV prevention efforts. Women who are HIV-infected remain vulnerable to unintended pregnancies, which contribute to the high incidence of mother-to-child transmission of HIV. Fear of disclosing their HIV status to partners and an inability to negotiate safe sex renders adolescent and young women at risk of having unwanted and/or unplanned pregnancies. Offering family planning services to young women who are sexually active provides an important new channel for combating HIV/AIDS among this vulnerable but underserved population. These services create an opportunity to counsel sexually active young women about a whole range of sexual risks, including unintended pregnancy and exposure to HIV and other Sexually Transmitted Diseases (STIs).

The Municipality should promote and support programmes that provide support to youths that have been affected by the epidemic, in especially orphans and vulnerable children. Furthermore, comprehensive school and community-based HIV prevention programs and access to contraceptive supplies and services need to be supported in order to help reduce HIV rates and improve risk behaviours among all people, including young people.

c) Youths living with physical disability. Youths with disabilities are amongst the most marginalized and poorest youths. According to UNESCO, 98% of children with disabilities in developing countries do not attend school and 99% of girls with disabilities are illiterate. By the time they enter adolescence, many

youths with disabilities run a high risk of being illiterate, leading to restricted opportunities for further education, employment, and income generation. Article 24 of the Convention on the Rights of Persons with Disabilities has provisions to ensure that persons with disabilities receive an education within the general education system that provides them with the necessary support to facilitate educational activities as well as life and social development skills, and allows them to develop their full potential. The awareness of disabilities is fundamental to improving this situation. The Swakopmund Municipality should develop, maintain and support programmes that help raise awareness and disseminate accurate information about people with disabilities that promote the following:

- curb misconceptions and stereotypes;
- design public use infrastructure to be accessible;
- provide equal opportunities for youth with disabilities to participate in all aspects of youth development.
- alcohol and drug abuse leading to crime, motor vehicle accidents and immoral behaviour:

A major challenge faced by Government and stakeholders is that of creating awareness on the dangers of alcohol, drugs and other substance related problems among young people, especially in schools. The Swakopmund Municipality through its Community Services department should initiate and promote programmes that raise awareness on the dangers of alcohol and drug abuse.

Pillar 4: Youth Sports and Recreation

Policy Proposals

The importance of sports and recreation targeting youths is well recognised by the Swakopmund Municipality. Sports and recreation is acknowledged by the Municipality as a catalyst for positive human development impacting both health and lifestyle choices. Sport and recreation benefits include some improvements in school retention, attitudes towards learning, social and cognitive skills, physical and mental health and wellbeing, increased social inclusion and cohesion, increased validation of and connection to culture, and crime reduction.

The Swakopmund Youth Development Baseline survey measured Youth Sports and recreation by the following indicators:

- Access to Sport facilities
- Participation in sport
- Most common sport activities in Swakopmund
- Annual sports events held in Swakopmund Interventions

Interventions

a) The Swakopmund Municipality should play an active role in supporting initiatives that promote sports and recreation. This includes promoting investment in public sports and recreation facilities. At local authority level the Municipality should actively engage the Ministry of Sport, Youth and National Service as well as other relevant stakeholders for the development of public sports and recreation facilities in especially the disadvantaged locales of Swakopmund Town.

- b) The Swakopmund Municipality will promote sports and recreation interventions which address:
- development of centers of excellence
 - coaching clinics to underprivileged communities
 - facilities management of existing and new infrastructure
 - youth development across the various sports codes
 - local, regional, national and international sport events that promote Swakopmund as a preferred destination of choice and in turn promotes sports tourism.

Pillar 5: Youth Education & Skills Development

Policy Proposals

The Organisation for Economic Cooperation and Development (OECD) suggests that the one major challenge for governments in Africa, including Namibia is the cost of implementing an active labour market policy. Africa already invests around 3.3 percent of its GDP in education, and therefore, given the financial constraints faced by governments, they are not in a position to allocate funding for youth education to such an extent that it reaches the levels found in developed countries. The challenge is, therefore, to develop youth education and skills development intervention measures that are simple to implement and cost-effective in the Namibian setting.

