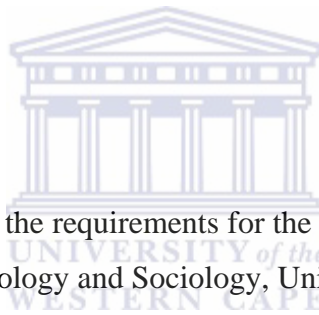


**EMPLOYMENT DEMAND, EMPLOYABILITY AND THE SUPPLY-SIDE  
MACHINERY: THE CASE OF THE CHILDREN OF THE LIBERATION  
STRUGGLE OF NAMIBIA**

**SHIRLEY EUGINIA NDAHAFU UVATERA SHIVANGULULA**



Thesis submitted in fulfilment of the requirements for the degree of Doctor of Philosophy in  
the Department of Anthropology and Sociology, University of the Western Cape

November 2012

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Shirley Euginia Ndahafa Uvatera Shivangulula

**KEYWORDS**

‘Children of the Liberation Struggle of Namibia’

Demand management policies

Employment and employability

Labour market

Labour market participation

Mismatch management

Public policy

Supply-side strategies

Unemployment

Vulnerability



## **Abstract**

Over the past four years, growing volumes of media literature centre staged the Namibian economy with the dilemma of the ‘Children of the Liberation Struggle of Namibia’ (CoLSoN) in their resilient protest for employment. Yet, amid such chronicled portrayal and persistent social, economic and political discourse, the underpinnings of the plight of the CoLSoN for labour market participation received vigorous scholarly inattention and remained scientifically unexplored. This study, therefore, contributes to the body of knowledge on the employability, employment prospects and vulnerability to unemployment, and public policy interventions depicting the unemployed CoLSoN in Namibia.

The Researcher situated the study in a post-positivist paradigm. Positioned in the Human Capital Theory, the study utilised the employability theory to examine the employability of the unemployed CoLSoN. The study employed the conceptual framework of employment prospects and vulnerability to unemployment to investigate the domains responsible for the low employment prospects and vulnerability to unemployment of the unemployed CoLSoN. Drawing on the theory of search and match, the study examined the typology of the supply-side effort of Government to establish the controlling of the ensuing disequilibrium of the demand-supply side efforts.

The study employed a concurrent mixed method design comprising quantitative and qualitative schemes of inquiry, and drew a sample size of 605 unemployed CoLSoN through the simple random probability sampling procedure to respond to a 76-item survey instrument. Additionally, the study drew a purposive sub sample of 50 CoLSoN and two organisations to amplify the experiences of the unemployed CoLSoN and inform of the policy options directed to their plight through semi-structured interviews. The study analysed the

quantitative data utilising the ANOVA, Multiple regression techniques, Spearman correlation and t-test of the SPSS software. Qualitative data analysis occurred through the application of thematic categorisation.

The study found that fierce labour market demands and administrative malice delay the transition into the labour market of the unemployed CoLSoN. The interviews revealed inter-generational poverty transmission a distant, but potent dynamic of degenerating individual qualities among the unemployed CoLSoN for employability. The ANOVA sustained the postulation that low employability traits are not equally prevalent in all the age groups of the unemployed CoLSoN. Estimates indicate that a mere investment in the education of the unemployed CoLSoN would improve their generic employability by about 11%.

The study recommends the exercise of employability as an Active Labour Market Policy to balance the demand-supply-side inconsistencies of the labour market that exclude the disadvantaged from participating therein. The study further recommends the reinforcement of institutional audit procedures to control the inaptness of intentional administrative barriers to the labour market participation of the CoLSoN. The study also recommends the granting of fiscal incentives to the private sector for a speedy absorption of the CoLSoN into the labour market. That way, the low employment prospects among the unemployed CoLSoN would contract. Their employability for labour market participation would augment, invigorating them to take charge of their lives and curb poverty transmission to the next generations.

## Declaration

### DECLARATION

I declare that *Employment demand, Employability and the Supply-side Machinery: the case of the Children of the Liberation Struggle of Namibia* is my own work; except for the delivery and return of some of the questionnaires; that it has not been submitted before for any degree or examination in any other university, and that all sources I have used or quoted have been indicated and acknowledged as complete references.

Shirley Euginia Ndahafa Uvatera Shivangulula

November 2012

Signed:



## Acknowledgement

The Lord God – the God of my grandparents, my Saviour and Deliverer – has been more majestic than I could imagine. He granted me complete sustenance for this doctoral trip and brought me this far. For the road ahead, I will continue to trust Him.

\_\_\_\_\_ I honour thee.

The ‘engine’ of support has been my precious mom and brothers. For a meteorologist, I had Ngurimuje. Nguvitjita has been the ‘fiscus’. For what is on the horizon, I have Uatja and Unotjari. In everyone, I have someone.

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May I single out my precious mom – Sr. Otilie Soo Shivangulula. Her embrace of Godly principles paved the way for the work well done. When I thought I was old enough, she said: “*you are child enough*”. I stand at awe at her level of wisdom during challenging times. When seasons changed, she reminded me to ‘sing at midnight the same song I sing in the day time’. Many mothers have done well, but you, my precious mom, supersede them all.

\_\_\_\_\_ The Lord bless you and keep you.

At the top of their little voices, Puna and Kuje commanded every aircraft they saw to descent for their ‘aunty’ Ndahafa to disembark. Likewise, little Ria issued a stern warning to every bus she saw that *only the bus that took her ‘aunty’ Ndahafa must bring her back*.

\_\_\_\_\_ I missed you too.

Pastor Albert Wiggins and his wife have been more than a pillar to lean on during trying times.

\_\_\_\_\_ Your reward is of the Lord.

The ‘Children of the Liberation Struggle of Namibia’ made this research possible. Drs Kapolo, Shipo, Veii and Tate Shooya made time for the queries of this study. Dr. ‘K’ ‘held my hand’ and helped me to see the light. The assistance of Elia, Memory and Maria at the MoE and MoLSW is treasured. “*This is your Government and we are your ‘Servants’*”, was a sincere gesture from the Civil Servants who dealt with the demands of this research. WISDOM organisation has been a pleasure to engage with. David, Efraemé, Leo and Nohnla in Cape Town are an enduring circle of friends. The scholarly monument of the men and women, past and present, modelled this exposition. Professors Adesina and Tati provided comments and evaluated the corrections to the thesis. If I have forgotten someone, I take the liability.



But to all, my earnest gratitude.

## Dedication

To the memory of my grandparents Andreas, Heinrich and Pauline Shivangulula,  
\_\_\_\_\_ I could not ask for more than to be an offspring of your family tree.



Andreas Heinrich Shivangulula 22-04-1890 – 22-05-1983

Pauline Shivangulula 10-02-1904 – 10-02-1998



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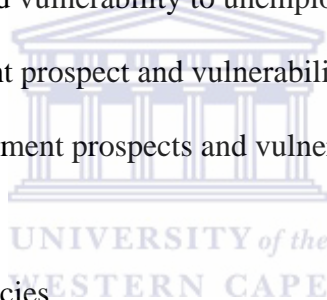
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## List of Abbreviations and Acronyms

ALMP	Active Labour Market Policy
BIG	Basic Income Grant
BMU	Broad measure of unemployment
BS	Budget Statement
CB	Citizen Budget
CLS	Children of the Liberation Struggle
CoC	Control of Corruption
CoLSoN	Children of the Liberation Struggle of Namibia
CV	Curriculum Vitae
DIC	De-identification code
DOPI	Dynamics of the objectified perspective of identicalness
DPSH	Direct Public Sector Hiring
ESA	Employment Services Act
ESB	Employment Services Bureau
FPF	Fiscal Policy Framework
GCoLSoN	Grand Children of the Liberation Struggle of Namibia
GDP	Gross Domestic Product
GDR	German Democratic Republic
ICJ	International Court of Justice
ICT	Information Communication Technology
IEIS	Integrated Employment Information System
IUM	International University of Management
HCT	Human Capital Theory
JCAA	Job Creation Allocated Amount
JOBS	Job Opportunities and Basic Skills
LET	Low Employability Traits
LH	Labour Hire
LMSCCP	Labour Market Specific Climate Change Policy
MDGs	Millennium Development Goals
MEF	Macro-Economic Framework
MLSW	Ministry of Labour and Social Welfare
MoVA	Ministry of Veterans Affairs



MTEF	Medium Term Economic Framework
MTI	Ministry of Trade and Industry
MYNSSC	Ministry of Youth, National Service, Sport and Culture
NDF	Namibian Defence Force/National Defence Force
NES	National Employment Services
NGO	Non-Governmental Organization
NPC	National Planning Commission
N\$	Namibia Dollar
OMA's	Offices, Ministries, Agencies of Government
PAPI	Paper-And-Pencil Interviews
PES	Public Employment Services
PLAN	People's Liberation Army of Namibia
SMEs	Small and Medium Enterprises
SMU	Strict measure of unemployment
SWAPO	South West Africa People's Organisation
TBBAN	To Be Born a Nation
TBR-W	Total Budget Request of WIYO
TIPEEG	Targeted Intervention programme for Employment and Economic Growth
TR-E	Total Revenue Estimate
UNAM	University of Namibia
URN	Uniform Random Probability Number
US\$	United States of America Dollar
VTT	Verification Task Team
WIYO	Wisdom Youth Organization

### List of Statistical Notations

$\alpha$	Cronbache alpha
$\beta$	Regression beta
$H_0$ :	Null hypothesis
$H_1$ :	Alternative hypothesis
$N$	Population size, valid number
$n$	Sample size
$p$	Significance level
$r_s$	Spearman r
$s^2$	Sample variance
$s$	Sample standard deviation
$t$	t-statistic
$\bar{X}$	Sample mean



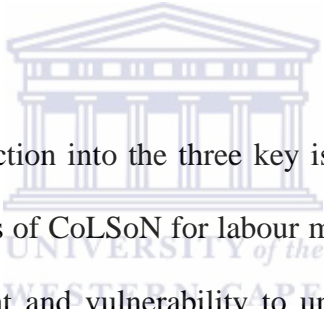
## **Preface**

Studying the socio-economic constructs depicting the ‘Children of the Liberation Struggle of Namibia’ has great meaning. Their recent protest for employment had variant outcomes in the Namibian economy and beyond. To some, the resilience to sensitising the Namibian Government and the public about their problem was admirable. To others, their protest is an atypical approach to demand employment in an economy. However, their employability for labour market participation and vulnerability to unemployment was mind captivating. This is an important construct for the economic sociology scholarship of Namibia. Yet, it attracted vigorous scholarly inattention. Citable for the scholarly inattention to this focus is partly the oblivious devotion of the liberation struggle orientation a fundamental theme for politicians and historiographers. In this process, it alienated the economic sociologists’ scientific enquiry in the area of labour market strategy and public policy. An understanding that should not depart from the mind of the reader is that this thesis is not about liberation movements. Neither is it about the liberation struggle of Namibia or violent youth in a given economy. Rather, its effort is directed toward answering the unstudied socio-economic questions noted in this thesis, depicting a people who became victims because of the liberation war, and who believe they have missed the economic fruit of such liberation in the post-liberation era. Yet, despite this understanding, many of us live as if the problem of the ‘Children of the Liberation Struggle’ has no societal effect and, as a result, continue to expand our comfort zones. When we carefully listen to the ‘Children of the Liberation Struggle’, we detect a clear presence of intergenerational poverty traps and intergenerational poverty transmissions. Added to that, are the fierce effects of the economy. This calls for robust public policies and interactive private sector engagement. The design and implementation of a strategy that would respond to their psychological and economic needs could be a point to start with.

## **Chapter 1 Introduction**

### **1.1 Introduction**

Over the past four years, growing volumes of media reports centre staged the Namibian economy with the problem of the ‘Children of the Liberation Struggle of Namibia’ (CoLSoN) in their protest for employment. Yet, amid such chronicled portrayal and persistent social, economic and political debate, the underpinnings of the plight of the CoLSoN for labour market participation received vigorous scholarly inattention and remained scientifically unexplored. Added realism is that, to date, research on the employability of the CoLSoN, their prospects to obtaining jobs and vulnerability to unemployment is lacking in Namibia. These concerns, in conjunction with a critical appraisal of the responsive public policy efforts and the resultant mismatch management are the focus of this study.



This chapter presents the introduction into the three key issues of this research. The first issue pertains to the employability traits of CoLSoN for labour market participation. The second issue is their prospects for employment and vulnerability to unemployment as some of them were employed before. The third issue is the policy response by the Namibian Government to the plight of unemployment of the CoLSoN as well as the management of the mismatch arising from the demand-supply-side effort. The protest of the CoLSoN requesting the government for jobs mainly motivated this research. In setting the context, the chapter remarks that the CoLSoN’s request came at a time when Namibia reflected staggering rates of unemployment. In a brief background, the chapter offers the personal history of the CoLSoN. In addition, the chapter informs on the goals and objectives of the study and presents the conceptual and methodology of the research. The chapter states the problem, sets the scope and articulates the significance of the study. Finally, the chapter provides a synopsis of the chapters of the thesis and clarifies some of the terms used in the thesis report.

Notably, social demonstrations do not surface instantly (Gamson, 1990). They ordinarily evolve after a protracted advancement and then strike at an instance in time (Hays, 2001). This applies to the present dilemma of the CoLSoN. They are the offspring of the war veterans who died in combat against the then apartheid <sup>1</sup> South Africa for the liberation of Namibia (Struggle Kids, 2009). Their attempts to gain a political ‘ear’ to their socio-economic predicament started in “2001”, and when it received no attention, the dilemma grew larger over time and spilled into a resilient protest over the regional districts of Namibia in 2008 (Nghiwete, 2010:230-231). Nghiwete (2010:231) informs that the demands of the protest were “jobs, education, opportunities and training” amongst others. The demand for jobs is one of the factors that captured the mind of the Researcher to look into the employability of the CoLSoN.

The employability of any prospective labour market entrant is mainly measured in terms of the traditional demand-led approaches of the labour market (Gazier, 1998a). These include academic achievement and accumulated occupational experience (Gazier, 1998a). The tragedy of these approaches is that they neglect the foundational aspects responsible for the exclusion of potential entrants into the labour market (Green & Danson, 2005). These foundational aspects are personal circumstances of prospective labour market entrants and the effects of the external environment such as the attitudes of employers towards the unemployed (Devins & Hogarth, 2006; McQuaid & Lindsay, 2006). More catastrophic, the dynamics responsible for the vulnerability to unemployment of prospective labour market entrants remain unvisited, hence a poorly groomed incumbent-job occupational outcome in any given economy (Freyssinet, 2009). Even more ruinous is the public policy responses that fail to synchronise the mismatch between the demand and supply of labour in the labour market (Snower, 1997).

---

<sup>1</sup>“The system of segregation or discrimination on grounds of race in South Africa from 1948-91”, as well as a form of separateness by administration and ruling also administered in Namibia (Soanes & Stevenson, 2006:36).

## 1.2 Context

In 2008, 18 years after the independence of Namibia, hundreds of the CoLSoN protested publicly for jobs in the Namibian economy (Struggle Kids, 2009). This protest came at the time when Namibia reflected staggering rates of unemployment of 51.2% and 37.2% at broad<sup>2</sup> and strict<sup>3</sup> measures of unemployment respectively (Namibian Labour Force Survey, 2008). As the NLFS brings to light that, out of a youthful population of about 1.8 million people and a working age population standing at 959,187, the rate of unemployment is highest among the youth at 59.9% or 60% on average. While this profile paints a doom picture for the Namibian labour market, it also is indicative of the fact that dormancy of economic activity resides heavily in the most productive population of the country. It is exactly this category of the Namibian population which of the CoLSoN are (LaRRI, 2011).

The Namibian Government recognised the demands of the CoLSoN and pledged its commitment toward achieving a lasting solution (Struggle Kids, 2009). It was unclear what typology of Active Labour Market Policies (ALMP) the government was exercising and how it would deal with the possible disequilibrium as a result of the demand-supply effort. It has also become necessary to search for the dynamics responsible for the low employment prospects among the CoLSoN. As it is indicated that some of the CoLSoN were employed, it was necessary to find out what made them vulnerable to unemployment. It also became necessary to find out what employability traits they offer to the labour market. While this research is not about the liberation struggle of Namibia or liberation struggles in general or violent youth, its primary response subjects are the CoLSoN. Their social protest emerged a historical episode in Namibia

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<sup>2</sup> Also referred to as the expanded definition of unemployment, and takes into account “all who are not working, and who are available for work but are not looking for jobs” (Namibian Labour Lexicon, 2003:123).

<sup>3</sup> Also referred to as the narrow definition of unemployment, and takes into account the unemployed or those “persons aged 15 years and above who do not work for gain during a seven-day period, or have no job/business to go back to, but who are available and are actively looking for work during that period” (NLL, 2003:123).

and beyond, but no scholarly research examined their employability for labour market participation.

### **1.3 Statement of the problem**

Numerous studies have documented explorations on labour market constructs of the youth. One such study is “the crises of youth unemployment in Namibia” carried out by Labour Resource and Research Institute<sup>4</sup> (2011:1-59) in which it offers the “recommendations for pro-youth and employment policies”. This study fills the gap by studying the underpinnings of the plight of the CoLSoN for labour market participation. The constructs of the study are employability, prospects for employment and vulnerability to unemployment as well as policy intervention from the government. The CoLSoN are a fraction of the youth in Namibia. They believe they grew up under difficult circumstances and did not have equal opportunities like other youth in Namibia as they have lost their parents during the war that liberated Namibia.

The major problem is the employability of the unemployed CoLSoN for labour market participation. Even after close to two decades in independent Namibia, many of the CoLSoN were unemployed. The key dynamic cited for their unemployment status is the absence of their parents because of the war that liberated Namibia. The fierce economic reality drove them to sensitise the Namibian Government about their plight through a resilient protest. This is conventional with social actions taken around the globe to communicate the right to participate in the labour market (Reiss, 2007; 2011). Many of the CoLSoN halted their search for employment and stood in one accord demanding jobs from the Namibian Government. Some of the CoLSoN who managed to secure employment before entered the labour market, but reverted to their unemployment status. In some cases, this was because of precarious contractual terms of

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<sup>4</sup>The Labour Resource and Research Institute established in 1998 and based in Namibia. It is a “research and education institute committed to the overall political and economic independence of all working people in Namibia and beyond ...” (LaRRI, n.d.).

employment. In other cases, labour supply attributes required of an individual for labour market participation played a role. This speaks directly to their employability for labour market participation and unlocked the fervent interest as to what made them vulnerable to unemployment when they were employed before. In economic reality, the demands of the CoLSoN presented the Namibian Government with a dual responsibility. On the one hand, that of responding to the plight of the CoLSoN as offspring of the war veterans who died for the liberation of Namibia. On the other hand dealing with the sophisticated labour market protocols in response to their labour market demand. This unlocked the interest as to how the Namibian Government would deal with the specific demands and the obviously created labour market mismatch.

#### **1.4 Scope of the study**

The research looks predominantly at the employability of the CoLSoN. It also looks at their employment prospects and vulnerability to unemployment. In addition, the research examines the typology of the policy intervention of the Government of the Republic of Namibia to the plight of the CoLSoN. The research took place in Namibia in the Khomas Region. The research hub was Windhoek, the capital city of Namibia. The primary participants were the CoLSoN in the Khomas Region as well as those of the other regions who were in the Khomas Region by inter-regional migration. The secondary participants were the coordinating ministry of the government and care institution that is an agency of the government. As indicated, this research restricted itself to the CoLSoN and did not depict any liberation movement or any other youth.

#### **1.5 Significance of the study**

The sociology of Namibia is in a stage of early development. Numerous activities of society require scholarship through scientific research. There is a need to augment and enrich the



scholarship of Namibia's liberation struggle episodes with special focus to economic parameters such as the labour market. Therefore, a study on the employability, employment prospects and vulnerability to unemployment, and labour market supply-side policies will contribute to the body of knowledge. It could also inspire public policy debate.

## **1.6 Background**

The circumstances of the CoLSoN are deep-rooted in the political developments of more than three decades ago (Struggle Kids, 2009). This was when Namibia, then South West Africa, demanded independence from the then apartheid South African administration (Their Blood Waters Our Freedom, 1996). When Namibia's hope to peacefully attain the anticipated independence was wrecked by the ruling of the International Court of Justice (ICJ) in 1966, Namibia was persuaded to take up arms as the sole means of resistance against the fierce South African regime (TBWOF, 1996). Consequently, thousands of Namibians joined the SWAPO-led struggle to liberation, and in mass exit took base by refugee camping in neighbouring Southern African countries such as Angola, Botswana, the Democratic Republic of the Congo, Mozambique, the United Republic of Tanzania and Zambia (Mwase, 1990; Owens & Nambalela, 2008).

The liberation war that lasted 23 years and mainly waged from the Angolan border left thousands of Namibians lifeless (Leys & Saul, 1995; Moleah, 1983). Indications are that, about 10 000 guerrillas<sup>5</sup> died for the loss of 800 South African soldiers by 1981 (Dugdale-Pointon, 2000). Seemingly, for any one South African soldier who died, more or less 13 Namibian liberators lost their lives (Dugdale-Pointon, 2000). According to Nghiwete (2010:98), “ a total of 7,792 PLAN combatants sacrificed their lives for the liberation of Namibia during the war period

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<sup>5</sup> The concise Oxford English Dictionary defines a guerrilla as a member of a group taking part in warfare. Thus, here it has reference to the SWAPO soldiers in the warfare against the enemy – the then apartheid South African soldiers (TBWOF, 1996: xviii).

1959-1989. On the South African side, 2,365 SADF soldiers lost their lives in the war”. The massive death toll on the Namibian side could be responsible for the orphaning of thousands of the offspring of the fighters of the liberation struggle, especially those born in the refugee camps while in exile (Struggle Kids, 2009).

The lives of these exile-born children were not easy (Struggle Kids, 2009). Their difficult livelihood is explained by numerous facets ranging from physical injuries and psychological complications to socio-economic struggles (Nghiwete, 2010; Owen & Nambalela, 2008; Struggle Kids, 2009). On their physique, many of these orphans bear the blemishes of the Cassinga massacre (Owen & Nambalela, 2008). Many of the CoLSoN’s upbringings were devoid of the father figure, and mistaking the caregivers for their biological mothers have been psychology difficult when they discovered the truth (Amathila, 2011; Nghiwete, 2010). For many who have a mental picture of the life in exile and refugee camps, the reality of orphanage is a vexing consciousness that will never depart from their life (Nghiwete, 2010). On the eve of Namibia’s independence in 1989, the exile-born orphans were repatriated to Namibia and required re-unification with family or adoption by ‘good Samaritans’ (Mwase, 1990). Looking after cattle, working in mahangu<sup>6</sup> fields, insufficient or non-existent funding for schooling were some of their experiences in post-independent Namibia (Nghiwete, 2010).

## **1.7 Employability**

This study examines the employability of the CoLSoN from a tri-factor point of view. These factors are individual, personal circumstance and external factors (Hillage & Pollard, 1998; McQuaid & Lindsay, 2005). Curtis and McKenzie (2001:90) support the idea of Hillage and Pollard (1998:1-4) in the individual factor component, that a person’s prospective advancement into the world of works requires an assessment of the supply of enabling attributes in the form of

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<sup>6</sup> Also referred to as “pearl millet”, one of the main crops cultivated in Northern Namibia (Werner, 2002:13)

basic-, key- and high level transferable skills toward labour market participation. Even more recently, McQuaid and Lindsay (2006:11) as well as McQuaid, Green and Danson (2006:3) maintain this view adding that the underlying principle of employability ought to function in any given labour market. The primary element of this function is to secure employment for the underprivileged who suffered social exclusion because of socio-economic inactivity through heightened long-term unemployment (McQuaid, Green & Danson, 2006; McQuaid & Lindsay, 2006). Such is the case of the CoLSoN.

It surfaced that the labour market inactivity of most of the CoLSoN spans over 12 months and more. Traditionally, this could be attributable to low education, low skills and eroded work knowledge base as research results show. Added to that, many of them are in fragmentary secondary schooling. Yet, more tragically, is the notion of the labour market demand-side strategy that over emphasises scholastic achievement a supreme pre-requisite for labour market participation. This notion comes forth as a comfortable defence mechanism to escape the noble duty of developing the needed human resources in an economy.

### **1.8 Employment prospects and vulnerability to unemployment**

The CoLSoN reflect passive labour market entrance and remained subjected to conditions of unemployment, even 18 years after Namibia's independence. The reasons for this could be many. The Administrative dynamics could be an example (Calvó-Armengol and Zenou, 2003). Premeditated human error and the digital divide are examples of the administrative dynamic aspect that can severely obstruct the labour market entrance of people (Calvó-Armengol & Zenou, 2003; Lindsay, 2006).

The above examples manifested prominently in the assessment of low prospects to obtaining jobs and vulnerability to unemployment of the CoLSoN. In addition, the 'act of God' has also

been a contributing factor through changes in the eco-system such as unprecedented floods. This is a notion of environmental risk that requires labour market specific climate change policies (Zimmerman, 2012). It surfaced that the CoLSoN could experience low prospects to employment due to infrastructural dynamics such as a lack of telecommunications services and media prints. Whilst the upshot in health risk generates little results of the prospects to get jobs, market and economic risk, through the lengthy labour market inactivity and limited access to self-employment opportunities, restrains the labour market participation of the CoLSoN severely.

## **1.9 Policy**

Demand management policies and supply-side strategies are important public policy options for governments to respond unemployment situations in an economy (Snower, 1997). This is traceable in the response strategies of the Government of the Republic of Namibia to the plight of the CoLSoN. Where the government exercised direct public sector hiring, the problem of mass recruitment in the lower level jobs could be a precursor for futuristic labour relations unrest over bottle necked promotional opportunities and low wages. The public policy response would arguably require fiscal schemes such as tax incentives to the private sector to assist with the plight of the CoLSoN. In addition, public policy of monetary nature, such as undemanding or more relaxed lending criteria suitable for the underprivileged, would be of great assistance for the labour market participation of those CoLSoN with self-employment aspirations.

## **1.10 Motivation for the research**

The protest of the CoLSoN requesting the government for jobs motivated this research. This protest generated widespread attention through volumes of media reports. The public response to those reports demonstrated an anaemic understanding of the underpinnings of the plight of the CoLSoN for labour market participation. This is noted in the disapproving debates that primarily

placed an emphasis on the formidable social character of the CoLSoN. Some of these debates suggest that the current socio-economic status of the CoLSoN is because of their own irresponsibility by way of laziness and expectations to have jobs on the silver platter. As this does not do justice to the lived realities of the CoLSoN, the motivation for this research took specific focal direction:

- *Firstly*, the zero to extremely low *labour market absorption rate*<sup>7</sup> of the CoLSoN within the Namibian labour market was particularly intriguing and gave rise to the eagerness to determine their employability for labour market participation. This is the *prime motivation* for this research. Thus, the employability of the CoLSoN is the hub of this study.
- *Secondly*, the timing of the protest by the CoLSoN – 18 years after independence provoked a fervent interest to unearth the dynamics responsible for their low prospect to obtaining jobs. In addition, as a minority of them were employed before, it encouraged this research to unearth what made them vulnerable to unemployment then.
- *Thirdly*, the miniature labour market absorption of the CoLSoN materialised through the Civil Service. This fuelled this research to consider delving into the policy application of the Government, specifically the typology of demand management and supply-side strategies, and the strategic adjustment of a probable mismatch arising from the demand-supply-side programme and effort.

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<sup>7</sup> The “zero to extremely low labour market absorption rate” is qualified by the reported labour market absorption of the CoLSoN, which stood at 2, 5 and 29 at the time of their protest in 2008 (MYNSSC, 2010). When the economically active population or the employed population (331 444) of the corresponding time (2008) is considered against the respective absorption of the CoLSoN, we get 0.00% or 0.01% (given by 0.006034), 0.00% (given by 0.001509) and 0.01% (0.00875).

## 1.11 Goals and objectives

The goals and objectives of this research were to:

- Determine the employability of the CoLSoN.
- Investigate the dynamics responsible for their low chances of obtaining jobs and what made them vulnerable to unemployment as some of them were employed before.
- Establish and critically assess the typology of the policy response options by government to the plight of the CoLSoN and establish how the mismatch that arises would be dealt with.

### *Objective 1*

The first objective aimed at estimating the employability of the CoLSoN for labour market participation in terms of skills and attributes. The former uncovered the typology of skills as basic or generic. The latter unearthed the essential attributes of the CoLSoN.

The specific research question was:

- What employability traits do the CoLSoN offer to the labour market?

The specific hypotheses that were tested were whether:

- Sex has a negative impact on the generic employability of the CoLSoN ( $H_{01}: \beta_{(GE,S)} = 0$ );  
Sex has a positive impact on the generic employability of the CoLSoN ( $H_{11}: \beta_{(GE,S)} \neq 0$ ).
- Low employability traits are more prevalent in the female than the male CoLSoN ( $H_{02}: \bar{X}_{LETf} > m$ );  
Low employability traits are less prevalent in the female than the male ( $H_{12}: \bar{X}_{LETf} < m$ ).

- Low employability traits are not equally prevalent in all the age groups of the CoLSoN

(H<sub>03</sub>:  $\bar{X}_{LET\ 21-25\neq 26-30\neq 31-35}$ );

Low employability traits are equally prevalent in all the age groups of the CoLSoN

(H<sub>13</sub>:  $\bar{X}_{LET21-25=26-30=31-35}$ ).

### **Objective 2**

The second objective aimed at uncovering the underlying forces liable for the low employment prospects of the CoLSoN. The specific research questions were:

- What dynamics are responsible for the low chances of the CoLSoN to getting jobs and what made them vulnerable to unemployment when they were employed.

The specific hypotheses tested were whether there was no significant statistical relationship between the variables. The specific hypotheses were:

- There is no significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN (H<sub>04</sub>:  $r_{S(AD,EP)} = 0$ );

There is a significant statistical relationship between the administrative dynamics and employment prospects of the CoLSoN (H<sub>14</sub>:  $r_{S(AD,EP)} \neq 0$ ).

- There is no significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN (H<sub>05</sub>:  $r_{S(ED,EP)} = 0$ );

There is a significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN (H<sub>15</sub>:  $r_{S(ED,EP)} \neq 0$ ).

- There is no significant statistical relationship between the health dynamics and employment prospects of the CoLSoN (H<sub>06</sub>:  $r_{S(HD,EP)} = 0$ );

There is a significant statistical relationship between the health dynamics and employment prospects of the CoLSoN ( $H_{16}: r_{s (HD,EP)} \neq 0$ ).

- There is no significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN ( $H_{07}: r_{s (ID,EP)} = 0$ );

There is a significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN ( $H_{17}: r_{s (ID,EP)} \neq 0$ ).

- There is no significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN ( $H_{08}: r_{s (MED,EP)} = 0$ );

There is a significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN ( $H_{18}: r_{s (MED,EP)} \neq 0$ ).

- There is no significant statistical relationship between the social dynamics and the employment prospects of the CoLSoN ( $H_{09}: r_{s (SD,EP)} = 0$ );

There is a significant statistical relationship between the social dynamics and the employment prospects of the CoLSoN ( $H_{19}: r_{s (SD,EP)} \neq 0$ ).

### ***Objective 3***

The third objective aimed at uncovering the government's intervention programme in response to the plight of the CoLSoN, and critically assess such policies.

The specific research questions were:

- What demand management strategy and supply-side machinery is the Namibian Government likely to activate in response the demands of the CoLSoN and how will it deal with the mismatch arising from the demand-supply-side effort.



## 1.12 The labour market theory

The study used the macro-level employability theoretical framework (McQuaid, 2006). The Researcher chose this employability theoretical framework because of its utilisation as “both theory and policy,” and it is a functional instrument of the labour market in “predominantly, labour supply and labour demand” (Gazier, 2009:3; McQuaid, 2006; McQuaid et al., 2005). According to McGrath (2009:2), “Gazier (1998) is one of the leading theorists of employability.” Like any other study that utilised the employability theory, this study also considered the Human Capital Theory HCT (McQuaid, 2006). This is in view of the nexus (between the employability framework and the HCT) of labour market instrumentality in the components of skills (McQuaid, 2006; McQuaid et al., 2006). Scholars of employability include Berntson (2008:26) who clearly reveals that the HCT is a validated labour market theory for employability because the “human capital comprises those assets that cannot be separated from the person, as is possible with physical or financial capital. Becker refers to knowledge, skills, and health as examples of human capital. He argues that education and training, said to be the most important factors of human capital, provides people with better earnings later in life”

The conceptual framework for vulnerability to unemployment and employment prospects consists of micro and macro domains from the expertise of the social science of Holzmann and Jørgensen (2000:3-12) and Dwyer et al. (2004:1-3), amongst others. These micro and macro domains constitute socio-economic dimensions of administrative dynamics, environmental dynamics, health dynamics, infrastructural dynamics, market and economic dynamics, and social dynamics (Holzmann & Jørgensen, 2000; Turvey, 2007).

The study also draws on the theory of search and match that gauges how governments respond to employment demands in the economy over the short- and long run (Erhel, Gauté, Gazier, Morrel, 1996). The conceptual framework for policy intervention is the model of the demand

management policies and supply-side strategies used by governments in dealing with employability imperfections in national labour markets (De la Dehesa & Snower, 1997).

### 1.13 Methodology

The Researcher situated the research in a post-positivist paradigm (Denzin & Lincoln, 2005a). The methodological premise is a unified perspective which Leech et al. (2010:18) referred to as pragmatism. The Researcher chose it for its eclectic *mode of practice* that allows for a pluralist methodology through the integration of the qualitative and quantitative approaches (Creswell & Tashakkori, 2007:303; Greene, 2008:7; Scott & Briggs, 2009:224; Sosulski & Lawrence, 2008:122). This aided the Researcher to draw inferences about the constructs investigated to generate cogent policy solutions that would direct social action (Creswell & Tashakkori, 2007; Greene, 2008; Sosulski & Lawrence, 2008). The paradigmatic aspects interweave the objective-subjective epistemological stance and ontological realism of diverse socio-economic phenomena (Feilzer, 2010:7; Guba & Lincoln, 2005: 191-212; Teddlie & Tashakkori, 2009:88).

On the empirical ground, the Researcher used a concurrent mixed method research design (Creswell, 2009). The sampling procedures for the research were the probability and non-probability methods (Teddlie & Yu, 2007). The probability sampling technique was a simple random probability method (Saunders, Lewis, & Thornhill, 2003; Teddlie & Yu). The non-probability technique was a purposive procedure (Saunders et al., 2003). The Researcher collected data using questionnaires and by contacting supplementary interviews (Dillman, 2000; Seidman, 2006). The Researcher analysed the statistical data using descriptive and inferential statistics (Dietz & Kalof, 2009; Howell, 2004). The analysis of the qualitative data was by thematic categorisation and contextualisation (Lichtman, 2009). As part of the ethical protocol of the research, the Researcher applied pseudonyms to maintain anonymity of the research participants (Miles & Huberman, 1994).

#### **1.14 Synopsis of the chapters**

The thesis spans over 10 chapters. Chapter 1 presented the groundwork of the work by way of this introduction. It offered the context, stated the research problem, highlighted the scope of the study and informed of the significance of the study. In addition, the introduction provided the background of the study, put forward the major constructs of the research, informed of the motivation of the research, delivered the objectives and the accompanying hypotheses and briefed on the methodology of the research. After the synopsis of the chapters, the chapter clarifies some of the terms used.

#### ***Chapter 2: The Children of the Liberation Struggle of Namibia***

*Chapter two* presents the review on the CoLSoN in post-independent Namibia. At the onset, the chapter demystifies the paradoxical definition and identity of the CoLSoN as deliberated in recent social, economic and political debates in and around Namibia. Thenceforth, it sets the historical perspectives that gave birth to the CoLSoN's reference. To understand better the unemployment-led protest by the CoLSoN, the chapter brings into focus the unemployment-led protests elsewhere, depicting African and European states. In analogue to the lives of the CoLSoN, the chapter also brings afore the reality of parental absence and the consequential dearth of economic resources. Further, the chapter sheds light on another youth group referred to as the in-borns who just like the CoLSoN tabled their demands to the Namibian Government for assistance. The chapter documents the reaction of the government to the demands of the CoLSoN. In addition, the chapter informs of the statistical youth unemployment in Namibia expected to include the CoLSoN. The chapter concludes that the involuntary physical and psychological scars inflicted upon the CoLSoN require critical contemplation toward a reconstructive intervention that should be a solution to the plight of the CoLSoN.

### ***Chapter 3: The Labour Market Situation in Namibia***

*Chapter three* presents the labour market situation in Namibia. This is a background chapter to Namibia's employment environment. It also puts forward the background to the unemployment environment of Namibia. To provide an understanding of the labour market situation in Namibia, the chapter documents the historical account of the Namibian labour. This depicts the economic and political reflections of labour and labour-regulating systems during the colonial era. Further, the chapter informs of the reconstruction of labour administration and regulation in post-independent Namibia through the promulgation of a statutory framework and enabling institutional structure. On the empirical side, the chapter spotlights the high unemployment rate in Namibia and puts forward the notable socio-economic tools employed by the Namibian Government to combat unemployment and imbalances in the labour market. The chapter also discusses the atypical employment in the Namibian Labour Market and the statutory attempts made to outlaw such atypical employment.

### ***Chapter 4: Employability, employment prospects and vulnerability to unemployment, and policy intervention***

*Chapter four* stages the literature review of the constructs of the research. It reviews three components of literature. The first component is employability. The pertinent factors in reviewing employability are its conceptualisation, theoretical underpinnings and historical evolution. Its theoretical focus is tri-dimensional, constituting individual factors, personal circumstances and external factors. The second component of the literature review is low employment prospects and vulnerability to unemployment. In its major part, this component presents the micro and macro facets for low employment prospects and vulnerability to unemployment. These facets are identified as social-, administrative-, environmental-, health-, infrastructural-, and market and economic dynamics. The third component under review in this

chapter is policy intervention. This takes into account the policy options necessary to alleviate the distressing levels of employability and chronic degrees of low prospect of employment and vulnerability to unemployment. These policy options are the demand management policies and supply-side strategies as active labour market policies. The chapter also considers the mitigation strategies and coping mechanisms accessible to respond to citizenry labour market inactivity and social deprivation as a result of elongated unemployment. The chapter further imparts on the diverse mismatches arising from the demand-led approaches of the labour market and the perceived employability of any given jobseeker in the economy. Furthermore, the chapter considers suitable fiscal and monetary social policy intervention programmes for the management of mismatches to deter the effects of the inability of the labour market to absorb unemployment. Finally, the chapter puts forward the sociological and labour market theory.

### ***Chapter 5: Methodology and research design***

*Chapter five* is the locale of the modus operandi of this research. The chapter presents the methodology and research design of the research. It brings forth how the methodology and design duly applied in this research explicates the manner this study tested the theoretical postulations. At the onset, the chapter introduces the research philosophy that houses pragmatism as the theoretical methodological premise. This configured the paradigmatic aspects of objective epistemological stance and critical ontological realism of the research.

On the empirical angle, the chapter informs of the research purpose, founded on specific goals and objectives. It details the research questions with their accompanying hypotheses. The chapter also introduces the research subjects together with their sample-specific characteristics. The chapter imparts on one of the important aspects of the research, that of protecting the welfare of the research participants. For that purpose, the research adopted and practised a research protocol

that upholds the values of informed consent, voluntary participation, confidentiality, trust and anonymity. Further, the chapter unfolds the procedure followed in sampling the research subjects, collecting, capturing, analysing and interpreting data.

### ***Chapter 6: Employability***

At the centre of *chapter six* is the presentation of the results and discussions of employability. Results show that the employability skills and attributes offered by the CoLSoN to the labour market are mainly rich in basic transferable skills. However, the chapter also cautions that this should not be a comfortable reliance to delay the entrance of the CoLSoN into the labour market, in view of the fact that the CoLSoN show tremendous potentiality for trainability. Further, the chapter brings forth results that, an eroded work knowledge base and being trapped in uncompleted secondary schooling are added limiting factors to their already constraint labour market participation. More so, results point to the fact that with a high level of labour market inactivity comes a degenerated personal competency, hence a fragmented work knowledge base.

A significant aspect the chapter highlights is the presence of exogenous socio-economic dynamics affecting the employability of the CoLSoN. The substantial concentration of these dynamics, as the chapter reveals, resides in the demand-led approach of the labour market. This includes a probable discriminatory practice whereby employers demonstrate a preference for the short-term unemployed candidature. This notion, as the chapter shows, together with the intra-individual scholastic floor traps, potentially relegates the employability of the CoLSoN, and paints an austere picture for them amid the fierce labour market demands. The chapter, therefore, concludes that mounting evidence suggests that portentous individual shortcomings erode the employability of the CoLSoN for labour market participation in view of the subdued state of their skills and attributes. If effectively expended such skills possess the potential to advance

them into the labour market. However, the fierce labour market demands paint their austere picture for labour market participation more acute.

### ***Chapter 7: Employment prospects and vulnerability to unemployment***

The salient feature of *chapter seven* is its presentation of the results of and discussions on employment prospects and vulnerability to unemployment of the CoLSoN. Results showed that plethora of administrative aspects are responsible for the low employment prospects of the CoLSoN. The ‘act of God’ by way of changes in the ecosystem such as unprecedented floods and high temperatures as well as the infrastructural dynamics by way of remoteness from the central business districts have more or less similar outcomes of low prospects for employment of the CoLSoN. The chapter concludes that the challenges confronting the CoLSoN are plenteous and a plethora of factors inhibits their labour market entrance. These include the aspects mentioned above together with potent administrative menace in the ‘world of works’ and stringent financial markets standards that discourage self-employment through rigorous lending criteria.

### ***Chapter 8: Policy Intervention***

The discerning characteristic of *chapter eight* is its presentation of the results and discussions of the policy intervention programme directed to the plight of the CoLSoN by the Namibian Government. Socio-economic in its scope, the response options contained in the intervention programme measure well against international standards. The chapter notes a foreseeable challenge of possible promotional barriers in the future. This seems embedded in entry-level jobs of the DPSH. The concern of the chapter here is that, the lowest jobs seemingly absorbed the highest number of the CoLSoN seeking employment. As a consequence, this move alone could

breed a secondary social grievance or probable labour relations unrest over modest progression and low wages in the future.

The chapter further points with concern to the probability that the fiscal instrumentality has not been exhausted in inspiring and engaging the private sector to assist the government with the predicament of the CoLSoN. Consequently, no job creation has manifested in alleviating this plight except for the entry-level jobs directed to it. This seems to suggest that job reservation was a more effective unemployment response tool to the plight of the CoLSoN than job creation.

### ***Chapter 9: Results discussions***

In *chapter nine*, the author brings together the results discussions of chapters six, seven and eight with the accompanying contribution to knowledge. The chapter illustrates that the demographics of the study sample shows that the majority of the CoLSoN are relatively young and trapped in the mid-secondary level of their education. The chapter notes that this notion is not a CoLSoN-centric problem, but it is embedded in the real issues of the labour market. The chapter also presents the differentials from the t-test and the ANOVA. Further, the chapter discusses the results of the correlation test. This tested whether or not a significant statistical relationship exists between the various socio-economic variables. In addition, the chapter discusses the interviews of the research.

