



REPUBLIC OF NAMIBIA

MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION

NATIONAL ASSEMBLY QUESTIONS

**RESPONSE TO QUESTION NO. 160 RAISED BY
HON.KENNEDY SHEKUPAKELA (RDP)**

BY UTONI NUJOMA, MP

DATE: 28 SEPTEMBER 2023

Esteemed Members of this House, in responding to the questions of Honourable Kennedy Shekupakela on youth unemployment.

It is a well-known fact that unemployment rate is very high in Namibia especially among the youth.

I would like this August House to note that employment creation is not solely the responsibility of a specific sector Ministry but it is a cross cutting issue and requires collective efforts from all of us as Government, Private sectors as well as civil societies..

Allow me now to answer the questions as posed:

1. What plan or strategies, if any has your Ministry put in place to fundamentally address youth unemployment in our country?

1.1 The Ministry is in the process of developing the third National Employment Policy. The aim of the Policy is for government to have a National position on employment creation for proper coordination. The Policy will highlight strategies and programs towards employment creation as well as responsible institutions to ensure that those strategies and program are implemented.

- This process is in two stages. The first stage is to conduct a wider situational analysis to understand the current situation, challenges and opportunities for Employment Creation. The second stage is to develop the Policy.
- At the current moment, the consultations with key stakeholders on the situational analysis have been completed and the Situation Analysis Report and a two days' workshop was held from 25-26th September 2023

to validate the Report. The second stage is to start with the development of the Policy. Due to unavailability of update data on Labour Force, as the last Labour Force Survey was conducted in 2018, the Ministry together with Namibia Statistic resolved to put a module on Labour force to be included current National Population Census 2023. The date will be used to for the Ministry to make informed decision.

- 1.2 The Ministry is still administering an electronic database “Namibia Integrated Employment Information system (NIEIS)” which is used to register jobseekers and vacancies from employers for the purpose of job matching.
- 1.3 The Ministry is continuing offering career guidance to learners which is a means of providing them with a sense of direction regarding career pathways and make them aware of the opportunities available in the Labour market. Since the current Career Guidance Book is ending this year 2023. The Ministry have started with the process of updating the Book and develop the new Career Book based on the new careers that have emerged in the Labour Market. Consultation Process have already started with Educational Institutions.
- 1.4 I also want to emphasis that employment creation is not solely the the responsibility of the Ministry of labour and need concerted efforts from all of institutions. Therefore, everybody should play a part and report progress to this August house.

2. Our country is faced with corruption and higher level of nepotism when it comes to employment opportunities, what measures does your Ministry put in place to prevent the rot to grow bigger and larger?

In terms of recruitment in employment, the Ministry provides enabling environment for employment creation through administration of the following legislations:

2.1 Affirmative Action (Employment) Act (Act No.29 of 1998) - The Affirmative Action (Employment) Act was passed with a view to redress imbalances at the workplace arising from past discriminatory laws and practices. The legislation is intended to foster fair employment practices with regard to matters such as recruitment, selection, appointment, training, promotion and equitable remuneration of designated groups.

2.2 The Namibian Labour Act (Act No. 11 of 2007)- The labour Act is a comprehensive labour code covering labour market issues such as conditions of employment, occupational health and safety, collective bargaining, freedom of association, social security and other labour-related issues aimed at improving labour market conditions and protect the rights of workers.

2.3 Employment Services Act, (Act No.8 of 2011)- The Employment Services Act makes provision for the establishment of the National Employment Services that will provide professional labour market services for the purpose of achieving full, productive and decent employment in Namibia. The Act imposes reporting and other obligations on certain employers and institutions. It also provides for the licensure and regulation of private employment agencies. The Act also makes provision for the establishment of the NIEIS which is an interactive electronic database that

allows for matching of suitably qualified jobseekers to the vacancies notified by employers.

3. Often young people are encouraged to study and concentrate on their careers and successfully complete their studies, what appropriate actions does your Ministry put in place to ensure that graduates are not eventually parked and rot at home doing nothing?

The Ministry developed a career guide book which is subsequently updated every after four years. This book provides valuable information regarding career planning, which is the most important decision an individual makes in a lifetime. It provides information on the subjects one has to take in order to pursue a certain career; list of training institutions and training courses they offer. This information helps learners/students to make informed choices when it comes to their future career paths. With the aid of this book, the Ministry offers career counselling and guidance to learners/students and the public at large. Choosing the right career prepares learners for their adult life (productive at work and in their community) and helps develop a self-image and sense of identity. Career counselling also help persons to adjust to changes in the world of work and explore options such as self-employment.

4. Does your Ministry in earnest realize that youth unemployment bears the vicious cycle of poverty?

Yes,

However formal employment is not the only measure to reduce poverty, hence the youth should be encouraged to embrace entrepreneurship in order to create jobs for themselves and employ other. TVET should therefore be promoted.