The Swakopmund Youth Development Baseline survey measured Youth Education and Skills Development by the following indicators;

- Education facilities in Swakopmund including Arts and Culture education
- Access to Education and Vocational skills centres
- Skills training

The ratio of secondary school learners to teachers in Swakopmund stands at 15 learners to 1 teacher. The Erongo region has a total of 10 Namibia Qualifications Authority accredited Tertiary and vocational training institutions and 6 of these are in Swakopmund. In addition to these, the National Youth Service of Namibia offers a free three phase training programme to the recruited youth in various skills. In Swakopmund, the famous arts and crafts centre is the Community Skills Development Foundation (COSDEF) where arts and craft training are conducted. Cultural programmes are implemented in drama, dance and annual cultural festivals in schools. Heritage promotion is maintained through museums nationwide.

Interventions

- a) The Swakopmund Municipality acknowledges the mandate of the Ministry of Education, Arts and Culture and its regional directorates. The Municipality's policy interventions seek to compliment the mandate of the Ministry as well as other stakeholders involved in the promotion of quality education, arts and culture.
- b) The Municipality will promote and support investment by both public and private sector role players in education in the development of primary, secondary, vocational and tertiary education institutions.
- c) The Municipality will establish an information hub at the Municipality that provides for the

dissemination of information from the Ministry of Education, Arts and Culture, bursaries and scholarships, enrollment opportunities, teacher vacancies and all other related information. This will serve as a gateway for information from a number of stakeholders in education through the Municipality as a portal with ease of access to the youth of Swakopmund.

d) In line with NDP4 the Swakopmund Municipality acknowledges that quality outcomes in education should not be confined to secondary education and VET. Therefore improving the quality of education at earlier stages should be pursued. In promotion of NDP4 strategies the Municipality will support the development of Early Childhood Development Centers.

e) The Municipality shall promote as well as at times initiate Career Development and Guidance platforms. The ethos of such platforms should be centered on the fact that “information is the key that unlocks the potential of young minds”. These platforms should place emphasis on (i) scarce skills database focusing on most required skills currently and foreseeable by 2030 (ii) information dissemination focusing on filtering career development guidance from primary to secondary school levels.

Pillar 6: Youth Civic and Political Participation

Policy Proposals

Empirical evidence indicates that under appropriate circumstances, political engagement amongst youths helps develop capacities that are intrinsically (not just instrumentally) important, among these; enlarged interests; a wider human sympathy; a sense of active responsibility for oneself; the skills needed to work with others towards goals that can only be obtained or created through collective action; and the powers of sympathetic understanding needed to build bridges of persuasive words to those with whom one must act.

These links between participation and character development are empirical, not theoretical, propositions. Henceforth, youth political and civic participation as a policy concern is a priority for the Swakopmund Municipality.

The Baseline statistics on youth civic and political participation indicate a concerning lack of participation amongst the majority of Swakopmund youth in: voter registration and elections; volunteerism; awareness of umbrella youth organisations such as the NYC and membership to political parties.

Interventions

a) The Swakopmund Municipality should play an active role in conjunction with the National Youth Council of Namibia and the Electoral Commission of Namibia in promoting amongst the youths the importance of participating in local, regional and national elections.

b) The Municipality should promote and support accredited leadership training programmes targeting youth organizations in Swakopmund. Training should not only be limited to leadership skills but also to amongst others; advocacy; resource mobilization; community and youth development. In addition the Municipality should engage relevant stakeholders so as to create opportunities that will see Swakopmund youths participating in foreign missions as a way of capacity building and exposure.

c) The Municipality should encourage and promote the participation of the Junior Town Council in platforms of decision making.

8. CONCLUSION

This policy speaks directly to the youths of Swakopmund therefore it is hoped that they will take ownership of the policy and its implementation thereafter and actively participate and contribute to decision making, engaging fully and maximizing opportunities presented before them thereby turning into productive and responsible citizens.