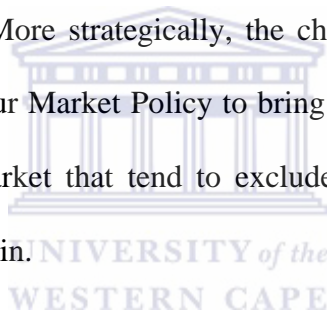
### ***Chapter 10: Conclusions***

*Chapter 10* presents the conclusions of the research. In here, the author delivers the concluding inferences flowing from the premises of the research. One vital aspect of employability the chapter brings to the fore is that in noting the low skills profile of the CoLSoN as one of the probable facets of their elongated labour market inactivity is not suggestive of any disrepair for labour market participation from their part. Rather, it is indicative of labour market essentialities



they possess. The chapter also points to the reality that the mass recruitment of the CoLSoN in the bottommost levels of the organizational structures is unlikely to beget the majority the desired levels of employability. This is in view of the changing demands of the labour market. As the demand-side of the labour market has a tendency to capitalise on skills anaemia of prospective labour market entrants in an attempt to escape the noble responsibility of human development in an economy, the chapter notes that the latent labour market participation of the CoLSoN positions multi-dimensionally at the nexus between long-term labour market inactivity and existent employability imperfection.

The chapter recommends that a restorative socio-economic programme be offered to the CoLSoN to rebuild their lives. More strategically, the chapter recommends the application of employability as an Active Labour Market Policy to bring into equilibrium demand-supply-side inconsistencies of the labour market that tend to exclude the disadvantaged, in this case the CoLSoN, from participation therein.



### **1.15 Clarification of terms**

This section clarifies some of the terminologies used.

#### ***De-identification code (DIC)***

For the purpose of this research, the de-identification is a code or identification number that the participants were required to print on the questionnaires for control purposes and maintenance of the anonymity of the participants (De Vause, 2002).

### ***Employability volume***

For the purpose of this research employability volume refers to the sum of the affirmative responses to items in the employability dimensions (McGrath, 2009; McQuaid, 2006; McQuaid & Lindsay, 2006).

### ***Field staff***

For the purpose of this research, field staff refers to the people, the CoLSoN, who were responsible for the delivery and return of the questionnaires to and from other CoLSoN during the off-site or unsupervised research process.

### ***Labour market inactivity***

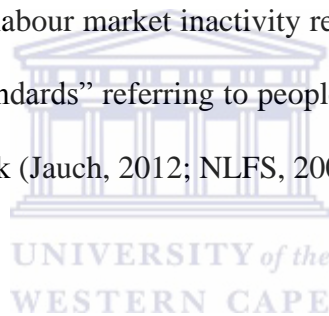
For the purpose of this research, labour market inactivity refers to unemployment as “spelled out by the international statistical standards” referring to people who are without work, available for work, seeking or not seeking work (Jauch, 2012; NLFS, 2008:95).

### ***Literacy***

This refers to the “ability to read and write with understanding in any language.” A Person who can read and not write or write and not read, can be classified as non-literate (NLFS, 2008:94).

### ***Intermediary***

For the purpose of this research, intermediary refers to the person who was responsible for the receipt of the questionnaire from the Researcher; delivery and receipt of the questionnaires to and from the field staff during the off-site or unsupervised research process; and assistance with some administrative duties.



### ***‘Struggle Kids’ as a reference***

We learn from Abdulla et al. (2002:18) that credibility can be a difficult conception. Abdulla et al. (2002:7-15) inform that measures of credibility include, “trustworthiness, accuracy, believability, sincerity, fairness and credibility.”

The author utilised “Struggle Kids 2009” as a reference. This is because such reference is trustworthy, accurate and credible in view of the fact that it originates from the information bulletin of the Government of Namibia. “Struggle Kids 2009” is, therefore, used in the absence of an identified author for the particular section that reports or give information on the ‘Children of the Liberation Struggle of Namibia’. The use of this reference in this manner is in line with the conventions of referencing provided by the Publication Manual of the American Psychological Association and the Harvard referencing style. In specific, the APA (2001:248-249) informs that a text without an author should be treated as follows: “place the title in the author position. Alphabetize books with no author or editor by the first significant word in the title ... [I]n text, use a few words of the title, or the whole title if it is short, in place of an author name in the citation ... “. The latter guiding principle was thus followed, hence the use of “Struggle Kids 2009”.

### ***Supervised research***

For the purpose of this study, supervised research refers to the research conducted with the presence of the Researcher in the research field. This is also referred to as on-site research.

### ***Unsupervised research***

For the purpose of this study, unsupervised research refers to the research conducted with the absence of the Researcher in the Research field. This is also referred to as off-site research.

### ***Worked before***

This has reference to a person or persons “who were engaged in paid or self-employment or who worked for family gain” (NLFS, 2008:95).

### **1.16 Conclusion**

This chapter imparted the pivotal subject matters of the research in opening. It presented the topic of the research and showed why it was important to study the chosen topic. It informed of the research gap and showed that the study was necessary to unearth the employability traits the CoLSoN offer to the labour market. It also showed that it was necessary to study the prospects for employment and vulnerability of unemployment of the CoLSoN. In addition, the chapter presented the importance of looking at the typology of policy response options by the Namibian Government to the plight of the CoLSoN. This chapter also indicated the motivation of the study. This was the protest of the CoLSoN for employment as stated in the context. The chapter provided a brief synopsis of the theoretical and conceptual framework of the research. The Researcher situated the study in the post-positivist paradigm. The specific theoretical branch of this paradigm is pragmatism that the researcher chose. The methodological theoretical premise is a unified perspective of the pragmatic paradigm. The chapter showed that this perspective allows for a mixed method pluralist approach through the integration of both the quantitative and supplementary qualitative procedure. This chapter also brought afore the objectives, research questions and the hypotheses of the research. In the next chapter, the Researcher presents the review on the CoLSoN.

## Chapter 2 The ‘Children of the Liberation Struggle of Namibia’

### 2.1 Introduction

On the dawn of Namibia’s independence from South African rule in 1990, around 43, 000 exiles were repatriated to the country formerly known as South West Africa. Of these, many had left their country of birth to flee the brutality of South Africa’s apartheid regime, and/or to join the struggle (political and armed) for Namibia’s liberation, waged primarily by the South West Africa People’s Organization (SWAPO). But included in the 43,000, were 20,000 children who had never set foot in or fully experienced the country to which they were being repatriated, having been born to and/or raised by exiled soldiers and refugees of the struggle. In Namibia, these children are often referred to simply as ‘exile kids’, though the country’s Government officially recognizes them as “The Children of the Liberation Struggle” (Nghiwete, 2010).

This chapter presents the CoLSoN in post-independent Namibia. It puts forward the definition and identity of the CoLSoN. Then it sketches the name, ‘Children of the Liberation Struggle’, that has drawn generous attention in the Namibian economy and beyond. The chapter also sketches the historical perspective of the CoLSoN and discusses the reality of parental absence that interlocks with the lives of the CoLSoN. Further, the chapter presents the unemployment-led protests elsewhere in Africa and Europe. This demonstrates that the unemployment-led protests are perfectly normal to demand labour market participation in an economy. The chapter also presents the reaction of the government to the plight of the CoLSoN and sheds light on their residency at Berg Aukas. Another important aspect the chapter presents is the parallel between the CoLSoN as exile-born orphans and the Wisdom Youth Organisation members as inborn orphans. The latter are youths who were born in Namibia and who, just like the CoLSoN, tabled their demands to the Namibian Government for assistance. The chapter also recognises the physical and psychological scars involuntarily inflicted upon the CoLSoN for which a restorative intervention program is required.

Today, the CoLSoN are also referred to as ‘struggle kids’ because of the liberation struggle that begot Namibia its independence (Struggle Kids, 2009). This seems to suggest that there would have been no mention of ‘struggle kids’ or CoLSoN if there were no struggle at all for the liberation of Namibia (Struggle Kids, 2009). An important consideration here is that had the International Court of Justice back in the 1960s delivered judgement on the ‘deserves’ of the case brought before it pertaining to the discriminatory practices of tyranny in Namibia, an armed struggle would have been prevented (To Be Born a Nation, 1981; Their Blood Waters Our Freedom, 1996). The TBBAN (1981:176-177) specifically puts it that “the World Court’s failure to deliver a judgement, made public on 18 July 1966, finally removed the last pretext for holding back the launching of armed struggle”. This undertaking begot Namibia its liberty through “many rivers of blood” crossed, leaving scores of Namibians lifeless, the “overwhelming majority of whom died in combat” (TBWOF, 1996: vi & xii).

This development uprooted family structures, left thousands of the offspring orphaned and as a consequence, caused them to grow up “in an environment that was abnormal” (Struggle Kids, 2009:6). It is the same offspring who took to the streets and camped “at SWAPO party offices throughout Namibia to bring the plight of the youth born in exile to the attention of the Government and the public” (Ministry of Youth National Service Sport and Culture, 2010; Struggle Kids, 2009:6). The rightful nationality of the CoLSoN as Namibians did not rescue them from third party objectified constructions in independent Namibia (Nghiwete, 2010). As can be construed from Struggle Kids (2009:6-8) their sameness or identicalness include dynamics of persona such as the name ‘Children of the Liberation Struggle’; commonality of persona such as offspring of war veterans; former residential address such as refugee camps; quality of life at such residential address, being difficult; and the nature of developmental family structure, being the lack of parental upbringing.

Historically, and as noted by the then Minister of the Ministry of Youth National Service Sport and Culture, the life of the CoLSoN in the refugee camps was arduous (Struggle Kids, 2009). Some of the intricacies included health complexities commonly found “amongst exile children”, the constant change of place of living, experience of demanding labour at a tender age, malnutrition, psychological challenge, the “reality of the war” (Nghiwete, 2010:48-57). The exodus from the refugee camps in exile was at the eve of Namibia’s independence when approximately 43 000 returnees, of whom 20 000 were children, were repatriated to Namibia, many of whom – the children – experienced “culture shock” and adjustment difficulty (Nghiwete, 2010:97-128).

What brought the CoLSoN into public view, nationally and internationally, is their unemployment-led protest, which is part of a “few large public clashes occurred between the public and the national government” (Lindeke, 2012:22). In conversations, the protest of the CoLSoN was labelled as unconstructively contagious to other youth in the country in that it presumably gave rise to the formation of a youth movement referring to itself as the ‘in-born orphans’. These ‘inborn orphans’, just like the ‘exile-born orphans’, tabled their demands to the government for funding toward employment creating projects. In the event their demands are dishonoured, they vowed to stage a protest just like the CoLSoN until their demands were met. Government’s response to the demands of the ‘in-born orphans’ is unknown to date, but to that of the CoLSoN an expressed response to find a lasting solution came forth and subsequently pursued through the registration, relocation and verification of the CoLSoN so as to employ and implement a suitable intervention programme (MYNSSC, 2010; Struggle Kids, 2009).

## 2.2 Definition and identity

According to the MYNSSC (n.d.:1) “Children of the Liberation Struggle are children of veterans (veteran as defined in the Veteran, Act No. 2 of 2008), inclusive of exiled children who, until 21<sup>st</sup> March 1990, were under the age of 18 years.” In terms of the Veterans Act, 2008, Act No. 2, 2008:4 a “child, in relation to a veteran, means a person aged below 18 years:

- (a) Who is a biological child of such veteran;
- (b) Who is a step-child of such veteran;
- (c) Who is legally adopted child of such veteran; or
- (d) Who is a posthumous child of such veteran.”

In **Table 2.1** below, exile children below the age of 18 years totalled 12 956 which of 6 328 and 6 608 were female and male respectively, just before 21<sup>st</sup> March 1990 (Simon & Preston, 1991). These figures suggest that the number of children who returned to Namibia at the eve of independence before their first birthday, but younger than their third birthday, were highest (10%) than any other age category of children. Thus, they were still toddlers. Next to these, 9.3% and 8.1% were in the age category of between three and five, and six and 11 respectively. Those in the adolescent and teenage group accounted for four percent of the children who returned to Namibia prior to independence.



Table 2.1: Age structure of exile children

Age	Gender		Total	%
	Male	Female		
0-2	2 038	2 126	4 164	10.1
3-5	1 846	1 956	3 802	9.3
6-11	1 657	1 661	3 318	8.1
12-17	1 067	585	1 652	4.0
18 >	16 438	11 714	28 152	68.5
<b>Total</b>	<b>23 046</b>	<b>18 042</b>	<b>41 088</b>	<b>100.</b>
<b>%</b>	<b>56.1</b>	<b>43.9</b>	<b>100.0</b>	

(Source: Simon & Preston, 1991)

Drawing on the inscription of Ricoeur (1992:3-4) of ipseity versus idemity, the identity of the CoLSoN can be realistically and accurately defined by the latter. This is in view of the objectified perspective constructed and brought forward by the third person (Ricoeur, 1992). The basis for this is the sameness and identicalness of the realism induced by socio-economic views such as that of the liberation struggle (Ricoeur, 1992). By idemity, as construed from (Ricoeur, 1992:3-4) the CoLSoN often referred to as the ‘struggle kids’ or ‘exile kids’, are offspring of the war veterans who died in exile.

In the words of the then Minister of the Ministry of Youth National Service Sport and Culture “the majority of the youth were born in refugee camps in Angola and Zambia, while a few were born in other foreign countries ... [T]hese youth grew up in an environment that was abnormal, lacking parental upbringing and guidance to a large extent ... [S]ome of the youth do not know their parents since the parents sacrificed their lives in the struggle for liberation of Namibia ... [L]ife in the refugee camps was difficult and had a negative impact on these youth – even more so for those that had no biological parents to look after them” (Struggle Kids, 2009:6). **Table 2.2**

below, illustrates these dynamics of the objectified perspective of identicalness (DOPI) of the CoLSoN.

Table 2.2: The DOPI of the CoLSoN

DYNAMIC	OBJECTIFIED IDENTICALNESS
Philosophy:	Idem identity
Persona attached:	Children of the liberation struggle
Commonality of persona:	Offspring
Developmental cycle:	Youth
Rightful nationality:	Namibian
Former residential reference:	Exile
Former residential address:	Refugee camps
Quality of residential address:	 Difficult
*Nature of developmental environment:	Abnormal Lack of parental upbringing Lack of parental guidance
Collective action unifier – current:	Demand for labour market participation – jobs Demand for training Demand for identity documents
*Family de-structure:	Loss of parents
*Family de-structure status:	Orphans

(Source developed from Ricoeur, 1992; Struggle Kids, 2009) \* for some.

Figure 2.1 below, shows a variety of names designated to the CoLSoN.

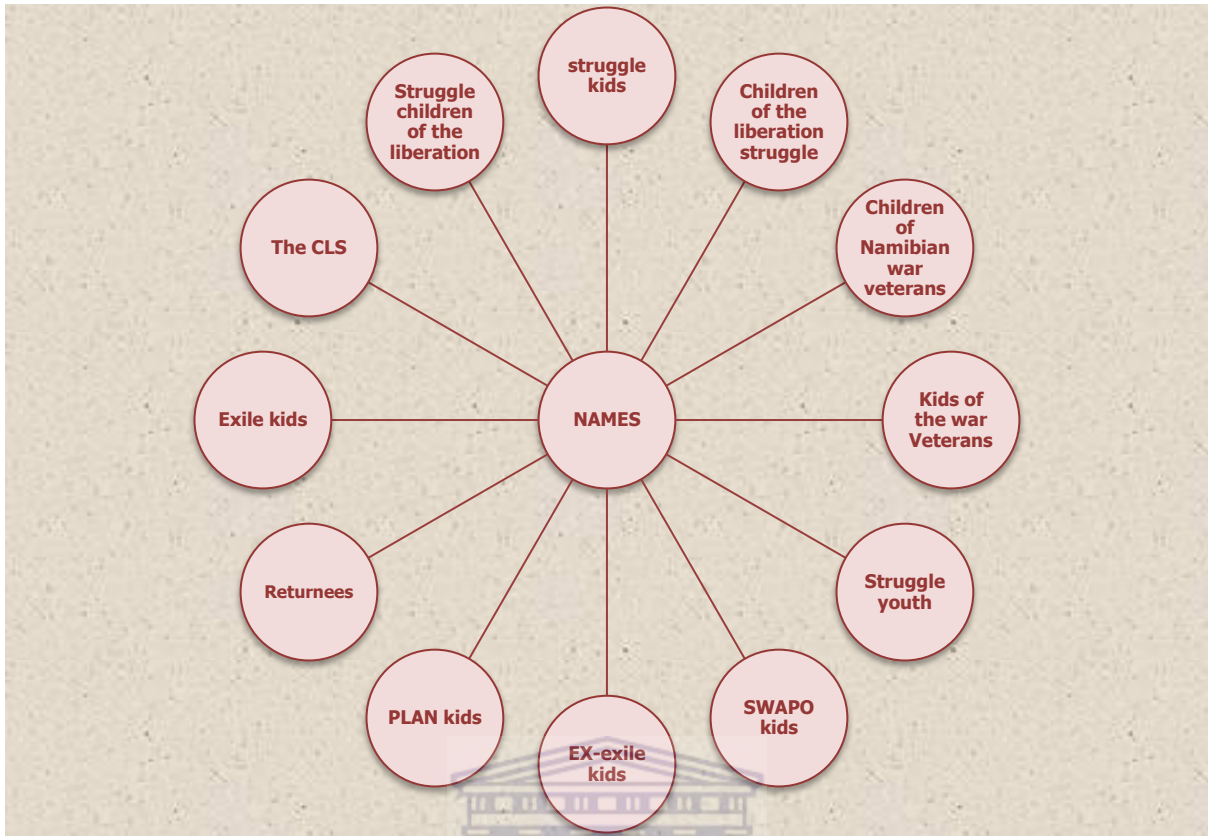


Figure 2.1 Names assigned to the CoLSoN

(Source: Nghiwete, 2010; Struggle Kids, 2009)

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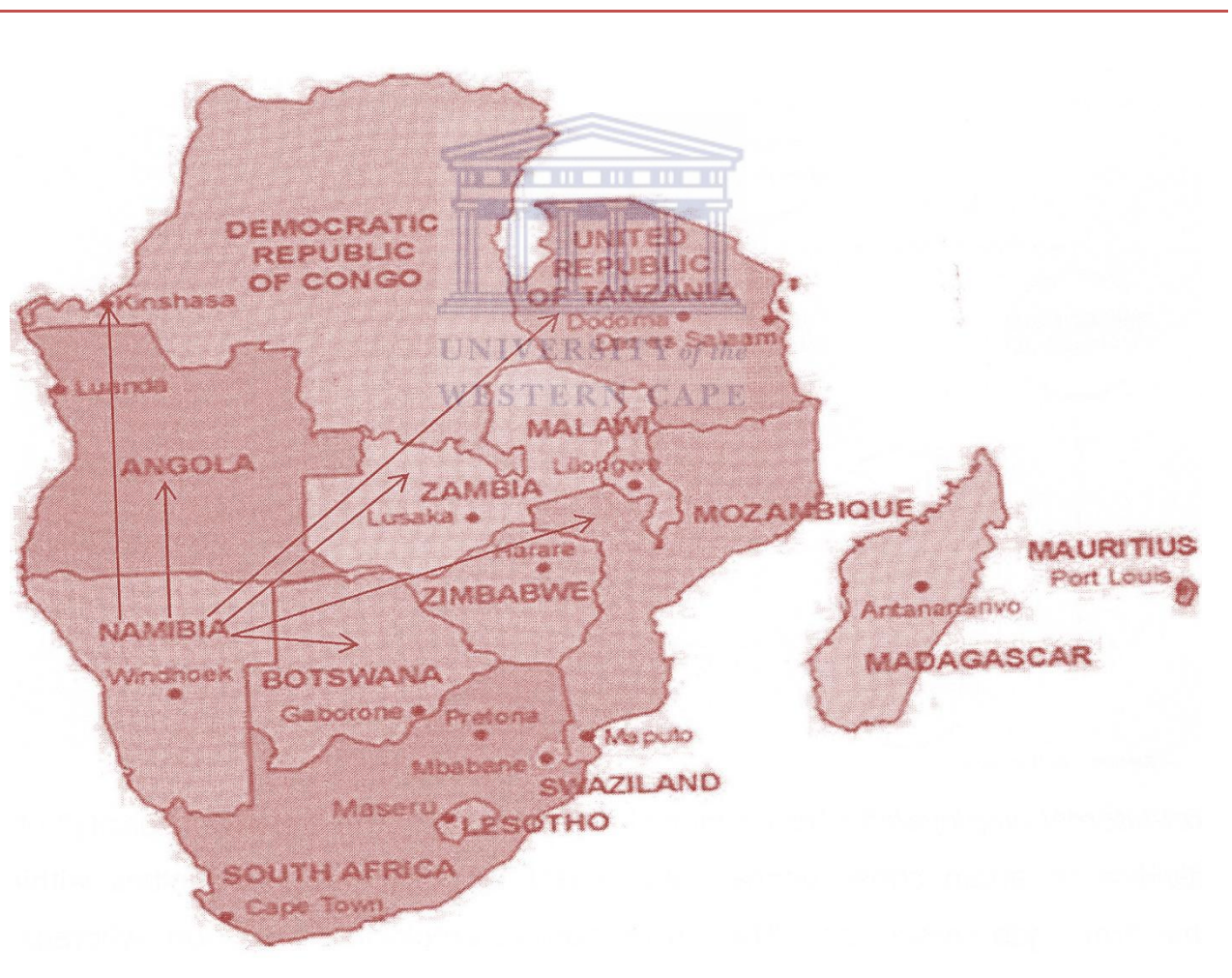
### 2.3 Historical perspective

It is common knowledge that the history depicting the CoLSoN is old and new. Old, because of its roots in the liberation struggle of Namibia (Struggle Kids, 2009). New, because of its presentation in volumes of media reports in post-independent Namibia. The recent flow of information raises the need to delve into the foundational causative facets as to why the CoLSoN are called the CoLSoN apart from being offspring of the war veterans. The keystone has been the need of the Namibian people to be liberated from the then South African administration (TBWOF, 1996). In this regard, a case taken “to the International Court of Justice<sup>8</sup> in 1960” was thrown out by ICJ “on 18 July 1966 ... [T]hat decision by the International Court of Justice dashed the Namibian people’s hope for a peaceful end to South Africa’s brutal rule ... [I]t also

<sup>8</sup> ICJ

convinced them of the need to take up arms being merely the subsequent effective means of resistance”, hence the statement “we now have to cross many rivers of blood on our way to liberation” (TBWOF, 1996: vi). As a result and in subsequent events, a multitude of Namibians, including adolescents at the tender age 12 left Namibia and took base in refugee camps in neighbouring Southern African countries (Mwase, 1990; Owens & Nambalela, 2008).

**Figure 2.2** below, illustrates the exit to exile. Gathering from Struggle Kids (2009:1), another generation was born in the same refugee camps.



*Figure 2.2* Exit base into exile  
(Source: developed from: Mwase, 1990; Owen & Nambalela, 2008)

The end of the lethal war for the liberation of Namibia registered a death toll of about 7 792 combatants between 1959 and 1989 including the Cassinga attacks and other causes (Nghiwete, 2010:98; TBWOF, 1996). This left the said generation, the ‘Children of the Liberation Struggle’ or exile kids, orphaned in the refugee camps (Nghiwete, 2010:98). **Figure 2.3** below illustrates one of “the Cassinga mass graves<sup>9</sup> containing the bodies of 871 Namibian children, women and aged men who were brutally massacred on 4 May 1978 by the South African army” (TBWOF, 1996:xvi).

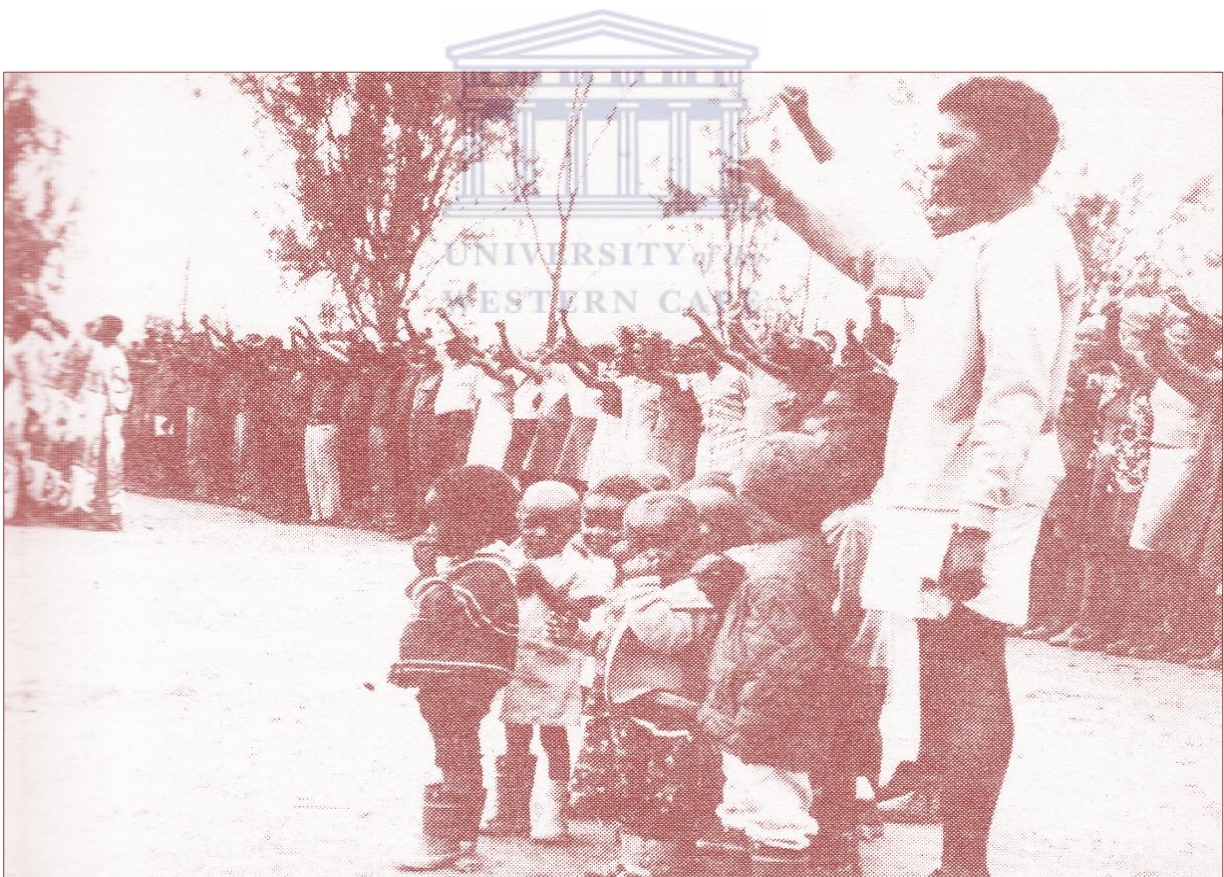


*Figure 2.3* The Cassinga mass grave

(Source: TBWOF, 1996:xvi)

<sup>9</sup>According to TBWOF (1996:xvi) “the grave represents the most damning testimony to the heinous nature of the apartheid brand of racism. Apologists of that racist carnage are still trying to downplay the monstrosity of the crime by claiming that Cassinga was a PLAN military base. It is however clear from the photograph that the victims died and were buried wearing civilian clothes”.

**Figure 2.4** below shows the men, women and children at the refugee camp a month before the attack on Cassinga (TBBAN, 1981). The German Democratic Republic or GDR in East Germany safe-havened many of the orphans of the Cassinga massacre (Owens & Nambelela, 2008). Amathila (2012:92) corroborates this “... the children who survived the bloodbath at Cassinga<sup>10</sup> were sent to the then East Germany and the Government there assisted SWAPO in taking care of them ... [M]any of the children were orphans ... [A] few Namibian women went to stay with the children and keep their Namibian languages and culture alive. The children stayed in East Germany until the fall of the GDR in November 1989”. “Some of the children bore the physical scars of the attack on Cassinga, many others the psychological scars of war, hardship or separation” (Owens & Nambelela, 2008:132).



*Figure 2.4* Refugees at the camp before the raid

(Source: TBBAN, 1981:243)

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<sup>10</sup> The text retains both Cassinga and Kassinga as used by the various authors.

### ***Life in the refugee camps***

Stein (1981:324) informs that for the orphans who are living in the refugee camps there is a reality to it. They are often escapees of social and political unrest and war (Stein, 1981). This creates homogeneous outcomes such as isolation from the serving economy and its inhabitants, dependency, limited area and congested livelihood that breed a lack of privacy, and a perception that they are under control (Stein, 1981).

Nghiwete (2010:47-80) corroborates the views of Stein (1981:324) above, that as refugee-camp dwellers, they “lived in a structured environment with rules and drills to ensure their safety, had regular morning assemblies ... where news and other updates were shared, shared a military dugout with others, were hardly exposed to the Angolan locals, and they were forbidden from mingling with local Angolans on any level without the presence of an adult”. This is what Mwase (1990:117) refers to that “Namibian refugee centres therefore consist of living communities with their own structures and functioning internal self-organisation ... there is no integration with surrounding villages as such”.

Harrell-Bond (2000:1-5) amplifies the reality of refugee camps in the attempt to find answers whether such camps are good for children. “The most essential feature of a camp is the authoritarian character of their administration; they are like total institutions, places where, as in prisons or mental hospitals, everything is highly organized ...” (Harrell-Bond, 2000:1-5).

### ***Parents in the refugee camps***

For some of the CoLSoN, the reality of refugee camps registered heterogeneous outcomes. For example, some kids did not know their *real parents* and mistook their caregivers for their mothers (Amathila, 2012; Nghiwete, 2010). Amathila (2012:102) further recites this fact about real parents among the CoLSoN in a refugee camp of Ndalatando in Angola. “ ... each mother

wanted her children to look best ... [W]hen I talk about the mothers, these would not be the actual mothers of the children but the women who had been given responsibility for the children, since their real mothers would be away at the war front, be studying or might have died. Each 'mother' looked after five children" (Amathila, 2012:102).

### ***Health in the refugee camps***

On the health side; whilst "food, clothing and shelter, though not luxurious, have been at hand; illnesses such as measles, insect bites and wounds, hair lice" were common (Nghiwete, 2010:42-50). Amathila (2012:71) corroborates this that they were "hit by a measles epidemic ... [M]any children and some adults were infected." Despite that, there were "children who were dying of preventable childhood diseases" (Amathila, 2012:98).

### ***The psychological fragment***

The above is not all. Living in a refugee camp has a psychological fragment too (Amathila, 2012; Nghiwete, 2010; Stein, 1981). Stein (1981:24) notes that besides the misery and passing of family, the psychological fragment comes about as distress appears. This takes the form of fear, irritation and psychological disruptions (Stein, 1981). It leads to regret, loss of determination, helplessness, immaturity, aggression and incompetency (Stein, 1981).

In the life of the CoLSoN, the psychologically exasperating episodes were the absence of the father-figure in their life, hurtful encounters with wild animals and the horrific war incidents (Nghiwete, 2010). Those sheltered in the GDR "their memories of air raids" were so fierce that they went quietly under the furniture at the sound of aircrafts (Owen & Nambelala, 2008:133).



### *The exodus from the refugee camps*

The *exodus* of these children from the refugee camps and other places of shelter came about at the dawn of the ceasefire and eve of Namibia's independence. Stein (1981:24) recognises three elements in foresight of refugee-camp-exodus. These are the travelling back home, the option to remain in the territory of asylum and transferring or relocating anywhere else (Stein, 1981).

In the case of Namibians, Mwase (1990:116-117) positions it somewhat accurately that “the Namibian refugee situation is not the typical standard case we find elsewhere in Africa.” This is because they knew that what took them to exile was a noble course – the liberation of their country (Mwase, 1990). Once that attained, returning home was the best option rather than obtaining permanent status in the host countries (Mwase, 1990). Therefore, they desired only interaction with rather than incorporation in the host countries (Mwase, 1990). This finds nexus with the point Amathila (2012:80) makes with reference to camp life that “we, as a liberation movement, looked after our people ... [W]e provided proper health and educational services which gave us a solid base and prepared us for the future in an independent Namibia”.

Stein (1981:325) observes that usually returning home after a long period in exile justifies effective adjustment processes. According to Stein (1981:325) these adjustment processes are:

- A *person-directed agenda* – “mental health, occupational adjustment, language, residence and community patterns, health, reaction to stress, relationships with natives”;
- *Intra-programme agenda* – adjustment programs such as synthesis of services and support, typology of policies and programs. In the case of Namibians, a noted factor was the language gaps on the part of returnees with native Namibians (Nghiwete, 2010). However, the most challenging realism for the CoLSoN has been that those orphaned,

required foster parenting (Mwase, 1990). Mwase (1990:118) articulated “unless independent Namibia can find people willing and able to adopt orphans, it will have to resettle them, however if people, particularly SWAPO members, can be convinced that these children are their relatives, orphanage and resettlement problems could be reduced through adoption”.

- The *post adjustment behaviour* of a returnee is another crucial part (Stein, 1981). Recently, the CoLSon staged a country-wide protest to sensitise the Namibian government and community about their concerns – the need for jobs, training and identity documents (Nghiwete, 2010; MYNSSC, 2010; Struggle Kids, 2009:6).

This could be what Stein (1981:326) refers to that a returnee usually may experience and exhibit miscellaneous emotions about the new territory or homeland. In specific, Stein (1981:326-327) puts forward the following noticeable elements:

- “High expectations about their new life, especially regarding their economic and occupational adjustment”;
- No expectation of loss due to relocation;
- The need to restore a position of injury;
- Resistance to taking up employment representing “underemployment”;
- The “strong believe that they are owed something”
- Shifting “their demands to the government and the helping agencies”

- The supposition that they are “deprived of what is indebted to them.” Some of the views of Stein (1981: 326-327) seem to have a nexus with the sentiments echoed by the CoLSoN that they want jobs in Government, alternatively their parents who have passed on must be brought back from the dead (Nikodemus, 2009). Whilst acknowledging the differences among the CoLSoN, Nghiwete (2010:235) submits clearly that they “may differ in their expectations of what is owed to them by SWAPO, and by the Namibian Government.”

## 2.4 The reality of parental absence

“The Children of the Liberation Struggle say the Government can keep its money  
 and instead give them jobs or bring their deceased parents back from the dead”  
 (Nikodemus, 2009).

These sentiments by the CoLSoN, brings to mind what McLanahan (1997:35-48) refers to that the neediness and sufficiency are crucial foundational elements of an efficacious progress in any child’s life. However, these foundational elements are not adequate necessities in influencing and shaping the welfare of the offspring (McLanahan, 1997). The presence or absence of parenthood is a crucial part of family life and determines the welfare quality of offspring (McLanahan, 1997). Therefore, the absence of parents is largely a source of instability, inequality, poverty and protracted dependency affecting the current and next generation (McLanahan, 1997).

Whilst the basis or root of the parents’ absence is of less significance than the absence itself, household income and educational attainment are the other accompanying factors that play a role in the welfare of children and that of the next generation (McLanahan & Sander, 1994; Smith,

Brooks-Gunn & Klebanov, 1997). This is what Mayer (1997:49) refers to as the investment theory”.

In essence, what comes into play here is that the reality of the absence of parents deprives children of the inheritance of the values of a good life and financial affluence (McLoyd, 1990a; 1990b; McLoyd et al., 1994; Korema & Miller, 1997). The consequential effects are low educational attainment, poor health and, most probably, inequality (McLoyd, 1990a; 1990b; McLoyd et al., 1994; Korema & Miller, 1997). This could be in analogue with Nghiwete’s (2010:231) disclosure that “some children of the struggle failed to advance because they had no parents or guardians to pay for their school education in Namibia. Those who had parents to support them often struggled because having been engaged in battle, their parents never got the education they needed to find better paying jobs upon their return to Namibia. Some children simply couldn’t pass their grade 12 exam.” Overall, these suggest that the absence of economic resources as a result of the absence of parents breed transmittable poverty that is traceable even when children enter adulthood (Hanson, McLanahan & Thomson, 1997).

The root of orphanage and permanent parental absence of the CoLSoN as communicated by Struggle Kids (2009:6) is traceable in both the Cassinga and Vietnam attack on 4 May 1978 as put forward by Moleah (1983:286-287) and depicted in **Box 2.1** below.

### Box 2.1 The attack on Cassinga and Vietnam

“May 4, 1978 South Africa launched its largest attack on Angola since the invasion of 1975/76. A South African radio announcement called this a limited military operation against SWAPO terrorists. The truth was otherwise. This was a massive attack on a SWAPO transit center and refugee settlement camp at Cassinga. Cassinga is 156 miles or 250 kilometres inside Angola. The camp accommodated over 4, 000 people in disused mine buildings and tents and was equipped with a clinic, a school, a library, a kindergarten, a sewing factory, food stores and facilities for repairing trucks and other vehicles. It also had a limited force of armed personnel for defensive purposes, but it was most definitely not a military base. The majority of Namibians at Cassinga were young people, teenagers and children.

On that fateful and tragic day, May 4, 1978, the South African army and air force launched a two-pronged series of air and ground attacks. The attack on Cassinga itself was an airborne operation originating from the Grootfontein air base and involving 12 mirage jets, 4 Hercules troop carriers and five helicopters. This was coupled by a second stage attack of South African ground troops in approximately 60 armored cars which crossed the border through Ombalantu and Ruacana. With adequate air-support, they struck at Chetequela, Cuamato and Dombondola. At Chetequela, a SWAPO transit camp for Namibian refugees, nicknamed “Vietnam”, was attacked. The vicious and dastardly nature of this attack is described by a survivor, Magdalena Nghatanga, a 26 year old nurse who worked in “Vietnam” at the time. According to her, at about 1:30 pm two jet fighters appeared and started bombing the camp. This like

Cassinga, was a refugee transit camp which was lightly dended by PLAN personnel. “The people were not trained for war and did not know what was happening. They were running around and there was a lot of confusion. There were about 500 people in the camp and most of them were wounded”. Whilst the bombing continued, about 80 armored cars arrived, helicopters also arrived and dropped paratroops. The camp was completely surrounded and the killings started in earnest. When the shooting stopped, around 6:30 or 7 pm as it was getting dark, the South Africans set fire to the huts, hospital, kitchen and everything. Those who survived, about 270, were taken back to Namibia.

The bombardment of Cassinga began at 7:15am as most of the camp’s 4,098 residents were assembled for their usual morning meeting. Fragmentation bombs were dropped on the meeting square by Mirage jets, killing large numbers of people including nearly all the medical staff and patients in the nearby camp clinic. The clinic itself, the garage, food storage room, offices and all other buildings in the settlement were reduced to rubble. As the bombing went on South African paratroops were dropped together with anti-vehicle and anti-personnel landmines, rifle-launched grenades, rounds of ammunition and other weapons. About 1,500 South African troops were involved according to SWAPO. They opened fire, shooting indiscriminately at everyone within range. Those who died at this stage were shot at point blank range, many in the back, or in the head, or bayoneted. Many were killed as they tried to run away towards a nearby river or to escape in trucks. There is evidence that chemical weapons were also used by the South Africans, including inflammable phosphate liquid, teargas and possibly a form of paralysing gas. Many died in the bush as they tried to escape and their bodies remained unrecovered ... “ (Moleah, 1983:286-287).

(Source: Moleah, 1983: 286-287)

## 2.5 The protest

The aim of the protest was to sensitise the Namibian government and community about their concerns (MYNSSC, 2010; Struggle Kids, 2009:6). These concerns were the need for jobs, training and identity documents (MYNSSC, 2010; Nghiwete, 2010). Nghiwete (2010:321) informs that this recent protest is a resumption of the 2001 protest by the CoLSoN between the

ages of 18 and 37, who for the purpose of pleading for jobs, “camped near the SWAPO party headquarters in Katutura, Windhoek, for more than a month before many of them got arrested and put in prison, without their demands being met”.

## **2.6 Comparative unemployment-led protests**

Protests and struggle are some of the devices frequently adopted by the unemployed (Perry & Reiss, 2011; Reiss, 2007). They do so for rights to participate in the labour market, well-being and dignity (Perry & Reiss, 2011; Reiss, 2007). This dates back from the early nineteenth century to date (Perry & Reiss, 2011; Reiss, 2007). Specific reference dates back to the protests of the jobless and unwaged in the 1870 and 1880s (Reiss, 2011). Global perspectives show that some significant territories that saw the combative action of the jobless demanding labour market participation include British-ruled Palestine, the United States of America and New Zealand (De Vries & Bar-On, 2011; Reiss & Perry).

O'Brien (1996:57) points to the fact that “the common denominator for these youth situations is that the young people have finished schooling, are without employment in the formal sector, and are not in a position to set up an independent household. This is the common material predicament of the young people studied in Mali, Senegal ... [T]ogether with the evidence from East Africa (Kenya) and South Africa, it would seem clear that the situation is of continental proportions”. This finds nexus with what Kapere (2011:iii) refers to that “... for the youth of Namibia, employment, is both a greater challenge and a greater opportunity than in the past. The Namibian economy has been unable to provide sufficient work for more than 20 000 young people leaving school and seeking work every year. The education system, does not prepare them for the world of work. The system does also not prepare them well for self-job creation through enterprising”.

## *Africa*

In *South Africa*, Reuters (2011:1-2) reports the mass lobby of the youth against unemployment in which the lamentation is reported as follows:

“we are here because the youth is marginalised by unemployment” .

With about 25% of the population without work, according to Reuters, a finding by the South African Institute of Race Relations revealed that 50% of the youth in South Africa lack employment, and 25% thereof in the age category of 25 to 34 years hold slight prospects of ever obtaining or securing a job. A similar state of affairs is traced in *Zambia*, where about 200 youth took to the streets to gain the attention of the government to their plight of unemployment, as their aspirations for employment in local mines (Lusaka Times, 2012).

The demand-side of the labour market has a direct relationship with the unemployment-led protests (Reiss, 2007). In *Kenya*, for example, Wambugu et al. (as cited in LaRRI, 2011:5) articulated that there is a “problem of an influx of graduates and their non-correspondence to the needs of the labour market. It is this skill mismatch that has created a whirlpool of unemployed, yet formally educated youth. The education system produces skills that are not valued by employers, while raising the expectation of those who acquire them, consequently, the unemployed do not take up existing jobs vacancies, and employers are unwilling to hire available candidates. The mismatch is more marked for school leavers and graduates who have just finished school, partly providing an explanation for the high unemployment rate among youth and new entrants into the job market”.

## *Europe*

In *Spain* – where the “unemployment rate stands at 21% and a record of 4.9 million jobless” – hundreds and thousands of protesters camped out at Madrid’s central Puerta de Sol plaza, whilst others followed suit in Barcelona and other smaller cities, in protest of the state of unemployment and the economy (Goodman, 2011:1-2). According to Goodman (2011:2), this protest spread from the social network and emitted sentiments such as:

“Forty percent of our young people are unemployed and don’t have a chance”.