The Swakopmund Youth Development Policy aims to have Youth Development Programs in place that will respond to the challenges faced by youth in Swakopmund and enable young people to take control of their development.

The Swakopmund Youth Development Policy is guided by six pillars that were identified and adopted as priority areas for Youth Development. These pillars are: Poverty, Youth Economic Participation, Youth Health and Welfare, Youth Sports and Recreation, Youth Education and Skills Development and Youth Political and Civic participation. The Youth Policy was also guided by several legislature and key development documents applicable both nationally and internationally.

To alleviate poverty, the Swakopmund Municipality should take a proactive step in establishing inter-coordinated partnerships with private, public and civil society sectors to address the challenge of poverty amongst Swakopmund Youth. Access to basic municipal services to all residents of Swakopmund should be placed as a high priority for the Municipality. The Swakopmund Municipality should place specific focus on the provision of decent affordable housing for “first time buyers” the majority of which are the youths.

To address Youth Economic Participation, the Municipality’s Human Resource policy should award preference to youths as part of the evaluation process for filling vacant posts. The Municipality should promote a policy intervention across all its departments to promote the adequate exposure to work opportunities, on-the-job training, internship and volunteer opportunities for youths within the Municipality of Swakopmund. The Municipality should develop and support all programmes that support young entrepreneurs and Youth Enterprise Development should be integrated in the Swakopmund Municipality Procurement Policy, preference must be awarded to youth owned businesses in the evaluation of tenders and bids. Additionally, the Municipality should develop a database of Small and Medium Enterprises (SME) and youth owned businesses from which the municipality will select vendors for services to be provided to the Municipality, often done through the request for quotation (RFQ) process.

In order to improve access to health facilities and services by the youth, effective promotion campaigns designed with input from young people need to be formulated and youth friendly health services need to be implemented including voluntary contraceptive services to prevent unwanted pregnancies and reduced HIV contraction. The Municipality should promote and support programmes that provide support to youths that have been affected by the HIV epidemic, in especially orphans and vulnerable children. The Swakopmund Municipality should also develop, maintain and support programmes that help raise awareness and disseminate accurate information about people with disabilities and through the Community Services department, Municipality should initiate and promote programmes that raise awareness on the dangers of alcohol and drug abuse.

To address Youth Sport and Recreation, the Swakopmund Municipality should play an active role in supporting initiatives that promote sports and recreation. This includes promoting investment in public sports and recreation facilities. At local authority level the Municipality should actively engage the Ministry of Sport, Youth and National Service as well as other relevant stakeholders for the development of public sports and recreation facilities in especially the disadvantaged locales of Swakopmund Town.

With regards to education, the Municipality's policy interventions seek to compliment the mandate of the Ministry as well as other stakeholders involved in the promotion of quality education, arts and culture. The Municipality will promote and support investment by both public and private sector role players in education in the development of primary, secondary, vocational and tertiary education institutions. The Municipality will also establish an information hub at that provides for the dissemination of information on Arts and Culture, bursaries and scholarships, enrollment opportunities, teacher vacancies and all other related information and shall promote as well as at times initiate Career Development and Guidance platforms.

To address the Youth Political and Civic participation, the Swakopmund Municipality should play an active role in conjunction with the National Youth Council of Namibia and the Electoral Commission of Namibia in promoting amongst the youths the importance of participating in local, regional and national elections. The Municipality should also promote and support accredited leadership training programmes targeting youth organizations in Swakopmund.

A Youth Development Strategy is to be used to implement, monitor and evaluate the Youth Development Policy. Negotiations are to be entered into with several stakeholders so as to realise the objectives of the Youth Development Policy.

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Organization for Economic Cooperation and Development

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ANNEXURE A: SWAKOPMUND YOUTH DEVELOPMENT IMPLEMENTATION GUIDE

The Swakopmund Youth Development implementation guide is presented below per pillar:

PILLAR 1: POVERTY

Strategic Objective/s	Anticipated Outcome/s	Key Indicators	Responsibility
<ul style="list-style-type: none"> • Access to basic municipal services to all residents of Swakopmund • Swakopmund Municipality will develop inter-coordinated partnerships with private, public and civil society sectors to address the challenge of poverty amongst Swakopmund Youth • Provision of decent affordable housing for “first time buyers the majority of which are the youths • Support and coordination of stakeholders within Swakopmund in advancing the recommendations of the October 26, 2015 National Conference on Wealth Redistribution and Poverty Eradication 	<ul style="list-style-type: none"> • Youth development is mainstreamed and integrated in the Swakopmund Municipality policies, programmes and budget across all departments within the Municipality • Private, public and civic sector organisations working in conjunction with the Swakopmund Municipality for youth development in achieving: access to basic municipal services; decent affordable housing for youth; access for youth to medical aid or health cover; access for youth to medical care facilities; and advancing the recommendations of the October 26, 2015 National Conference on Wealth Redistribution and Poverty Eradication 	<ul style="list-style-type: none"> • Youth development is integrated in the Swakopmund Municipality policies, programmes and budgets across all departments • Increase in the average household monthly income of residents • Increase in access for youth to basic municipal services • Increase access for youth to medical aid or health cover • Increase in access for youth to medical care facilities 	<ul style="list-style-type: none"> • The interventions will be led by the Swakopmund Municipality, spearheaded by the Office of the Mayor in conjunction with the Community Development Services Department and all other departments of the Municipality. • Key stakeholders include: <ul style="list-style-type: none"> • Erongo Regional Council • Ministry of Poverty Eradication • National Youth Council of Namibia • Ministry of Sport, Youth and National Service • Ministry of Urban and Rural Development • Ministry of Labour, Industrial Relations and Job Creation; • Ministry of Health and Social Services • Ministry of Education and it’s Regional Directorates; • Youth Organisations • National Youth Service of Namibia • National Chamber of Commerce and Industry

PILLAR 2: YOUTH ECONOMIC PARTICIPATION

Strategic Objective/s	Anticipated Outcome/s	Key Indicators	Responsibility
<p>The Swakopmund Municipality will be a leader in promoting the employment of youth. The Municipality's Human Resource policy will award preference to youth as part of the evaluation process for filling vacant posts.</p> <p>The Municipality will promote a policy intervention across all its departments to promote the adequate exposure to work opportunities, on-the-job training, and internship and volunteer opportunities for youth within the Municipality of Swakopmund.</p> <p>The Municipality should develop and support all programmes that support young entrepreneurs. These programmes should focus on the following key areas:</p> <ul style="list-style-type: none"> • enterprise education and training • business development, mentoring and incubation • funding and finance • access to markets and affordable well-located premises to conduct business <p>Youth Enterprise Development should be integrated in the Swakopmund Municipality Procurement Policy, preference must be awarded to youth owned business in the evaluation of tenders and bids.</p> <p>The Municipality should develop a database of Small and Medium Enterprises (SME) and youth owned businesses from which the municipality will select vendors for services to be provided to the Municipality, often done through the request for quotation (RFQ) process. Herein preference should be awarded to SME and youth owned business vendors. Vendors to be registered on the database must be in good</p>	<ul style="list-style-type: none"> • Youth employment, on-the-job training and enterprise development is mainstreamed and integrated in the Swakopmund Municipality policies, programmes and budget across all departments within the Municipality. • Swakopmund Municipality Human Resource policy that awards preference to youth in the filling of vacancies. • Policy interventions across all its departments to promote the adequate exposure to work opportunities, on-the-job training, and internship and volunteer opportunities for youth within the Municipality of Swakopmund. • Strengthened capacity and economic participation of youth owned enterprises. • Youth owned enterprises including SMEs advancing into the main stream economy and providing meaningful employment to the general population and fellow youth 	<ul style="list-style-type: none"> • Significant decrease in the youth unemployment rate • Increase in the number of self-employed youth in the formal sector • Increase in the number of permanently employed youth • Increase in the number of youth skilled within their respective fields of employment. • Increase in the number of youth absorbed in tourism, mining, fishing and agriculture sectors. • Increase in the number of youth owned enterprises having accessed financing for their business. • Increase in the number of youth owned enterprises proving goods & services to the Municipality • Significant number of youth owned enterprises having received support in the following areas: <ul style="list-style-type: none"> • enterprise education and training • business development, mentoring and incubation • funding and finance • access to markets and affordable well-located premises to conduct business 	<p>The interventions will be led by the Swakopmund Municipality, spearheaded by the Office of the Mayor and all other departments of the Municipality.</p> <p>Key stakeholders include:</p> <ul style="list-style-type: none"> • Erongo Regional Council • Ministry of Industrialization, Trade and SME Development • Various private sector role players i.e. banks and funding institutions, training and mentorship providers • Development Bank of Namibia • University of Namibia • Polytechnic of Namibia • Accredited Vocational and post-secondary education institutions • National Youth Council of Namibia and youth organisations • National Youth Service of Namibia • Ministry of Sport, Youth and National Service • National Chamber of Commerce and Industry