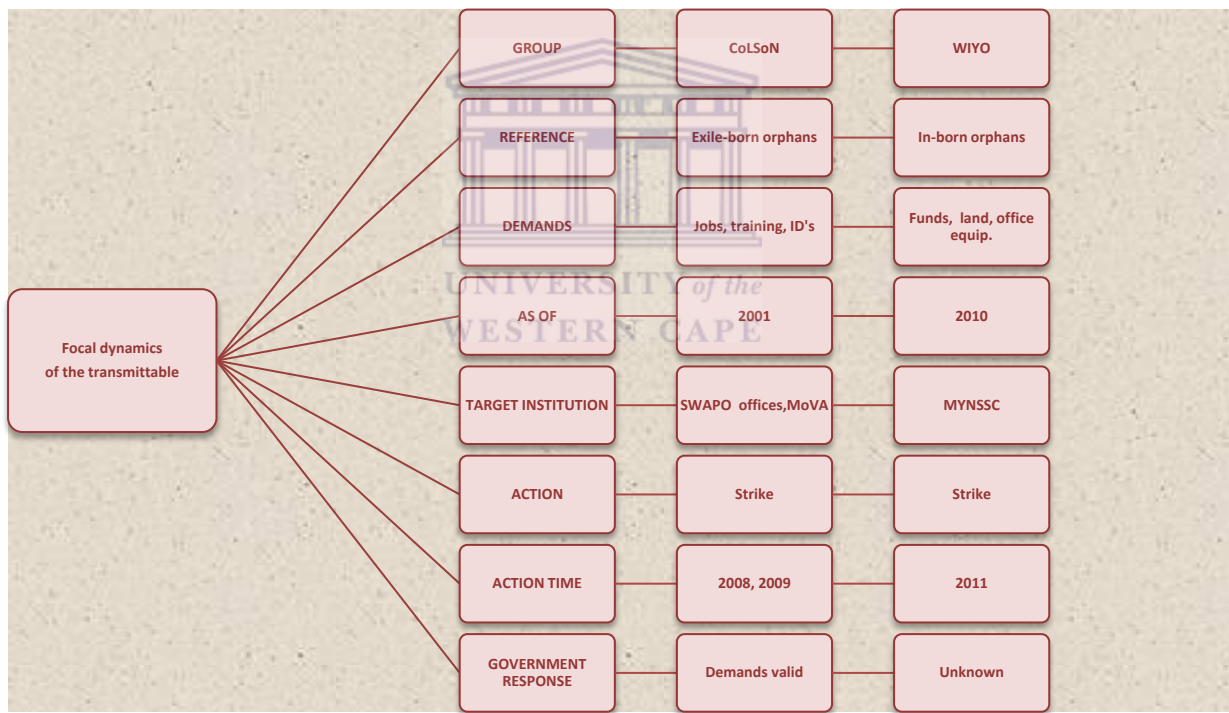
In confirmation, the Agence France-Presse (2011:1) reports that “Spain’s youth unemployment has long been much higher than that for the general population ... for those under 25 standing at 44.6% in February, more than twice the average for the country and the highest youth unemployment rate in the European Union”. From the AFP (2011:1), one remarkable notion of these protests, just like that of the CLSoN, is the reference to the parental role and promise of persistence of demonstrations until demands are met. In Spain, for example the sentiments; “at our ages our parents had jobs, a house and children ... [w]hen are we going to have work and everything our parents had; ... [T]hey are cutting all the rights which cost our parents and grandparents blood and sweat to earn”, attest to the former and, “ ... [I]f you don’t let us dream, we won’t let you sleep ... “; confirm the latter (AFP, 2011:1-2).

### **2.7 The transmittable**

Recent social discourse points to the fact that the protest of the CoLSoN has been contagious to other youths in Namibia (Anton, personal communication, March, 2011). The coming into being of another youth movement referred to as the born-frees, free-borns or inborn orphans is the



group in reference (WIYO, personal communication, November 01, 2010). These are the youth born in post-independent Namibia and unrelated to the problem of the CoLSoN (WIYO, personal communication, November 01, 2010). However, they tabled their needs to the Namibian Government for assistance just like the CoLSoN (WIYO, personal communication, November 01, 2010). According to WIYO, the ‘in-borns’ petitioned to the Prime Minister and sought clarity on equal treatment with respect to job opportunities and financial assistance for further studies extended to the ‘exile-born orphans’. These dynamics between the two groups received much attention in Namibia. **Figure 2.5** below, illustrates these focal dynamics.



*Figure 2.5 Focal dynamics of the transmittable*

(Source: developed from Nghiwete, 2010; Struggle Kids, 2009, Wisdom, 2011).

Unlike the CoLSoN who requested the government to provide them with jobs, the ‘inborn-orphans’<sup>11</sup> requested the Namibian Government to provide them with N\$ 75 000 000<sup>12</sup> (WIYO, 2011). They needed the said amount to fight poverty and unemployment among the

<sup>11</sup> A group of about 500 members, founded in March 2010, designated as Wisdom Youth Organization.

<sup>12</sup> Seventy five million Namibia Dollars. About US\$ 10.7 million at US\$/N\$ = 7 at the time of this research.

youth and to contribute to Vision 2030<sup>13</sup> (WIYO, 2011). **Table 2.3** below, shows the anticipated distribution of the requested amount by WIYO.

Table 2.3: Distribution of the seventy five million

WIYO'S budgetary request		External outlook				
Budget fragments	Apportionment	% of TBR-W	% of TR-E	% of TIPEEG	% of JCAA	% of MYNSSC-AL
Salaries	39,600,000	53%	0.17%	0.44%	0.27%	2.64%
Insurance	8,000,000	11%	0.04%	0.09%	0.05%	0.53%
Fuel	15,000,000	20%	0.07%	0.16%	0.10%	1.00%
Water & electricity	10,000,000	13%	0.04%	0.11%	0.07%	0.67%
Other material	2,400,000	3%	0.01%	0.03%	0.02%	0.16%
<b>Total</b>	<b>75,000,000</b>	<b>100%</b>	<b>0.33%</b>	<b>0.82%</b>	<b>0.51%</b>	<b>5.00%</b>
						<b>N\$ billions</b>
TR-E						22.7
TIPEEG						9.1
JCAA						14.7
MYNSSC-AL						1.5

(Source: Budget Statement, 2011; Fiscal Policy Framework, 2011; WIYO, 2011)

It is notable that WIYO's budget request paralleled that of the MYNSSC in terms of combating youth unemployment in the Namibian economy. It fits the Medium Term Expenditure Framework (MTEF) that feeds on the 2011/2012 budget allocation to the MYNSSC to a level of

<sup>13</sup>Conerstoned in the principle of sustainable development, Vision 2030 was launched by the Founding Father, His Excellency President Sam Nujoma in June 2004 as a vision that would drive the Namibian people to make deliberate efforts to improve the quality of life of the Namibian people to the level of their counterparts in development world by the year 2030, and the driving force for development comprises Education, science and technology, health and development, sustainable agriculture, peace and social justice, and gender equality; and the vision formulation process is pillared by eight themes namely: inequality and social welfare, political stability, peace and sustainable development, institutional and capacity building, human resources, population, macro-economic issues, health and development, natural resources and environment, knowledge information and technology, and factors of the external environment (BS, 2011:30; Vision 2030, 2004).

about five percent, and just below one percent on the job creation allocation amount (JCAA) and TIPEEG respectively (Budget Statement, 2012:25). Following a petition to the Prime Minister and budget request as outlined above, WIYO members, just like the CoLSoN, resorted to undertaking a protest and “camp at the Ministry’s office till Government answers to their problems” (F, Haixwa, personal communication, March 30, 2011:1). It is exactly this particular move that also plays a role in ‘the transmittable’ reference.

## 2.8 Government’s reaction

The Government recognised the demands of the CoLSoN and pledged its commitment toward achieving a ‘lasting solution’ (Struggle Kids, 2009:6). This is what the MYNSSC (2010:ii) refers to that “they did not go and camp at unknown places but rather went to their well-known protective home, which is SWAPO offices”. The starting point of the ‘lasting solution’ was to request all the CoLSoN to return to their respective regions and be registered (Struggle Kids, 2009). The registration process transpired over three phases and 9 648 CoLSoN were registered in the first and second phase, whilst 1 416 were registered in the third phase (MYNSSC, 2010).

**Figure 2.6** below demonstrates the regional distribution of the registered and verified CoLSoN. Those who indicated that they had no place to stay, were relocated to Berg Aukas<sup>14</sup>.

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<sup>14</sup> Situated in the Otjozondjupa region +/- 15km north east of Grootfontein as indicated by the arrows in the map and is utilised as a temporary haven for the CoLSoN (MYNSSC, 2010).

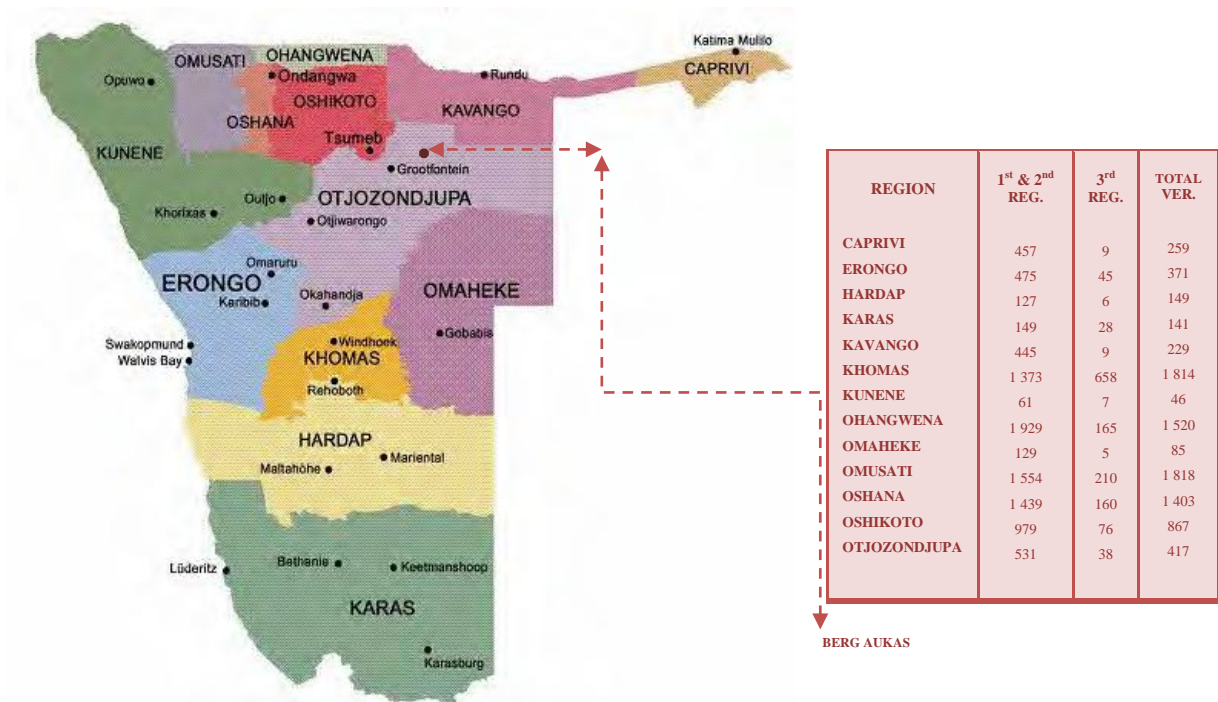


Figure 2.6 Regional distribution of the registered and verified CoLSoN

(Source: MYNSSC, 2010)

The post registration task was to perform the verification of all registered CoLSoN by carrying out interviews to establish their diverse needs through the Verification Task Team (VTT) (MYNSSC, 2010). **Table 2.4** below, shows the verification outcome of the CoLSoN.

Table 2.4: Verification outcome of the CoLSoN

	Male	Female	Total
New registrants	712	704	1 416
Unqualified	142	172	314
Self employed	11	6	17
Employed	150	214	364
Unemployed	3 618	3 495	8 013
Other <sup>a</sup>	408	403	811
<b>Total verified</b>	<b>4 138</b>	<b>4 981</b>	<b>9 119</b>

(Source: adapted from MYNSSC, 2010)

<sup>a</sup> Disabled: 96 (m =55, f = 41); General education 267(m=166, f =101); Tertiary education 448 (m = 187, f = 261).

## 2.9 Residency at Berg Aukas

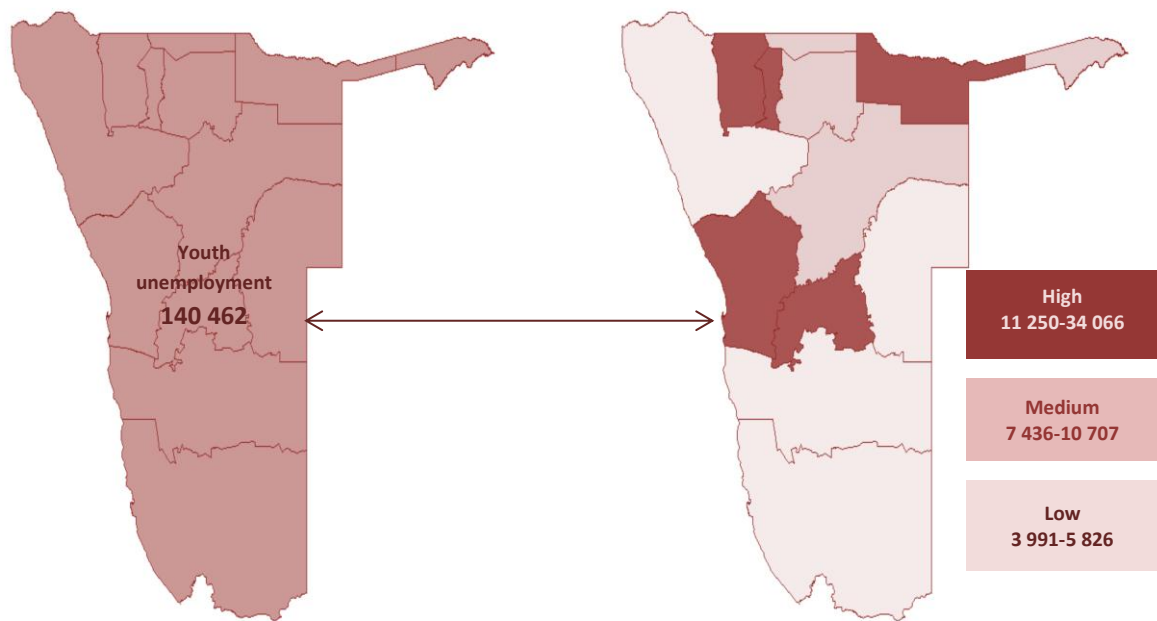
Following the protest and subsequent to the registration process, a significant number of the CoLSoN relocated at a cost of N\$2 million to Berg Aukas (MYNSSC, 2010:6; Nghiwete, 2010:233). The relocation was necessary in view of the fact that the CoLSoN needed a place to stay (MYNSSC, 2010:6; Nghiwete, 2010:233). This haven, witnessed the original admission of about 472 to 540 CoLSoN in November 2009 and was a temporary shelter for the CoLSoN prior to finding a solution to their plight (MYNSSC, 2010; Nghiwete, 2010:232).

## 2.10 The plight of the CoLSoN vs the rest of the youth in Namibia

Statistically, youth unemployment in Namibia stands at 140 462 (Namibian Statistics Agency, 2012). We expect this figure to include the CoLSoN.<sup>15</sup> **Figure 2.7** and **2.8** respectively illustrate the overall and regional youth unemployment levels in Namibia. When linked to the regional distribution of the registered and verified CoLSoN in **Figure 2.6** above, it becomes clearer that the highest number of the CoLSoN come from the regions with the high level of youth unemployment.

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<sup>15</sup> This expectation is grounded in the reality that, in conducting the Namibia Labour Force Survey and the National Social Statistics data; the Ministry of Labour and Social Welfare, and the NSA have no obligation to give regard to categories of convenient reference such as the 'rest of the Namibian youth' or the 'Children of the liberation struggle of Namibia. This is understood from the mandate the Ministry had, to "provide a wealth of information on the state of the labour force in the country ... and to generate all the necessary information that would provide Government with the statistical data for analysis of employment, unemployment and underemployment ... " (NLFS, 2008:ii).



*Figure 2.7 Overall youth unemployment*

*Figure 2.8 Regional levels of youth unemployment*

(Source: Namibian Statistics Agency, 2012)

## 2.11 Conclusion

This chapter delved into the realities pertaining to the CoLSoN. Remarkably, their identity is on contested terrain as far as their name, ‘Children of the liberation struggle’, is concerned. The literature brought afore that, among the many children who returned from exile to Namibia at the eve of its independence, a significant number of more than 4000 were toddlers between the age category of 0 and 2 years. The chapter showed that historically, the CoLSoN had a hard life. Complexities in health, the absence of parents and the reality of the war are, but, some of the intricacies that affected their lives in the refugee camps. To improve their life in independent Namibia, their unemployment-led protest was necessary. This produced extensive media coverage and brought the CoLSoN in public view. The next chapter presents the Labour Market situation in Namibia.

## **Chapter 3 The Labour Market Situation in Namibia**

### **3.1 Introduction**

To understand the labour market situation in Namibia an account of history, both political and economic, requires reflection (UNIN, 1986). Politically, the colonial enterprise introduced partialities that weakened the Namibian labour to sustain itself economically (Jauch, Edward & Cupido, 2011). Economically, the contract labour system that governed the Namibian Labour presented notable exploitation including insufficient remuneration (Cooper, 1999; Nujoma, 2001).

This chapter reviews literature on the Namibian labour market. It presents Namibia's employment environment and explicates the background to Namibia's unemployment environment. In its minor part, the chapter considers the historical overview. Subsequently, the chapter considers the labour legislation that includes the principal labour laws and conventions, and the institutional structure that governs and executes the labour market mandate in Namibia. In its major part, the chapter considers the employment and unemployment dynamics in Namibia. Further, the chapter considers the atypical employment – a labour market construct labelled as a relatively new phenomenon to the Namibian labour market when it emerged in post-independent Namibia. The chapter also deliberates on the newly proposed social safety net or the Basic Income Grant. Further, the chapter considers the TIPEEG or the Targeted Intervention programme for Employment and Economic Growth. This tool envisaged to create jobs in the Namibian economy. The chapter also considers the AA or Affirmative Action. This is a tool envisioned to redress the imbalances of the past of jobs in the Namibian Labour Market.

A little more than three decades ago, income disparity was exercised as a rule under the apartheid system, whereby black Namibian employees earned significantly less than the white employees were while a significant portion of the Namibian population was living under

complete economic destitution (UNIN, 1986; Jauch, Edwards & Cupido, 2011). There was a “near complete neglect of human resource development” in the Namibian Labour market and a complete absence of legislation for basic conditions of employment required institutional reformation and a responsive statutory framework (Geingob, 1986:9; Namibian Labour Lexicon, 2004). To address the deleterious effects on its human resources and improve the employer-employee relationship in the country, Namibia promulgated its first Labour Act, 1992 (Act No. 6 of 1992) (NLL, 2003; Jauch, Edwards & Cupido, 2009). Another milestone reached in an attempt to rectify the disparities of the past was the bringing into being of the Affirmative Action Act, 1998 (Act, No. 29 of 1998) (Jauch et al., 2009). These statutes, administered through a governmental organ the Ministry of Labour and Social welfare, are to ensure and promote harmonious labour relations and employment equity in the Namibian economy and execute the distinct functions of the labour market in terms of demand for and supply of labour (Humavindu, 2008; Jauch, Edwards & Cupido, 2009; NLL, 2003).

In the Namibian context, the odds of falling into poverty can be found in the increasing rate of unemployment at 34% and 51% since 2000 to 2008 (NLFS, 2008). The unemployment rate among the youth is more than 50%, irrespective of geographic areas (NLFS, 2008). This suggests that the young and potential labour market entrants in the Namibian economy are unwaged. It is exactly here where the influence of the Basic Income Grant (BIG) presented by Jauch (2009:1) and Jauch, Edward and Cupido (2009:53) is of importance. That is, to rescue the unwaged citizen from chronic poverty traps and prevent them from transmitting such poverty to the next generation (Jauch, 2009:1; Jauch, Edward & Cupido, 2009:53).



### 3.2 Historical overview

Colonial enterprise played an enormous role in the labour situation of Namibia (UNIN, 1986). The German interventionists were the first to introduce an organised invasion on the political, economic and social establishments of Namibia by the 1880s (Geingob, 2004; UNIN, 1986). The plentiful natural resource of Namibia drew these German interventionists to Namibia (UNIN, 1986). Amongst others, manipulative regulations were sanctioned and the Namibian people were destitute as they were stripped of their “land and cattle” which resulted in their inability to sustain themselves economically (Geingob, 2004; UNIN, 1986:11).

This development was extended by the Apartheid South African governance which, according to the UNIN (1986:11-12), “made attempts to annex the territory and make it its fifth province ... [F]or South Africa, the territory of Namibia provided an easy outlet for the growing number of landless rural Boers who had been reduced to destitution in South Africa by the rapid commercialisation of agriculture. The settlement of whites from South Africa in Namibia was also considered necessary by the new rulers in consolidation their stronghold over the territory“.

Jauch et al.(2011:185) informs, “the colonial South African government formally entrenched segregation and then applied its apartheid model to Namibia”.

Virtually, the existence of cheap and migrant labour are direct products of the exclusion laws exercised by the colonial South Africa (Jauch et al., 2011). The significant migrant labour system was SWANLA – South West Africa Native Labour Association – that emerged in 1943 (Cooper, 1999). There were notable exploitations<sup>16</sup> in the labour system – SWANLA – that also triggered

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<sup>16</sup> SWANLA “was a notorious South African government-sponsored organization which took young boys and able-bodied men to work for the white settlers as near-slave labourers in mines, farms, factories and as domestic servants in towns like Windhoek, Omaruru and others in central and southern Namibia. We heard stories of abuse and humiliation of the contract workers at the hands of white employers. ... [S]tories were well known to us of workers paid starvation wages and being badly treated, especially on the Boer farms, even to the extent that some of them never returned home. [W]orkers recruited through SWANLA were systematically humiliated: for example, transported in a cattle truck with tags around their necks on which the names of their masters-to-be were written. For instance, a worker who was going to work on a farm in the district of Gobabis had to travel

the formation of SWAPO (Cooper, 1999). As shown in **Table 3.1** below, many Namibians were recruited through SWANLA and distributed to farms between 1938 and 1954 (Cooper, 1999).

**Table 3.1: Recruited and Distribution of Labour to farms**

Year	Total recruited	Distributed to farms	Percent
1938	8,588	5,598	65
1939	8,434	6,070	72
1940	9,705	7,260	74
1941	7,890	7,349	93
1942	8,811	6,478	73
1943	14,836	9,868	66
1944	13,507	9,553	70
1945	15,344	11,226	73
1946	15,540	11,617	74
1947	17,327	10,034	58
1948	20,523	9,551	46
1949	23,337	10,522	45
1950	21,656	9,864	45
1951	22,319	8,564	38
1952	24,858	7,977	32
1953	24,940	7,644	30
1954	25,658	6,747	26

(Source: Cooper, 1999:138)

through many other districts, during which a train conductor would go through the cattle trucks reading out his master's name. When reaching the destination he would be told to follow the road leading to his master's farm. Since the white settler employers paid a certain amount of money to SWANLA in order to be provided with cheap labourers, such whites would normally consider that they had actually bought the workers and considered them as slaves. Young boys could be sent away to work for as long as two years before the contract expired, without leave to visit families, and entitled neither to sick leave nor to be accompanied by any family member, including even a wife. Families would not be allowed to visit, even in the event of terminal illness. And in the event of injury or death of any worker, there would be no compensation paid to the family" (Nujoma, 2001:27-28).

Generally and by 1981, as the UNIN (1986:105) notes, the labour and employment state of affairs presented the following profile of the Namibian labour market:

- For the blacks, a bi-section of the people at work was involved in modest farming activities for survival in their native land;
- A four quarter of the working people were seasonal workers who were paid low wages in the major sectors of the economy such as mining, manufacturing, fishing, agriculture amongst others;
- More than ten percent of the labour was employed in low-waged household services;
- 50% of the workforce was made up of female workers.

Geingob (1986:9) informed that ... “the near neglect of the human resource development and the basic infrastructure for the majority would mean that major socio-economic restructuring will be needed upon independence”. Prior to independence, as Jauch et al. (2011: 188-189) informs, the labour market situation in Namibia along the racial lines presented the following profile:

- Blacks were deprived of the necessary supplies to advance to upper zones of the labour market.
- At the utmost, blacks were mainly restricted to “wage labour”.
- Blacks were denied access to the largest part of jobs in the decision-making category, expert and other directional occupations.
- “The white population benefited from permanent jobs, subsidised housing, health care and superior schools ... [A]lmost the entire white labour force had secured employment

as professionals, managers, supervisors, technicians, civil servants, or as business people in agriculture, industry, commerce and government.

In response to the above, the United Nations made important recommendations to the government of an independent Namibia (UNIN:1986). These are contained in **Box 3.1** below.

### **Box 3.1** The United Nations' Recommendations to an Independent Namibia

<b>The United Nations' Recommendations to an Independent Namibia</b>	
<p>1. The government should consider a three-pronged approach to programme labour and employment issues:</p> <p>(a) the establishment and staffing of government administrative institutions/public sector institutions;</p> <p>(b) requiring all non-government employers to present, on a regular basis, a comprehensive and up-to-date report on employees, their wages/salaries and other other conditions of service; and</p> <p>(c) the formulation of labour and employment policies, the enactment of enabling legislation and the establishment of the machinery for the implementation of conditions of service that could cover all the workers in the country soon after independence. It will be necessary to ensure that the whole population (formal and informal sectors in urban and rural areas) is covered.</p> <p>2. The government should establish, even before formal creation of ministries, an <i>ad hoc</i> committee on emergency assistance to displaced/destitute people.</p> <p>3. The government should place strong emphasis on the development of a viable peasant agricultural sector and provide direct support to production.</p> <p>4. As agricultural production is seasonal, self-employment during the slack season should be encouraged by promoting home-based handicrafts using local raw materials.</p>	<p>5. As the urban informal sector has the potential to become a bulwark against unemployment in the formal employment sector, the government should take appropriate measures to support its growth and development.</p> <p>6. The government should adopt a carefully worked out development strategy, with employment promotion in mind, for the development of the economy.</p> <p>7. The establishment and expansion of a variety of labour-intensive agro-based industries in rural areas and primary manufacturing industries in urban areas using mainly local raw materials should be highlighted.</p> <p>8. The government's training policy should be well-articulated and closely linked to the actual and future skilled human resources requirements of the economy as a whole.</p> <p>9. The government should provide appropriate institutional arrangements for human resource development. Three main possibilities exists, <i>viz.</i>, a department within the National Planning Commission, a unit responsible to head of the public service, and a separate ministry.</p> <p>10. Work should start, even prior to independence, to build up "scarce personnel" supply/demand balance sheet in some detail so that trainee programmes can be initiated to respond to real priority needs.</p>

(Source: UNIN, 1986:108-109)

### 3.3 Labour legislation and institutional structure

Today, the Namibian Labour Market operates on two distinct functions of the labour market that of demand for and supply of labour (NLL, 2003). The demand for labour is characterised by the “quantities of labour employers are willing and able to hire at alternative wage rates in a given time period” (Schiller, 2000:616). These characteristics include employers’ preferences, wages, vacancy features, related market, and economic factors (Schiller, 2000). The supply for labour is characterised by the “number and characteristics of persons offering their labour for potential employment” as well as the preparedness and capability to work (NLL, 2003:23; Schiller, 2000).

To act on the distinct functions of the labour market, the Labour Market of Namibia is administered by a labour related statutory framework (Humavindu, 2008; Jauch, Edwards & Cupido, 2009). The first labour legislation of independent Namibia is the “Labour Act, 1992 (Act No. 6 of 1992) promulgated on 8 April 1992 in the Government Gazette of the Republic of Namibia No. 388” (Jauch et al., 2009; NLL, 2003:144). As per the Labour Act (1992:2) the Act regulates the employer-employee relation and sets out the following objectives: to

- “ ... Entrench fundamental labour rights and protection; to regulate basic terms and conditions of employment; to ensure health, safety and welfare of employees; to protect employees from unfair labour practices; to regulate the registration of trade unions and employers’ organisations; to regulate collective labour relations; to provide for the systematic prevention and resolution of labour disputes; to establish the Labour Advisory Council, the Labour Court, the Wages Commission and the labour inspectorate; to provide for the appointment of the Labour Commissioner and the Deputy Labour Commissioner; and to provide for incidental matters”.

Like any other legislative framework, the Labour Act, 1992 (Act No. 6 of 1992) required radical changes (NLL, 2004). The changes that were effected to the said Act ‘gave birth’ to the promulgation of a new labour legislation namely the Labour Act, 2004 (Act No. 15 of 2004) for a more effective labour relation framework (NLL, 2004). According to the NLL (2004: v), a “protracted, devastating strike at a major base metal mine in Northern Namibia” was the prime motivation for the coming into being of the Labour Act, 2004 (Act No. 15 of 2004). A number of the changes are reflected in **Table 3.2** below.

Table 3.2: Changes to Labour Act, 1992 (Act No. 6 of 1992)

Section	Item	Associated with
S13	Wage Order	Minister, Aggrieved Party
S16	Ordinary hours of work	Ordinary Hours, Over Time
S24	Leave	Sick leave, Compassionate leave
S34	Severance pay	Employer Pension Fund Contribution (EPC) Employee Pay-out of EPC
S44	Information, duty to provide	Health and Safety Representative
S48	Employee and Trade Union unfair Labour Practices	Definition, Bargaining
S64	Deduction of Trade Union dues	Collective agreement
S65	Workplace Union Representatives	The number of workplace representatives
S77	Urgent Interdict	Labour Commissioner, Opportunity to respond
S94	Committees	Committees for Dispute Prevention Essential Services Committees
S104	Composition of Commission	LAC function
S113	Composition of Labour Court	Labour judge
S115	Jurisdiction of the Labour Court	Appeals and Reviews from Arbitration
S116	Rules of Labour Court	Name, 2. Board members
S118	Appointment of Labour Commissioner and Deputy.	Position of Deputy Labour Commissioner Conciliators and Arbitrators.

(Source: NLL, 2004)

Another concern<sup>17</sup> – labour hire – in the Namibian labour market motivated the newly promulgated Act of 2004 (Act No. 15 of 2004) to make way for a new Act, Act of 2007 (Act No. 11 of 2007) (LaRRI, 2006). This was because the “proposed guidelines for labour hire and employment agencies of 2000 were never implemented and the stipulations in the new Labour Act (2004) are insufficient to deal with the problems experienced by labour hire workers” (LaRRI, 2006:7). **Table 3.3** below shows a number Labour Legislation promulgated in independent Namibia.

**Table 3.3: Labour related statutes promulgated in independent Namibia**

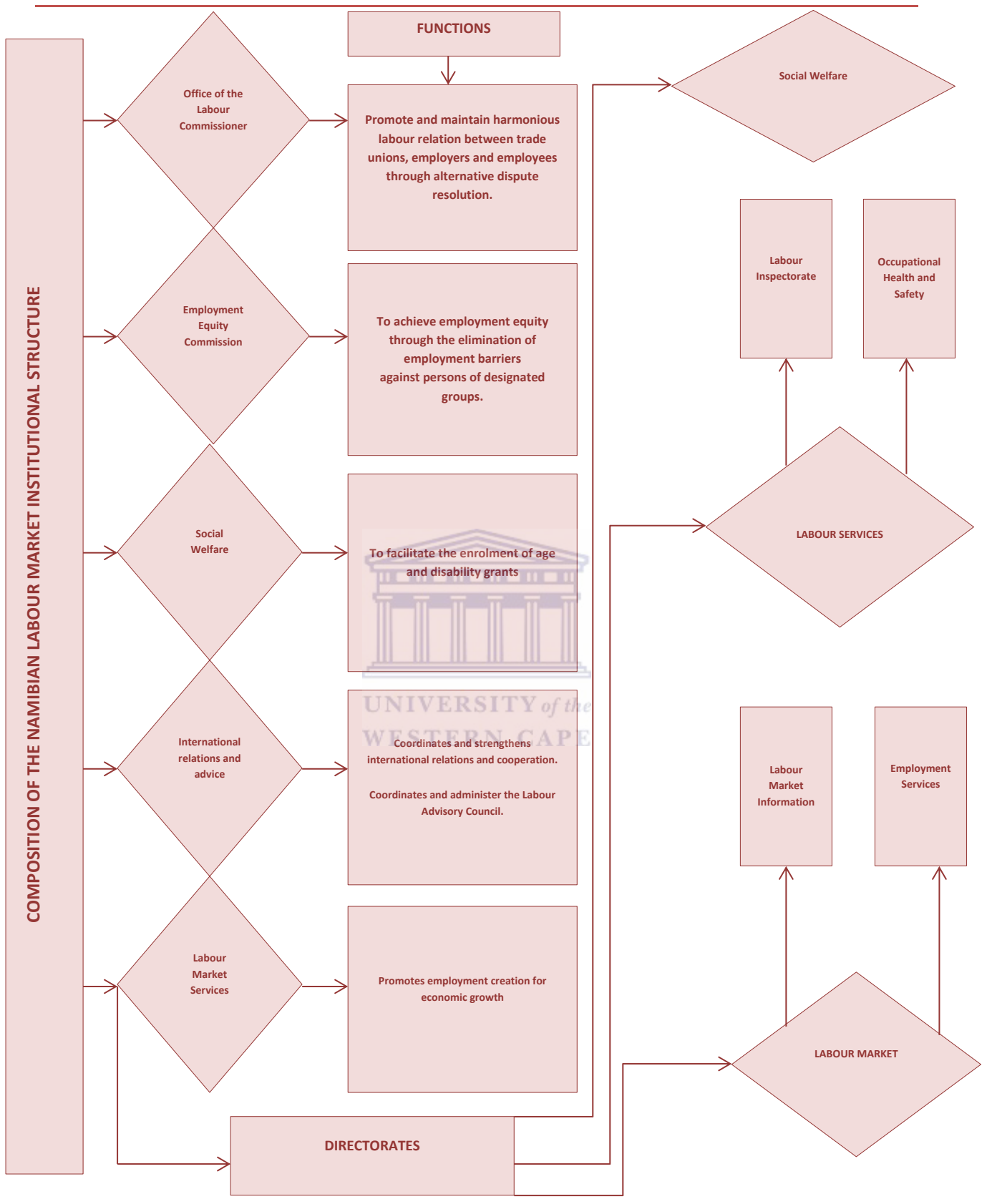
Year	Act designation	Statutory depiction of Act
1992	Labour Act	Labour Act, 1992 (Act No. 6 of 1992)
1994	National Vocational Training Act	National Vocational Training Act, 1994 (Act No. 18 of 1994)
1994	Social Security Act	Social Security Act, 1994 (Act No. 34 of 1994)
1995	Employees’ Compensation Amendment Act <sup>a</sup>	Employees’ Compensation Amendment Act, 1995 (Act No. 5 of 1995)
1995	Export Processing Zone Act	Export Processing Zone Act, 1995 (Act No. 9 of 1995)
1995	Public Service Act	Public Service Act, 1995 (Act No. 13 of 1995)
1998	Affirmative Action Act	Affirmative Action Act, 1998 (Act No. 29 of 1998)
2004	Labour Act	Labour Act, 2004 (Act No. 15 of 2004)
2004	National Disability Council Act	National Disability Council Act, 2004 (Act No. 26 of 2004)
2007	Labour Act	Labour Act, 2007 (Act No. 11 of 2007)
2011	Employment Services Act	Employment Services Act, 2011 (Act No. 8 of 2011)
2012	Labour Amendment Act	Labour Amendment Act, 2012 (Act No. 8 of 2012)
<b>Other labour related regulations</b>		
1997	Regulations related to the Health and Safety of Employees at Work.	

(Source: NLL, 2003; Ministry of Labour and Social Welfare, 2012)

<sup>a</sup> Amendment on the pre-independence statute – Employees’ Compensation Act, 1941 (Act No. 30 of 1941) (NLL, 2003).

The governmental organ mandated to govern and control labour affairs in Namibia is the Ministry of Labour and Social Welfare (NLL, 2003). It is mainly composed of five sub-organs and directorates as presented in **Figure 3.1** below.

<sup>17</sup>LaRRI (2006:8) informs that “during the recent congress of the National Union of Namibian Workers (NUNW), union leaders as well as President Hifikepunye Pohamba stated that labour hire was reminiscent of the colonial migrant labour system and should therefore be abolished”.



**Figure 3.1 Labour Market Institutional Structure**

(Source: MLSW, 2012). The General Services of the Ministry of Labour and Social Welfare plays an internal role by providing the Ministry with the human resources it requires (MLSW, 2012).



The National Employment Services (NES) sub division performs a “job-seeker registration” and placement mandate that targets the unemployed, with or without education, who are encouraged to register at any of the 11 employment services bureaus countrywide (Ministry of Labour, 2001:1). Procedurally, the employment officer within the NES registers the unemployed and facilitates the communication between them and prospective employers who notified the NES about their existing vacancies. **Table 3.4** below illustrates the registration and placement of jobseekers by sex divide for the year 2000.

**Table 3.4: Jobseeker registration and placement**

Variable	Aggregate	Sex	
		Male	Female
Registered	5,414	3,129	2,285
Placed	1,028	674	354
Labour market absorption gap	4,386	2,455	1,931
Labour market absorption unit	0.189	0.215	0.155
Labour market absorption rate	19.0%	21.5%	15.5%

(Source: MOL: Reg/Placement, 2001)

The Employment Services Act (ESA), 2011, (Act No.8 of 2011) gazetted on 29 July 2011 and published in terms of article 56<sup>18</sup> of the Namibian Constitution purposes “to provide for the

<sup>18</sup>Deals with “assent to bills” and states that “(1) every bill passed by parliament in terms of this Constitution in order to acquire the status of an Act of Parliament shall require the assent of the president to be signified by the signing of the bill and the publication of the Act in the Gazette. (2) Where a bill is passed by a majority of two-thirds of all members of the National Assembly and has been confirmed by the National Council the President shall be obliged to give his or her assent thereto. (3) Where a bill is passed by a majority of the members of the National assembly but such majority consists of less than two-thirds of all members of the National Assembly and has been confirmed by the National Council, but the President declines to assent to such bill, the President shall communicate such dissent to the Speaker. (4) If the President has declined to assent to a bill under Sub-Article (3) hereof, the National Assembly may reconsider the bill and, if so decides, pass the bill in the form in which it was referred back to it, or in an amended form or it may decline to pass the bill. Should the bill then be passed by a majority of the National Assembly, it will not require further confirmation by the National Council but if the majority consists of less than two-thirds of all members of the National Assembly, the President shall retain his or her power to withhold assent to the bill. If the President elects not to assent to the bill, it shall then lapse” (The Constitution of the Republic of Namibia, 56:33-34).

establishment of the National Employment Service; to impose reporting and other obligations on certain employers and institutions; to provide for the licensure and regulation of private employment agencies; and to deal with matters incidental thereto”. The hub of the *administrative*<sup>19</sup> task can be found in the Employment Services Bureau (ESB) which in terms of S 14 (1) of the ESA (2011:10) must “ ... establish and operate an integrated employment information system (IEIS) to collect, store and update information ...” in the concerns highlighted in **Box 3.2** below together with the functions of the ESB.

### **Box 3.2 Functions of the ESB and concerns of the IEIS**

**Functions of the ESB:** I.t.o. S13 (2 a-m) to:

(a) register job seekers; (b) register vacancies in the public and private sector; (c) assist job-seekers to find suitable employment and recommend suitably-qualified job seekers to prospective employers; (d) provide vocational guidance, career and labour market information to job-seekers and other interested persons; (e) regulate and control the use of psychometric tests for selection and recruitment purposes in accordance with the Social Work and Psychology Act, 2004 (Act No. 6 of 2004); (f) liaise with the Ministry responsible for education in respect of educational and vocational training institutions on vocational attachments and internships; (g) develop career guidance and related programmes aimed at helping persons to gain market orientated competencies; (h) maintain the integrated employment information system in terms of section 14; (i) assist and facilitate research for the Board on employment-related matters;

(j) Keep the list of non-Namibians citizens granted work permits in terms of the Immigration Control Act, 1993 (Act No. 7 of 1993), and to advise the Minister accordingly on the training of Namibians in those occupations; (k) keep a register of private employment agencies; (l) collect, analyse and disseminate statistical information related to employment in accordance with other relevant laws; (m) perform any other such functions as may be assigned to it by or under this Act by the Minister”.

#### **Concerns of the IEIS**

I.t.o. S14 (1 a-f) concerning:

(a) names, qualification and occupations of job-seekers; (b) vacancies in the labour market; (c) training opportunities for retrenched workers and jobseekers; (d) specialized skills and qualification skills possessed by Namibian citizens and permanent residents; (e) specialized skills and qualification skills possessed by non-citizens residing in Namibia; and (f) employers in Namibia.

(Source: ESA, 2011 (Act No. 8 of 2011))

<sup>19</sup>In terms of the provisions of S16 (3-7) of the Employment Service Act, 2011 (Act No. 8 of 2011) through the mode of reporting vacancies and new positions the administrative procedure takes the following direction: “(3) If a designated employer or prospective employer – (a) intends to fill any vacant or new position, he or she or it must notify the bureau in the prescribed form and manner and within the prescribed time period and indicate – (i) the date by which he or she or it intends to employ persons to fill the vacant or new positions; (ii) the minimum qualifications and requirements for employment in such a position; and (iii) The number of persons to be employed in each position. (b) Advertises for applications for any positions referred to in paragraph (a), the designated employer or prospective employer must notify the bureau no later than the date on which he or she or it places an advertisement for applications. (4) After the bureau has received notification of a vacant or new position in terms of subsection (3), the bureau must – (a) ascertain whether suitably-qualified job-seekers are registered with the integrated employment information system and are available for work and (b) Refer the particulars of such job-seekers to the designated employer or prospective employer within the prescribed period, if such job-seekers are registered with the integrated employment information system and available for work. (5) No designated employer or prospective employer may fill a vacancy or new position without considering in good faith any suitably-qualified job-seeker referred to him or her or it by the bureau in terms of subsection (4). (6) If the bureau is unable to refer suitably-qualified job-seekers within the time period required by the employer in terms of subsection (3)(a) then subsection (5) only applies if the position remains vacant and the bureau refers suitably-qualified job-seekers after the date specified by the employer. (7) If the bureau refers a job-seeker to any designated employer or prospective employer for employment, the employer must report to the bureau whether it employed the job-seeker or not and provide such additional information as may be prescribed” (ESA, 2011:12).

### 3.4 Employment dynamics

In many economies, skills and knowledge acquisition for employability have been at the forefront of labour market debate (Confederation of British Industry, 2001; Department of Education and Employment, 2000; Hesketh, 2000). The effect of this debate is its prompt of improvement of skills for competitiveness, not only by the individual, but also by the national workforce or labour market (Brown, 2000; Brown, Green & Lauder, 2001). Added to that is the construct of education that seems to play an important role in employability and labour market participation (Brown, 1990; 1995).

One of the important consideration of skills typology in the Namibian economy is that the Namibian Labour Market is skewed (Jauch et al., 2009). Jauch et al. (2009:43) articulate that the “vast majority of Namibian workers fall into the category of unskilled and semi-skilled workers”. Similarly, small economic activities in the Namibian Labour Market by women which include trading also strengthen the skewness of the Namibian Labour Market (Edward, 2004).

**Table 3.5** below illustrates the employment and labour market dynamics in Namibia.

Table 3.5: Employment and labour market dynamics

Employment and labour market dynamics						
Population size:	2 000 000 (1 789 933)					
Working age population:	959 187					
Employed persons:	331 444					
Age structure of the population:	Male	Female	Total	% male	% female	% total
00-04	115 760	108 377	224 137	13.6	11.5	12.5
05-09	119 206	115 268	234 474	14.0	12.3	13.1
10-14	112 134	111 541	223 674	13.2	11.9	12.5
15-19	110 017	115 689	225 706	13.0	12.3	12.6
20-24	78 746	87 729	166 476	9.3	9.3	9.3
25-29	64 607	74 674	139 281	7.6	7.9	7.8
30-34	53 013	58 958	111 971	6.2	6.3	6.3
35-39	43 000	58 532	101 531	5.1	6.2	5.7
40-44	31 600	41 094	72 694	3.7	4.4	4.1
45-49	26 359	35 842	62 201	3.1	3.8	3.5
50-54	20 447	25 371	45 819	2.4	2.7	2.6
55-59	17 648	20 805	38 453	2.1	2.2	2.1
60-64	13 712	24 193	37 905	1.6	2.6	2.1
65>	41 375	61 239	102 615	4.9	6.5	5.7

(Source: NLFS, 2008)

At sectorial level, Jauch (2012:7) suggest that the employment dynamics of the Namibian Labour Market indicate structural difficulties. This is due to the contracting of jobs in the formal sectors of the Namibian economy (LaRRI, 2011). This is particularly evidenced by a reduction of about 20% in the overall sectorial employment between 1997 and 2008 (LaRRI, 2011). **Table 3.6** below illustrates this scenario.