PILLAR 3: YOUTH HEALTH & WELFARE

Strategic Objective/s	Anticipated Outcome/s	Key Indicators	Responsibility
<p>The Municipality should in a coordinated effort along with key stakeholders such as the Ministry of Health and Social Services promote and advocate for the implementation of youth-friendly health services.</p> <p>In order to improve access to health facilities and services by the youth, effective promotion campaigns designed with input from young people, need to be formulated. Engaging parents and community leaders in programs to improve uptake of services by young people is a key feature of this intervention.</p> <p>The Municipality should promote and support programmes that provide support to youth that have been affected by the HIV/AIDS epidemic, in especially orphans and vulnerable children. Furthermore, comprehensive school and community-based HIV prevention programs and access to contraceptive supplies and services need to be supported</p> <p>The Swakopmund Municipality should develop, maintain and support programmes that help raise awareness and disseminate accurate information about people with disabilities that promote the following: a. curb misconceptions and stereotypes; b. design public use infrastructure to be accessible; c. and provide equal</p>	<ul style="list-style-type: none"> Both public & private health & welfare facilities in Swakopmund have placed as part of their modus operandi the provision of youth friendly health & welfare services. Effective youth targeted campaigns designed through a participatory approach involving young people, parents and community leaders promoting positive youth health and welfare. Evident support in Municipality programmes, policies and budget addressing the HIV/AIDS epidemic in especially orphans and vulnerable children. Evident support in Municipality programmes, policies and budget addressing raising awareness and disseminating accurate information about people with disabilities that promote the following: <ul style="list-style-type: none"> curb misconceptions and stereotypes; design public use infrastructure to be accessible; and provide equal opportunities for youth with disabilities to participate in all aspects of youth development. Evident support in Municipality programmes, policies and budget addressing programmes that raise 	<ul style="list-style-type: none"> Significant increase in the number of youth who are aware of available public health and welfare facilities and services provided at these facilities. Significant increase in the number of youth who have access to health and welfare services. Support for youth health and welfare prioritised in the Municipality programmes, policies and budget Significant decrease in stigma and discrimination attached to youth living with HIV/AIDS Significant decrease in stigma and discrimination attached to youth living with HIV/AIDS Significant increase in awareness campaigns and information dissemination about people living with disabilities Increase in the number of public infrastructure designed to be accessible to people living with disabilities Significant decrease in the prevalence of alcohol and drug abuse amongst the youth Significant decrease in motor vehicle accidents caused by youth 	<ul style="list-style-type: none"> The interventions will be led by the Swakopmund Municipality, spearheaded by the Office of the Mayor in conjunction with the Community Development Services Department and all other departments of the Municipality. Key stakeholders include: <ul style="list-style-type: none"> Ministry of Health and Social Services Namibian Police National Youth Council of Namibia Motor Vehicle Accident Fund National Road Safety Council Erongo Regional Council Ministry of Education Arts and Culture and its Regional Directorate National Youth Service of Namibia Ministry of Sport, Youth and National Service Civil society organisations