Table 3.6: Employment by sector

	1997		2004		2008	
	No.	%	No.	%	No.	%
Agriculture (commercial and communal)	146 899	36.6	102 636	26.6	52 788	15.9
Fishing	6 771	1.7	12 720	2.0	1 318	0.4
Mining and quarrying	6 592	1.6	7 563	2.0	8 894	2.7
Manufacturing	25 983	6.5	25 755	6.2	20 961	6.3
Electricity, gas, water supply	4 576	1.1	6 151	1.6	5 384	1.6
Construction	19 801	4.9	19 605	5.1	23 316	7.0
Wholesale, retail, repairs	36 803	9.1	67 027	17.4	61 453	18.5
Transport, storage, communications	13 480	3.4	15 861	4.1	15 598	4.7
Finance, Real estate, renting and business	28 061	6.8	16 956	4.4	23 589	7.2
Public admin, defence, social security	56 974	14.2	75 863	19.6	70 166	21.2
Other community, social and personal services	53 065	13.1	36 713	9.5	47 367	14.3
Other	2 135	0.6	479	0.1	584	0.2
<b>Total</b>	<b>401 203</b>	<b>100</b>	<b>401</b>	<b>100</b>	<b>385 329</b>	<b>100</b>

(Source: Jauch, 2012:6; LaRRI, 2011:7)

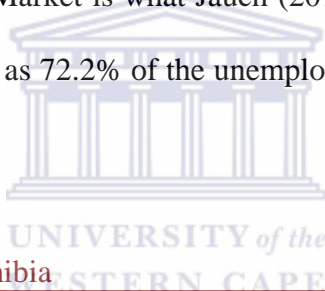
### 3.5 Unemployment dynamics

To appreciate why the unemployed and disadvantaged experience low prospects of employment in an economy, an empirical profile of the unemployment dynamics in such economy is necessary to impart (Stafford & Duffy, 2009). As a crucial labour market gauge, the rate of unemployment informs of unemployment dynamics in an economy, the activities of economic nature in such an economy and the measurement thereof (NLFS, 2008). Periodic labour market

inactivity, sectorial joblessness, regional unemployment, being educationally unwaged, out of work time-span (duration) and the consideration of age are forces that explain unemployment dynamics in an economy (NLFS, 2008).

### ***Overall unemployment***

In Namibia for example, we see from **Table 3.7** below that the rate of unemployment has been on the increase since 2000 (34%, 37% and 51% for 2000, 2004 and 2008 respectively) (NLFS, 2008). This is the typology of the labour market activity which Ghose, Majid and Ernst (2008:63) imply that the lower the employment ratio (i.e., the higher the unemployment rate), the worse the employment situation in an economy. A general feature of the unemployment situation in the Namibia Labour Market is what Jauch (2012:6) informs of that “unemployment in Namibia is of long-term nature as 72.2% of the unemployed have been without a job for more than 2 years”.



**Table 3.7: Unemployment in Namibia**

	1997	2000	2004	2008
<b>Population (in mil.)</b>	1.1	1.3	1.8	2.1
<b>Unemployment rate (%)</b>	34.5	33.8	36.7	51.2
<b>Urban (%)</b>	32.4	31.3	65.0	65.4
<b>Rural (%)</b>	36.1	35.9	34.7	36.0
<b>Male</b>	-	28.3	30.3	58.4
<b>Female</b>	-	39.0	43.4	43.5

(Source: LaRRI, 2003; NLFS, 2008)

These statistic, suggest that in Namibia, the employment situation does not seem to be in good health as suggested by the higher rate of unemployment. This is confirmed by Kanyenze and Lapeyre (2012: v) that “Namibia is facing a daunting structural unemployment and underemployment problem, worsened by the global recession. In spite of increasing growth rates

prior to 2009, unemployment worsened, reaching unacceptable levels”. It is exactly this scenario that potentially breeds “chronic unemployment” and harbours low employment prospects (Ghose et al., 2008:62-63). Further, Ghose et al. (2008: 73-74) suggest that a high rate of unemployment is not only “chronic, but also transient”. The former being the line-up of jobs in the formal sectors of the economy, whereas the latter depicts underemployment driven by seasonal, temporary or periodic wage earners (Ghose et al., 2008:62-63).

Put differently, Ghose et al. (2008:74-76) make the following expression: “A high overall rate of unemployment could thus reflect either a long queue for jobs in formal segment or a high incidence of casual/irregular wage employment in the non-formal segment, or both. The extent that the reported unemployment rate captures a part of the underemployment of casual wage workers (and no part of the underemployment of the self-employed), we should expect the rate to be high wherever casual wage employment is the dominant form of employment in the non-formal segment. By implication, we should expect the unemployment rate to be low wherever self-employment is the dominant form of employment in the non-formal segment. Thus the larger the incidence of casual wage employment, the higher is the reported unemployment rate”.

With a population of about two million, Namibia has a casual<sup>20</sup> workforce of about 16 000 in 2012 (Duddy, 2012). In 2006, this figure was about 10 000 (LaRRI, 2006; Shivangulula, 2009).

As these type of atypical employment could be potential vulnerability instigators, low employment prospects set in, in a way Ghose et al. (2008:79-80) describe as: “since only persons

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<sup>20</sup> The casual workforce in Namibia is also referred to as Labour hire and labour broking in South Africa, and the latter country is the host of the dominant labour hire company that has been operational in Namibia (Larri, 2006; Shivangulula, 2009). As mentioned before, this atypical employment has been prohibited by the Labour Act, Act No. 11 of (2007, s128:103) of Namibia. This prohibition was challenged in court and gave rise to the amendment of s128 of the Labour Act above, now the Labour Amendment Act, 2012 (Act No. 8 of 2012) stipulating that the utilisation of a casual worker by a prospective employer from a labour hire intermediate, should grant that worker employment status of that prospective employer, and the worker should be accorded similar rights as other workers of that company under the Labour Act such as protection against unfair dismissals, trade union membership, similar terms and conditions of employment under which other worker of that company are employed, and with possible permanency of employment unless fixed contractual employment is justifiable (Labour Amendment Act, 2012).

from relatively well-off households can afford to queue for jobs in the formal segment, we can expect the extent of queuing to be directly related to the share of relatively well-off households in all households". With that in sight, it has become easier for people to gain labour market experience through casual work or labour hire or labour broking for temporary economic sustenance only (LaRRI, 2006).

### ***Unemployment among the youth***

In Namibia, the hardest hit by unemployment is the youth (LaRRI, 2003; 2011). The duration of unemployment among the youth is a notable feature in the Namibian Labour Market (LaRRI, 2003). **Table 3.8** below illustrates this.

The statistics of duration of unemployment among the youth indicate that the length of time of labour market inactivity, regardless of active job hunting is, at the most, not less than two years. This means that, in the Namibian economy, many potential labour market entrants experience extremely low prospects of migrating from their state of joblessness that is beyond the international standard of unemployment (Abraham & Shimer, 2001). This is long-term unemployment because it is beyond six months (Abraham & Shimer, 2001). It therefore, has the potential of reducing the prospects of labour market participation of a high probability job finder (Abbring, Van den Berg & Van Ours, 2001). This is attributable to skills degeneration over time, especially when stigmatization and loss of social networks set in, so much so, that they lack the knowledge of where to look for employment and, subsequently, remain without jobs over the long-run (Blanchard & Diamond, 1994; Montgomery, 1991; Pissarides, 1992). This suggests that long-term duration of unemployment among the youth of Namibia could be characterised by an excessive time-span. This could be as a result of little information about jobs in the labour market discouraging people to attempt a search for jobs (Caplan & Leahy, 2000). This scenario

can lower the employment prospects of potential labour market entrants – a direct consequence of limited access to resources (Caplan & Leahy, 2000).

Table 3.8: Duration of unemployment by age and sex

Duration of unemployment									
Age group	Sex	<1 months	1<3months	3<6months	6<1 year	1 <2years	2years and above	Not recorded	Total
15-19	F	1 236	1 253	1 116	3 645	3 881	12 389	0	23 518
	M	1 186	1 086	762	2 112	4 492	11 021	87	20 747
	Both	2 422	2 339	1 878	5 757	8 372	23 410	87	44 265
20-24	F	1 044	1 670	1 465	3 092	7 681	33 237	54	48 244
	M	1 202	1 784	2 206	3 317	5 287	23 227	111	37 134
	Both	2 246	3 454	3 671	6 409	12 968	56 465	165	85 378
25-29	F	1 288	1 401	1 368	1 720	3 984	29 756	165	39 683
	M	397	1 544	1 468	1 253	3 007	18 318	78	26 066
	Both	1 686	2 945	2 836	2 973	6 992	48 075	243	65 749
30-34	F	621	895	675	1 059	1 963	22 725	0	27 939
	M	354	581	956	1 143	1 917	12 874	291	18 117
	Both	975	1 476	1 631	2 203	3 880	35 600	291	46 056
<b>Total F&amp;M</b>		7 328	10 214	10 017	17 341	32 212	163 549	787	241 448

(Source: LaRRI, 2011)

### ***Education and youth unemployment***

Dietrich (2012:5) suggests that the lack of training and education are some of the reasons tendered for high rates of unemployment especially among the youth. The “high grade 10 drop-out rates” in the Namibian economy could play a role as LaRRI (2011:9) informs. However, here, we need to look at the rate of unemployment even when a potential labour market entrant has the required education to secure labour market participation, but remains a labour market non-participant despite (LaRRI, 2011). This is supported by what LaRRI (2011:9) articulates, “in the formal economy, one is required to possess certain skills to get a job and, therefore,



having no education makes it difficult to even have access to the job market”. However, LaRRI (2011:9) makes a crucial point that “it is also quite alarming to see that among those that are unemployed, some are in possession of first degrees, post-graduate degrees and even received teachers training. Thus, there seems to be no effective link between the education system and the labour market demands. Thus, the labour market fails to absorb even those graduates that have qualifications”. **Table 3.9** below demonstrates the youth unemployment by age.

Table 3.9: Youth Unemployment by age

age	No education	Primary school	Junior secondary school	Senior secondary school	Education after grade 12	University degree 1st	Post-graduate degree	Teacher’s training	Not reported	Total
15-19	3 298	17 062	18 034	5 037	103	219	0	0	513	44 265
20-24	5 454	17 331	42 549	17 680	801	651	67	165	680	85 378
25-29	3 960	14 857	31 482	13 138	504	478	68	218	852	65 857
30-34	3 775	14 243	19 424	7 631	225	318	69	0	372	46 056
<b>Total</b>	16 486	63 493	111 489	43 486	1 932	1 665	205	383	2 418	241 557

(Source: LaRRI, 2011)

There is a similarity with the conventional and generally accepted notion, also referred to by Eggert, Krieger and Meier (2007:4) that highly educated individuals naturally experience a small probability of unemployment. This is evident as illustrated above. Though much lower than the unemployment rates among the youth with lower levels of education, failure to create jobs in an economy could be the reason for the existing unemployment even when citizens display labour-market-ready education levels (Hannsgen & Papadimitriou, 2009; Leighninger, 2007). Education-specific unemployment is much higher among the Namibian youth with education at primary level and those youth within secondary and tertiary education bracket. This scenario is an exact depiction of what Dietrich (2012:5) referred to earlier and calls for attention toward the education system of the country, much more than for any other system.

### **3.6 Endeavours to combat unemployment**

To deal with the huge problem of unemployment in the country and imbalances in the labour market, the government considered and introduced notable socio-economic tools (Jauch et al., 2009). These include an affirmative action plan, Targeted Intervention Programme for Employment and Economic Growth (TIPEEG) and a deliberated upon Basic Income Grant (BIG), the Export Processing Zone (EPZ) initiative and the Small and Medium Size Enterprise Sector (SMEs) scheme (Jauch et al., 2009; LaRRI, 2011).

#### ***Affirmative Action***

Section 17 (1) of the Affirmative Action Act, 1998 (Act No. 29 of 1998) defines Affirmative Action as "... a set of affirmative action measures designed to ensure that persons in designated groups enjoy equal employment opportunities at all levels of employment and are equitably represented in the workforce of a relevant employer". The Affirmative Action plan as well as the Black Economic Empowerment scheme was introduced to rectify the disparities of the past macro-economically including the labour market (Jauch et al., 2009). Jauch et al. (2009:45) inform, "during the first few years of independence affirmative action in Namibia was successful in bringing about a more representative civil service and by 1996, about 70% of the management in the civil service was made up of black Namibians and women".

Inferred from Jauch et al. (2009:45), the balancing act of the affirmative action plan and its macro-economic implication for the Namibian Labour Market was threefold. This was to cause the employing organizations of Namibia to be "representative of the country's population"; improve the cultural values that formed the discriminatory laws during the colonial era in employing organizations and generate economic and social restructuring (Jauch et al., 2011:226).

Jauch et al. (2011:227) noted some efforts toward job creation in the Namibian economy as presented in **Box 3.3** below.

### **Box 3.3** Illustrative job creation efforts

#### **Attempts to create an industrial base**

One of the methods identified to create jobs in Namibia is value-addition in the diamond industry. Over several years, attempts have been made to establish a diamond cutting industry in Namibia. In October 2007, the Namibian Government established the Namibian Diamond Trading Company, owned 50% by the DeBeers Group, and 50% by the Namibian Government with the aim of providing diamonds to the local market for beneficiation. 11 licences were issued and are estimated to employ approximately 1 100 people. The goal is to sell 10% of the total production to local companies to be polished and sold on the open market. The economic decline in 2008, continuing into 2009, and the recession in the largest consumer market, the USA, has led to an estimated 20 percent slump in demand for diamonds, and is set to have significant effects on this industry. Decades long exploitation have also, according to the Ministry of Mines and Energy, significantly depleted the on-shore deposits, affecting not only exports, but also the volume and quality of diamonds in the local market. The announced round of lay-offs by Namdeb of several hundred workers in 2009, will be a significant blow to the socio-economic situation in Namibia, and can be expected to create even greater social tensions, against the already fragile economic backdrop in the country.

(Source: Jauch et al, 2011:227)

### ***The TIPEEG***<sup>21</sup>

The TIPEEG is a Targeted Intervention Programme for Employment and Economic Growth, which was introduced to create jobs in the Namibian economy (Jauch, 2012). As indicated earlier, the latest Macro Economic Framework (2012:5-6) informs, “according to the 2008 Labour Force Survey, employment fell in rural areas and stagnated in urban centres during the period 2000-2008. Thus, with the economic growth failing to generate employment, the number of unemployed people looking for work rose to 199 570 in 2008, representing an unemployment rate of 37.6%. Recognizing the difficulty in realising job creating growth, Government

<sup>21</sup> “The TIPEEG Intervention: Programme Execution and Outcomes:TIPEEG intervention commenced in 2011/12 as a short-term programme to create jobs and accelerate investment in growth-enhancing infrastructure. Out of the N\$5.5 billion allocated to TIPEEG programme in 2011/12, N\$4.8 billion was spent, corresponding to 87 percent execution rate, with an estimated 27,235 jobs created. The programme has since entered its second year of implementation in 2012/13. The preliminary budget execution rate up to February 2013 stood at 76.6 percent, with about 13,885 additional jobs created. This number of jobs is an underestimate due to the high rate of untimely reporting by implementing agencies. The second year of TIPEEG implementation coincided with the commencement of NDP4, with a call for policy impetus on accelerated inclusive growth, poverty reduction, job creation and improved income equalities over the five-year plan cycle. However, NDP4 programmes would need to be unpacked to allow for the transition of TIPEEG interventions into an accelerated long-term economic growth and job creation agenda for Namibia” (FPF, 2012:9).

introduced the targeted intervention programme for employment and economic growth (TIPEEG) program, which contains significant additional spending compared to the previous MTEF, with a focus on public works and infrastructure, in March 2011. The TIPEEG aims to generate over 100 000 jobs between 2011 and 2015<sup>22</sup>. The fiscal allocation to this job creation initiative was estimated at N\$ 9.1 billion, but was expected to increase by N\$ 5.6 billion in anticipation of disbursement on public work programmes (Jauch, 2012). As shown in **Table 3.10** below, fiscal investments in particular sectors of the economy are anticipated to generate a certain amount of jobs (Jauch, 2012). For example, the government expects to create 82 000 jobs with an envisaged investment of N\$ 5.5 billion in public works between 2011 and 2015 (Jauch, 2012).

**Table 3.10: The TIPEEG priority sectors, investment and Job creation**

Sector	Investment envisaged (N\$ billion)	Anticipated jobs
Agriculture	3.6	26 171
Housing and Sanitation	1.8	35 076
Public works	5.5	82 000
Tourism	.649	10 000
Transport	3.1	33 276

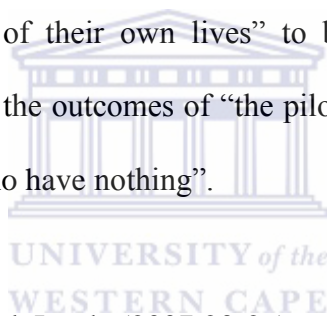
(Source: developed from Jauch, 2012)

### ***The Basic Income Grant***

The recently proposed basic income grant (BIG)<sup>22</sup> pilot project in Namibia emanated from a mandate to examine the means of dealing with disparity and poverty (Haarman & Haarman,

<sup>22</sup> The BIG Coalition Namibia, consisting of the Council of Churches of Namibia (CCN), the umbrella body of NGO's (NANGOF), the National Youth Service (NYC), the Church Alliance for Orphans (CAFO), the umbrella body of the AIDS organizations (NANASO), the Legal Assistance Centre (LAC), the Labour Resource and Research Institute, was founded in April 2005 of which the secretariat host is the Desk for Social Development: ELCRN (Evangelical Lutheran Church in the Republic of Namibia), constitutes the largest civil society project campaign in Namibia in an attempt to fighting poverty, which transpired from a proposal for a basic income grant made by the Namibian Tax Consortium (NAMTAX) in light of income inequality and mounting levels of poverty. The specifics of the

2012). An important resolution about the BIG is that its members see it as a necessity for Namibia (Haarman & Haarman, 2012). Administering a minimum amount of N\$ 100 (+-US\$ 13) over a group of 1000 vulnerable individuals and families who, amongst others, come from retrenchments episodes, the pilot study recorded successes of increased school attendance with a five percent school dropout reduction rate, attributable to the enhanced payment of school fees and improved teaching material for the learners (Jauch, 2009; Jauch et al., 2009). Other developments influenced by the BIG, according to Jauch (2009:1) are small economic activities such as “dressmaking, baking and brick making”, hence self-employment. As Jauch (2009:1) informs, poverty-driven crime such as “illegal hunting, theft and trespassing” reduced by fifty percent – an indicator that modest injection of relief in the plight of the have-nots help them to take responsibility and “charge of their own lives” to become an independent community. Edwards (2012:1) highlights that the outcomes of “the pilot project show that it can make a big difference in the lives of those who have nothing”.



Kameeta, Haarman, Haarman and Jauch (2007:23-26) articulate that the BIG has significant social and macro-economic implications for the Namibian Labour market: for example, it can empower economic activity, alleviate the household burdens that are created and shaped by the pandemic of HIV and AIDS, serve as a tool labour market entrée and participation therein, encourage self-employment, entrepreneurship and ultimately serve as an instrument toward “decent work”.

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proposal are that a N\$ 100 (~ U\$ 13) must be paid to every Namibian citizen as a citizen right until his or her pensionable age (Jauch 2012, Jauch et al., 2009).

### *The EPZ initiative*

The introduction of the Export Processing Zone (EPZ) initiative was expected to create 25 000 jobs and to enable the transfer of skills and technology in mainly the manufacturing industries (LaRRI, 2011). According to LaRRI (2011:20), the advantages enjoyed by the EPZ enterprises included the following:

- Corporate tax holiday;
- Exemption from import duties on imported intermediate and capital goods;
- Exemption from sales tax, stamp and transfer duties on goods and services required for EPZ activities;
- Reduction in foreign exchange controls;
- Guarantee of free repatriation of capital and profits
- Permission for EPZ investors to hold foreign currency accounts locally;
- Access to streamlined regulatory service;
- Refund of up to 75% of costs of pre-approved training of Namibian citizens;
- Provision of factory facilities for rent at economical rates.

About 7 000 jobs – of which 1 500 were allocated to international migrant employees – were created by 2004 through Ramatex an EPZ garment producing company (Jauch et al., 2011). Despite the fact that the Namibian Labour Market recorded employment successes through the EPZ investments as featured in **Table 3.11** below, some failures occurred (Jauch et al., 2011). These included a mass lay-off of about 1 500 workers by 2005 and another 3 000 who were left unemployed when the Ramatex company closed its manufacturing business in 2008 (Jauch et al., 2011).

Table 3.11: Employment and Investments in Namibia's EPZs

Sector	Investments (N\$ million)	Employment	Imports into EPZs (N\$ million)	Exports from EPZs (N\$ million)
Manufacturing	1 641, 49	8 391	1 621, 49	2 129, 54
Manufacturing: textile and garment	563, 81	8 148	1 610, 25	2 112, 66
Mineral Processing	3 737, 99	1 417	160, 51	325, 84
Tannery and meat processing	167,5	215	8, 66	12, 49
Assembly operations	10,9	34	5, 26	8, 88
<b>Total</b>	<b>5 557, 88</b>	<b>10 057</b>	<b>1 790, 66</b>	<b>2 476, 75</b>

(Source: LaRRI, 2011:21).

### *The SMEs scheme*

Another significant tool identified to deal with the fatalistic unemployment situation in the Namibian economy is the Small and Medium Size Enterprise SME scheme (LaRRI, 2011). A small enterprise is defined in terms of macro-economic parameters such as the sectorial typology, employment capacity, capital employment and turnover as depicted in **Table 3.12** below (LaRRI, 2011).

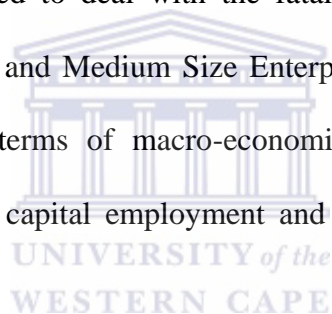


Table 3.12: Parameters defining a Small Enterprise in Namibia

Sector	Employment	Turnover (N\$)	Capital Employed (N\$)
Manufacturing	< 10 persons	1, 000, 000	500 000
Services	< 5 persons	250 000	100, 000

(Source: LaRRI, 2011).

In the Namibian economy, the expectation has been that the SME sector could potentially grow job creation by more than 16 000 jobs (LaRRI & Namibian Economic Policy Research Unit, 2002). Whilst the SME scheme is an important instrument to empower the youth to develop businesses, empirical studies show that the SME employment time-span and earnings are rather

unfavourable in Namibia (LaRRI, 2002). For example, people were mainly employed between one and two years and their monthly earning were less than N\$ 1000 per month (LaRRI, 2002). An added concern is that the SME sector would require a benefits scheme in view of the fact that the essential benefits such as employment insurance, medical aid and pension are not provided to workers under the SME employment (LaRRI, 2002).

### **3.7 Labour Hire**

Another construct in the labour market situation of Namibia is labour hire, a form of subcontracting which surfaced in Namibia after independence (LaRRI, 2006). An important aspect brought out by Jauch (2008:2) about labour hire is that “labour hire employment is hardly a springboard to permanent jobs ... and that the employment creation effect of labour hire is limited as almost all jobs are created by the client companies”. Another crucial aspect that (Jauch, 2008:3) informs about the labour market instrumentality of labour hire are “perceived similarities<sup>23</sup> between the colonial migrant labour and postcolonial labour hire, coupled with hardships experienced by the labour hire workers today, prompted Namibia’s parliamentarians to outlaw labour hire”. Some of the problems associated with labour hire include low earnings, long working hours and the deficiency of benefits (Jauch et al., 2008; Shivangulula, 2009).

In an attempt to outlaw<sup>24</sup> labour hire a new Act – Labour Act, 2007 (Act No. 11 of 2007 – was promulgated. The specific section that deals with labour hire is s128 of the Labour Act of 2007

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<sup>23</sup> “The commonality of the contract labour system and labour hire is well known to the ordinary Namibian citizens who suffer daily under the labour hire system, some of whom have worked under the old contract labour system. Both the contract labour system and labour hire in Namibia today ensure a cheap labour supply to employers unfettered by labour protections or workers rights ... [T]oday’s labour hire is notorious for its low pay, employment insecurity and the absence of minimum conditions of employment and health and safety protections. Employers sometimes create labour hire companies and then move their employees to the payroll of the new company in order to cut labour costs and to shed the responsibility for the employees well-being. We are aware that, just as was the case in the days of SWANLA, unemployed persons in Namibia take up employment today with labour hire companies because most have few or no other options for gainful employment ... ” (Ngatjizeko, 2012:1-2).

<sup>24</sup> In Namibia, “the ban on labour hire was enacted by Parliament in response to the actual situation on the ground and to the exploitation of people working under a labour system which includes the following characteristics: (1)



(Act No. 11 of 2007) and it states that “no person may, for reward, employ any person with a view to making that person available to a third party to perform work for the third party” (Labour Act, 2007:103). This triggered a legal action against the government by one of the labour hire companies (Shivangulula, 2009). The ground for this legal action was based on the argument that the legitimate right of the labour hire company to do business was weakened by the provisions of s128 of the Labour Act of 2007 (Jauch, 2010). The judgment delivered informed labour hire was unlawful in Namibia as there was no statutory base in the Namibian law (Jauch, 2010). The appeal against this judgment by the labour hire company led to an amendment to the Labour Act of 2007 and produced the Labour Amendment Act, 2012 (Act No. 8 of 2012) aimed at regulating agency work in Namibia (Jauch, 2010). However, as Jauch (2010:8) informs “it remains to be seen whether the proposed amendments and regulations will prevent the abuses and exploitative practices that have characterised labour hire in Namibia during the past 12 years”.

### 3.8 The three-tier Namibian Labour Market

Despite the prejudices of the past, Jauch et al. (2009:41-44) noted extensive disparities in the contemporary labour market of Namibia relating to the sources of income. According to Jauch (2009:41), salaries and wages are the main “sources of household income” as close to half of the Namibian population rely on that. However, the earnings’ gap seems to suggest a skewed labour market whereby some categories of the Namibian workforce population earn significantly much more than others who can be referred to as “lowly paid” workers (Jauch, 2009:44; Jauch & Sakaria, 2009). **Table 3.13** below shows the basic wages of the said ‘lowly paid workers’.

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employees are referred to by those who use their labour as bodies with identification numbers, rather than by their names; (2) employees have no choice of their actual employer or place of work; (3) sick leave maternity leave and vacation are denied to labour hire employees under the principle of no work no pay; (4) employees may be dismissed at will without legal protection, regardless of how long they have worked for a particular client company; (5) employers may ignore the Labour Act’s protection for retrenched employees; (6) the labour hire company and client company may agree (and indeed have so agreed, in the contracts before the Supreme Court in the APS case) to exclude trade unions from having access to employees at the workplace, despite express provisions of the Labour Act which require that employers grant access to trade unions” (Ngatjizeko, 2012:1).

Table 3.13: Basic wages of the lowly paid workers

Workers	Minimum Wage per hour (N\$)	Current Earning per month(N\$)
Retail workers	None	400-1800
Construction Workers	8, 44	1 633
Farm Workers	2, 20	429
Security Guards	3, 00	770
Petrol Station Workers	None	300-1800
Informal Economy Workers	None	100-300

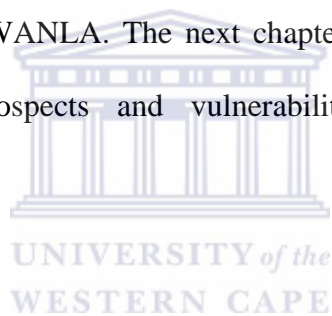
(Source: Jauch et al., 2009).

What makes the Namibian Labour Market a “three-tier “labour market are the following as informed by Jauch et al. (2009:43) independent Namibia: “a small elite enjoying a standard of living comparable to first-world countries; a significant group of formal-sectors workers with permanent jobs and low to middle incomes; and a growing group of casual “informal” and unemployed workers who are the victims of a labour market that virtually forces them to accept any job under any conditions”.

### 3.9 Conclusion

This chapter presented the labour market situation in Namibia. The chapter showed that, historically, the Namibian labour market suffered folkloric prejudices owing to colonial interventions. The contract labour system that was a major instrument in labour regulation then was also known for its abusive employment relations between employers and people employed in mines, farms, factories and domestic work. The chapter also showed that prior to the independence of Namibia, the Namibian labour market depicted a dysfunctional labour relation along racial lines. This has reference to the deprivation of black Namibians of the opportunity to advance to greater levels of the labour market, and the confinement of black Namibian labour to mainly wage labour. Considerable improvement within the Namibian Labour Market dawned

with the independence of Namibia. Milestones set, aimed at redressing the imbalances of the past and improving the labour relations in the country. These emerged through the promulgation of a statutory framework and an enabling institutional structure of the Ministry of Labour and Social Welfare. As the chapter showed, the current employment dynamics depicts a fairly youthful labour force and less than half of the working age population are active labour market participants. The unemployment dynamics show that Namibia has a very high rate of unemployment especially among the youth. To create jobs in the Namibian economy, the government introduced the TIPEEG anticipating to create a 100 000 jobs by 2015. The chapter also showed that the Namibian labour market situation faces the problem of atypical employment. Presumably, this typology of employment is a constant reminder of the colonial migrant labour system called SWANLA. The next chapter present the review of literature on employability, employment prospects and vulnerability to unemployment, and policy intervention.



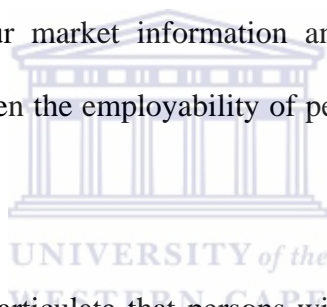
## **Chapter 4    Employability, employment prospects and vulnerability to unemployment, and policy intervention**

### **4.1    Introduction**

The basic premise behind the study of employability is that it leads to the understanding of its labour market instrumentality (Hillage & Pollard, 1998; McQuaid, Green and Danson, 2006). It emphasizes an employment-oriented response to social deprivation and skill-oriented outcomes for competitiveness in an economy (McQuaid et al., 2006). The study of low employment prospects and vulnerability to unemployment provides a fundamental awareness of the constructs that mediate the lessened possibilities of people's participation in the labour market (Department of Labour, 2005). In studying the policy intervention structures of the labour market, we gain an understanding of the public policy models that are available to governments in dealing with deficiencies in the labour market and the economy (Snower, 1997).

The focal point of this chapter is its review of literature on employability, employment prospects and vulnerability to unemployment, and policy intervention. In the case of employability, the chapter introduces the basic premise behind its study, and sets its historical evolution and theoretical framework. In addition, the chapter reviews the taxonomies of employability. With respect to the employment prospects and vulnerability to unemployment, the chapter reviews the dynamics that play a role in the low prospects to obtaining jobs and vulnerability to unemployment. With respect to policy intervention, the chapter reviews the policy options and targets necessary to respond to the realities of employability needs and unemployment intricacies. These policies are also applicable where people experience low chances to obtain jobs or are vulnerable to unemployment. These policies are demand management strategies and supply-side policies. The chapter also provides a review of the management of a mismatch in the labour market.

Employability equips people with prospects of strengthening skills elasticity to secure employment tenure (McQuaid & Lindsay, 2006). Employability should also operate in any given labour market as a fundamental step toward expanding access to employment (McQuaid & Lindsay, 2006). For the underprivileged, employability ought to take an imminent role of securing social inclusion of the impoverished who suffered socio-economic inactivity because of heightened long-term unemployment (McQuaid & Lindsay, 2006). More often than not, as McQuaid, Green and Danson (2006:3) alert, deficiencies of employability emanate from long-term unemployment and labour market inactivity. In many respects, poor job search techniques, distant geographic location from employment and training opportunities, the inaccessibility of accurate labour market information and the unavailability of information communication technology weaken the employability of persons for labour market participation (McQuaid et al., 2006).

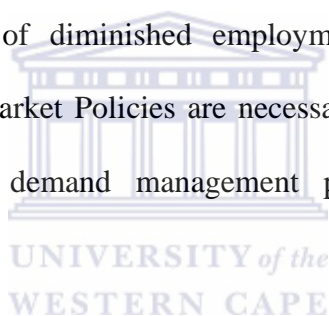


Curtis and McKenzie (2001:90) articulate that persons will have an enhanced preparedness of advancement into the labour market if they demonstrate baseline assets. These are unlimited to communication, information management and numerical literacy (Curtis & McKenzie, 2001). How people deploy those baseline assets is important for employability (Hillage & Pollard, 1998). McQuaid and Lindsay (2006:16-17) inform that there is a broader branch of employability. This consists of personal circumstances external factors such as family responsibility and vacancy characteristics (McQuaid & Lindsay, 2006).

Historically, the concept of employability undergone crucial progression (Gazier, 1998a). This influenced the contemporary functioning of the labour market by way of personnel policies and basic employment conditions (Gazier, 1998a).

Vulnerability of potential labour market entrants to cope with events in an economy remains a growing concern and national distress to many governments (Freyssinet, 2009). The lack of skills, deficient work experience, limited job search ability and scarce financial resources are citeable for this problem (Verick, 2009). Vulnerability in any dimension of the economy is traceable in the social, economic, political and infrastructural make up of a nation (Heijmans, 2004). Micro and macro forces drive the vulnerability to unemployment and prospects of employment of persons (Holzmann & Jørgensen, 2000; Holzmann, Sherburne-Benz & Tesliuc, 2003).

To deter the fatalistic effects of diminished employment prospects and vulnerability to unemployment Active Labour Market Policies are necessary (De la Dehesa & Snower, 1997). These come in the form of demand management policies and supply-side strategies (Snower, 1997).



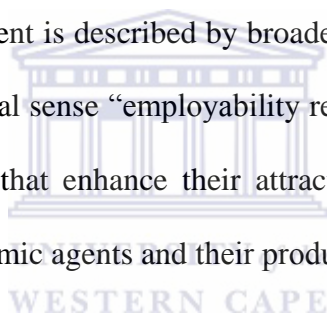
## 4.2 Employability

**“It is argued that individuals are not lacking employability because of a lack of job opportunities or demand from employers in the labour market, but due to their own willingness and motivation to work...[T]herefore, the role for government is to encourage or develop and support individuals into employment”**

(Hartshorn & Sear, 2006:79).

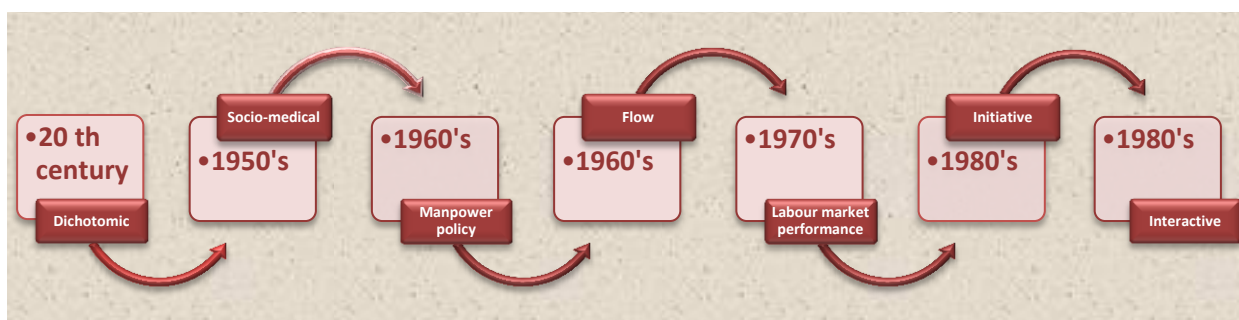
Employability is an economic instrument to enter and advance in the labour market (Devins & Hogarth, 2006; Finn, 2000). It is a crucial tool that informs labour market policy (McQuaid & Lindsay, 2006). Haughton, Jones and Peck (2000:671) refer to employability as an innermost hallmark, third approach and cornerstone to labour market policy, economic strategy and social

policy. Yet, amid this insight, the concept of employability continues to take on a vague and inaccurate definition (Gazier, 1998a). This is unsurprising because McQuaid et al. (2005:191) inform “employability remains a contested concept in terms of its use in both theory and policy, and throughout the past century has been used as both a predominantly labour supply and labour demand concept.” According to the Department of Higher and Further Education, Training and Employment (2002:7) employability is “the capability to move into and within labour markets and to realise potential through sustainable and accessible employment.” This gives the impression that the definition of employability cannot merely rest on the foundation of individual qualities without considering its broad functionality (Brown, Hesketh & William, 2003; McQuaid et al., 2005; 2006). This is because the ability of an individual to obtain, maintain and remain in employment is described by broader factors of the economy (De Grip & Sanders, 2004). In a more practical sense “employability refers to the endowments of the labour force with qualitative attributes that enhance their attractiveness on the labour market, their capabilities as independent economic agents and their productivity” (ILO, 2012:67).



### 4.3 Historical evolution of employability

Employability is not a contemporary concept (McGrath, 2009). It went through seven stages over a century ago (Gazier, 1998a; McGrath, 2009; McQuaid & Lindsay, 2006). **Figure 4.1** below, illustrates these stages.



*Figure 4.1.* Historical evolution of employability

(Source: McQuaid, 2006; McGrath, 2009)

The “*dichotomic*” phase surfaced in the early decades of the 20<sup>th</sup> century (Gazier, 1998a:44). It advocates the distinction between the employable and unemployable (Gazier, 1998a). The former are adept to, capable of and enthusiastic to work (Gazier, 1998a). The latter are incapable to work and require welfare benefits (Gazier, 1998a:44).

Gazier (1998a:44) further informs that the “*socio-medical*” phase originates in the 1950s. It emphasises the relationship between the individual’s psychological, social and physical condition with the requirements for employment (McGrath, 2009).

The *manpower policy* and *flow* employability phases emerged in the 1960s (McGrath, 2009). The former considers labour supply factors such as knowledge, ability, skills and “those required by the labour market” (McGrath, 2009:2). The latter considers the labour demand factors of the labour market (Gazier, 1998a:44). This has to do with “the objective expectation, or more or less high probability, that a person looking for a job can have of finding one” (McGrath, 2009:2).

The *labour market performance phase* developed in the 1970s (Gazier, 1998a; McGrath, 2009). This phase emphasizes factors of the basic conditions of employment such as remuneration, work time and leave (McGrath, 2009; McQuaid & Lindsay, 2006).

Gazier (1998a:44) notes that the *initiative and interactive phases* of employability dawned in the 1980s. The former’s focuses on the individual to take responsibility for career development (Gazier, 1998a). This means a person needs to exercise the ability to enhance transferable skills between various roles of the job (McQuaid, 2006; McGrath, 2009). The latter emphasizes the individual’s relationship with others and responsibility to the employer (Gazier, 1998a; McGrath, 2009; McQuaid, 2006). **Table 4.1** below illustrates the contemporary understanding of this historical evolution of employability by versions, core and policy factors.



Table 4.1: Employability versions, core and policy

VERSIONS OF EMPLOYABILITY	CORE	POLICY
<b>Dichotomic</b>	The employable The unemployable Need for relief	Welfare benefits
<b>Socio-medical</b>	Work abilities Disadvantaged people Work requirements	Performance management
<b>Manpower</b>	Employment criteria Employment aptitude The underprivileged	Job search schemes
<b>Flow</b>	Employment criteria Employment aptitude The underprivileged	Anti-discriminatory placement
<b>Labour market</b>	Globalisation	Basic employment conditions
<b>Initiative</b>	Flexibility Skill transferability Networks	Career development
<b>Interactive</b>	Teamwork Long-term unemployment Disadvantaged groups	Labour market demand attributes.

(Source: McGrath, 2009; McQuaid, 2006)

#### 4.4 Theoretical framework of employability

One of the predicaments in the study of employability is its deficiency in theoretical substance (Brown et al., 2001). The most cited theoretical ground for employability is the Human Capital Theory (HCT), but its postulations offer challenges (Ashton & Green, 1996). It over emphasizes on skills and education (Ashton & Green, 1996). The employability theory emphasizes important

factors of the labour demand and supply (Pruit & Dérogée, 2010). These are the investment in “awareness of marketable skills and talents, self-presentation efficacy, actual levels of skills, knowledge and experience” (Pruit & Dérogée, 2010:1). The employability concept of Hillage and Pollard (1998:4-12) categorise those factors in individual employability dimensions of:

- *Individual assets* – skills and attitudes;
- *Deployment* – manner in which the individual assets are applied.
- *Presentation* – credentials for employment or promotion.

All these suggest a narrow employability framework (McQuaid & Lindsay, 2006). This is because they are limited to the requirements of the supply-side of the labour market (McQuaid & Lindsay, 2006). A broader model with interactive parts that respond to both the supply and demand sides of the labour market exists (McQuaid et al., 2005; 2006; McQuaid & Lindsay, 2006). It shows the interplay between the individual factors, personal circumstances and external factors (McQuaid & Lindsay, 2006). **Table 4.2** below, demonstrates the employability framework depicting the said interactive dimensions.

### ***Individual factors:***

Individual factors are important employability dynamics (Hillage & Pollard, 1998). The first employability component, the employability assets, is foundational in ascertaining labour market entrance (Hillage & Pollard, 1998). It consists of three aspects namely the “baseline assets, intermediate assets and high level assets” (Hillage & Pollard, 1998; McQuaid & Lindsay, 2006:16).

The *baseline assets* are essential individual attributes and elementary transferable skills (Hillage & Pollard, 1998). Curtis and McKenzie (2001:51) inform that a prospective employable person should be in a position to demonstrate baseline assets. These are the ability to calculate,

understand figures, infer on or construe graphical presentation (Curtis & McKenzie, 2001). Similarly, literacy or the ability to read and write is important for employability (Curtis & McKenzie, 2001). In addition, the value of moral rightness is crucial as it shows that a person is dependable (Curtis & McKenzie, 2001; McQuaid & Lindsay, 2006).

Table 4.2: Employability framework

Factors	Dimensions	Aspects	Items
INDIVIDUAL FACTORS	Skills	Basic transferable	Numeracy, literacy, writing.
		Key transferable	ICT, time management, customer service.
		High level transferable	Team work, continuous learning.
	Attributes	Essential attributes	Honesty, willingness to work.
		Personal competencies	Initiative, assertiveness.
		Qualifications	Academic, vocational, job-specific.
		Work knowledge base	Work experience, common skill such driving.
		Labour market attachment	Duration of inactivity, duration of employment.
	Demography	Age, Sex, Marital status	Age, Sex, Marital status.
	health & well-being	Health	Physical, Mental, Psychological.
	Disability	Deaf, Blind, Wheelchair, partially sighted and hearing.	
job seeking	Methods and awareness	CV, Information, ICT, formal search.	
Adaptability and mobility	Geographical mobility	Mobile easily	
PERSONAL CIRCUMSTANCES	Household conditions	Family responsibility	Care for children, elderly, other.
	Work culture	Overall culture	Work is encouraged and supported.
	Access to resources	Transport	Own, available private, public, walk distances.
		Financial capital	Access to finance
Social capital		Access to family support.	
EXTERNAL FACTORS	Demand factors	Labour market factors	Actions of employers.
		Macro-economic factors.	Level of labour demand in national economy.
	Enabling support factors	Vacancy characteristics recruitment factors	Remuneration, work condition.
		Employment policy factors	Job search counselling, job seekers' incentives.

(Source: Hillage & Pollard, 1998; McQuaid, 2006; McQuaid, Green & Danson, 2006; McQuaid & Lindsay, 2005; 2006)

*Intermediate assets* are key and generic in nature (Curtis & McKenzie, 2001; McQuaid & Lindsay, 2006). A prospective labour market entrant or a person who anticipates promotion from a current job to a next, should be in a position to demonstrate in other locales what was learned in a particular or previous context (Curtis & McKenzie, 2001). The Allen Consulting Group (1999:v-vi) informs that generic employability skills include “hard skills such as information technology aptitudes and soft skills such as problem solving abilities”. **Table 4.3** below depicts generic employability skills.

Table 4.3: Generic employability skills

Personal attributes	Relationship skills	Core skills
Business orientation	Personal management	Systems relationships
Practicality	Project management	Information technology
Problem solving	Communication	Literacy
Reasoning	Teamwork	Numeracy
Adaptability	Customer orientation	
Attitude of learning		

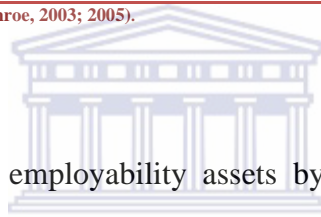
(Source: adapted from the Allen Consulting Group, 1999)

Curtis and McKenzie (2001:51) further advise that high-level assets, also referred to as high level transferable skills, offer an individual greater opportunities for better preparedness and achievement in the world of works. This manifests through teamwork, thinking skills, commercial awareness and vision (Curtis & McKenzie, 2001). **Table 4.4** below demonstrates the high-level employability skills.

Table 4.4: High-level employability skills

Thinking skills	Vision	Teamwork
Decision making	Futuristic orientation	Cultural sensitivity
Creativity	Purpose driven	Proficient share of vision
Focus	Advanced planning	Apt of negotiation
Control of uncertainty	Corporate discipline	Leadership oriented
Multiple task orientation	Leading role	Integrity of interaction
People management	Goal development	Frictionless interaction
Readily available system diagnostic skill in case of deficiencies	Source of persistence	

(Source: adapted from Curtis & McKenzie, 2001; Munroe, 2003; 2005).



There are also other aspects of employability assets by way of attributes such as personal competencies, qualifications, work knowledge base and labour market attachment (Hillage & Pollard 1998; McGrath, 2009; McQuaid & Lindsay, 2005). McQuaid et al. (2006:51-52) categorise those attributes in major categories and significant attributes with exemplars as depicted in **Table 4.5** below.

Table 4.5: Major categories of employability attributes with exemplars

Major category	Significant attribute	Gauge exemplar
<b>Personal competencies</b>	Confidence	Self-esteem and belief in oneself.
	Assertiveness	Firm personal standing/know rights
	Pro-activity	Take charge of situations.
	Autonomous	Independent uninfluenced standing.
	Judgement	Pre-decision evaluation.
<b>Qualifications</b>	Job-specific	Footballer for goalkeeper
	Academic	Certificate, diploma, degree.
	Vocational	Plumbing diploma for a plumber
<b>Work knowledge base</b>	Work experience	Time-scaled occupational-specific experience.
	Common experience	Read a map, replace a bulb etc.
	General work skill	Time management.
	Commonly valued transferable skills	Conventional skill such as driving
<b>Labour market attachment</b>	Balanced work history	teacher lecturer professor
	Spells of inactivity	Time scale of unemployment
	Employment duration	Time scale of employment

(Source: adapted from McQuaid et al., 2006).

Apart from the above skills and attributes, other individual factors such as demography, health and well-being, job seeking, adaptability and mobility are crucial components of the employability package (Quinn & Seaman, 2008). Demographic dynamics encompass aspects of age, gender, ethnicity, family status and education (Quinn & Seaman, 2008). These may, in some circumstances, influence accessible openings or render prejudice (Quinn & Seaman, 2008). In considering the problem of bias in demographic dynamics, Moran (2010:1) informs that it is illegitimate for a prospective employer to solicit on the “applications, during the interview

process or in the workplace” the information pertaining to demographic dynamics depicted in **Table 4.6** below.

**Table 4.6: Demographic dynamics Prohibited**

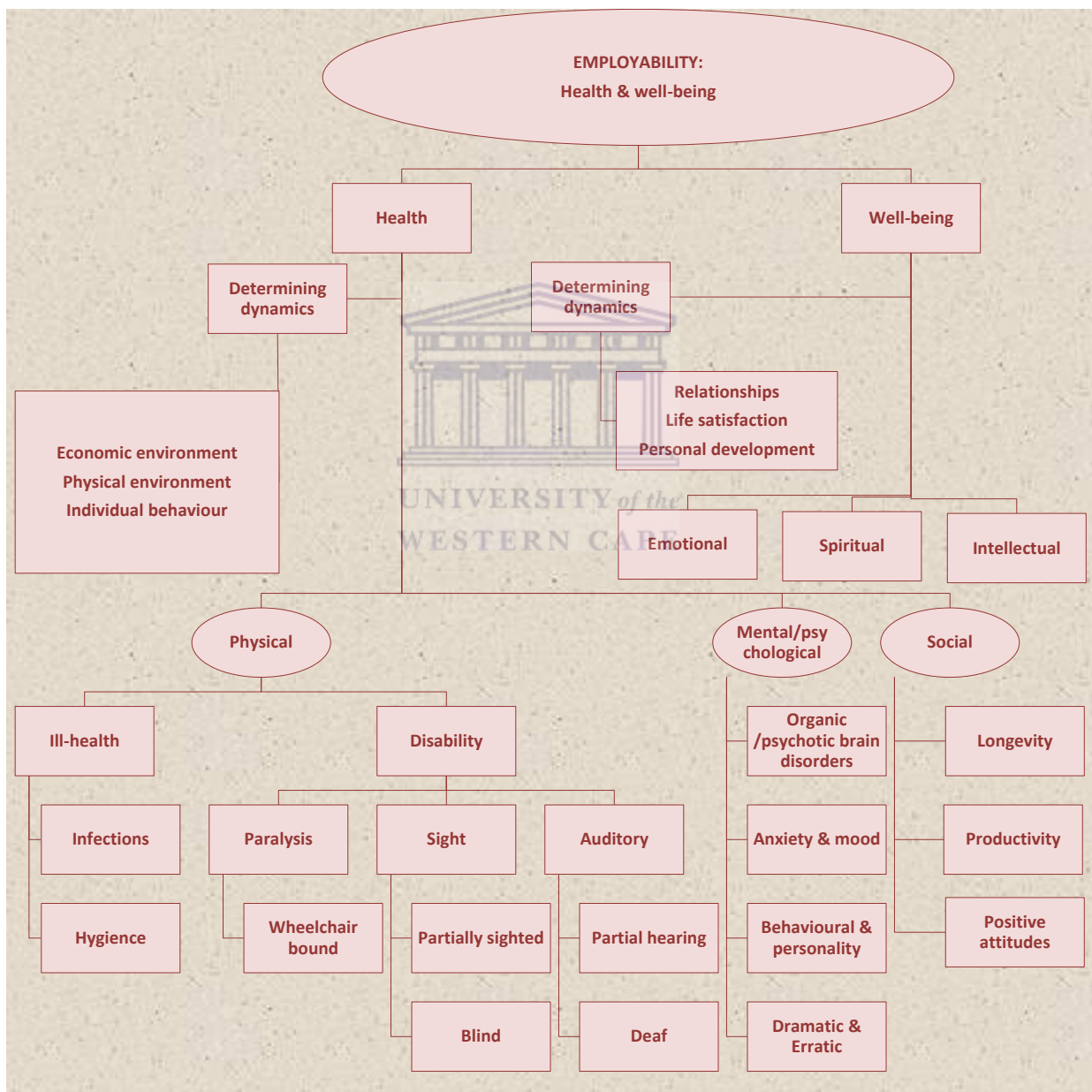
Descriptor question		Nature of prejudice	
Improper question	Appropriate line		
<b>Age</b>	How old are you? <sup>a</sup>	Are you older than 18 <sup>b</sup>	Age discrimination
<b>Disability</b>	Do you have any disabilities? Did you have any serious illness or operations in the past?	People with disabilities are encouraged to apply	Discrimination on the basis of disability
<b>Marital status</b>	Are you married? Do you prefer to be addressed as Mrs, miss or Ms <sup>c</sup>		Cost to company
<b>Citizenship</b>	Are you a citizen of this country?	Are you authorized to work in this country?	Immigration
<b>Drugs, drink</b>	Do you take drugs, smoke or drink? <sup>d</sup>	Where you ever disciplined for violating company policy on the use of alcohol, tobacco	
<b>Race, religion</b>	What is your race, colour, religion <sup>e</sup>		Racial etc.
<b>Pregnancy</b>	Are you pregnant? <sup>f</sup>	Will be able to work overtime and travel?	Gender

(Source: adapted from Moran, 2010)

- <sup>a</sup> According to (Moran, 2010: 1-6) This kind of question has the potential to discriminate against individuals over the age of 40 in support of younger ones in the workplace;
- <sup>b</sup> This question aims to establish the legitimacy of an applicant for labour market participation, and ought to be asked even when an applicant appears to be 50 in the eyes of the prospective employer;
- <sup>c</sup> The verity of this kind of question is to detail costs to the employer in terms of family aspects, but also in terms of losing a valued employee in the event the spouse secures promotional opportunities elsewhere;
- <sup>d</sup> This should exclude the use of prescription drugs for medical reasons;
- <sup>e</sup> The only exception for asking these questions is for affirmative action purposes, but on a voluntary basis;
- <sup>f</sup> A cost conscious employer in terms of time off for child care, and gender biased employment strategy find this kind of question appropriate.

*Health and well-being*

Perkins, Radelet, Lindauer (2006:321) labels health on the basis of the World Health Organization’s definition as a “state of complete physical, mental and social well-being, and not merely the absence of disease and infirmity”. **Figure 4.2** below shows the health and well-being structure for employability.



*Figure 4.2* Health and well-being

(Source: adapted from May, 2007; McQuaid & Lindsay, 2006; Roulstone, 2004)

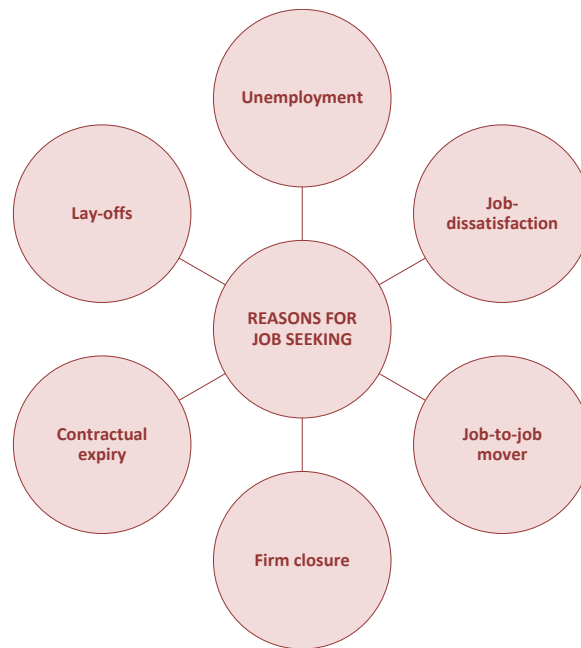


Health and well-being is a rational mind in a sound body (Larson, 1996; McQuaid et al., 2006). The long-term ill-health of working-age men and women has policy implications for governments (Van Steekiste et al., 2005). Long-term ill-health of people challenges the public policy to prioritise to prevent unemployment and adverse employability (Van Steekiste et al., 2005).

Blindness, deafness, and psychological disorders are some of the factors of health influencing the employability of persons (Barnes, 2003:3). Roulstone (2004:2-4) informs that disabled people have an increased chance of underemployment and are confronted with “attitude barriers in the employment context”. We read some of the attitude barriers from the lines such as “your health problem makes it impossible for you to do any kind of paid work; you have not found a suitable paid job” (Roulstone, 2004:2-4). This requires governments to create awareness on disability and support in the employment environment to guard against exclusion (Barnes, 2003). May (2007:3) articulates that, it is unfeasible to claim *well-being* without satisfying basic human “material needs”. To do so, income is the most indispensable instrument and it materialises from the employability of an individual (May, 2007).

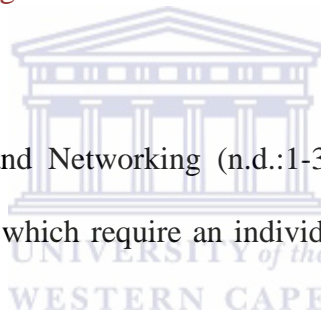
### *Job search*

The employability of a person also depends upon job seeking (Wanberg, Kanfer & Rotundo, 1999; Weber & Mahringer, 2006). This is the course of action and progression of information collection in a quest to locating employment (Weber & Mahringer, 2006; Wanberg, Watt & Rumsy, 1996; Wanberg et al., 2005). A person in search for a job is an individual who is unemployed or seeking for a promotional opportunity (Wanberg et al., 2005). There are real *reasons* for job seeking and that include elements depicted in **Figure 4.3** below.



*Figure 4.3* Reasons for job seeking

(Source: adapted from Weber & Mahringer, 2006)



The Job Searching Technique and Networking (n.d.:1-3) suggests that there are steps to a successful job searching process which require an individual portfolio over the stages of a job opening.

**Figure 4.4** below, illustrates these job search techniques. A person interested in increasing prospects of employability will do so by following the steps set out (JSTN, n.d.:3). Leaving a personal profile and having a CV readily available improves the employability of a person (JSTN n.d.:1-3).

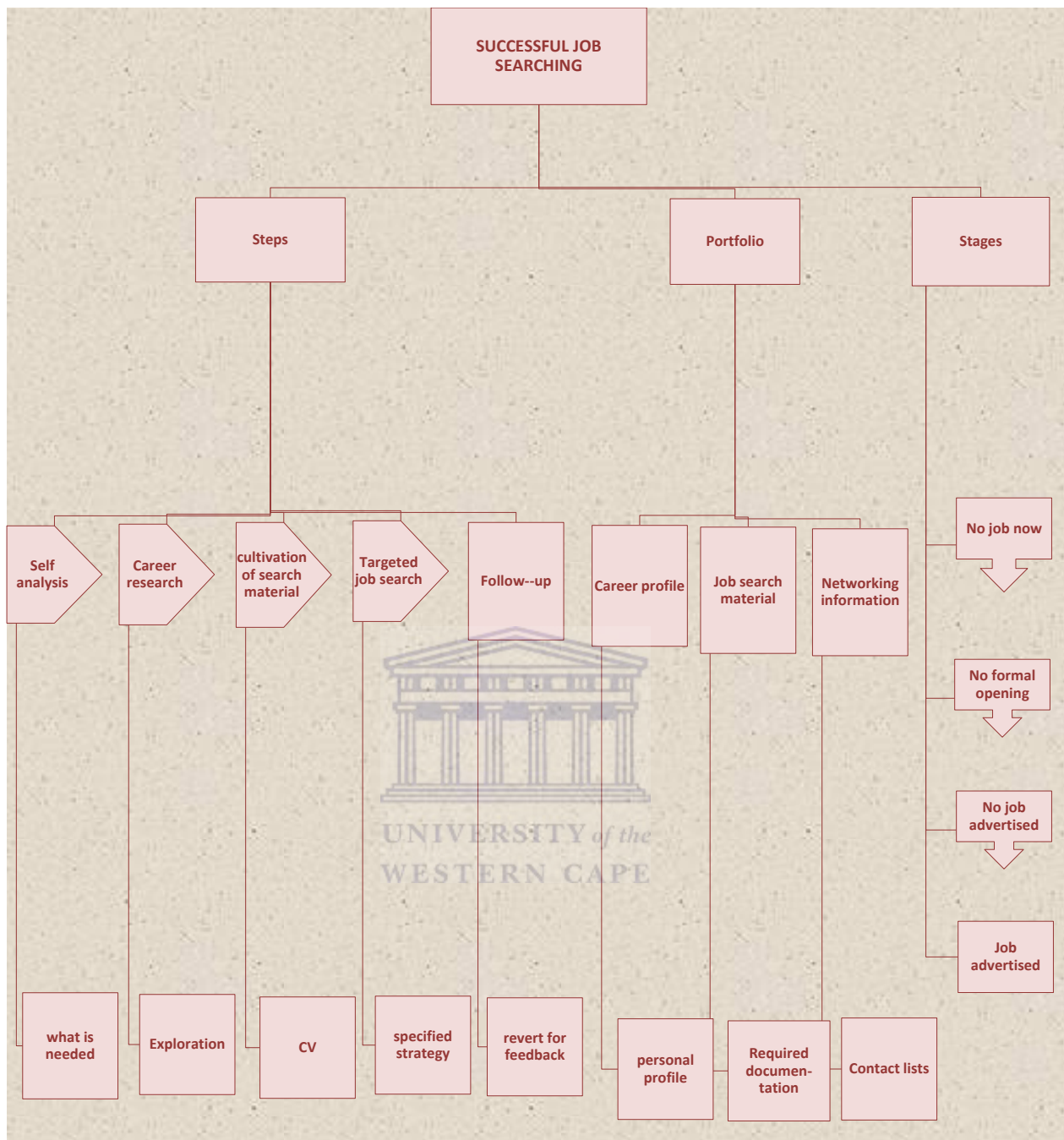


Figure 4.4 Successful job searching

(Source: adapted from JSTN, n.d.)

The effective use of correct strategies in the job search process as depicted in **Table 4.7** below, with their merits and de-merits, is essential to employability (Holzer, 1988). Holzer (1988:15) articulates, “the use of specific job search methods varies across individuals with different opportunities in the labour market and different source or needs for income”.

Table 4.7: Job search strategies

STRATEGY	PRACTICE	MERIT	DE-MERIT
<b>A. TRADITIONAL:</b>			
INTERNET	Link registration One-stop data base	Wide geographic reach Low cost	High competition
NEWS PAPERS	Frequent listings	Localised openings	High competition
INTERNSHIPS	On-site job trial	Self-marketing Network expansion Job-specific skill grow Permanent offer lead	Time commitment
DIRECT EMPLOYER CONTACT	Résumé placement	Gain inside tract early on unadvertised jobs.	Can be a long wait
UNIVERSITY CONSULTANTS	Function as an aid	Learn to prepare a cv. Prepare for interviews Career guiding	Time commitment. Information sensitive.
CAREER FAIRS	Advanced convention of recruiters & job seekers	Chance to meet recruiters in advance. Information of employers	Time commitment
EMPLOYMENT AGENCIES	Marketable experience seeker	No charge Job specific search	Preparation sensitive
PROFESSIONAL ASSOCIATIONS	Industry-specific organizations	Direct access to professionals	Membership sensitive
STATE EMPLOYMENT SERVICES	National labour department section	Nation-wide availability No cost	Registration sensitive Admin. risk prone
LABOUR UNIONS	Common goal banded organization	Access to employment and training.	Membership sensitive
CLASSIFIED ADVERTISEMENTS	Help-wanted advertisements	Opener to unlisted jobs	Complete information deficient. Complicate follow-up
COMMUNITY AGENCIES	Non-profit organizations.	Good career starter	Target particular group
PERSONAL VISITS	In person visit of a company	Leave an impression. Leave résumé	
<b>B. NON-TRADITIONAL:</b>			
RESEARCHING	Careful exploration	Delivers required results	Time consuming
PROSPECTING	Probability exploration	Delivers required results	Time consuming
NETWORKING	Idea exchange network	Awareness of unadvertised jobs/jobs in creation	Requires presence at the right Time with the right people.

(Source: Holzer, 1988; Kuhn & Skuterud, 2000; Kuhn & Skuterud, 2002; Occupational outlook handbook, 2007; OSU career services, 2006)

### *Adaptability and mobility*

This is the final leg in the individual component of employability. It refers to the flexibility exercised by a person to moving towards the targeted job and obtaining it, despite of limitations (Gore, 2006). Green, Shuttleworth and Lavery (2006:107) note that there are numerous grounds why employment site and the “geography of access to work are important from a policy perspective”. These, according to Green et al. (2006:107), include and are unlimited to mobility considerations:

- Whether a person can foot, especially if the working distance is less than five kilometres;
- Whether the travel area is rural or urban-based as the former is characterised by protracted travel areas to work, whilst working centres in the latter are concentrated resulting in walker-friendly travel distances;
- Whether there is transport, public and private. For example, bus services or hackney carriage in the case of the former and own transport in the latter case.

Transport offered by neighbours or friends also plays a crucial role in the mobility of an individual toward employability (Green et al., 2006). On the other hand, working conditions and working hours underpin the adaptability side of employability (Green et al., 2006).

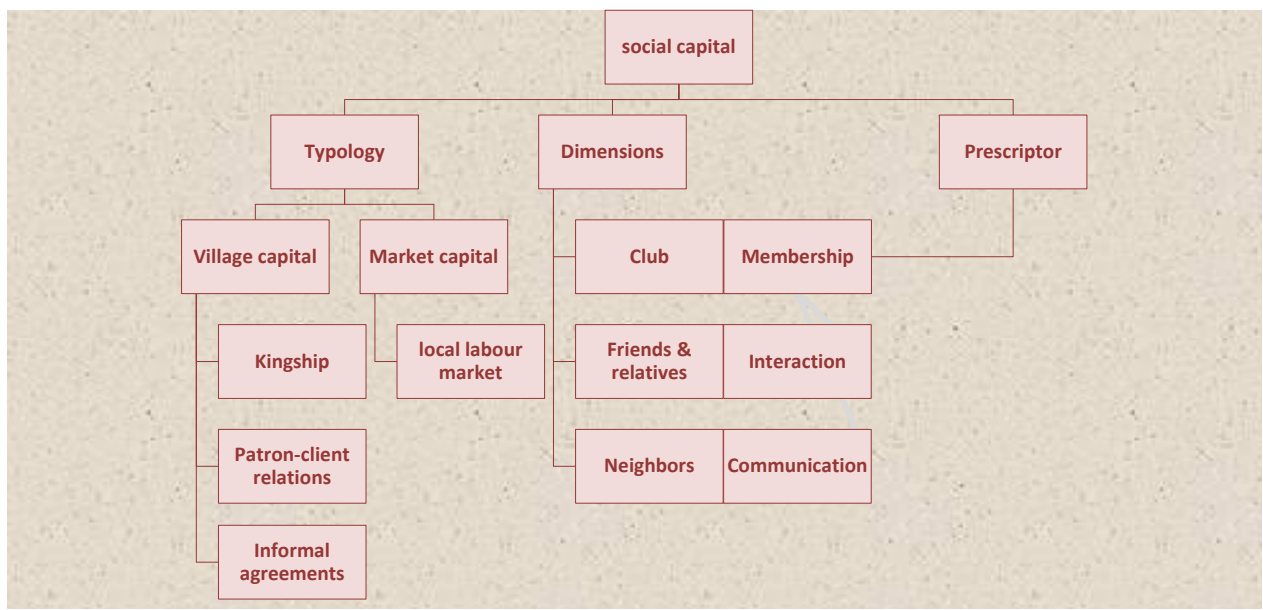
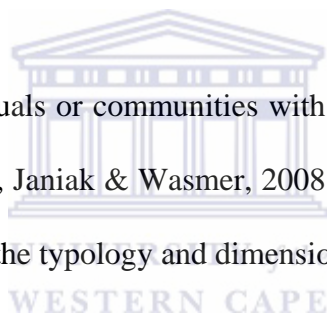
### *Personal circumstances*

The second employability component, personal circumstances, refers to socio-economic variables such as access to resources, household circumstances and work culture (Green et al., 2006; McGrath, 2009:6). One of the important considerations of access to resources has

reference to *transport* (Green et al., 2006). If transport is available at all times, it will increase the employability opportunities of job seekers (Green et al., 2006:117-119).

Access to *financial capital* is another factor in the study of employability under personal circumstances (Green et al., 2006). The availability of financial capital augments the employability of a job seeker when offered as loans for self-employment (Green et al., 2006). Traditional intermediaries of financial capital are commercial banks, industrial development corporations, development banks, national housing finance corporations, rural housing loan funds, national empowerment funds, enterprise financing corporation and post banks (Gore, 2006; Pollin, Epstein, Heintz & Ndikumana, 2007; Schiller, 2000).

*Social capital* consists of individuals or communities with the same beliefs, customs and ideals (Belt & Richardson, 2006; David, Janiak & Wasmer, 2008; McQuaid & Lindsay, 2006). **Figure 4.5** and **Box 4.1** below, illustrate the typology and dimensions of social capital.



*Figure 4.5* Typologies and dimensions of social capital

(Source: Bebbington, 1999; Coleman, 1994; David et al., 2008, Scoones, 2009)

David et al. (2008:10) inform that, social capital functions as a fundamental source of information that possess the match making potential between prospective employers and employees. In other words, social capital increases the prospect of acquiring employment for the unemployed job seeker (David et al., 2008:10). David et al. (2008:10) inform that it is quicker to obtain a job through social contacts. In a survey on social capital dimensions, David et al. (2008:10) showed that club membership has a lesser amount of unemployment prospects in the short-run, whereas social capital consisting of friends and relatives increases the likelihood of unemployment in the short-run.

#### Box 4.1 Capital physiognomy

<u>Capital typology</u>	<u>Employability capital resources</u> <u>Capital physiognomy</u>	<u>Capital source</u>
<b>Human capital</b>	Labour aptitude Skills and competency Physical health	Effort, culture and erudition Talent, expertise, effort, learning Vigour, wellness
<b>Political capital</b>	Rights Claims Accessibility	Statutes Knowledge Transferability
<b>Natural capital</b>	Resource stocks Environmental	Water, soil, atmosphere Ecosystem
<b>Physical capital</b>	Tools Buildings Roads	Infrastructural acumen
<b>Economic capital</b>	Fiscal Monetary Commercial	Public finance Governmental account Industrial trade
<b>Social capital</b>	Relations Networks	Norms, values, culture, and histories Affiliations, associations, exchanges
<b>Financial capital</b>	Salaries and wages Savings, pensions and remittances Access to credit	Vocation Reserve and nest-egg orientation Financial intermediaries
<b>Market capital</b>	Labour market information Financial market information	Labour market Financial market
<b>Village capital</b>	Royalty Chieftaincy Kingship	Benefactor Informal agreements Patron relations

(Source: developed from: Bebbington, 1999; Coleman, 1994; David et al., 2008, Gore, 2006; Green et al. 2006; Pollin et al., 2007; Schiller, 2000; Scoones, 2009).

*Work culture and household conditions* improve the employability of persons under certain conditions (McQuaid & Lindsay, 2006). These conditions are the “existence of a culture in which work is encouraged and supported within the family, among peers or other personal relationships and the wider community”(McQuaid & Lindsay, 2006:18). These enhance the employability of an individual (McQuaid & Lindsay, 2006). However, the burden of child care and other family responsibilities reduce the chances of employability of a person because of the time spent on family responsibilities (McQuaid & Lindsay, 2006).

### ***External factors***

Demand factors and enabling support embody the external factors component of employability (Green et al., 2006; McQuaid & Lindsay, 2006). Variables such as the level and nature of labour market demand, vacancy characteristics and recruitment are important for the employability of individuals (Devins & Hogarth, 2006; McQuaid & Lindsay, 2006). Devins and Hogarth (2006:54) and Nickson, Warhurst, Cullen and Watt (2003:186) articulate that there seems to be an over emphasis on the employability supply-side (skills and attributes of the unemployed job seeker), but the demand-side or employers have a greater part of responsibility in making job opportunities obtainable and accessible by recruiting and maintaining individuals who are confronted by the probability of exclusion.

### **4.5 Taxonomies of employability**

Sanders and De Grip (2004:73-74) identify three forms of employability namely firm-internal employability, firm-external employability and job-match employability. **Figure 4.6** below, illustrates these taxonomies.



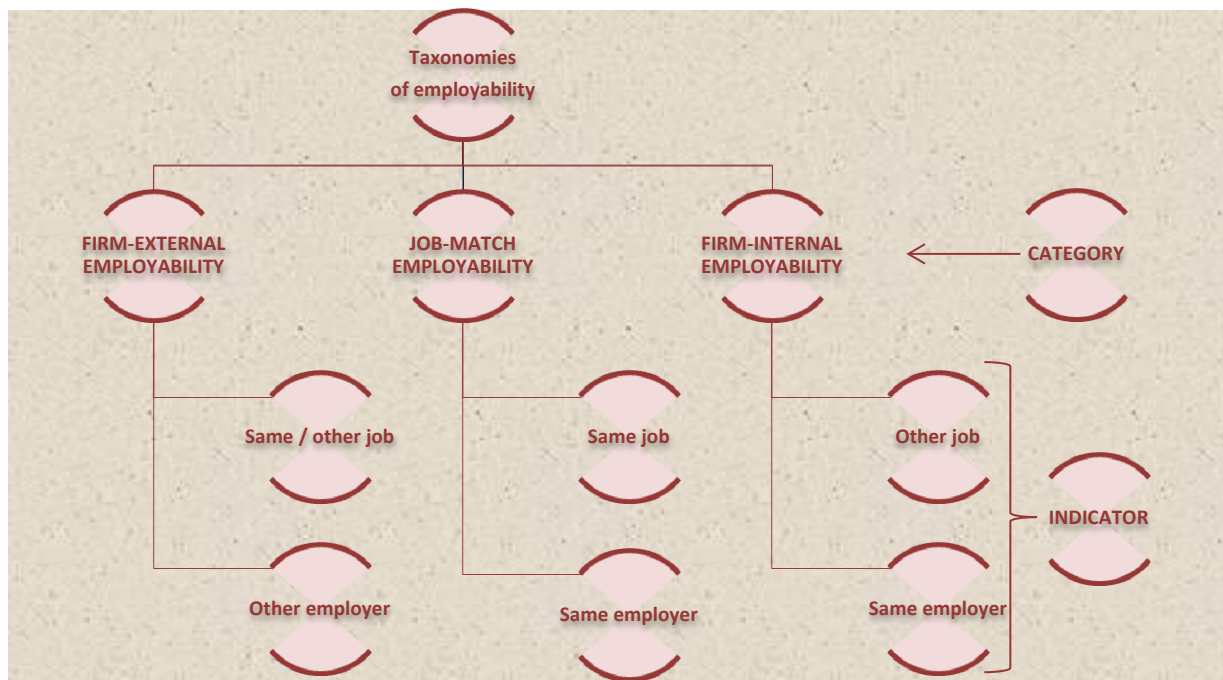


Figure 4.6 Taxonomies of employability

(Source: Sanders & De Grip, 2004)

### ***Firm-internal employability***

Firm-internal employability implies the “relative capacity” of the individual to attain consequential, but variant employment opportunities within the same firm – job conversion within an unchanged employing institution (Sanders & De Grip, 2004).

### ***Firm-external employability***

Firm-external employability materialises when individuals take charge of presenting their personal attributes within the labour market by testing the “environmental and social context” within which work is demanded which offer the opportunity to appreciate talent through supportable and reachable open market employment (Sanders & De Grip, 2004).

### ***Job-match employability***

Job-match employability manifests when an employee is offered a prospect to carry on with employment in the existing job without changing employers (Sanders & De Grip, 2004).

#### 4.6 Employment prospects and vulnerability to unemployment

Low employment prospects<sup>25</sup> refer to little or reduced chances to getting a job or barriers to employment (Workforce Investment Board, 2005; Department of Labour, 2005). The DOL (2005:10-11) informs, “persons with low employment prospects have a significant barrier to employment. Significant barriers to employment may include but unlimited to: lacking a substantial employment history, basic skills and /or English-language proficiency; lacking a high school diploma or equivalent; having a disability; being homeless or residing in socially and economically isolated rural or urban areas where employment opportunities are limited”. Erhel et al. (1996:277) identified more or less similar factors responsible for low prospects or barriers to employment and these are long-term labour market inactivity, short employment spells in younger jobseekers, criminal records, stigma of welfare recipients, low education attainment, poor employment records and recurring unemployment among the youth.

Roulstone (2004:2) informs that the factors that serve as barriers to the employment of potential jobseekers are many and health dynamics are among such factors. Barnes (2003:3) identified ill-health as one of the factors that poses low prospects of employment. Inadequate labour market information due to system use, for example the manual system in labour data administration, also possess the potential to reduce the prospects of people for employment (Calvó-Armengol & Zenou, 2003). As Calvó-Armengol and Zenou further assert, nepotism<sup>26</sup>, especially through social networks, is one of the malicious forms that make it difficult for people to obtain jobs.

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<sup>25</sup> It is necessary to differentiate low employment prospects from severely limited employment prospects. “Severely limited employment prospects means a substantially higher likelihood that an individual will not obtain employment ... persons with severely limited employment prospects have more than one significant barrier to employment” (DOL, 2005:11).

<sup>26</sup> The NLL (2003:28) defines nepotism as “undue favour in giving employment or promotion to one’s relatives, friends or fellow members of the same ethnic group or political-, religious- or cultural affinity; any unjustified unfair discrimination in employment favouring a person from one of these categories”.

In defining vulnerability to unemployment, the study also draws on Napier's (2002:2) view of vulnerability. Napier (2002:2) defines vulnerability as the "the degree to which a system is sensitive to and unable to cope with adverse impacts of global change stimuli" – the incapability to withstand detrimental effects resulting from compound economic, social, physical and environmental pressures exposed to. In describing the concept of vulnerability, Freyssinet (2009:3) articulates it braces two risk aspects – "*external risk elements* of shocks and stress to which an individual is subjected ... and ... "*internal risks elements*" which introduce frailty to cope with events in an economy. Alexander (2000:13) refers to vulnerability as the imminence for casualty, devastation, injure and disruption or any other manner of loss.

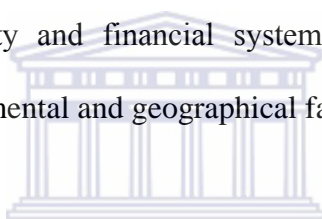
When applied to an individual in the face of unemployment, vulnerability takes the character of adverse effects on the individual because of accumulated defencelessness (Napier, 2001; Naudé, McGillivray & Rossouw, 2009). This leads to transforming the well-being of a person into negative quality of life and non-income status (Napier, 2001; Naudé et al., 2009:1). Holzmann et al. (2003:10-13) suggest that it encompasses the following character:

- It manifests as a pre-event threat.
- It is poverty driven.
- It features in income, instability of income.
- It features in perils such poor health or little education.

#### **4.7 Measurement: employment prospects and vulnerability**

Measures of vulnerability are numerous, yet no hands-on vulnerability index exists to amongst others, capture individual-specific, special group-specific, economy-specific or place-specific vulnerability (Ligon & Schecher, 2003:95-98; Naudé et al., 2009:249-259).

To develop a vulnerability index, Briguglio (as cited in Naudé et al., 2009:256), informs of three approaches namely, the use of a regression-centred model, the fragility-based approach and the variable-averaged methodology. The domains of a vulnerability index are influenced by the type of vulnerability being analysed or the contributory-, influential- and causal dynamics to the type of vulnerability being studied (Turvey, 2007:247). For example in the assessment of place vulnerability, broader fundamentals such as economic, geographic and socio political factors can constitute domains of a vulnerability index (Turvey, 2007). On the other hand, Naudé et al. (2009) in their measurement of vulnerability of sub-national regions in South Africa, the most defining factors of their vulnerability index included dynamics of the size and structure of the local economy, income volatility and financial system's mechanisms as well as districts developmental level and environmental and geographical factors.



Drawing on the experience of Naudé et al. (2009:256) and Turvey (2007:247) it would be more than adequate to consider the principal components of the micro and macro milieu to estimate the vulnerability of special groups in the economy. Similarly, no scientific index exists for the assessment of employment prospects other than the dynamics identified (Barnes, 2004; Erhel et al. 1996; Roulstone, 2004; WIB, 2005 and the DOL, 2005). For the purpose of this research and on the advice of Turvey (2007:247), the domains to measure vulnerability to unemployment and prospects of employment are guided by the theoretical premise of Wisner et al., 2004. This premise is modelled in **Figure 4.7** below. The domains are modelled from the episodes occurring in the economy, society, physical environment (Heijmans, 2004, Wisner, 2004).

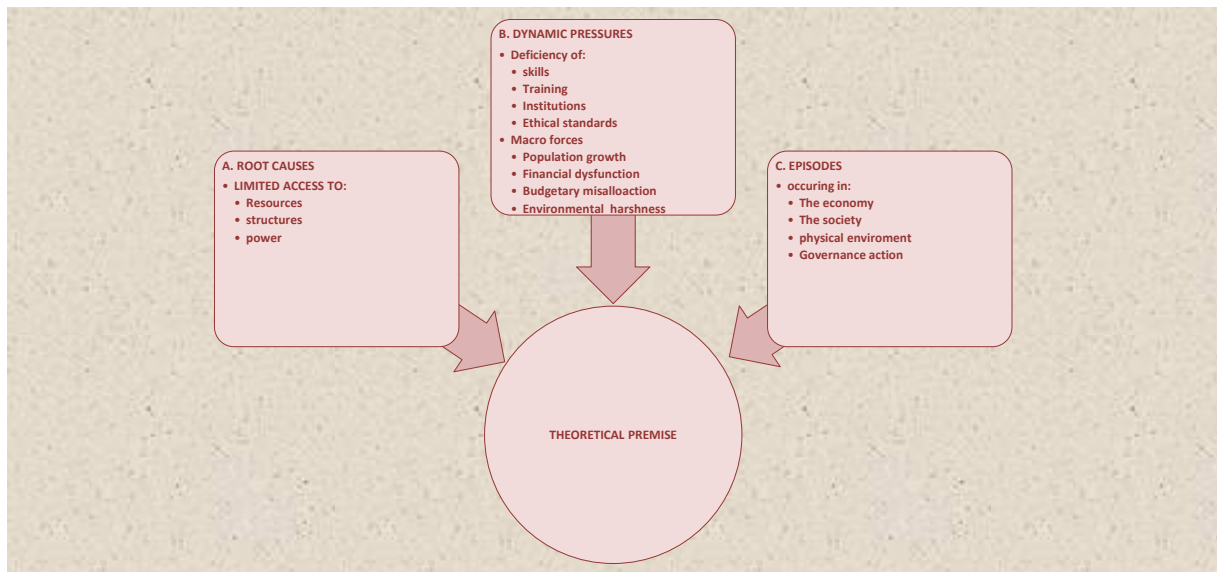
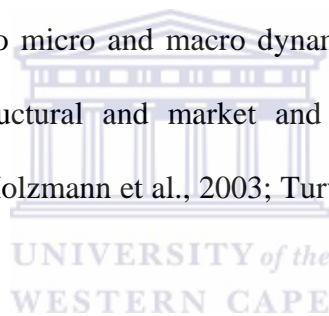


Figure 4.7 The vulnerability theoretical premise

(Source: adapted from Wisner et al., 2004)

These domains are modelled into micro and macro dynamics such as health-, administrative-, social-, environmental-, infrastructural and market and economic dynamics (Holzmann & Jørgensen, 2000; Napier, 2001; Holzmann et al., 2003; Turvey, 2007). The model is presented in **Table 4.8** below.



### *Market and economic dynamics*

“Market refers to institutionalised exchange mechanism through which goods and services are traded at agreed prices or rates by buyers and sellers (NLL, 2003). Examples of such markets are the labour-<sup>27</sup> and financial markets. The former deals with the demand and supply of labour, and the latter deals with supply of finances (NLL, 2003; Swedberg, 1994). The importance of these markets in the study of the prospects of employment and vulnerability to unemployment is that they can pose risks<sup>28</sup> on individuals through fierce labour market demands and lending criteria (Sullivan & Sheffrin, 2003.). The risks, whether single or combined, require some resilience to

<sup>27</sup>“supply of labour with reference to demand on it; available candidates for employment in different positions depending on nature, terms and conditions applicable to employment offered; number and characteristics of persons offering their labour for potential employment” (NLL, 2003:23).

<sup>28</sup> A risk is the likelihood or probability of an undesired event with a specific consequence occurring within a specified period or under given circumstances” (NLL, 2003:114).

prevent and reduce, mitigate, cope with or reverse the impact of such injurious phenomenon (Holzmann et al., 2003; Legesse, 2006).

Table 4.8: The vulnerability-employment prospect in wider context

Dynamic	Micro	Macro
	Unemployment	Systems' collapse
<b>Market and economic (labour, financial econ.)</b>	Price oscillation	Economic crises
	Wage volatility	Regulatory malfunctions
	Domestic violence	Social upheaval
<b>Social</b>	Drug addiction	Terrorism
	Crimes	War
	Pests	Pollution
	Drought	Global warming
<b>Environmental</b>	Flood	Soil salinities
	Illness	Disease
<b>Health</b>	Disability	Pandemic (e.g. AIDS)
	Injury	Virus

(Source: adapted from Holzmann & Jørgensen, 2000; Napier, 2001)

In the 21 century, vulnerability to unemployment at the micro level was driven by a skill-knowledge- and technology-predisposed labour market (McQuaid & Lindsay, 2006). In particular, the development-driven firms and profit-biased ventures demand vacancy entrants holding high-level transferable skills such as business acumen, personal competencies such as autonomous and assertive judgment and key transferable skills such as information communication technology (McQuaid & Lindsay, 2006). When people fall short of these requirements they develop an interest to rely on precarious employment contracts, and if the said contracts fail them, they transform into “street candidates” attracting the application of social protection (Fend, 1994:92; Holzmann & Jørgensen, 2000:9). At macro level, national labour

legislation, escalating integration and exposure to the global market are some examples of market and economic dynamics (Tanzi, 2000; World Bank, 1999).

The impermanence nature, lack of job security and conventional labour market provisions are some of factors cited for the apprehension of atypical employment as it can causes injure to people (Booth, Francesconi & Frank, 2002; Cazes & Nesporova, 2003; De Cuper & De Witte, 2008; DiTella & MacCulloch, 2005; Freeman, 2005a; 2007; Holmlund & Storrie, 2002). In the area of the financial market, the recent financial crises and recession had a downside effect on major economies globally (United Nations Economic and Social Council Economic Commission for Africa & African Union Commission, 2009). The ILO (2008:1) estimated a probable upsurge of world unemployment by 20 million as a result.

### ***Infrastructural dynamics***

Infrastructural dynamics can account for reduced chances to employment as a result of a lack of physical and institutional structures, which Ferguson and Ferguson (1994:8) refer to as “parametric uncertainty” or structural threat. Lee and Vivarelli (2004:3) inform that “since the 1980s, the world economy has become increasingly ‘connected’ and ‘integrated’ ... and the diffusion of Information and Communication Technologies (ICT) have implied a fast downgrading of the concept of distance ... “. Gros (2004:114) informs that “bottlenecks in essential infrastructure” inhibit job creation or employment availability. Gros (2004:114) suggests that, infrastructural constrains are responsible for the low employment prospects of prospective labour market entrants. Gros (2004:114) singles out the “inability of the financial system to meet the needs” of entrepreneurial ability or promise as one such infrastructural inhibitive element.

A Typical micro-level infrastructure or micro social overhead capital includes the availability of banks for the financing of entrepreneurial ventures contemplated by a skilled unemployed individual (Black, 2012). In addition, the availability of transport (trains or buses) and movement from a place of unemployment to a point of anticipated employment, and the post-offices offering (postal services, telecommunication facilities such as telephone and internet outlets) are examples of infrastructural constructs (Dictionary of Economics, 1987).

Macro-level infrastructure or macro social overhead capital in direct response to these micro-level factors includes the existence of a national financial system, transport and road network, and information communication technology (ICT) network (Siebert, 1999). However, for a poverty-stricken individual, investments in high-tech products and services are meaningless, unless they respond directly and timely to their situation of need (Stafford & Duffy, 2009). This means that macro-level infrastructure ought to lift the burden of unemployment directly through the provision of employment (Stafford & Duffy, 2009). This finds nexus with what the World Bank (2012:2) refers to, that “ ... people work their way out of poverty and hardship through better livelihood ... [J]obs are thus transformational ... “.