PILLAR 4: YOUTH SPORTS & RECREATION

Strategic Objective/s	Anticipated Outcome/s	Key Indicators	Responsibility
<p>Promoting investment in public sports and recreation facilities. At local authority level the Municipality should actively engage the Ministry of Sport, Youth and National Service as well as other relevant stakeholder for the development of public sports and recreation facilities in especially the disadvantaged locales of Swakopmund Town.</p> <p>The Swakopmund Municipality will promote sports and recreation interventions which address:</p> <ul style="list-style-type: none"> • Development of centers of excellence • coaching clinics to underprivileged communities • facilities management of existing and new infrastructure • youth development across the various sports codes • local, regional, national and international sport events that promote Swakopmund as a preferred destination of choice and in turn promotes sports tourism. 	<ul style="list-style-type: none"> • Both public & private health & welfare facilities in Swakopmund have placed as part of their modus operandi the provision of youth friendly health & welfare services. • Effective youth targeted campaigns designed through a participatory approach involving young people, parents and community leaders promoting positive youth health and welfare. • Evident support in Municipality programmes, policies and budget addressing the HIV/AIDS epidemic in especially orphans and vulnerable children. • Evident support in Municipality programmes, policies and budget addressing raising awareness and disseminating accurate information about people with disabilities that promote the following: <ul style="list-style-type: none"> • curb misconceptions and stereotypes; • design public use infrastructure to be accessible; • and provide equal opportunities for youth with disabilities to participate in all aspects of youth development. • Evident support in Municipality programmes, policies and budget addressing programmes that raise awareness on the dangers of alcohol and drug abuse. 	<ul style="list-style-type: none"> • Significant increase in the number of youth who are aware of available public health and welfare facilities and services provided at these facilities. • Significant increase in the number of youth who have access to health and welfare services. • Support for youth health and welfare prioritised in the Municipality programmes, policies and budget • Significant decrease in stigma and discrimination attached to youth living with HIV/AIDS • Significant decrease in stigma and discrimination attached to youth living with HIV/AIDS • Significant increase in awareness campaigns and information dissemination about people living with disabilities • Increase in the number of public infrastructure designed to be accessible to people living with disabilities • Significant decrease in the prevalence of alcohol and drug abuse amongst the youth • Significant decrease in motor vehicle accidents caused by youth 	<ul style="list-style-type: none"> • The interventions will be led by the Swakopmund Municipality, spearheaded by the Office of the Mayor in conjunction with the Community Development Services Department and all other departments of the Municipality. <p>Key stakeholders include:</p> <ul style="list-style-type: none"> • Ministry of Health and Social Services • Namibian Police • National Youth Council of Namibia • Motor Vehicle Accident Fund • National Road Safety Council • Erongo Regional Council • Ministry of Education Arts and Culture and its Regional Directorate • National Youth Service of Namibia • Ministry of Sport, Youth and National Service • Civil society organisations