### ***Social dynamics***

Crime, drug addiction and domestic violence can reduce the chances of individuals to obtain employment even when they search, find and are fit for the available jobs, they may remain vulnerable to unemployment as a result (Grotenhuis & Meijers 1994). Clayton (1992:15-47) suggests that the economically underprivileged and the homeless are at the core of adverse social dynamics such as drug abuse. Brunswick, Messseri and Titus (1992:419-423) deepens the aforementioned subject matter that the social risk behaviour by way of the “drug economy and its associated substance use may satisfy economic and occupational notions for some whose



employment options are severely constrained”. **Table 4.9** below, presents the “continuation of drug use” as part of the social risk behaviour (Brunswick, Messeri & Aidala, as cited in Brunswick et al., 1992:422-423).

Table 4.9: Social risk: drug use

Continuation of drug use – age: 26 (%)		
Substance	Male	Female
Cigarettes	85	83
Heavy alcohol	77	60
Marijuana	75	63
Cocaine	77	82
PCP	68	63
Inhalants	31	Unrated
Heroin	30	46

(Source, Brunswick et al., 1992)



### *Administrative dynamics*

The probability of improving people’s ability to obtaining remunerated work can be lessened by a variety of aspects grounded in the methods and processes in managing the application and information of aspirant employees (Calvó-Armengol & Zenou, 2003). These stem from and are mainly advocated by naturally acceptable human error, manoeuvred human application and information communication technology (ICT) usage or systems application (Calvó-Armengol & Zenou, 2003; Lindsay, 2006). Lindsay (2006:131-145) suggests that the digital divide plays a role in services of unemployed job seekers, in specific, the application of information technology in furnishing “accurate and accessible labour market information”. ICT-based employment services reduce the detachment and remoteness between the employer and the unemployed through this promptly receptive and interactive service supply model (Lindsay, 2006). Lindsay (2006:131) alerts that this model embodies the risk of excluding the underprivileged that is

unlikely to log on to technology and, even if they do, lack the essential skills to activate and operate the ICT-based employment service to their benefit.

Similarly, the provision of inaccurate labour market information as a result of acceptable human error in the manual system does not improve the chances of people to obtain employment timely due to the presence of prejudice stemming from nepotistic behaviour channelled through the “pervasiveness of contact networks in the labour market” (Calvó-Armengol & Zenou, 2003:175). Instances of pervasiveness in the labour market, include issues of “randomised transitory interactions” which potentially generate a diminished access to jobs, by providing only a particular class of prospective jobseekers workers with job information of the existing vacancies; and the blockage of jobseekers’ information provided through the manual system to the processing destination (Calvó-Armengol & Zenou, 2003:174).

### ***Health dynamics***

Exposure to health risk, physical, mental or psychological, potentially reduces the chances of the unemployed to secure employment in a reasonable time (Haan & Myck, 2009; Kalwij & Vermeulen, 2008; Van Steekiste et al., 2005). This is attributable to the nature and severity of ill health, injury, disability and degree of mental condition (Mantler et al., 2005; Waters, 2007; Waters & Moore, 2002a). A job seeker with infrequent ill-health, as opposed to the one with chronic bed-bound ill-health, has a better chance of increasing prospects for employment (Pandey, 2001; Paney & Lipton, 1994; Sauerborn, Adams & He, 1995).

### ***Environmental dynamics***

The probability of obtaining employment may reduce due the presence of aspects of the ecosystem such as climate change (Zimmerman, 2012). Dirkx, Hager, Tadross, Bethune and Curtis (2008:xi & 31) articulate that “vulnerability to environmental change due to natural

shocks such as floods”, affect socio-economic constructs including labour and employment. This finds nexus with what Zimmerman’s (2012:11) expresses that “natural disasters and climate change not only cause ecological damage, they also harm global economy and local labour markets”.

#### **4.8 The impact of low employment prospects and vulnerability**

Unemployment and the experience of low employment prospects make it difficult to cross the poverty line (Fafchamps, 2003; World Bank, 2001). This is because of a lack of earning capacity and future earning capacity, increased dependency, increased economic costs, social exclusion and, the probability of heightened crime levels (Green, 1998; Raphael & Winter-Ember, 1998; Verick, 2009; Ziyauddin, 2009).

##### ***Lack of earning capacity and future earning capacity***

Usually, work<sup>29</sup> remunerate individuals with income to afford basic sustenance such as a roof above one’s head and provides an opportunity to build resilience against economic shocks to cross the poverty line (Marcel & Fafchamps, 2003:11; NLL, 2003:165; World Bank, 2001:2). When the availability of continuous income is threatened, it unlocks a decline in living standards and quality of life of people, reduces the ability of people to shield themselves against welfare loss, deprives people the opportunity to pursue economic activities and, eventually, implant people and their next generations into poverty traps (Fogel, 1990; World Bank, 2001).

On a micro level, the lack of earning capacity by individuals implies that such individuals are unable to buffer investment stock for the future (Adams, & He, 1995; TE Grotenhuis & Meijers, 1994). It further implies that an individual will need to forego the consumption of essential

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<sup>29</sup> The “physical and mental exertion by an individual or group of person, which when performed in an employment relationship, is remunerated and subject to control by the employer and the terms of the employment contract and applicable law” (NLL, 2003:165).

goods such as food stock and face the consequences of reduced nutrition (Alderman & Garcia, 1993; Carraro, 1999; Fafchamps, 2003). This is “a position of fatalism” – a point of terminal inoperability requiring institutional intervention (TE Grotenhuis & Meijers, 1994:231). At this point, TE Grotenhuis and Meijers (1994:231) inform that life becomes impacted in five stages:

- “*Momentum stability*” – the non-income condition of the unemployed becomes akin to the one prior to employment;
- “*Unstable equilibrium*” – the off-putting characteristics of unemployment deteriorate further;
- “*Disorganization*” – the vulnerable unemployed suffer defeat and mislay anticipation of reverting to the stability encountered prior to vulnerability of unemployment;
- “*Experimental readjustment*” – recognition of irreversible transformation in one’s life as a result of unemployment;
- “*Permanent readjustment*” – the application of the most appropriate coping mechanisms are introduced to the vulnerable.

At macro level, the lack of current earning capacity from parental stage is a precursor for the inability of offspring to secure socio-economic well-being (Winship, 1992). Corcoran and Adams (1997:461) diagnosed such condition a status quo of inter-generational transmission of poverty. This means that familial poverty – being maternal or paternal or both – and lack of economic resources is directly responsible for the poor economic realization of their offspring (Massey, 1991; Wilson, 1993). This, according to Santarelli and Figini (2004:248-251), disables people from achieving “minimal adequate living standards”. Santarelli and Figini (2004:248-

251) further articulate that this socially unwanted phenomenon breeds disparity and can give rise to societal apprehensions and political volatility.

This problem can be alleviated through fiscal credit and child credit offers from the government (Corcoran, 1992; Corcoran, Gordon, Laren & Solon, 1992; Zimmerman, 1992). While this could imprint a notion of welfare dependency as a causal factor of inter-generational poverty transmission of which an argument is presented in **Box 4.2** below, Wilson (1991a:5-8) indicate the following as inter-generational poverty transmitters in addition to the lack of earning and earning capacity:

- Racial segregation
- Racial discrimination
- Historical patterns
- Present socio-economic patterns
- Demographic changes
- Labour market conditions
- Labour market opportunities
- Parental presence or non-economic reserves



The above; taken together with factors such as high levels of paternal unemployment in local labour markets, elevated proportions of urban city unemployment and general notions of excessive degrees of joblessness; justify the application of welfare benefits for, especially the offspring, to break away from the problem of poverty and its detrimental effects (Wilson, 1991b).

## Box 4.2 Welfare system-inter-generational poverty transmission debate

### The welfare system and inter-generational poverty transmission

“Mead argues that intergenerational poverty is fuelled not by a lack of parental economic and noneconomic resources but by the government welfare system. According to Mead, when individuals rely heavily on welfare, the stigma associated with being on welfare disappears, and welfare recipients develop self-defeating work attitudes and poor work ethics and pass them on to their children. Girls raised in welfare-dependent homes will be likely to drop out of high school, give birth as teens, become poor and go on welfare themselves. Boys raised in welfare-dependent homes will be likely to grow up to father children out of wedlock, drop out of high school, hang out, engage in crime and avoid regular work. Mead welfare culture-story assumes that welfare recipients changes parents’ and children’s values, attitudes and behaviours so that they eventually become trapped in poverty and dependency because of these deviant values and dysfunctional behaviours. Time limits on welfare would be a good

solution here since welfare itself is the culprit. Murray and Anderson also claim that government welfare policies trap parent and children into poverty and dependency but frame the issue as one of incentives. Murray argues that welfare offers both parents and children a viable alternative to work and marriage by reducing the benefit of low-wage work relative to no work. States differ in the levels of Aid to Families with Dependent Children (AFDC), so incentives for going on welfare versus working or getting married vary across states. Since children are likely to remain in the same states as in which they were raised, they are likely to face the same set of welfare incentives as adults that their parents face when the children were growing up. This theory suggest that, to get unbiased estimates of the effects of parental poverty and parental welfare receipt, analysts need to control welfare the incentives children face when they become adults. One way to do so is to include measures of the state AFDC benefit levels children would receive in their adult years”.

(Source: Corcoran & Adams, 1997)

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### ***Increased dependency***

Low employment prospects justify the dependency of welfare to sustain normal living standards for the unemployed until they become employed (Reynolds, Masters & Moser, 1986). However, while public assistance ought to be understood as aid, Green (1998:v-v1) informs that dependence on benefits has grown gradually, especially, in the developed economies. Underpinnings of this scenario are embedded in the fact that; while every government has the mandate to administer poor relief; citizens have the duty to not merely look to government for the means of life, but should take the initiative and responsibility to implant discipline within themselves to strengthen a character of independence, so as to mitigate the detrimental consequences of dependency (Green, 1998:vi-vii). This, in the words of Green (1998:vi-vii) by leadership reprimand, can transpire if, for example, “single mothers with school-age children at

least visit a job centre and not just stay home waiting for the benefit cheque every week until children are 16 ... [T]he welfare system must encourage work, not dependency”.

Criticism against increased state dependency has been that it:

- Breeds ‘blindness’ to recognize training and educational gaps;
- Accounts for loss of skills over time;
- Enhances boredom,
- Subverts personal responsibility;
- Encourages gain at the cost of others;
- Weakens future leadership;
- Is a “disincentive” to seek employment (Chung, 2010:1; Green, 1998: vi-vii; Schneider, 1999:1-15).



### ***Increased economic costs***

While the impact of being subjected to conditions of remaining without employment or vulnerability to unemployment traditionally prioritises the individual as mostly affected; Verick (2009:4) provides an opener that governments also share in the severe impact in terms of “direct economic costs – financing unemployment benefits or fiscal burden, retraining schemes, design, implementation and execution of active labour market policies, and the loss in potential output resulting from lower employment rates”.

One such example is the transition to work life program (TWL) aimed at ensuring participation in the labour market (Hamilton, 1994). According to Hamilton (1994:255-257), the TWL allows for the jobseekers to be attached to a “working coach” who is freed from his normal duties for, at least, a week to provide training, supervision, coping skills and work ethics to the job seeker.

While this program's costs feature indirectly in terms of reduced time spent at work stations, Hamilton (1994:254-255) informs that this program has been successful in providing the jobseeker with basic- and thinking skills, improved personal qualities, interpersonal attributes, information and systems' applications. Whereas this program is appealing to any government, it absorbs fiscal reserves specifically when the percentage of initial enrollers into the program becomes significantly lower than the percentage of completers (Hamilton, 1994).

### ***Social exclusion***

Social exclusion is another variable that increases the plight of vulnerable people in society (Matcović, 2006). Šučur (2006:11) enlightens that “social exclusion should be understood as a so-called umbrella concept, and not as a concept that can be precisely used” as it is. According to Ziyauddin and Kasi (2009:ix) social exclusion is an extremely indistinct concept, which Ziyauddin (2009:8) refers to as the prohibition of equal opportunities inflicted upon others by a particular fraction of civilization, which causes others not to partake in the political, economic and social running of society. Matcović (2006:14-15) notifies that the concept of social exclusion is also associated with unemployment.

Rethinking the impact of vulnerability to unemployment and low prospects to employment, Štulhover (2006:26) articulates that the multifaceted aspect of social exclusion affects people in manifold “life misfortunes” or relentless social destitutions. These include the loss of social networks, the loss of emotional support and informal source of information that could assist with seeking and finding re-employment and stable employment (Štulhover, 2006). More precisely, Štulhover (2006:32) and Šverko (2006:38) express that the supreme dynamic of social exclusion is entrenched in the elongated unemployment of individuals, which, instigates deterioration in

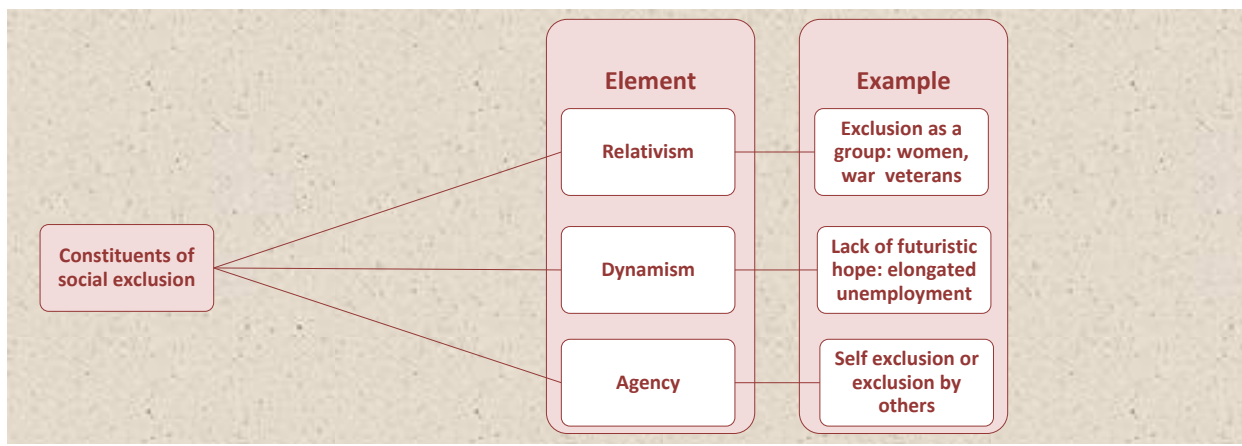


standards of living and, in turn, generates impoverishment to the extent of depleting employment-seeking means. From a psychological point of view, Bejacović (2006:38-39) debates that people whose “social networks consist of similarly unemployed people” can lead to severely limited employment prospects. This has the following consequences (Bejacović, 2006:39; Ziyauddin, 2009:8):

- A state of having no employment over long periods;
- Low motivation;
- Deteriorating knowledge and expertise;
- Low self-esteem;
- Injured and ill-treated morale;
- “lack of self-identification”;
- Stressed family life



The impact of social exclusion on vulnerable people can be felt in broader categories identified by Saith (2001:11-13) and presented in **Figure 4.8** below.

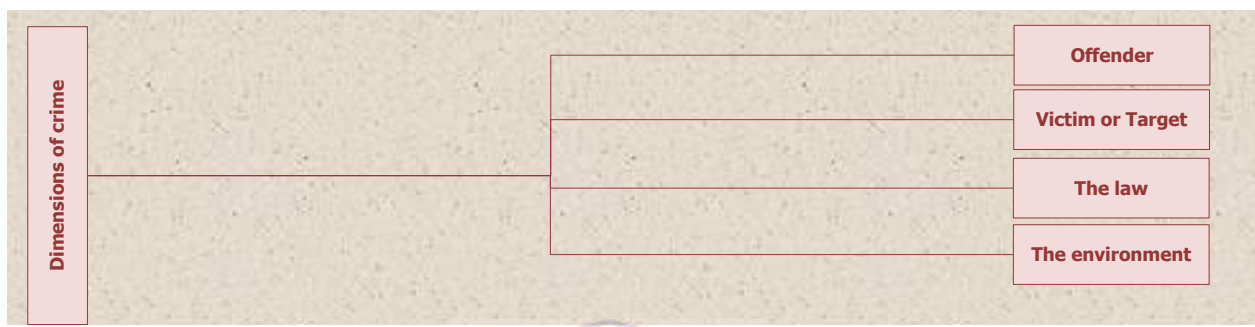


*Figure 4.8* Broad social exclusion constituents

(Source: Bejacović, 2006; Saith, 2001)

### *Increase in crime*

There are conflicting views whether unemployment or frailty to unemployment induces and heightens crime (Brunsdon et al., 1995; Raphael & Winter-Ember, 1998). The logic that criminal endeavours are genre of employment deficiency requires careful and in-depth exploration (Brunsdon et al., 1995). **Figure 4.9** below demonstrates four dimensions of crime.



*Figure 4.9 Dimensions of crime*

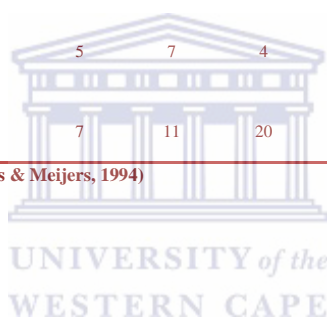
(Source: adapted from Brunsdon et al., 1995)

Based on the concept of deviant behaviour and premise of social control, TE Grotenhuis and Meijers (1994:236-239) assert that crime comes as a result of constraint opportunities and its impact can be reduced by good family morals. Amid the debate that unemployment and crime are indeed co-relational, the analysis of Kroes and Weerman (as cited in TE Grotenhuis and Meijers, 1994:238-239) unearthed that unemployed people committed more crimes than their employed counterparts did; and most crimes were in property compared to other crimes. **Table 4.10** below, shows criminal offences of the employed and unemployed by age category. These delinquency rates which are a result of Kroes and Weerman's (as cited in TE Grotenhuis and Meijers, 1994:238) examination on police records over a panel data of 1 327 cases, confirm that the criminal activity of the unemployed are highest in offenses that offer material gain – theft and burglary.

Table 4.10: Delinquency rates (%) of the employed and unemployed

Type of crime	Employed					Unemployed				
	16-19	20-24	25-29	30-39	40-64	16-19	20-24	25-29	30-39	40-64
Theft	33	24	30	24	25	40	40	42	38	43
Burglary	22	17	10	7	4	34	29	22	18	6
Robbery	0	3	2	0	0	3	5	3	5	1
Vandalism	9	14	13	13	11	8	6	8	10	10
Sexual offences	2	1	8	6	4	1	1	1	5	1
Violence against persons	30	30	26	31	34	12	11	14	11	21
Other violence	2	4	5	7	4	2	4	2	5	1
Other offenses	2	8	7	11	20	1	4	9	9	16

(Source: Kroes & Weerman (as cited in TE Grotenhuis & Meijers, 1994))



#### 4.9 Policy Intervention

Low employment prospects, vulnerability to unemployment as well as inadequate employability of potential labour market entrants in an economy require intervention programmes (DOL, 2005). De la Dehesa and Snower (1997:3) articulate that such intervention programmes come in the form of demand management policies and supply-side strategies with specific targets. A classic example of the demand management policies is the active qualification scheme (AQS) (Andersen and Jensen, 2002). Supply-side policies on the other hand, include specific strategies for the individual (Schmid, O'Reilly & Schömann, 1996).

#### 4.10 Demand management policies

When high levels of unemployment prevail in an economy, it challenges public policy to reduce such unemployment by transforming lack of employability into an employable labour force through government employment strategies and product demand schemes (Snower, 1997).

Snower (1997:20-26) informs that in the short-run, the labour market and the product market underpin each other. Employable people are redundant for the reason that corporations are not generating sufficient goods and services (Snower, 1997). In turn, corporations are not producing enough goods and services due to modest demand for their goods and services (Snower, 1997). On the other hand, demand is lacking in view of the fact that employable folks are out of work (Snower, 1997). This means that a “deficient demand in the labour market originates in the product market, and deficient demand in the product market originates in the labour market.” (Snower, 1997:20-26). Therefore, to improve the employability of the unemployed, a direct public sector employment strategy is important (Snower, 1997). This would provide them with and increase their purchasing power to enhance the product demand market (Snower, 1997). In turn, the product market would augment the production of goods and services, and consequently require more workers for employment (Snower, 1997). However, job creation should be the driving force, but when output expansion cannot compensate for the augmentation in productivity, job creation may be inhibited or become almost impossible (Taylor, 2004).

In the long run, the interaction between demand management policies and supply-side strategies are vital (Andersen & Jensen, 2002). These include typologies such as:

- Intensified expansion of the public sector employment;
- Reduced collection of revenue from firms and up-surged subsidies;

- Active qualification schemes in the form of education;
- On-the-job training;
- Structural plans in the form of strengthened work stimulus such as protection from flexible employment;
- Reduced taxation on individual income.

#### 4.11 Supply-side strategies

Public policy intervention programmes with specific policy instruments, strategies or targets are important to improve the socio-economic conditions of people (Schmid, O'Reilly & Schömann, 1996). As Schmid et al. (1996) inform, there ought to be specific strategies for the:

- Hard-to-employ
- Disabled
- For self-employment
- For job matching
- Education and talent capital configuration
- School-work-transition
- Employment with parental responsibilities



##### *For the hard-to-employ*

The hard-to-employ are people who face difficulty to enter into the labour market due to characteristics they possess (Erhel et al., 1996). Erhel et al. (1996:277) identify these characteristics as presented in **Figure 4.10** below. Other factors such as identically described and classified inhabitants of an economy; mainly who, due to absolute conditions such as “general job rationing” or relative conditions such as the “structural imbalance between job characteristics

and employers' requirements"; deny people the opportunity to enter the labour market (Erhel, 1996: 276-277). According to Erhel et al. (1996) the latter breed skill weakening over time and prolong the unemployment of people beyond the acceptable norm of unemployment of six or twelve months.

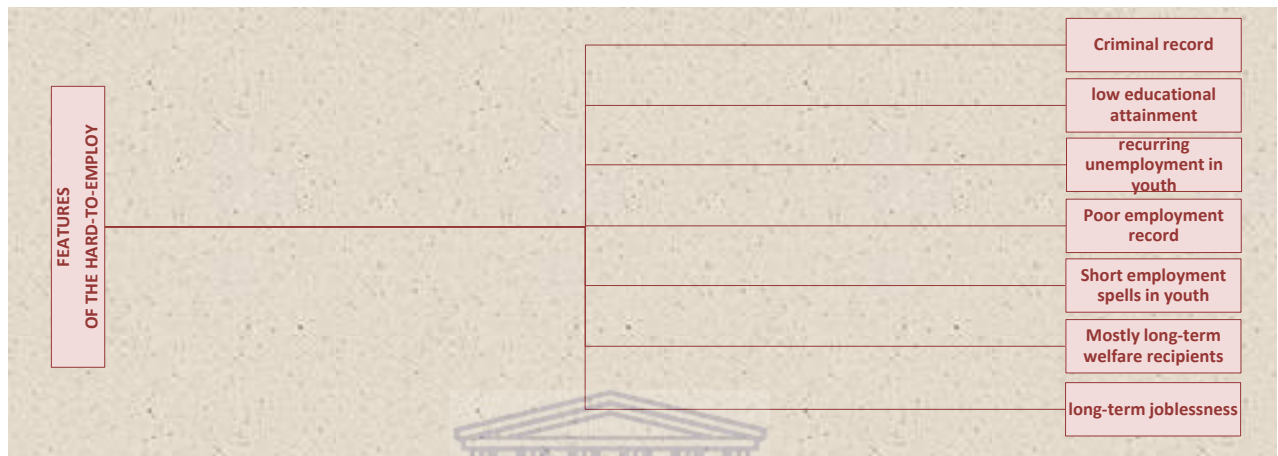


Figure 4.10 Features of the hard-to-employ

(Source: Erhel et al., 1996)

To address the plight of the hard-to-employ and secure job opportunities for them, Erhel et al. (1996:282-287) identify the following classification of strategies:

#### *Comprehensive schemes*

These encompass a blend of elementary and specialised preparation for the underprivileged youth put under delicate therapy and unique appraisal procedure. Examples of these schemes include the job opportunities and basic skills programme (JOBS) and integration training action (ITA);

### *Broadening and enhancing job search*

These include increased job search through organised:

- Job hunting performance – provide the hard-to-employ with basic skills through periodical training sessions to boost their poise for job success;
- Restart programmes – a compulsory 7-day session through personalised job search strategies for people who have been jobless for more than twenty four months;
- Motivation programmes – enable the employment services to play an active role among the hard-to-employ and formulate a reintegration strategy that enable them to define their particular requirements and aspirations;
- Job-clubs schemes – membership systems joined until employment has been secured; essentially offers “coaching and expert advice on job search techniques” and provide access to basic facilities, such “stationary, telephones and typewriters”;
- Financial<sup>30</sup> incentives – by marketing and offering low-wage employment very appealing, so as to stimulate the search for jobs and subsequently leave it to terminate swiftly.

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<sup>30</sup> “Incentive systems can also be used to encourage the hard-to-place to complete a training programme. In Belgium, every long-term unemployed person completing a training programme (at least six months long) receives a subsidy of BF 10 000 in the last month of his or programme (MISEP, Basic information Report, Belgium, 1992, p. 119)”.

## Training schemes

These, as depicted in **Figure 4.11** below, are programmes aimed at providing the hard-to-employ with a range of qualities to attract them to the prospective employers;

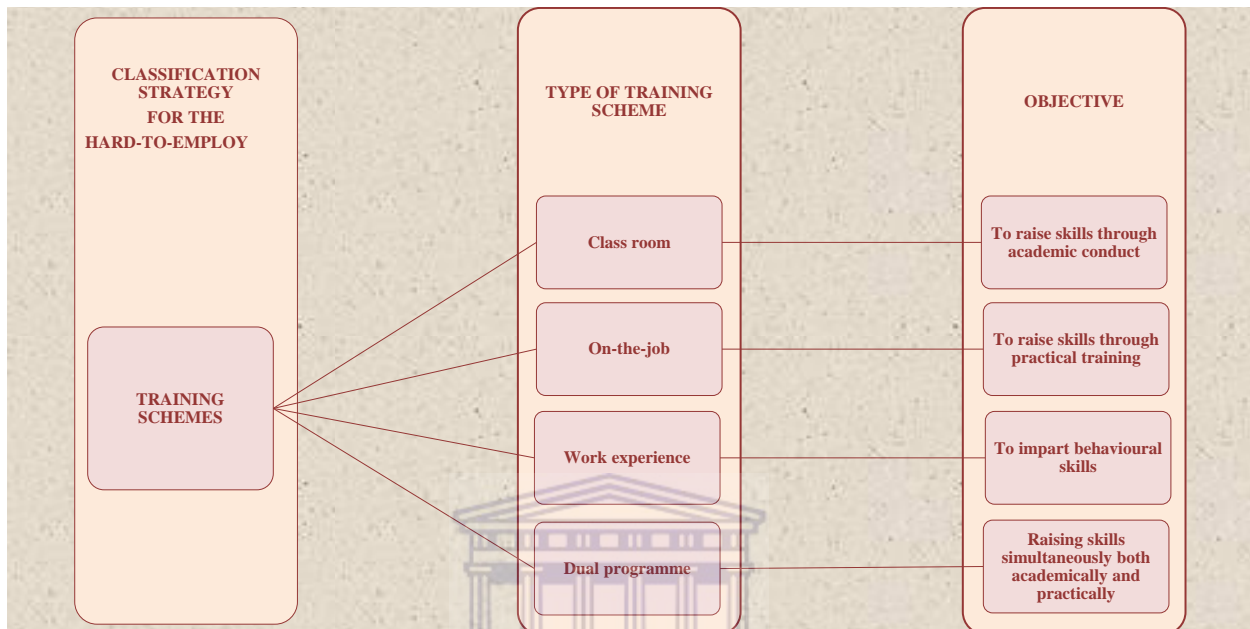


Figure 4.11. Training schemes

(Source: Erhel et al., 1996)

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Once further training is applied, Schmid (1996:770) articulates that it has a significant role to play in the labour market in that labour market success ought to be reflected in the following ways:

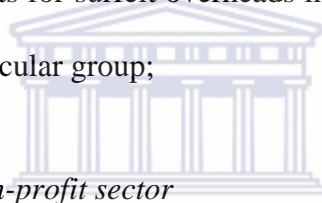
- The employment outcome – how rapidly and steadily the jobless or unwaged who have gone through supplementary education, guidance, instruction and preparation are positioned in jobs;
- The distribution effect – whether certain classes of the jobless who have been underprivileged and unemployed over a long time have been further disadvantaged as a result of further training;



- Constructive effect – whether further training turned out to be helpful and functional, and that satisfactory earning can result;
- Productivity effect – whether the skills’ disparity in the economy has been addressed through a reflection of lower levels of labour market skill mismatch;
- Efficiency or cost-benefit-ratio – whether a correlation between the “net effect of labour market policy in terms of further training and costs” manifests.

### *Employment subsidies*

These are aimed at counteracting the comparative lack of attractiveness of the hard-to-employ in the labour market and come in the form of aids by way of recompense, either in a fraction or lump sum in the form of tax grants for surfeit overheads incurred to institutions hiring the hard-to-employ, especially from a particular group;



### *Temporary employment in the non-profit sector*

Temporary employment is the final element in the classification strategies for the hard-to-employ. It tends to be short-range in nature and aimed at direct job creation programmes that can potentially augment the placement people in the labour market (Erhel et al., 1996). It also helps the hard-to-employee to grow skills required in the private sector (Erhel et al., 1996). An example thereof is the community work experience program (CWEP), widely used in the United States of America. Part-time work is also an important consideration to alleviate the labour market difficulty of the hard-to-employ (O’ Reilly, 1996).

### *For the disabled*

Delsen (1996:521) suggests that, a definition that takes into account the “severity or degree, the permanent nature, the types and the origin of disabilities”, should be suitably delineated in order to pave the way for the type of policy tools that ought to be considered to integrate disabled

people in employable services of an economy. The definition of disability is important to direct the application of policies (Delsen, 1996). Erhel et al.(1996:281) articulate that the definition of the disability merely based on biological and mental factors is insufficient to activate and gauge effective policy instruments and programmes unless “*social disability*”<sup>31</sup> features. Delsen (1996:527-541) identifies policy instruments for the disabled as depicted in **Table 4.11** below.

**Table 4.11: Policy instruments for the disabled**

Policy	Nature	Advantages	Disadvantages
<b><u>A. Legal Machinery</u></b>			
	Short-term occupational	Pro-cyclical	Ineffectiveness
<b>A.1 Quota System</b>	Genre of affirmative action		Stigmatization
		Efficient resource allocation	
<b>A.2 Equal Opportunity</b>	prejudice control legislation		
		Reduce unemployment risks	Stringent screening of applications
		Improves competitiveness	
<b>A.3 Anti-Dismissal</b>	Safeguard worker employment		
<b><u>B. Support Programmes</u></b>			
<b>B.1 Special Education</b>	Special training for the disabled	Familiarity with modern technology	Dependency maintenance.
<b>B.2 On-The-Job Training</b>	Training before placement	Smooth transition into working life Permanent employment prospects	Severely disabled unfriendly
<b>B.3 Vocational Training</b>	Special support training	Enhanced competitive power	Requires effort
<b>B.4 Supported Employment</b>	Paid-work with work-support.	Accommodates the severely disabled	Difficult to sustain financially
<b><u>C. Open Employment And Monetary Response</u></b>			
<b>C.1 Technical Aid</b>	Ergonomic arrangements	High employment prospects	Not supported by all employers
<b>C.2 Wage Subsidies</b>	Costs Rebates	High employment prospects	Disincentive for unsubsidised workers
<b>C.3 Workplace Adaptation</b>			
	Workplace layout modification	Financial grants can be available to make the required modifications.	Employers unwilling to commit
<b>D. Sheltered Employment</b>	Employment for the disabled who cannot participate in an open labour market, such as the mentally retarded.	Can also accommodate the long-term unemployed.	Complicates access to employment.

(Source: Taken from Delsen, 1996)

<sup>31</sup> According to Erhel et al. (1996:281)“It is often possible to treat the long-term unemployed as socially disabled persons, and in some countries (e.g. Sweden) some programmes are addressed simultaneously to both populations even though a clear distinction is drawn between the disabled and the socially disabled”.

### ***For self-employment***

Self-employment is a powerful tool that assists with the migration from unemployment to enhancing employability and labour market participation (Meager, 1996). A common example of self-employment is individual enterprising or small business ownership (Ghose, 2003; 2005a; Ghose et al., 2008). Some of the self-employment schemes put forward by Erhel et al. (1996:284) and Meager (1996:494) include small business commencement. Meager (1996:494) suggests that if small business commencement is natured well; by availing survival strategies such as continuous business knowledge support, accounting advice and supplementary training; it can grow employment possibilities.

Another self-employment tool identified by Meager (1996:499) is subsidy, whereby financial assistance is provided to the job seeker as capital to commence a business. Meager (1996:499) argues that the availability of collateral loan capital to a prospective self-employer is important. This, according to Meager (1996:499), challenges the financial institutions to redefine the eligibility criteria for credit to accommodate people who are unemployed over the long-term, the older persons and the embattled groups such as “women, ethnic minorities”, and the under-privileged group.

### ***Job-matching***

Job matching is administered through “public employment services or PES” to provide information and data concerning existing vacancies and potential jobseekers, talent and competency (Walwei, 1996). According to Walwei (1996:408), PES can take on a variety of policy instruments and procedural interventions:

*Self-selection and conditional selection* – the role of acquirement of job openings, statistical records collection of those looking for jobs and jobs that are on offer and to which potential

employers and the unemployed have direct retrieval without the assistance of human personnel, to the extent that, a job seeker can make a selection of the job of interest and subsequently gets screened for suitability of the chosen job after being provided with the name and contact details of the corresponding employer;

*Administrative matching* – the actual matching of enlisted jobs with enrolled job seekers through active personnel or staff assistance whose responsibility is to notify the jobseeker about available jobs or, similarly, provide potential employers with the names and contact details of prospective employees to connect themselves directly to them;

*Selective matching* – a type of job matching through the actual vetting of employees in terms of “ability, work experience, education and motivation” which obliges those matched to apply for the advertised or projected vacancies registered with the PES by potential employers. Most crucial in the process of job matching Walvei (1996:408-421) suggests, as depicted in **Figure 4.12** below, a category of schemes in the matching services and the evaluation thereof:

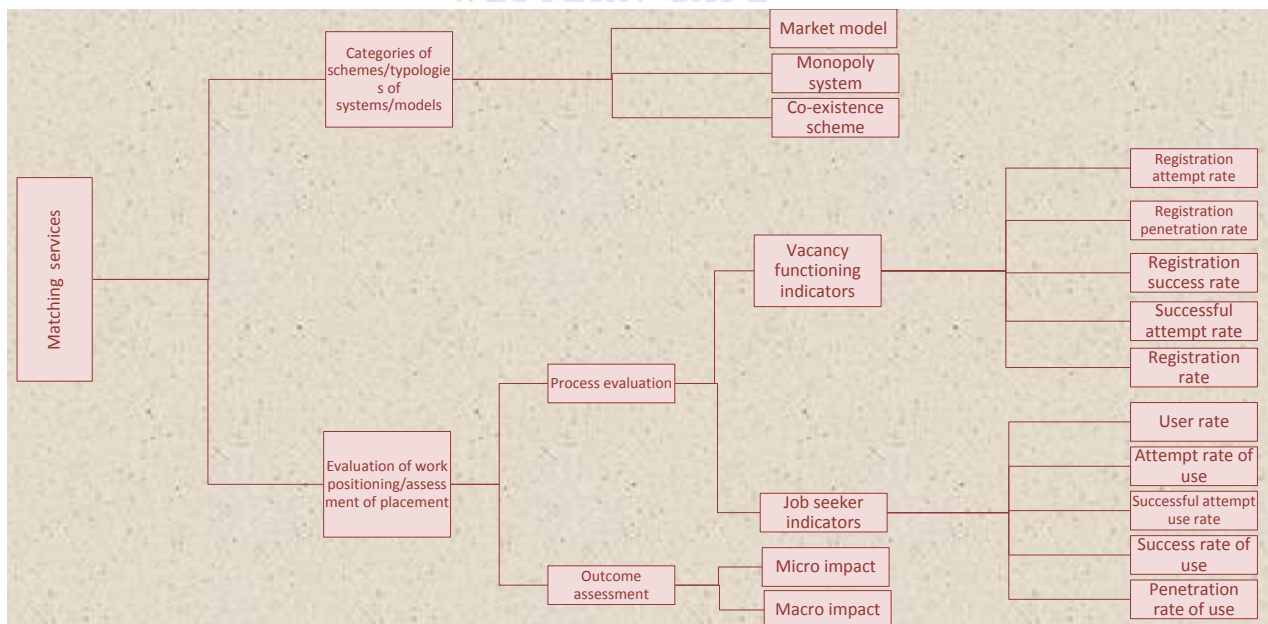


Figure 4.12 Models of Job matching and job evaluation

(Source Walvei, 1996).

*For Functioning of vacancies:*

$RR = IRV/ITV$  – The registration rate catering for the inflow of registered vacancies denominated by the inflow of total vacancies.

$ARR = PP/IRV$  – The attempt rate of registration catering for the proposed placement denominated by the inflow of registered vacancies.

$SAR = FV/PP$  – The successful attempt rate catering for filled vacancies denominated by the proposed placements.

$SRR = (FV/IRV)/(AR*SAR)$  – measuring the filled vacancies denominated by the inflow of registered vacancies which, in turn, is denominated by the product of the attempt rate and successful attempt rate.

$PRR = (FV/ITV)/(RR*AR*SAR)/(RR*SR)$  – Measuring the penetration rate of registration through the filled vacancies denominated by the inflow of total vacancies and, in turn, distributed by the products of registration rate, attempt rate, successful attempt rate and registration rate, success rate respectively.

*For the job seeker indicators:*

$UR = IRJS/ITV$  – The user rate which is measured by the inflow of registered job seekers denominated by the total job seekers.

$ARU = PP/IRJS$  – The attempt rate of use which takes into account the proposed placements denominated by the inflow of registered job seekers.

$SARU = PJS/PP$  – the successful attempt rate of use measured by the placed job seeker denominated by the proposed placements.

$SRU = (PJS/IRJS)/(AR*SAT)$  – The success rate of use which is measured by the placed job seekers denominated by the inflow of registered job seekers and in turn by the product of the attempt rate and successful attempt rate.

$PRU = (PJ/ITJS)/(UR*AR*SAR)/(URR*SR)$  – penetration rate of use which is measured by the placed job seekers denominated by the inflow of total job seekers in turn by the products of the user rate, attempt rate successful rate and user registration rate, success rate respectively.

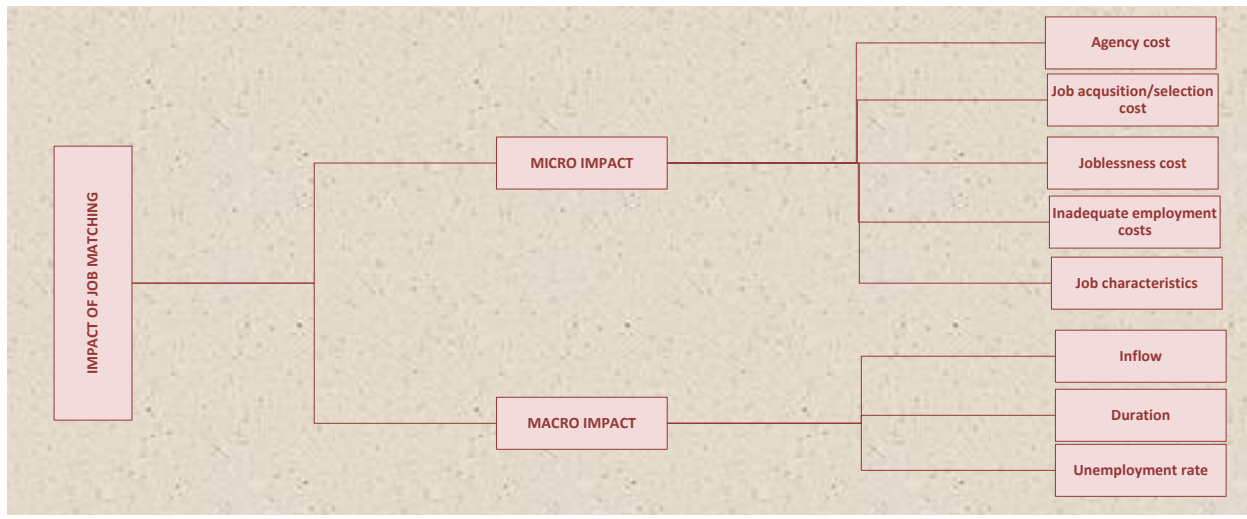
As informed by Walvei (1996:408-410) and illustrated in **Figure 4.12** above, job matching takes place through a number of services and these are:

*Market systems* – provide private employment mediation services;

*Coexistence systems* – provide for the side by side mediation of private and public employment services for all occupational groups, under licensing provisions and quality standards regulations;

*Monopoly systems* – “strict or moderate monopolies” advocating for public employment services through the prohibition of private employment services and obligatory vacancy listing in the case of the former; and intentional use of public employment services in the latter case; for all employing institutions and jobseekers for certain work groups such as executives and some activities in the form of impermanent employment for example. **Figure 4.13** below, illustrates the impact of micro and macro job matching services. In the case of micro impacts, matching costs accumulate to the jobseeker (Walvei, 1996). Walvei (1996:408-421) also informs that in the case of macro impacts, the inflow of registered vacancies may not reduce unemployment, its

duration and rate within an economy, because the mere registration of vacancies does not generate jobs.



*Figure 4.13* Impact of job matching

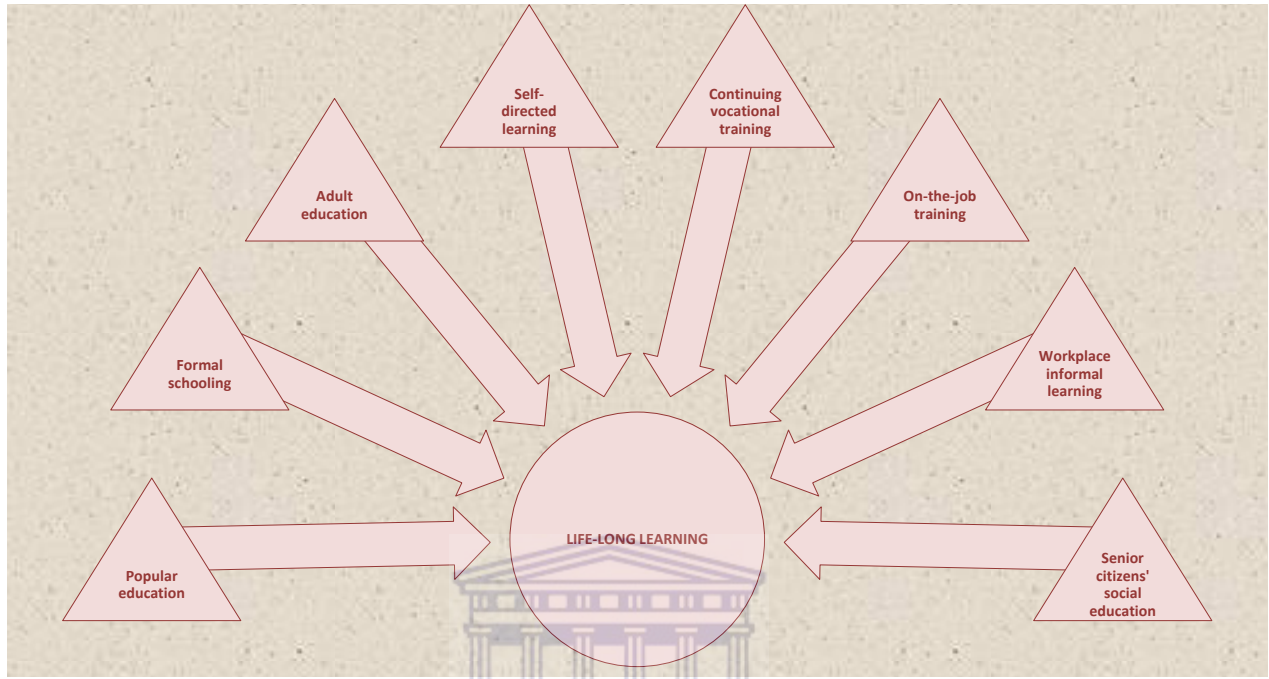
(Source: Walvei, 1996)

### ***Education and talent capital configuration***

Providing opportunities for life-long learning help people to gain and retain the skills required in the labour market (Tuijnman & Schömann, 1996). According to Tuijnman and Schömann, life-long learning should not be constrained to formal education of primary, secondary, tertiary and post-tertiary in the education system; rather, it should be viewed and supported as a product of the concerted elements of the examples depicted in **Figure 4.14** below.

Not only can life-long learning be appreciated as a defence mechanism against unemployment, it also is, as Tuijnman and Schömann (1996:462) commend, a necessary policy instrument to overcome impediments to employment creation. In terms of the job study of the Organisation for Economic Corporation Development study (1994a: 46-47), the advocacy of the life-long learning principle is that employees and prospective employees must be continuously upgraded

in terms of skills and capability over their life by promoting the formation of “high-skill jobs and high wage jobs” that must be supported by a life-long learning policy and guideline.



*Figure 4.14* Life-long learning examples as a supply-side instrument

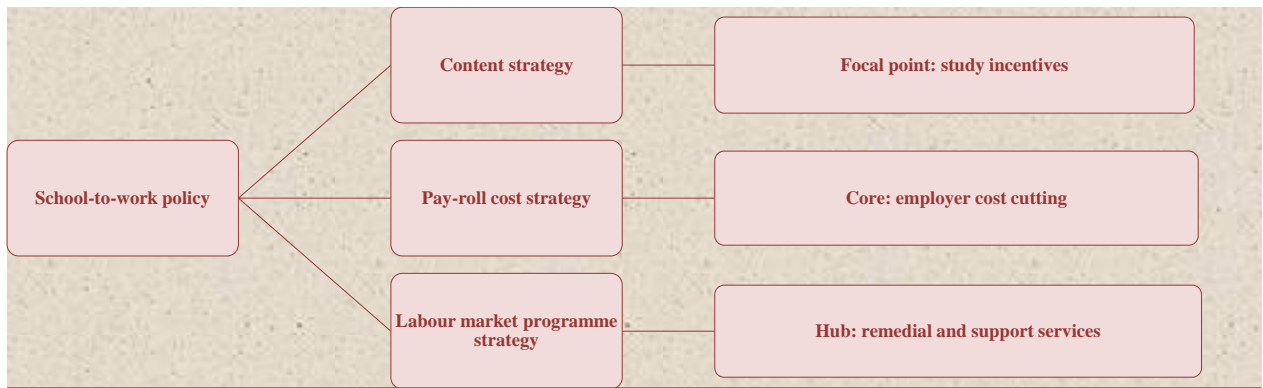
(Source: Tuijnman & Schömann, 1996)

### ***School-to work-transition***

School-to-work transition is the shift of people from the educational institutions to the employing institutions (Ryan and Büchtemann, 1996:308). Ghose et al. (2008:196) informs, “traditionally, apprenticeship schemes have been used to facilitate school-to-work transition for young persons, but, in principle, they can also be designed to facilitate job-to-job transition for older persons”.

Ryan and Büchtemann (1996:308), identified policies for school-to-work transition and these are depicted in **Figure 4.15** below.





*Figure 4.15. Tri-factor school-to-work policy*

(Source: Ryan & Büchtemann, 1996)

According to Ryan & Büchtemann (1996:309): The *content strategy* is aimed at enhancing employability through the provision of study incentives such as financial assistance to students toward their studies;

The *pay-roll cost strategy* has to do with the cost-to-company whereby an employer undertakes to educate and train the young employees at low cost to improve their employability;

The *labour market programmes* are remedial and supportive in nature in that training are offered to the youth to add to their work experience that will serve as “antidotes to low skills and joblessness”.



Ryan and Büchtemann (1996:310) also identify the policy goals of an effective school-to-work programme as:

- Uniformed or evenly balanced opportunities among the youth.
- The act of “mercy” to provide the youth with a “second chance”.
- Transition from school to employment to be prompt so as to deter the likelihood of minimal rates of employment among the youth.
- The encouragement among the youth to complete both secondary and tertiary education.
- Excellent quality of on-the-job training and vocational foundation for each and everyone.
- Effective and administrative risk-free job matching for all the youth.
- Well-remunerated jobs for the youth.
- Quality grounding for life-long learning of the youth.
- Preparation of the youth against employment barriers such as low level of law abidance which can potentially breed criminality, unwanted pregnancies and drugs abuse.

### ***Employment with parental responsibilities***

Employment with parental responsibilities refers to the employment and continuity of earning for people with young children (Fagan & Rubery, 1996). Fagan and Rubery (1996: 154-155) informs that the growth of an economy; especially in some sectors such as the services industry that has a heighten rate of female participants in the labour market who at the same time are

mothers; has the potential to weaken female labour market supply and their professional progression compared to their male counterparts due to household and parental responsibilities such as child care. It is therefore against this background that Fagan and Rubery (1996:359-364) suggest the provision of childcare services as an instrument for occupational continuity:

- *Child-care centres* – consideration of the distance of such childcare facilities from the workplace including their commencement and closing hours, the time flexibility available to the working parent with a child in day care; *Tax relief* – cost of the day care facility;
- *Subsidy* – fixed percentage calculated on the childcare cost. Tax relief is stimulant of national child care provision. However, it has a negative side to it. Fagan and Rubery (1996:363) notes that it can erode the quality of the required or expected childcare at the reasonable priced or economic price for lower paid parents; thus transforming into an easy-to-pocket venture and; the administration of the tax relief system can be costly to lower paid parents, especially if not administered at pay-point.

**Table 4.12** below illustrates policy options of preventative, mitigating and coping nature for the identified dynamics (administrative, infrastructural health, environmental, social and market) of the socio-economy (Erhel et al. 1996; Holzmann & Jørgensen, 2000; Holzmann et al., 2003; Meager, 1996; Tuijnman & Schömann, 1996; Walvei, 1996).

Table 4.12: Socio-economic policy options

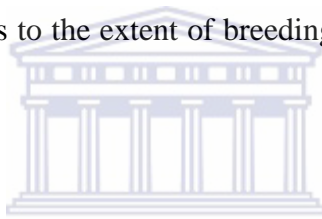
Dynamic	CATEGORY OF STRATEGY		
	PREVENTATIVE/MITIGATING	COPING	ARRANGEMENT
<b>Administrative</b>	Job matching: 1. Self-selection 2. conditional selection	1.Information provision 2.ICT training 3.Jobseeker incentives	<b>Public:</b> 1.Labour standards 2.Education/training 3.Anti-discrimination <b>1.Public:</b> subsidies
<b>Infrastructural</b>	1. Travelable roads 2.Transport 3.Communication network 4.Banks, post-office	1.Living grant 2.Travel allowance 3.Unemployment insurance	<b>2.Market:</b> access to finance <b>3.Informal:</b> social capital
<b>Health</b>	1.Information 2.Hospitals and clinics	1.Drug availability 2.Disability grants	<b>Public:</b> 1.pandemic control policies 2.counselling service
<b>Environmental</b>	1. National: preparedness for drought, 2. earthquakes, 3. floods.	1.Seed bank provision 2.Guarantees for financial access. 3.Crop insurance	<b>Public:</b> 1.Disaster relief policies 2.Enterprise creation <b>Market:</b> 1.borrowing from banks
<b>Social</b>	1.Investment in human capital 2.Social Law & protection	1.Counselling, 2.rehabilitation 3.citizenry literacy.	<b>Public:</b> 1.social standards on crime prevention, drug abuse, domestic violence, 2.family law.
<b>Market</b>	1.Skills formation, 2.knowledge creation, 3.technological training, 4.business acumen prominence.	1.Entrant employment offers, 2. on-the-job training. 3.Lenient borrowing standards	<b>Public:</b> 1.social protection, 2.unemployment insurance, 3.bailout policies



(Source: developed from Erhel et al. 1996; Holzmann & Jørgensen, 2000; Holzmann et al., 2003; Meager, 1996; Tuijnman & Schömann, 1996; Walvei, 1996).

#### 4.12 Mismatch management

The inability of the labour market to absorb unemployment in the economy is generally attributed to the insufficiencies on both the supply-side or the availability of prospective employees, and the demand-side or the prospective employer (Devins & Hogarth, 2006). In addition, the external factors akin to the “employer-jobseeker relationship” play a role (Devins & Hogarth, 2006: 52-53). These include an outcome rather than an antecedent of a mismatch between attributes and competence provided by potential labour market entrants to the labour market and the abilities and talents required by the labour market (Devins & Hogarth, 2006:52-53). This, as Devins and Hogarth (2006:52) articulate, is compounded by the employer’s employment prerequisites and staffing techniques in terms of the degree of skills needed for particular job openings to the extent of breeding challenging available jobs to fill for the non-qualifying unemployed.



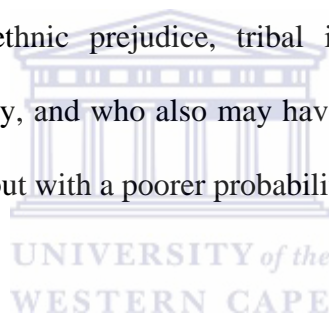
This is what Berman and Machin (2004:40) term a notion of skill-bias in the labour market, mostly connected to technological change as contained in the “skill-biased technological change hypothesis that employers increased demand for skilled workers has been largely driven by the kind of new technologies that are permeating into modern workplaces”. Lall (2004:85) takes it further and advises, “the ability to generate employment depends on the ability of countries to promptly access and efficiently use new technologies.

Not only does this notion restrict labour market entrance of those who demonstrate a shortfall in the required skills, but McQuaid (2006:408) notes that it produces *diverse* “*mismatches* between employers and the perceived employability of a job seeker” in the form of:

- *Structural or skill mismatch* – dual type mismatch by migration failure and skill shortfall perception arising from the malfunction of the unemployed to reposition to other areas or

employing labour markets where their ability, talent, expertise and capacity may be required in the case of the former, and in the case of the latter, it arises from the demand-side of the labour market which include the employing institutions' failure to recognise the unemployed or the jobseeker as having the necessary skills;

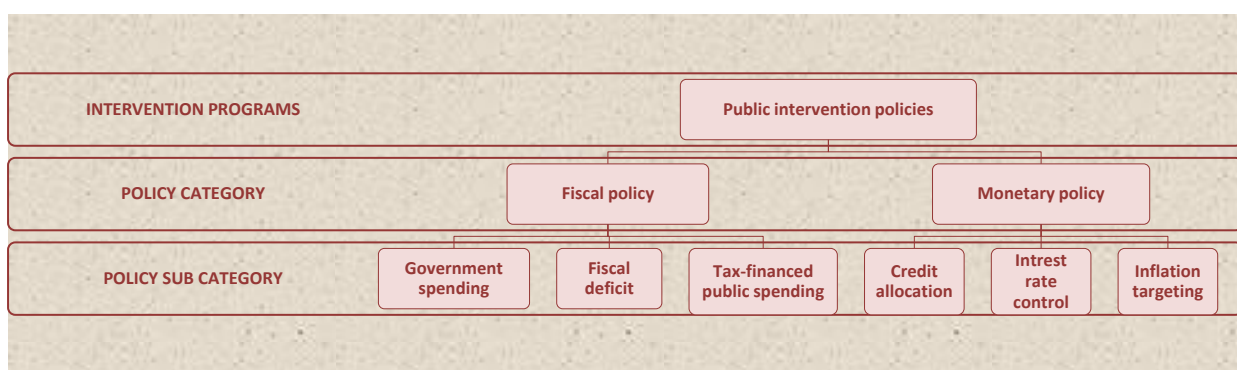
- *Frictional mismatch* – usually within a particular labour market and is consequential from diverse employers and jobseeker anticipation and optimism merged with an irregularity of labour market information among them;
- *Spatial mismatch* – which can be an upshot from a particular class or category of persons who live or located in a particular area due to preconceived notions of socio-economic circumstances such as ethnic prejudice, tribal inequity and cultural bias or rigid accommodation occupancy, and who also may have a restricted amount and an array of work opening prospects, but with a poorer probability of attaining an occupational fit.



It is, therefore, empirical to appreciate this labour market imperfection from the angle of *the theory of search and match* which, in the words of Snower (1997:27) assumes that “workers are not perfectly informed about the available jobs and firms are not perfectly informed about the available workers; thus both sides engage in the market search; each agent acquires information up to the point at which the cost of searching for an additional job (or worker) is equal to the discounted stream of expected future returns from that job (or worker); unemployment arises because jobless workers know that there are vacant jobs with wages sufficiently high to make the return from search exceed the cost, but since they don’t know precisely where these jobs are, they may not find them right away; the result is *frictional* unemployment ... [A]t the centre-stage in all search models lies a ‘matching function’, which specifies how the expected number of matches is related to the number of unemployed workers and the number of vacant jobs”.

The crucial subject matter points to the kind of *policy approach suitable to effectively manage* or deal with these kinds of mismatch situation in an economy (Bellmann & Jackman, 1996). Snower (1997:27-28) cautions that the degeneration in matching technology is not necessarily responsible for the job seeker’s gloom employment or employability turn out. Equally the labour market tumult in terms of industry disproportion in charge of employment creation and job obliteration is not worthy of blame (Snower, 1997). Instead, Houston (2006:31) argues that added awareness is required toward the recruitment standards applied by employing institutions in the national and international local labour markets circumstances so as to reunite a notion of employability with the demand-side and supply-side of unemployment. In more specificity Houston (2006:46) argues that some of the philosophical inclination by employers in screening job seekers’ applications; that those of the unemployed at the time of employment search can be regarded as “effective in some labour markets such as in tight labour markets where long-term unemployment is more likely to be indicative of a lack of employability than in slack labour markets where there is a shortage of jobs and higher rates of unemployment”; can be regarded as acceptable.

A government can ease the situation by exercising employment generating programs through fiscal and monetary policy as depicted in **Figure 4.16** below (Pollin et al., 2007).



*Figure 4.16* Public intervention policies

(Source: Pollin et al., 2007)

According to Pollin et al. (2007:79), in the case of: *Government spending*, usually some modification in the composition of public spending is considered to include a reduced spending on public assets such as buildings and machinery followed by a simultaneous increase in the fraction of public investment in providing work, which, despite its fairly small input toward employment growth, its role if attempted is usually optimistic;

The role of *fiscal deficit* is the same as discussed under demand management policies, whereby government raises cumulative demand to encourage employment “regardless of how the additional government funds were spent”;

The role of *tax-financing* enables governments to expand their level of spending via tax growths and apply additional funding to measures of employment creation and poverty reduction.

The utilisation of monetary policy is characterised mainly by *credit allocation* – loan guarantees that ensure access to credit, longer loan period and affordable repayments that accommodate the poor – *interest rate control* – lowering the rate of interest to affect GDP growth – and *inflation targeting* – especially in its character to lower the rate of inflation which in turn affect the rate of interest downwardly to stimulate borrowing and eventually expand employment (Pollin et al., 2007:88-97).

#### **4.13 Theoretical and conceptual framework**

This section brings together in an integrative manner the theoretical elements that are present in this chapter. Bringing together these theoretical elements in an integrated manner will help the reader to understand that there are no theoretical directions evoked in this chapter and that no unique theory is being tested. Instead, all the theories of this study were tested as illustrated in



**Table 4.13** below, and the reader will gain a better understanding that these theoretical elements “linked this research into the existing body of knowledge in the subject area” of this study (Saunders, et al., 2003:389). It was necessary to present the said theoretical elements in earlier sections with their respective constructs in order to maintain a coherent whole of subject and theory (Saunders, et al., 2003).

**Table 4.13: Tested theoretical and conceptual framework**

Theoretical and conceptual framework	Tested or untested	References
Employability theory	Tested in this thesis	<ul style="list-style-type: none"> <li>• Labour supply measurements</li> <li>• Labour demand measurements</li> <li>• Socio-economic indicators</li> <li>• Estimates by multiple regression</li> <li>• Differentials related t-test</li> <li>• Differentials by ANOVA</li> </ul>
Theory of search and match	Tested in this thesis	<ul style="list-style-type: none"> <li>• Panel study</li> <li>• matching model application</li> <li>• matching projections</li> <li>• matching rates calculation</li> </ul>
Human capital theory	Tested in this thesis	<ul style="list-style-type: none"> <li>• Individual labour supply characteristics.</li> <li>• Labour market panel data characteristics</li> <li>• Descriptive panel study</li> </ul>
Job search theory	Untested	- - -
Employment prospects and vulnerability to unemployment	Tested in this thesis	<ul style="list-style-type: none"> <li>• Individual micro and macro domains</li> <li>• Relationships by correlation</li> <li>• Estimates by multiple regression</li> </ul>

## Social theory

Denzin and Lincoln (2005a:22-24) identified a number of social theories also referred to as “theoretical paradigms and perspectives”; some of which are presented in **Section 5.2** of the methodology and research design chapter. These social theories include the queer theory, the Marxist theories, critical theory, feminist theories, theories of the tradition of positivism (namely the positivist and post-positivist theories) as well as interpretivism, constructivism and hermeneutics. **Table 4.14** below compares and contrasts practical issues in social theories.

Table 4.14: Practical issues in social theories

Social Theories				
Practical issues	Positivism	Post-Positivism	Critical theory	Constructivism
<b>Inquiry aim</b>	Explanation: prediction control		Critique transformation	Understanding Reconstruction
<b>Nature of knowledge</b>	Verified hypotheses established as facts or laws	Non-falsified hypotheses that are probable facts or laws	Structural insight Historical insight	Individual or collective reconstructions coalescing around consensus
<b>Knowledge accumulation</b>	Accreditation – “building blocks” adding to edifice of knowledge; generalization and cause-effect linkages		Historical revisionism Generalization by similarity	Informed and sophisticated reconstructions; Vicarious experience
<b>Goodness/quality criteria</b>	Conventional benchmarks of “rigor”: internal and external validity, reliability, and objectivity		Historical situatedness, erosion of ignorance and misapprehension, action stimulus	Trustworthiness, authenticity and catalyst for action
<b>Values</b>	Excluded – influence denied		Included - formative	Included - formative
<b>Ethics</b>	Extrinsic: tilt toward deception		Intrinsic: moral tilt toward revelation	Intrinsic: process tilt toward revelation, special problems
<b>Voice</b>	“disinterested scientist as informer of decision makers, policy makers, and change agent		Transformative intellectual as advocate and activist	Passionate participant as facilitator of multi-voice reconstruction
<b>Training</b>	Technical Quantitative Substantive theories	Technical Quantitative Qualitative Substantive theories	Resocialization, Qualitative, Quantitative, History Values of altruism, Empowerment, Liberation	
<b>Accommodation</b>	Commensurable		Commensurable	
<b>Hegemony</b>	In control of: publication, promotion, funding and tenure		Seeking recognition and input, offering challenges to predecessor paradigms, aligned with postcolonial aspirations	

(Source: Guba & Lincoln, 2005)

Denzin and Lincoln (2005:xiv) further identifies pragmatism<sup>32</sup> as a view of “theoretical and philosophical” stance, “firmly rooted in the post-realist tradition ... a theoretical position that privileges practice and method ... ” However, for the purpose of this study, pragmatism was recommended for use in its methodological orientation only. As a result, the study rests upon post-positivism as a social theory.

### *Post-positivism*

Denzin and Lincoln (2005a:24) suggest that a post-positivist theoretical paradigm is suitable for where “internal or external validity” are philosophical criteria. Guba and Lincoln (2005:193-196) suggest that the researcher’ ontological realism in the post-positivist tradition is that of “critical realism (real reality but only imperfectly and probabilistically apprehensible)”. Epistemologies in the post-positivist tradition are modified or objectivist with “findings that are probably true” (Denzin & Lincoln, 2005; Guba & Lincoln, 2005). Methodologically, the post-positivist tradition offers experimental and hypotheses testing as important considerations (Denzin & Lincoln, 2005; Guba & Lincoln, 2005). The research pursued the *paradigmatic aspects and perspectives* of an objective and empathetic epistemological stance as well as a

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<sup>32</sup>Pragmatism as a social theory is situated in the post-positivist tradition (Allmendinger , 2001; 2002). Pragmatism is globally recognised as a social theory of social reality (Allmendinger, 2001; 2002; Baert, 1998; Joas, 1993; Teddlie & Tashakkori, 2009; 2010). As a social theory, pragmatism has been significantly misunderstood in the modern social science (Joas, 1993). This is because people fail to see the frontier between theory and methodology of the pragmatist theory (Cameron, 2011; Joas, 1993). In the American context, the pragmatism theory is a symbol of modern social and sociological theory and Thomas Kuhn is cited as one of the philosophical persona in advocacy of pragmatism in educational discourse (Joas, 1993). In the words of Joas (1993:4) the pragmatism theory “is mirrored in different classical and contemporary versions of social theory and on the potential of pragmatism for the solution of crucial problems in social theory”. One such contemporary version of the pragmatism theory in the social and sociological theory is the *feminist-pragmatism theory* which ties the feminist and pragmatist theory (Singer, 1999; Sullivan, 2001). Its postulation informs that in societal view it appears as if the physical is substandard to intellect (Sullivan, 2001). In the *pragmatist theory of religion*, the relevance theory postulates that relevance is an invariable component of the human being; whereas the *speech-act theory* of pragmatism and the pragmatist *breadth of context theory* respectively emphasize the values action and dialogue in social reality (Leech, 1983). In real world phenomena such as socio-economic realisms, public planning and medical informatics, the pragmatist theory is indispensable (Scott & Briggs, 2009; Teddlie & Tashakkori, 2009). The pragmatism theory also referred to as the pragmatic theory or pragmatist theory has its own philosophical, theoretical-paradigmatic and methodological orientation (Cameron, 2011; Feilzer, 2010; Teddlie & Tashakkori, 2010). In addition, the pragmatist theory has a contemporaneous function and relevance in the mixed method research (Cameron, 2011, Teddlie & Tashakkori, 2010). In its philosophical orientation, pragmatism sets off in the 1800s and its foundational construct is that the nature of knowledge is embedded in what works in society (Feilzer, 2010; Joas, 1993; Teddlie & Tashakkori, 2009; 2010). In its theoretical-paradigmatic orientation, pragmatism is a link between theory and the external world (Brannen, 1992; Teddlie & Tashakkori, 2003a). This is what Denzin & Lincoln (2005a:22-24) in their introduction of “theoretical paradigms and perspectives” that the “net that contains the researcher’s epistemological, ontological, and methodological premises may be termed a paradigm, a basic set of beliefs that guides action”. We cannot, therefore, reduce the pragmatism paradigm to just an approach or a methodological framework. This is because it stems from a theoretical orientation (Allmendinger, 2001; 2002; Baert, 1998; Joas, 1993; Teddlie & Tashakkori, 2009; 2010). In its methodological orientation pragmatism is exercised as a pragmatic approach that incorporating a synthesis of multiple methodological procedures in a practical manner (Denscombe, 2008; Leech, 1983; Teddlie & Tashakkori, 2003a). This is what Cameron (2011: 102) referred to as “praxis” because the “researcher has positioned ...paradigmatically and entered the interface between philosophy and methodology ... the practical application of theory ... of mixed methods research”.

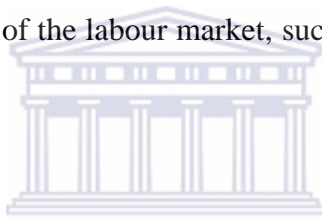
critical ontological realism. (Feilzer, 2010:7; Guba & Lincoln, 2005; Teddlie & Tashakkori, 2009). With this philosophy, the Researcher seeks to gain and hold on to true findings, while simultaneously contemplating and respecting the participants' subjective and diverse points of view in both an inductive and hypothetico-deductive logic wherein values and probabilities are considered crucial in interpreting the end results (Guba & Lincoln, 2005; Teddlie & Tashakkori, 2009).

### ***The labour market theory***

*The employability theoretical framework* used in this research is a macro-level framework (McQuaid, 2006). This is due to the fact that, in its utilisation as “both theory and policy”, it is a functional instrument of the labour market in “predominantly, labour supply and labour demand” (Gazier, 2009:3; McQuaid, 2006; McQuaid et al., 2005). “Gazier (1998) is one of the leading theorists of employability” (McGrath, 2009:2). McQuaid (2006:407-410) informs that the “broad employability framework covering individual, personal and external demand” represents both sides of the labour market – supply and demand. “The first two, individual and personal circumstances represent labor supply factors ... [E]xternal factors ... influence labor demand conditions” (McQuaid, 2006: 411-412). The narrow side of employability is found in the “individual factors (... human capital)”, and this is where the Human Capital Theory (HCT) is cited as a further theoretical ground for employability (Ashton & Green, 1996). Just like McQuaid's (2006:407-421) study, this study is situated in the broad employability theoretical framework which inform the substantive discussions of this study.

Therefore, as a labour market theory, employability centres on “the measurable labour market outcomes that result from specific policy interventions” (McGrath, 2009:2). According to McQuaid et al. (2006:1), employability dates back a century ago and has become a pillar and

cornerstone of labour market approach as an economic and social policy instrumentation that assists governments to promote better investment in human capital. As a sociological theory, the facets of the broad employability framework are “important aspects of a sociological literature that identifies a series of employability traps” (McGrath, 2009:7). To fortify the employability framework the study draws on the Human Capital Theory (HCT). The nexus between the employability framework and the HCT is found in their labour market instrumentality in the components of, amongst others, skills (capabilities or abilities, aptitudes, knowledge, experience, education and training (Becker, 1964; McQuaid, 2006; McQuaid et al., 2006; Mincer, 1974). However, as we learn from McQuaid, 2006 (407-408) “the broad employability framework (covering individual, personal and external demand, and other factors)” is utilised as an archetypal to study macro factors of the labour market, such as employment, unemployment and mismatches in an economy.

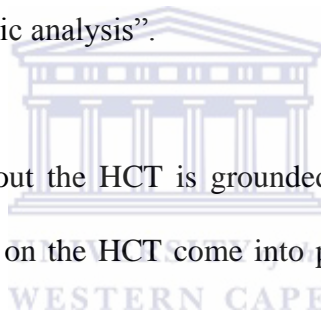


Several studies employed the employability theory and used the HCT in the same way this study does. One such study is by McQuaid (2006) on the ‘job search success and employability in local labor markets’. The elements of the said study on the employability theory also depicted individual factors, personal circumstances and external factors. The said study is in the European context (McQuaid, 2006). In the Namibian context, Naanda (2010) utilised the employability theory in the ‘investigation of the integration of identified employability skills into the Namibian vocational education and training curriculum’. Naanda (2010) also cited the HCT for that study specifically in the nexus on skills found between the HCT and the employability theory.

The postulation of the HCT is that education or training elevates the output of workforce or labour force through knowledge and skills, and as a consequence, their imminent returns or wages increase as well as their earnings over their lifespan (Becker, 1964). With this in mind,

Bowles and Gintis (1975:74) found the HCT at that point in time as the “most recent, and perhaps ultimate step in the elimination of class as a central economic concept ... following the decline of the Ricardian economics in England in the 1830s and the non-Marxian economic theory” in the labour market. Gintis (1975:74) debates that the HCT “allows fundamental insights not available to earlier versions of neoclassical economics” in the following respects:

- 1)“it returns to the and extends the Ricardian and Marxian tradition in treating labor as a produced means of production, whose characteristics depend on the total configuration of economic forces; ...
- 2) it rejects the simplistic assumption of homogeneous labor and centres attention on the differentiation of the labor force; ...
- 3) it brings basic social institutions (such as schooling and the family), previously relegated to the purely cultural and super structural spheres, into the realm of economic analysis”.



Whilst the school of thought about the HCT is grounded in the set of skills and knowledge, complimentary views of thought on the HCT come into play. These are documented in **Table 4.15** below.

Table 4.15: Complimentary views of the HCT: Classic alternatives

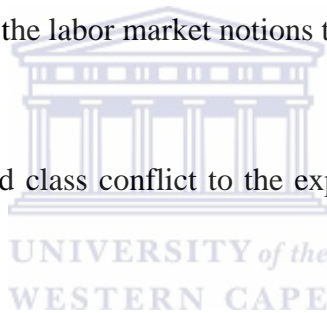
View	Indicator	Ideology
<b>The Bowles-Gintis view</b>	Organizations and orders.	Human capital is the aptitude, competence and faculty of vocation in establishments; submit, conform and comply with instruction, directives and mandates; and acclimatize and adjust to life in a tiered or hierarchical capitalist society. According to this view, the main role of schools is to instil in individuals the correct ideology and approach towards life.
<b>The Becker view</b>	Stock of skills and knowledge	Human capital is rightly valuable and suitable in the productions process. It grows and enlarges the output of a worker in all undertakings or duties. This can be different in variant jobs and responsibilities, and in different institutional establishments and circumstances. Its complex role is representable by immeasurable, but vast entities of stock of knowledge and skills which are directly part of the production process and function.
<b>The Gardener view</b>	Dimension, typology of skills	Human capital is not undimensional, it is dimensional. A classic example thereof is the variation of mental vs the physical competencies, aptitudes and capabilities.
<b>The Spence view</b>	Ability	Clear and visible instruments of human capital are found in aptitudes and competencies and are a signal thereof than characteristics that are self-reliantly and autonomously functional in the production process.
<b>The Schultz-Nelson-Phelps view</b>	Disequilibrium and adjustment	Human capital is the ability to adjust. Situations of disequilibrium play a vital role. Similarly, situations with considerable content of changing environment calling for workers to adapt, are the hub of this view.

(Source: Becker, 1964; Becker & Tomes, 1986; Bowles & Gintis, 1975; Shultz, 1975; Spence, 1973)

### ***Critique of the HCT***

The postulations of the human capital theory offer challenges in the sense that there is an over emphasize on skills and education as pillars of employability for employment (Ashton & Green, 1996). Erosa, Koreshkova and Restuccia (2010:1) indicate that “while economists consider human capital a crucial component of aggregate wealth, they have conflicting views on the

importance of differences in human capital versus total factor productivity (TFP) in accounting for income differences across countries”. Similarly, but earlier, Bowles and Gintis (1975:74-78) come forward that “Neoclassical economists have long treated labour as a commodity. They have integrated work and the worker into their analytical framework by assuming the labor-wage exchanges. Because the capitalist system appears to strip the social process of work of its non-exchange characteristics, neoclassical theorists could long rest satisfied with a simple commodity interpretation of labor. And with steadily increasing levels of resources devoted to the preparation of labor, in the form of child rearing, education, health and training, the shift toward treating the worker more precisely as a capital good seems, at least in hindsight, to have been virtually inevitable”, and the major critique which stem from the Marxian theory constitutes on the demand side of the labor market notions that:



- The relevance of class and class conflict to the explication of labor market phenomena are excluded;
- Production is both a social and technical process;
- Labor is not a commodity;
- The structure of wage rates is not exogenous to the firm, but rather one of instruments used to maximize profits;

The supply-side of the labor market:

Whilst education is geared toward producing traits the employers are after, however this “can in no way be depicted as the result of an aggregation of individual choices ... moreover, the production of better workers cannot be understood simply by reference to how individual worker-skills are related to individual worker-productivities”. This gap justifies the



consideration of the extension personal circumstances and external dynamics of the labour market to the employability framework of Hillage and Pollard 1998.

However, to deter the fatalistic provision of the HCT, the debate in the South African context by Marock (2008:8-9) could be understood that the preparedness and ability to partake and advance time and monetary resources as well as vigour in training and education for the sustenance of the improvement of the human capital will be contingent upon anticipated yields of such investment. Thus the yields have a direct correlation with the expansion and multiplication in income and would improve labour market participation. This could be seen as the hub of an improved version of the traditional HCT.

The conceptual framework that was followed to measure the employment prospects and vulnerability to unemployment was largely inspired by the works of Briguglio (as cited in Naudé et al. 2009:256) and Turvey (2007:247). The content consist of micro and macro dynamics from the expertise of the social science of Holzmann and Jørgensen (2000:3-12) and Dwyer et al. (2004:1-3), amongst others. The specific micro and macro domains of the conceptual framework are presented and discussed in an earlier section titled: 'measurement: employment prospects and vulnerability'. These micro and macro domains constitute the following dynamics:

- Administrative dynamics
- Environmental dynamics
- Health dynamics
- Infrastructural dynamics
- Market and economic dynamics
- Social dynamics

The theory of search and match was drawn on to gauge a government can respond to employment demands in an economy to improve the employability of workers or prospective workers in the short- or longrun (Erhel et al., 1996).

The theory of search and match postulates that “workers are not perfectly informed about the available jobs and firms are not perfectly informed about the available workers; thus both sides engage in the market search; each agent acquires information up to the point at which the cost of searching for an additional job (or worker) is equal to the discounted stream of expected future returns from that job (or worker); unemployment arises because jobless workers know that there are vacant jobs with wages sufficiently high to make the return from search exceed the cost, but since they don’t know precisely where these jobs are, they may not find them right away; the result is *frictional* unemployment ... [A]t the centre-stage in all search models lies a ‘matching function’, which specifies how the expected number of matches is related to the number of unemployed workers and the number of vacant jobs” (Snower, 1997:27). The important function is the matching function which a government exercises through policy instruments and procedural intervention, and a category of schemes (Walvei, 1996). According to Walvei (1996: 408-421) these interventions are measured by the following:

- Functioning of vacancies
- Jobseeker indicators
- Self-selection and conditional selection
- Administrative matching
- Selective matching

The above are presented and discussed in detail in the earlier section entitled ‘job matching’.

The specifics of the conceptual framework for policy intervention are modelled in the relevant section – ‘policy intervention’. It presents the specific intervention programmes which of the constituents are demand management policies and supply-side strategies a government can apply to deal with employability imperfections in a national labour market (De la Dehesa & Snower, 1997).

### *The job search theory*

The fundamental assumption of the job search theory is its estimation of the manner how individuals desiring labour market participation react to the costs of securing knowledge regarding the probabilities of remuneration offered to and accessible by them (Adalshev, 2007). In other words, the underlying assumption of the job search theory is that people make decisions to “accept or reject the job based solely on the wage offer (Zaretsky & Coughlin, 1995:54). This further means that the job search theory “models the individuals’ decision of whether to participate in the labour market and whether to change or leave jobs” (Zaretsky & Coughlin, 1995:53).

### *The irrelevance of the job search theory to this study*

The hub of this study is employability and its objectives centers on the employability traits of the subjects. As Naanda (2010) and McQuaid (2006), amongst others, demonstrated, a larger theoretical anchor for employability is the Human Capital Theory. This is in tandem with the convention of the theoretical practices in research that situates one theory in a larger theory (Liehr & Smith, 2001). This study situated the employability theory, which provides the structure for the study of the unemployed CoLSon, in a larger labour market theory (Liehr & Smith, 2001; Berntson, 2008). For the purpose of this study, the job search theory is not a larger labour market theory for employability. This is because it is not a validated labour market theory

to situate the employability theory in as it lacks the comprehensive attributes of human capital (Berntson, 2008). McQuaid (2006:408-418) demonstrates this point clearly by developing a job search success model constructed upon the employability framework, and situating both the job search theory and employability theory in the Human Capital Theory.

#### **4.14 Conclusion**

The purpose of this chapter was to review the literature on employability, employment prospects and vulnerability to unemployment, and policy intervention. The review considered the conceptualisation of employability, its theoretical frameworks, historical evolution and taxonomies. The review also presented the conceptual frameworks for employment prospects and vulnerability to unemployment, and policy intervention. In addition, the chapter provided a review of the social theory and labour market theory of the research. The literature informs that employability theory has three important constructs that function in any given labour market in the practical processes of labour supply and labour demand. These are the individual factors, personal circumstances and external factors.

In the area of the *individual factors*, a wealth of literature is pointing to the fact that, possessing baseline assets and the presentation and deployment of such assets in the labour market by the unemployed individual who requires employment, and the employed individual who requires promotional employment; is important for employability. It also became apparent that the right job seeking methods could ease barriers to employability. On the other hand, enabling factors such as job seekers' incentives and job search counselling, feature as some of the employability enhancing aspects. Further, literature shows that physical health is a prominent employability component. If neglected, it can inhibit the employability of potential employable people. Disability is another factor that can be a barrier to the employability of promising labour market entrants owing to biased attitudes. This calls for governments to design, develop and administer

disability-friendly labour market policies. In the area of *personal circumstances* financial capital features as a prominent resource for entrepreneurial employability, and it calls for need-specific financial intermediaries such as rural housing loan funds. Literature also brings to the fore that social capital is an important transmitting belt of labour market information. Therefore, if a person lacks the right social networks, a situation of exclusion from the labour market can set in.

In the area of *external factors*, the literature brings forth a very important point of the demand-side of the labour market. This is that employers tend to require high qualifications for jobs and, as a result, the employability of people becomes negatively affected. This, the literature referred to as the portrayal of a sluggish role in the employability tradition by employers, because it creates room for the disadvantaged to remain socially excluded in an economy. In the review of employment prospects and vulnerability to unemployment, the literature informs that factors such as a lack of education, basic skills, poor employment records, having a disability or a criminal record; are responsible for the low employment prospects of potential employees. This means that they have low chances to obtain employment. Even if people find jobs and are characterised by the afore-mentioned factors, they remain vulnerable to unemployment. The broader dynamics that measure employment prospects are social-, administrative-, health-, infrastructure-, environmental- and market and economic dynamics. The literature demonstrates clearly that active qualification schemes and supply-side strategies are important policy options to deter low levels of employability, low employment prospects and vulnerability to unemployment in an economy. These strategies include, amongst others, specific target for the hard-to-place, self-employment, job-matching schemes, school-to-work and employment with parental responsibilities. In the event of a mismatch in the economy, that is to say, the inability of the labour market to absorb unemployment in the economy due to insufficiencies on the supply-side and demand-side, the literature guides that, additional clearly categorised fiscal and

monetary policies need practice in an economy. These include government spending and fiscal deficit considerations in the case of the former, and interest rate control and inflation targeting in the latter case. The literature also brought afore one of the rare policies an economy could develop and implement, to deter the effects of vulnerability to unemployment and low prospects to obtaining jobs, by recognising social disability independent of physical and mental disability. Finally, the chapter reviewed the theoretical and conceptual framework. The next chapter presents the methodology and research design of the research.



## **Chapter 5                    Methods and research design**

### **5.1     Introduction**

This chapter exhibits the modus operandi of this research – the methodology and design duly applied in exploring the constructs of the research. It explicates the manner this study utilised the theoretical philosophy to assess the practical propositions. It sets pragmatism as the methodological foundation. The empirical ground of the chapter reveals the research purpose and specific goals and objectives of the research. The chapter stages the research questions followed by the accompanying research hypotheses. In addition, the chapter sets forth the research design as a strategic structure that puts the qualitative and quantitative approaches concurrently and simultaneously in concert to answer the research questions in a pragmatic manner. Further, the chapter expounds on the research setting and ethical protocol, and introduces the research participants and their sample-specific characteristics. The chapter also demonstrates the techniques utilized to scrutinize the constructs of the research. These techniques, together with their corresponding measuring instruments and analysis benchmarks, map out the collection, capturing, analysis and interpretation of data.

A research methodology has a range of varied perspectives, stances and practices that facilitates critical academic debate (Leech, Dellinger, Brannagan & Tanaka, 2010). A research methodology allows researchers unrestricted scientific conventions in their endeavours to study and do research (Leech et al., 2010). Whilst some researchers, as noted by Leech et al.(2010:18), “perpetuate the incompatibility thesis” by stationing their research in either a quantitative or qualitative modus operandi, this study has opted for a unified perspective, namely pragmatism. Pragmatism offers flexibility, collaboration and allow for a multiplicity of epistemological stances in a triangulation manner (Onwuegbuzie & Leech, 2005a:383). As a foundation of the methodology of this research, pragmatism offers a researcher flexibility in results interpretation

(Guba & Lincoln, 2005; Onwuegbuzie & Leech, 2005). This, amongst others, made it a more suitable methodological consideration for this research (Guba & Lincoln, 2005). Practically, it offered this research feasibility within the time space and resources available and allowed for the use of mixed methods (Alexander, Thomas, Cronin, Fielding & Moran-Ellis, 2008; Blaxter, Hughes & Tight, 1999). It allowed for a hypothetico-deductive logic for the research (Leech et al., 2010; Teddlie & Tashakkori, 2009).

In some quarters, a methodology of this nature – pragmatism – may be regarded as a third “methodological movement” or “quiet revolution” (Tashakkori, 2009:288). For this research, this methodology represents an eclectic mode of practice wherein which the quantitative and qualitative approaches are both instrumental in integrating the results and drawing inferences about the constructs under scrutiny (Bryman, 2008; Creswell & Tashakkori, 2007; Greene, 2008; Tashakkori & Teddlie, 1998). Blaxter, Hughes, and Tight (1996:15) inform that “research is not a wholly objective activity carried out by detached scientists ... [I]t is a social activity powerful affected by the researcher’s own motivation and values ... [I]t also takes place within a broader social context, within which politics and power relations influence what research is undertaken, how it is carried out and whether and how it is reported and acted upon”.

Notably, the perils accompanying this kind of research methodology include “lack of proficiency”, intricacy and incoherent manuscript, according to Tashakkori (2009:288). However, Sosulski and Lawrence (2008:122) articulate, “although combining methods presents unique challenges, profound results prove the effort worthwhile; such results can generate cogent policy solutions and direction for social action”. Thus the benefit offered by an integrated research approach is rarely outmoded by the complexity produced and experienced through integration, instead, it is permissible of an iterative process, i.e. supporting the researcher to



reposition between “induction and deduction at different stages to answer his or her research questions” (Sosulski & Lawrence, 2008:122).

While pragmatism at times is regarded as a new paradigm or deconstructive paradigm according to Teddlie and Tashakkori (2003a:713), Brannen (1992:3) draws careful attention to the fact that the blending of varied approaches within a self-contained fraction of research promotes the problem of association between paradigms at the points of epistemology and theory.

There is a common distinction between the quantitative and qualitative approaches of the research (Robson, 2002; Singh, 2007; Teddlie & Tashakkori, 2009). The *former* is reliant on architectural blue print that seeks to establish the research process in an objective and original manner (Robson, 2002; Singh, 2007; Teddlie & Tashakkori, 2009). This means that the reality on what needs to be known is unearthed through fixed and specific designs that are theory-driven (Robson, 2002; Singh, 2007; Teddlie & Tashakkori, 2009). It also means that the technical grounds embodied in scientific principles assist in the examination of the stated propositions of a study to unearth what needs to be known (Robson, 2002; Singh, 2007; Teddlie & Tashakkori, 2009). The *latter* has a vastly different philosophical and theoretical premise (Blaxter, Hughes, & Tight, 2010). This builds on the lookout for comprehensive accounts that pursue to symbolise the reality through viewpoints of the contributors (Blaxter et al., 2010; Gay, Mills & Airasian, 2006). It also builds on understanding the intricacies of conduct and importance in perspective (Blaxter, Hughes, & Tight, 2010; Gay, Mills & Airasian, 2006; Ghauri, Grønhaug & Kristianslund, 1995; Henwood & Pidgeon, 1994). This is what McCracken (1988:17) initially brought to the attention of prospective researchers and methodologists by way of the expression that “qualitative work does not survey the terrain, it mines it”.

The above theoretical premise has significant empirical implications (Creswell & Tashakkori, 2007). In this research, and in an attempt to uncover the dynamics responsible for the low employment prospects or vulnerability to unemployment of the participants and their employability for labour market participation and policy responsiveness to their plight, the research adopted a concurrent qualitative and quantitative approach (Sosulki & Lawrence, 2008).