PILLAR 5: YOUTH EDUCATION & SKILLS DEVELOPMENT

Strategic Objective/s	Anticipated Outcome/s	Key Indicators	Responsibility
<ul style="list-style-type: none"> The Municipality will promote and support investment by both public and private sector role players in education in the development of primary, secondary, vocational and tertiary education institutions. The Municipality will establish an information hub at the Municipality that provides for the dissemination of information from the Ministry of Education, Arts and Culture, bursaries and scholarships, enrolment opportunities, teacher vacancies and all other related information. In promotion of NDP4 strategies the Municipality will support the development of Early Childhood Development Centre's. The Municipality shall promote as well as at times initiate Career Development and Guidance platforms. 	<ul style="list-style-type: none"> Youth development is mainstreamed and integrated in the Swakopmund Municipality policies, programmes and budget across all departments within the Municipality Increase in the capacity of institutions and youth organisations in addressing the educational needs of Swakopmund youth Increase in the number of educational facilities in Swakopmund aimed at addressing the linkages between Early Childhood Development to primary and secondary education as well as the linkages between tertiary and vocational education to market demands. Increased access to career guidance information for learners, potential students and students 	<ul style="list-style-type: none"> Youth development is integrated in the Swakopmund Municipality policies, programmes and budgets across all departments Increase in the number of youth who have obtained tertiary, secondary and primary education Increase in the number of post-secondary educational facilities (vocational and tertiary) Increase in the enrolment of youth in post-secondary educational facilities accredited by the Namibia Qualifications Authority Increase in the skills levels of youth. Decrease in the number of youth drop-outs from education institutions 	<p>The interventions will be led by the Swakopmund Municipality, spearheaded by the Office of the Mayor in conjunction with the Community Development Services Department and all other departments of the Municipality.</p> <p>Key stakeholders include:</p> <ul style="list-style-type: none"> Erongo Regional Council Ministry of Education Arts and Culture and its Regional Directorate University of Namibia Polytechnic of Namibia Accredited Vocational and post-secondary education institutions National Youth Council of Namibia and youth organisations National Youth Service of Namibia Ministry of Sport, Youth and National Service National Chamber of Commerce and Industry Civil society organisations

PILLAR 6: YOUTH CIVIC & POLITICAL PARTICIPATION

Strategic Objective/s	Anticipated Outcome/s	Key Indicators	Responsibility
<ul style="list-style-type: none"> The Swakopmund Municipality should play an active role in conjunction with the National Youth Council of Namibia and the Electoral Commission of Namibia in promoting and providing voter education amongst the youth the importance of participating in local, regional and national elections. The Municipality should promote and support accredited leadership training programmes targeting youth organisations in Swakopmund. Training should not only be limited to leadership skills but also to amongst others: advocacy; resource mobilization; community and youth development. Municipality should engage relevant stakeholders so as to create opportunities that will see Swakopmund youth participating in foreign missions as a way of capacity building and exposure. The Municipality should encourage and promote the participation of the Junior Town Council in platforms of decision making. 	<ul style="list-style-type: none"> An evident sense of patriotism amongst Swakopmund youth A consciousness and awareness of the importance to participate in local, regional and national elections amongst the youth Accessible leadership and organisational development programmes targeting youth organisations in Swakopmund. The development of a database of all youth organisations in Swakopmund registered with the National Youth Council and consequently the Swakopmund Municipality. Swakopmund Municipality will establish robust communications with youth organisations on matters affecting youth as well as on organisations, programmes and policies aimed at youth development The evident promotion and support for volunteerism programmes for youth in the Swakopmund Municipality Swakopmund Municipality renders the participation of youth organisations and the Junior Town Council as vital in the public policy formulation processes. In especially polices effecting young people 	<ul style="list-style-type: none"> Increased participation of Swakopmund youth in local, regional and national elections. Increase in the number of youth who have received civic and leadership training. Increase in the number of youth who have participated in policy formulation processes. Increase in the number of youth who have /are participating in volunteer and civic work. Increase in the number of youth who are members of a political party. Increase in the number of youth who are aware of the National Youth Council; the National Youth Service as well as the services provided by both organisations for youth development 	<ul style="list-style-type: none"> The interventions will be led by the Swakopmund Municipality, spear-headed by the Office of the Mayor in conjunction with the Community Development Services Department and all other departments of the Municipality. <p>Key stakeholders include:</p> <ul style="list-style-type: none"> Ministry of Sport, Youth and National Service National Youth Council of Namibia Electoral Commission of Namibia Political Parties Youth organisation International Agencies Civil society organisations