The *data source for the quantitative* evidence is the employability framework pioneered by Hillage and Pollard (1998:3) and employed as a broad employability model by McQuaid (2006: 411-418), and the employment prospect and vulnerability indicator. The former taps 48 items over three parent factors namely, individual aspects of employability, personal circumstances and the impact of the external environment (Hillage & Pollard, 1998; McQuaid, 2006). These parent factors are further expanded into ten dimension of employability namely skills, attributes, health and well-being, job seeking, adaptability and mobility, household circumstances, access to resources, work culture, demand factors and enabling support (McQuaid, 2006; McQuaid, Green & Danson, 2006). The latter taps 28 items of employment prospects and vulnerability to unemployment dynamics namely, social-, administrative-, infrastructural-, environmental-, health- and market and economic dynamics. The research administered this instrument to 605<sup>33</sup> male and female participants (the CoLSoN) between the age categories of 21 and 35.

*The data source for the qualitative* information is the supplementary interviews in the form of focus groups, which depicted 50 members of the CoLSoN. The aim of these interviews was to clarify and expand on the issues raised in the survey instrument. They also facilitated for the lived experiences of CoLSoN. These lived experiences gave rise to the emergent categories of

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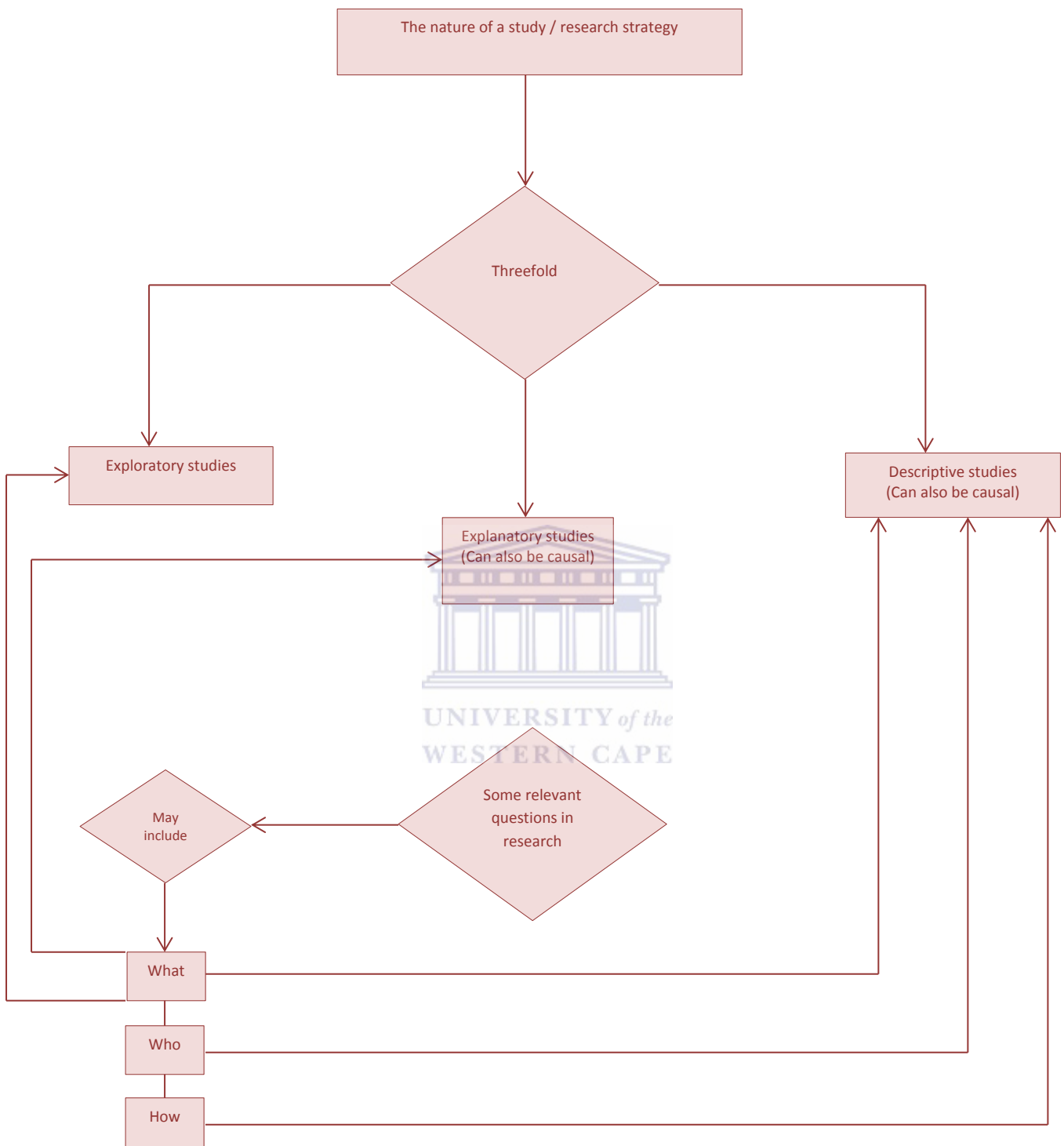
<sup>33</sup> This is the final sample size, representing the actual participants of the research from which the results of the study are analysed.

intra-individual scholastic floor traps, inter-generational poverty traps and transmission, and the education-led tragedy as possible sources of low employment prospects or vulnerability to unemployment. In addition, policy oriented interviews were held with the participating institutions, primarily with the Coordinating Ministry. The dominance of this ministry in this research was dictated by its direct coordination role between the primary participants of this research and the Government of Namibia. Its instrumentality was to impart an understanding on the policy response options by the government to the plight of the CoLSoN, as well as the balancing act of government toward an anticipated mismatch of the possible demand-supply-side effort.

## 5.2 Methodological premise and philosophy

In its theoretical orientation pragmatism is a practical mode of pluralist methodology (Scott & Briggs, 2009). It is cited as a pertinent philosophical technique aiding the interface of “mind and external world”, *making inquiry and method reciprocally constitutive* (Scott & Briggs, 2009:228). Put differently, “pragmatism is a research philosophy that employs the thinking of both the post-positivist and phenomenologist (Allmendinger, 2002; Teddlie & Tashakkori, 2003, 2009). It applies a practical approach, integrating different perspectives to help collect and interpret data” (Leech et al., 2010).

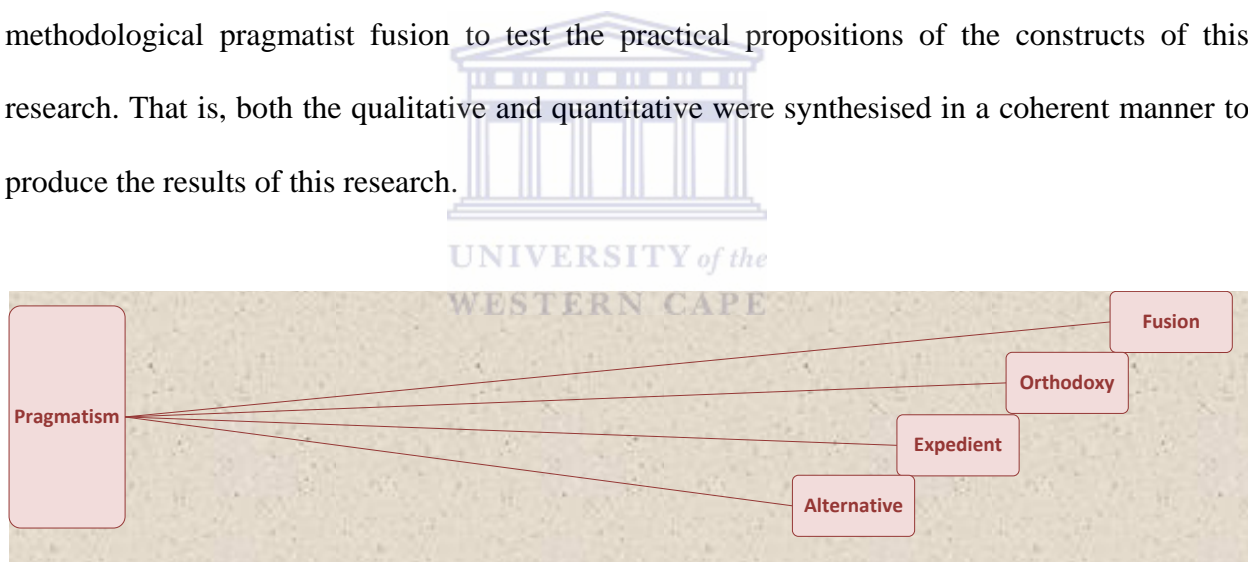
This research is a case and descriptive in its mixed method nature as supported by the pragmatist argument of Scott & Briggs (2009:228-238) for a real world phenomena under study in this case, the plight of the CoLSoN. **Figure 5.1** below illustrates the nature of a study or research strategy.



*Figure 5.1* Nature of a study/research strategy

(Source: Developed from Ghauri et al., 1995; Robson, 2002)

This philosophical component; according to Denscombe (2008:273) offers an array of postulations about knowledge and inquiry that fortify the mixed methods approach and differentiate it from purely quantitative and qualitative approaches. The basis for the quantitative and qualitative approaches is the stances of positivism or post-positivism, interpretivism or constructivism (Denscombe, 2008). The basis for the mixed method pragmatist approach is the post-positivist paradigm (Allmendinger, 2002). Pragmatism has four facets to it as can be seen in **Figure 5.2** below. As Denscombe (2008:273) informs, fusion allows for the synthesis of approaches in a coherent quantitative and qualitative procedure. The *alternative* offers researchers an option to ensure adequacy of findings for their research without merely relying on either the quantitative or the qualitative procedure (Denscombe, 2008). This research adopted the methodological pragmatist fusion to test the practical propositions of the constructs of this research. That is, both the qualitative and quantitative were synthesised in a coherent manner to produce the results of this research.



*Figure 5.2* Four facets to pragmatism

(Source: developed from Denscombe, 2008)

The new *orthodoxy* permits the blending of research methods from a variety of paradigms and the *expedient* deals with the common sense that the lack of principles underlines a course of action (Denscombe, 2008). In essence, Teddlie and Tashakkori (2003a:713) present pragmatism as a deconstructive paradigm that focuses on the practicality or what works when examining a construct. Pragmatism applies in mixed method and triangulation research (Teddlie & Tashakkori, 2003). It is a centre base between the philosophical dogmatisms and

scepticism in the pursuit of research (Teddlie & Tashakkori, 2003; 2009). Teddlie and Tashakkori (2009:86-93) suggest that a distinction and contrast of paradigmatic typology and their dimensions inclusive of pragmatism, is necessary as depicted in **Table 5.1** below.

Table 5.1: Paradigmatic typology

Paradigm	Ontology	Epistemology	Axiology	Methodology	Logic
POSITIVISM	Naive, stable external, but apprehensible reality. Independence of researcher & participant	Objective, true findings. Detached, dualist observer	Value-free inquiry	Quantitative Experimental Hypothetical	Hypothetico-deductive with inductive origin
PRAGMATISM	Diverse socio-economic view points	Subjective and objective view points	Importance of values in results interpretation	Quantitative and qualitative	Inductive and hypothetico-deductive
INTERPRETIVISM	Internal reality Subjective experience	Subjective Empathetic	Value-bound inquiry	Qualitative Interactional Interpretational	Inductive
POST-POSITIVISM	Critical, external but probabilistical realism.	Probabilistically true findings and modified dualism	Inquiry is value-driven of which the influence is controllable	Quantitative Hypothetical Experimental	Hypothetico-deductive
CONSTRUCTIVISM	Socially multiple-constructed realism, power discourses	Transactional, political, subjective, observe constructed	Value-bound inquiry	Qualitative: hermeneutical deconstruction, discourse/dialectical & text analysis	Inductive
TRANSFORMATIVISM	Diverse viewpoints, social realities, law-like	Objective view	Injustice impacted aspects of society	Quantitative Qualitative Interactional	Inductive Hypothetico-deductive

(Source: adapted from Feilzer, 2010; Guba & Lincoln, 2005; Teddlie & Tashakkori, 2009).

### **5.3 Empirical ground**

The empirical ground of this study anchored in its objectives and design (Blaxter et al., 1996). Subsequent to establishing the purpose of this research and fitting it into the pragmatic paradigm, a pragmatic process ensued – proceeding toward a systematic route for the research (Blaxter et al., 2010). This necessitated the need to test the research propositions, penetrate the participants' lived experiences and obtain the institutional response side (Seidman, 2006; Taylor & Bogdan, 1998). To that effect, the Researcher performed the sampling for the research, chose the scenery of the research, mapped out the ethical protocol followed and collected actual, analysed and interpreted the data (Denzin & Lincoln, 1994; Teddlie & Tashakkori, 2009).

### **5.4 Research purpose**

The purpose of this research was threefold:

1. To establish the dynamics responsible for low employment prospects among the CoLSoN; that is to learn what makes their chances low to get jobs; and to learn what caused their vulnerability to unemployment as some of them were employed before;
2. To identify the employability traits of the CoLSoN and estimate their generic employability;
3. To uncover the typology of the intervention programme of the government in the quest to meeting the plight of the CoLSoN and; establishing how the mismatch arising from the demand-supply-side effort would be balanced or dealt with.

### ***The goals and objectives***

In detail, the aims or *goals and objectives* were to:

1. Bring to the fore those aspects, socio-economic and otherwise, which are responsible for the low chances of the CoLSoN to get employment. The socio-economic aspects identified in this regard are administrative-, social-, health-, environmental-, infrastructural-, and market and economic dynamics.
2. Reveal the employability traits the CoLSoN hold for labour market participation and continuation. Here, the research attempted to uncover the personal labour market assets in the possession of the CoLSoN, the presentation thereof to the labour market, and the deployment thereof for ultimate labour market participation. The crucial considerations in fulfilling this goal and objective were the individual aspects such as skills, attributes and the labour market approach; and the effect of personal circumstances such as family responsibilities; the external environment such as the behaviour of the labour market.
3. Uncover the typology of policy response by the government to the plight of the CoLSoN. The major consideration of policy aspects here were demand management strategies and supply-side targets. For the consideration of the mismatch management were the self-selection and administrative selection labour market functioning.

### ***The research questions***

Durrheim (2002a:128) articulates that the “research question is the question that the researcher wants to answer by doing research”. Research questions, as measured by the advice of Babbie and Mouton (2001: 75-76) are real world questions. As Green (2008:44) informs that “the research question is central to the design of a research project as a whole, and a crucial step in



the process of carrying out a research project”, the specific research questions for this research were:

1. What employability traits do the CoLSoN offer to the labour market?
2. What dynamics are responsible for the low chances of the CoLSoN to get jobs, and what made them vulnerable to unemployment when they were employed?
3. What typology of demand-management strategies and supply-side options did the government activate in response to the demands of the CoLSoN, and how will the mismatch arising from the demand-supply-side effort be dealt with?

### ***The hypotheses and hypotheses testing***

A hypothesis is a provisional account of an association between two variables or “a preliminary assertion regarding some unknown phenomenon” (Durrheim, 2002a; Ghauri et al., 1995:154). Neuman (as cited in Durrheim, 2002a:128) articulates, “hypotheses are educated guesses about how the social world works”. The testing of the hypotheses identified for a research is also an important part of the research (Durrheim, 2002a; Thomson, 2006). According to Durrheim (2002a:128) “hypothesis testing is a logical and empirical procedure whereby hypotheses are formerly set up and then subjected to empirical test”. The hypothesis assessed is usually called the null hypothesis and when put forward; an alternative hypothesis must always be specified (Ghauri et al., 1995). The notating symbols for the null- and alternative hypothesis are  $H_0$  or  $H_0$  ( $H$  or  $H_0$ ) and  $H_A$  or  $H_1$  ( $A$  or  $H_A$  or  $H_1$ ) respectively (Ghauri et al., 1995; Trochim, 2006).

According to Ghauri et al. (1995:155) “to test a hypothesis,  $H$ , against an alternative hypothesis,  $A$ , means confronting the hypothesis with facts derived from observed sample data. On the basis of this confrontation the conclusion is drawn, either to *reject*  $H$  as being false, and therefore to

accept A, ... “. More recently, this is confirmed by Trochim (2006:1) by advising that “the important thing to remember about stating hypotheses is that you formulate your prediction (directional or not) and then you formulate a second hypothesis that is mutually exclusive of the first and incorporates all possible alternative outcomes for that case. When your study analysis is completed the idea is that you will have to choose between the two hypotheses. If your prediction was correct then you would (usually) reject the null hypothesis and accept the alternative. If your original prediction was not supported in the data, then you will accept the null hypothesis and reject the alternative. The logic of hypothesis testing is based on these two basic principles: the formulation of two mutually exclusive hypothesis statements ... the testing of these so that one is necessarily accepted and the other rejected”.

For the purpose of this research, the Researcher formulated and tested the hypotheses that are presented in **Table 5.2** below. The “logic of hypothesis testing based on the principles” put forward by Ghauri et al (1995:155) and Trochim (2006:1), amongst others, was applied in the formulation and testing of the hypotheses<sup>34</sup>.

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<sup>34</sup> One such hypothesis formulated, stated and tested –  $H_{04}:\rho_{(AD,EP)} = 0$ : There is no significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN;  $H_{14}:\rho_{(AD,EP)} \neq 0$ : There is a significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN – produced insufficient evidence to conclude that there is no significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN at ( $p = .508$ ,  $p < 0.05$ ). As a result, the study, rejected the null hypothesis and accepted the alternative hypothesis. Another study in academic research, that has applied the said principles by formulating, stating and testing hypotheses just like this study, is that of Nyengane (2007:1-160) on the “relationship between leadership style and employee commitment ...” in the South African context. Nyengane (2007:90) stated the hypothesis that: “ $H_{02}$ : there is no statistical significant relationship between transformational leadership and normative commitment to the organisation;  $H_{a2}$ : there is a statistical significant relationship between transformational leadership and normative commitment to the organisation”. Based on the results, the null hypothesis was rejected and the alternative hypothesis was accepted. Another notable strand is that the alternative hypothesis was notated as  $H_A$ , which shows that  $H_A$  is a widely accepted notation for the alternative hypothesis in academic research. Outside of academic research a study by Sumra, Safarish, Suhail and Ahmad (2011) notated its alternative hypothesis as  $H_A$ . This confirms further that  $H_A$  is a widely accepted notation for hypothesis internationally.

**Table 5.2: Research hypotheses**

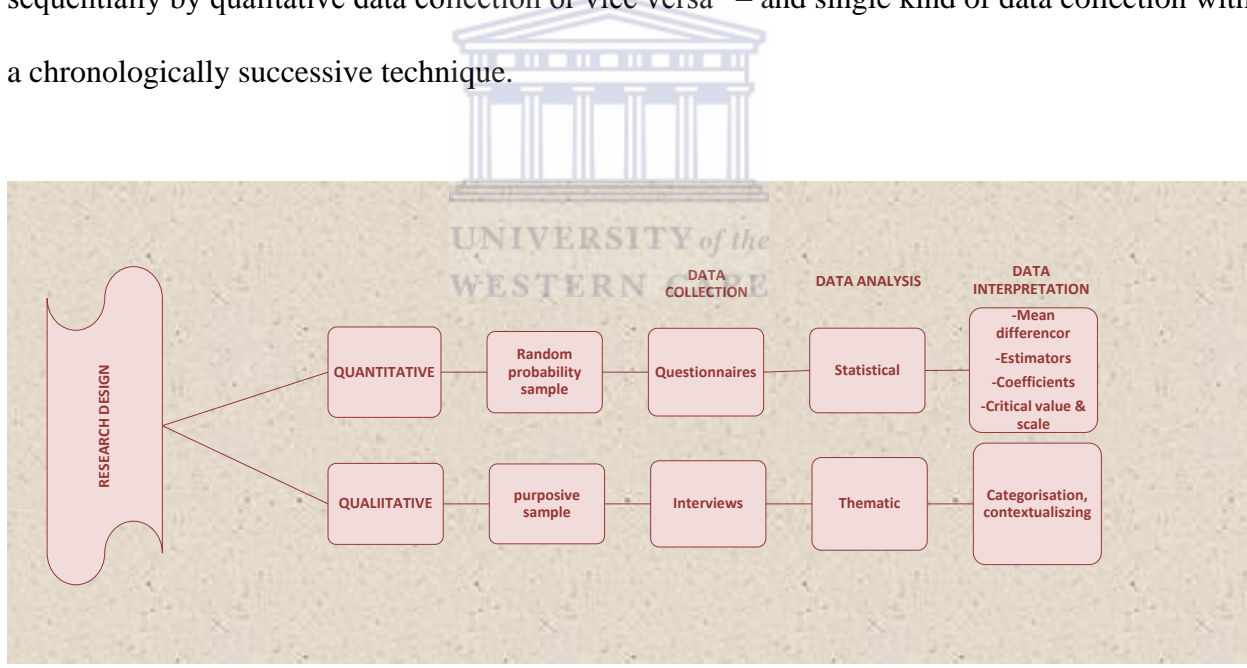
Hypotheses	Description
$H_{01}: \beta_{(GE,S)} = 0$	Sex has a negative impact on the generic employability of the CoLSoN.
$H_{11}: \beta_{(GE,S)} \neq 0$	Sex has a positive impact on the generic employability of the CoLSoN.
$H_{02}: \bar{X}_{(LET f > m)}$	Low employability traits are more prevalent in the female than male Coulson.
$H_{12}: \bar{X}_{(LET f < m)}$	Low employability traits are less prevalent in the female than male CoLSoN.
$H_{03}: \bar{X}_{LET 21-25 \neq 26-30 \neq 31-35}$	Low employability traits are not equally prevalent in all the age groups of the CoLSoN
$H_{13}: \bar{X}_{LET 21-25 = 26-30 = 31-35}$	Low employability traits are equally prevalent in all the age groups of the CoLSoN
$H_{04}: r_s (AD,EP) = 0$	There is no significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN.
$H_{14}: r_s (AD,EP) \neq 0$	There is a significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN.
$H_{05}: r_s (ED,EP) = 0$	There is no significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN.
$H_{15}: r_s (ED,EP) \neq 0$	There is a significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN.
$H_{06}: r_s (HD,EP) = 0$	There no significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN.
$H_{16}: r_s (HD,EP) \neq 0$	There is a significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN.
$H_{07}: r_s (ID,EP) = 0$	There is no significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN.
$H_{17}: r_s (ID,EP) \neq 0$	There is a significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN.
$H_{08}: r_s (MED,EP) = 0$	There is no significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN.
$H_{18}: r_s (MED,EP) \neq 0$	There is a significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN.
$H_{09}: r_s (SD,EP) = 0$	There is no significant statistical relationship between the social dynamics and the employment prospects of the CoLSoN.
$H_{19}: r_s (SD,EP) \neq 0$	There is a significant statistical relationship between the social dynamics and the employment prospects of the CoLSoN.

## 5.5 Research design

Research design is a strategically prearranged structure to implement and perform the research goals and objectives (Bak, 2004; Bickman & Rog, 1998). It functions as a channel between the inquiries of an exploration, fulfilment and completion of an investigation (Bak, 2004; Bickman & Rog, 1998). Whether exploratory, descriptive or diagnostic, and experiential, it is expected from a research design to lay out and exhibit the strategies for collection and analysis of data (Brown, 2001; Denzin & Lincoln, 2005a; Punch, 2009). This, researchers perform in a modus that aspires to blend the relevance of the research aims with the social reality in consideration (Brown, 2001; Denzin & Lincoln, 2005a; Punch, 2009). In other words, as Denzin & Lincoln

(2005b:376) put it, a research design should be able to have a connection with the research paradigm, put forward the research plans as well as the approaches and apparatuses for gathering and scrutinising data. As indicated before, this research is a case and descriptive in its mixed method nature as supported by the pragmatist argument of Scott & Briggs (2009:228-238) for a real world phenomena under study, in this case, the plight of the CoLSoN.

This research used an integrated research design as depicted in **Figure 5.3** below (Creswell, 2009b; 2012; Flick, 2009). In the words of Creswell (2009a:103), this design “involves one phase of data collection gathered concurrently” and is vastly dissimilar from designs that necessitate bi-stage data collection procedures – “quantitative data collection followed sequentially by qualitative data collection or vice versa” – and single kind of data collection with a chronologically successive technique.



*Figure 5.3* Research design

Source: modelled from Creswell (2009; 2012)

The choice for this design is threefold. Firstly, on the advice of Creswell (2009a:103-104), it is embedded in the principle that the aggregate of both the qualitative and quantitative approach out-sizes neither separately. The interactive parts conceptualise the inter-functional dimensions

and pertinent elements of the research process – purpose, paradigm, context, research questions and techniques (Creswell, 2009a).

Secondly, in the quest to studying the social phenomenon proposed for examination by this research, the ideology of Hall and Howard (2008:248-251) of a sensible line of investigation applied. It puts the qualitative and quantitative methods simultaneously in concert to optimally answer the research questions in a pragmatic manner (Hall & Howard, 2008). This influenced the study to adopt this concurrent design (Hall & Howard, 2008). This assisted the researcher to easily situate the qualitative thematic into the already established quantitative premises.

Thirdly, the “position of equal value” granted by this design supported the research (Hall & Howard, 2008:249-255). This granted adequate structure and route path, because there was room for sufficient flexibility to react to the applied real world phenomena the study investigated (Hall & Howard, 2008). This pertains to the socio-economic problem of the CoLSoN. Therefore, in the Researcher’s experience neither approach overruled or superseded the other. This was because of the Researcher’s preparedness to appreciate the role of the epistemologies and ontology offered by the integrated model (Feilzer, 2010, Teddlie & Tashakkori, 2009). This has reference to the equal value of both the quantitative and qualitative approaches, regardless of the volume of data generated by the either approach of the design (Creswell, 2009a).

## **5.6 Phases and Stages<sup>35</sup> of the research process**

Researchers can decide to situate their research in a single phase or multiple phases (Onwuegbuzie & Collins, 2007). This is common in studies that use multiple approaches to effectively deal with the objectives of the research (Onwuegbuzie & Collins, 2007). This research ended up with two phases in the research field, phase 1 and phase 2. The latter developed because of the additional requirement to increase the sample size of the research.

### ***The nature of phase 1<sup>36</sup>***

Phase 1 of the research took on two stages in the research field. During the first stage, the research process in the research field was to access the participants. In the case of the CoLSoN, it was necessary to obtain and establish their addresses and contact details, and subsequently matching their names to the registration list obtained from the Coordinating Ministry. This required meetings with the prospective participants prior to the collection of the actual data. During the second stage of phase 1, the research process in the research field was to do the actual research of distributing and administering the questionnaires and conducting the interviews.

### ***The nature of phase 2***

In phase 2, the research process took on one stage in the research field. During this stage, the research process in the research field was to conduct further interviews. Prior to the interviews of phase 2, the administration of the questionnaires took place with through the staff.

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<sup>35</sup> Practically, research phases and stages can be interrelated (Fowler, 2009). Thus, “a phase with a stage as a subset of a phase” shows the interrelation (Ajam, 2012:3). This means operationally the phase of one research is linkable to the stage of another research; in turn, the stage of one research is linkable to the phase of another research (Fowler, 2009). Chronologically, research phases and stages can overlap (Fowler, 2009). This means where a research starts off with phases as operative components of the research process, the intersection of the subcomponent within such phases can be referred to as stages and vice versa (Fowler, 2009). This is what Ajam (2012:3) refer to that in research or project management “while we typically refer to these time segments as phases, others refer to these time segments as stages”.

<sup>36</sup> The nature of phase 1 did not prompt the Researcher to carry out phase 2.

### *The connection between phase 1 and phase 2*

The requirement to increase the sample size defines the connection between phase 1 and phase 2.

Further, the resultant data collection connected phase 1 and phase 2.

### *Implementation of phases*

Phase 1<sup>37</sup> was implemented on 6 October 2010 after the acceptance of the research proposal; and the research commenced on 20 February 2011. Phase 2 was implemented on 6 February 2012 after the supervisor asked the Researcher to increase the sample size; and the research commenced on 16 February 2012.

## **5.7 Sampling**

Sampling is the “process of selecting cases to observe ...” (Durrheim & Painter, 2006:133). It has to do with choosing the research subjects from an entire population in which a researcher is interested to research (Durrheim, 2006; Durrheim & Painter, 2006). On the other hand, a sample is a “set of actual observation; a subset of the population” (Howell, 2004:7).

For the purpose of this research, the Researcher was interested in researching the unemployed CoLSoN. The subjects of this research were chosen from the entire population of the unemployed CoLSoN. Thus, the sample of this research is the unemployed CoLSoN. This is what Durrheim and Painter (2006:134) refer to, “... the elements selected for a sample

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<sup>37</sup> It is important to note that, at the onset, the research study did not implement phase 1 as a phase of the research. This is because no phases were anticipated for the research. The unexpected academic requirement to increase the sample size caused the research study to end up with two phases. Since this requirement to increase the sample size came a year later after the data of n=10 and n=100 were collected, the operation of the already collected data is referred to as phase 1. Thus the requirement to increase the sample size caused the study to be divided into two phases: phase 1, which represents the research process of the initially approved sample size (n=100 for the main study and n =10 for the pilot study); and phase 2, which represents n >500 latterly required by the Supervisor.

accurately resemble the parameters of the populations they were selected from”. This, in this study, is further qualified by the random probability procedure that was employed in selecting the sample of this research as explained in the later sections below.

### ***Eligibility criteria***

The eligibility criteria refer to the standards, requirements and benchmarks that are applied in selecting a sample (Saunders et al., 1997).

As indicated above this research sampled the unemployed CoLSoN. In addition, important primary factors such as sex, age, previous economic status, place of birth and setting were important eligibility considerations for the admission of the subjects into the sample. In terms of sex, both male and female orphans were eligible. In terms of age, those between 21 and 45 were eligible to partake in the research. Eligibility by previous economic status and place of birth included those employed before and born in exile respectively. The setting was the Khomas region and those CoLSoN who were in the Khomas region because of inter-regional migration were eligible for participation in this research. In the case of the institutions, the institutions with direct care and coordination of the CoLSoN were eligible for inclusion in this research.

### ***The sampling frame***

For random probability sampling, a sampling frame is an inventory of the units required for a study (Dane, 1990). In other words, it is a complete record, register or list of the entire cases in the population from which a sample is drawn (Blaikie, 2003; Frankfort-Nachmias & Nachmias, 1996). The sampling frame for the purposive sample is judgmental, meaning that the researcher can exercise the discretion who and how many to include in the sample (Teddlie & Tashakkori, 2009). For a sampling frame to be suitable for the research it must satisfy certain conditions (Blaikie, 2003; Turner, 2003). These conditions are “accuracy, completeness” and currency



(updated) (Turner, 2003:32-33). A sample frame is accurate if “each member of the target population is included once and once only” (Turner, 2003:32). On the other hand, a sample frame is complete if all the cases of the target population are covered therein, and it would be current if it is recent or updated (Turner, 2003; Blaikie, 2003). In more specificity, a sampling frame that presents the following features is not suitable for the research (Saunders, et al., 1997; 2003): Biased – containing cases that are manipulated therein; unreachability of individuals – pertinent or contact information is missing; omitted groups – Certain cases of the population are excluded; repeated cases – a case of the population is listed more than once; foreign cases – inclusion of unrelated cases.

In this research, the Researcher obtained two registers<sup>38</sup> of the unemployed CoLSoN from the relevant institution. The Researcher chose the register that contained 5000<sup>39</sup> unemployed CoLSoN. It was the latest register of the two. However, the Researcher was unable to draw a sample from the chosen register. This is due to its unsuitability<sup>40</sup> for this research, despite its completeness for the relevant institution. The Researcher developed<sup>41</sup> a suitable sample frame while in the research field. This is because Saunders et al. (2003: 154) advises, “where no

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<sup>38</sup> A manual record, listing 6449 registered and verified CoLSoN still requiring assistance dated 2009. This list consisted of 3 319 males and 3 130 females, without further biographic or other information.

A manual record, listing 5000 registered and verified CoLSoN requiring assistance, dated 2009/2010. This list consisted of 2426 females and 2574 males with other information such as the names of the registrants, their place of birth, orphanage details, identification numbers and alternative information such as unemployment. This list was chosen to draw a sample .

<sup>39</sup> This list included 3113 external (5000-3113 = 1887 internal or regional CoLSoN) and 600 non-qualifying CoLSoN. The Researcher excluded those from the research process.

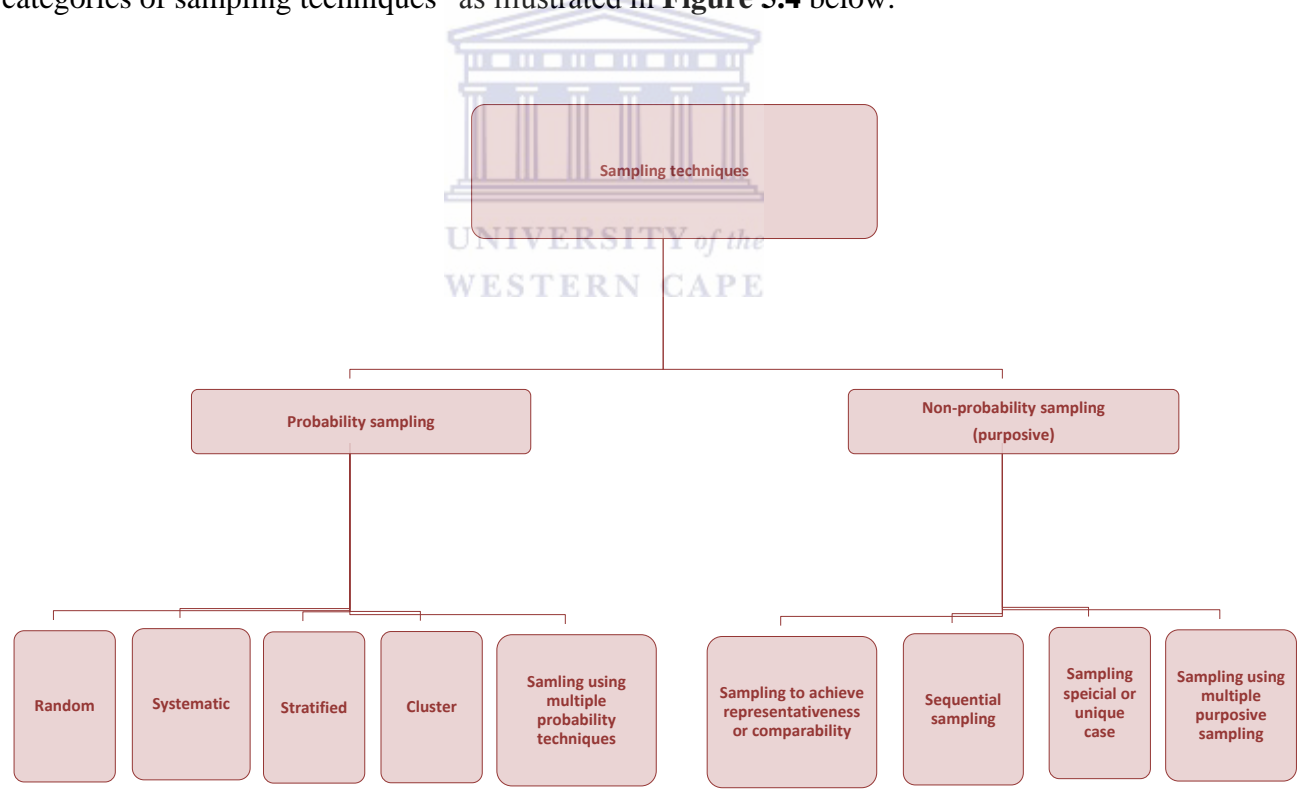
<sup>40</sup> In some cases, the names and identification numbers of the registrants were entered twice; There was no information on the contact details of the registrants such as a telephone number, residential address or residential constituency. As a result the difficulty to locate the CoLSoN emanated; In most cases the identification numbers were not available; In some other cases different names with the same identification number could be found;

<sup>41</sup> The Researcher used the second list (list 2 of 5000 registrants) to develop a sampling frame while in the research field. This was to overcome the barriers of the chosen list. The Researcher was therefore obliged to find the location or contact and residential addresses of the CoLSoN. To find the contact numbers, residential addresses and other locations of the CoLSoN, the Researcher sourced two members of the CoLSoN while at the MYNSSC. With their assistance, the Researcher reached a number of the CoLSoN, manually matched their names to the list (list 2 of 5000 registrants) and recorded their addresses, residential and other places of location where they could be found. Some of the CoLSoN, preferred to only provide telephone numbers. In some cases a geographic area such as an ‘industrial or manufacturing’ place of daily activities or social gathering place was provided as an address or place of access. This process of obtaining addresses, locations and contact information of the CoLSoN, was accelerated, only after many of the CoLSoN received information from their ‘examination team’ or the ‘inspectorate’ that it was safe to participate in the research process. With the exercise described above, the Researcher matched and listed 1 242 registered CoLSoN, from the initial list of 5 000, who could be reached through the addresses and contact numbers provided. The reason why the Researcher first matched the names of the CoLSoN on the list of 5 000 registrants was to be sure that she was working with the registered CoLSoN. This is what Turner (2003:7) refers to that “it is not enough to take the affirmation of people as belonging to a group in which a researcher has interest, but the researcher has to match their names with the list-frame”.

suitable list exists you will have to compile your own sampling frame”. Similarly, Turner (2003:4) suggests that to overcome unsuitability in sampling frames, it is vital “to constructing a frame from scratch ... “. The suitable sample frame developed consisted of 1 242 CoLSoN. This sample frame was manual, complete and facilitated access to the research participants. It contained exactly all the pertinent cases that the Researcher needed for the research. It was also current. The Researcher found the subjects or cases listed therein during the research process.

***The sampling technique***

Teddlie and Yu (2007:77-78) assert, “although sampling procedures in the social and behavioral sciences are often divided into two groups (probability, purposive), there are also broader categories of sampling techniques” as illustrated in **Figure 5.4** below.



**Figure 5.4** Sampling techniques  
(Source: Creswell, 2009; Teddlie & Yu, 2007)

A random probability sampling technique is a sampling procedure in which every case of the population has an equivalent and autonomous probability of enclosure in the study (Dane, 1990;

Onwuegbusie & Collins, 2007; Saunders et al., 2003). A design in which “every individual in the sampling frame (i.e., desired population) has an equal and independent chance of being chosen for the study” is the simple random probability sampling design (Onwuegbuzie & Collins, 2007: 285). On the other hand, a non-probability procedure in which the decision of the researcher is employed to choose the subjects that constitute the sample is referred to as the purposive sampling (Teddle & Yu, 2007).

This study practised the random probability sampling and purposive sampling techniques. The study exercised a concurrent mixed method sampling procedure using the random probability sampling and purposive sampling techniques that produced data for the quantitative and qualitative constituents respectively. As Teddlie and Yu (2007:89-92) recommend, these sampling procedures transpired separately in that the probability sampling was independent of the purposive sampling. Therefore, none of the sampling techniques established or determined the phase of the other. How a researcher goes about choosing a sampling technique and selecting a sample is also important (Ghauri et al., 1995). Saunders et al (2003:161) suggest how a researcher can select a probability sampling technique. **Figure 5.5** below illustrates some of the consideration in selecting a probability sampling technique. Durrheim and Painter (2006:134) also suggest that a simple random probability procedure results from the operation of the sample selection itself. Where a sample size is already known, a researcher would only had performed a simple random probability procedure if the sample was selected equally and independently with the aid of random numbers from the existing random tables or generated random tables (Durrheim & Painter, 2006). This research employed a simple random probability sampling technique. The sample sizes were known in advance and the selection of the sample was performed with the aid of the generated uniform random numbers (generated random table).

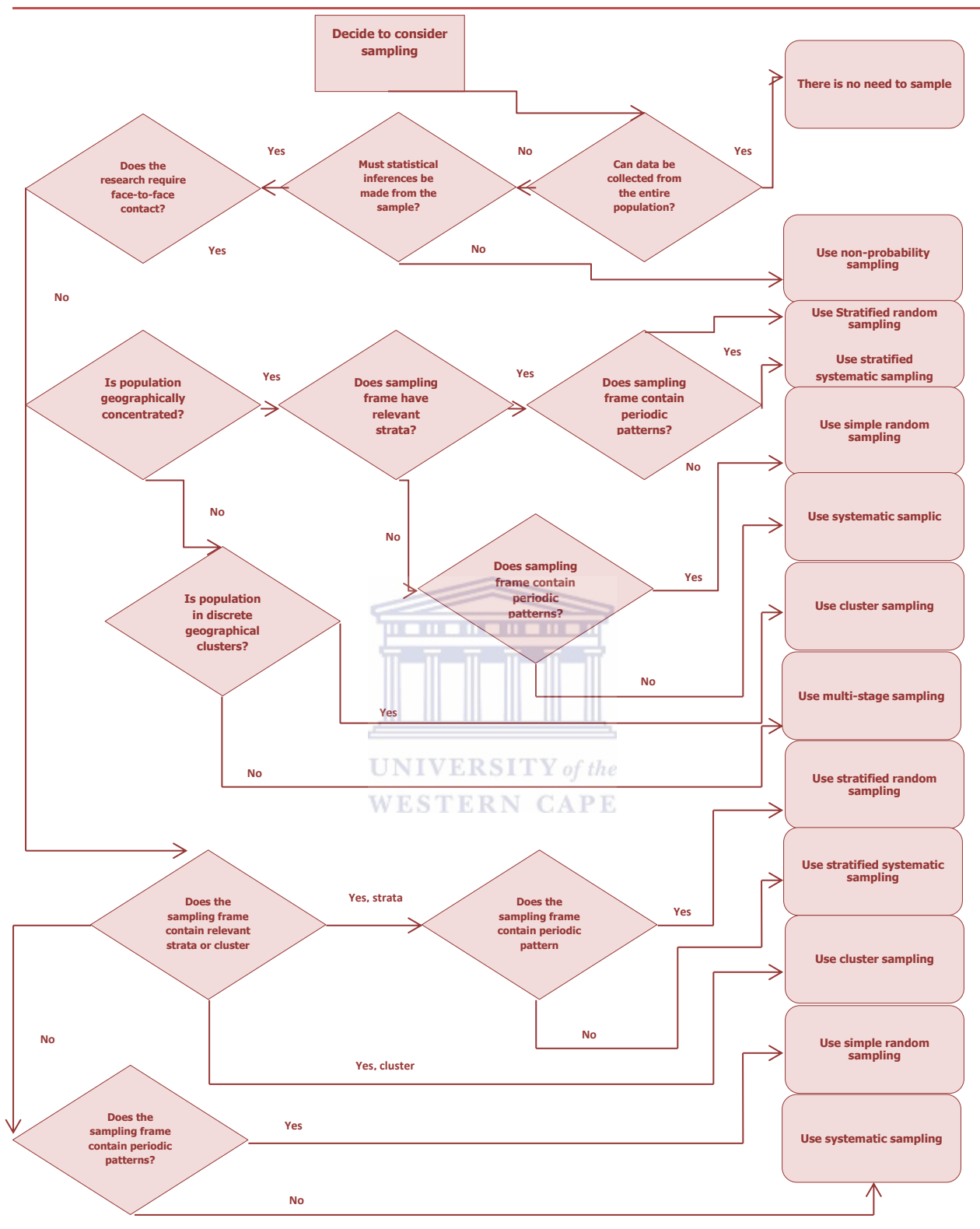


Figure 5.5 Selecting a probability sampling technique  
 (Source: Saunders et al., 2003:161)

For a non-probability sampling technique, Saunders et al. (2003:171) suggests the procedures as depicted in **Figure 5.6** below. The non-probability sampling of this study was purposive and judgemental.

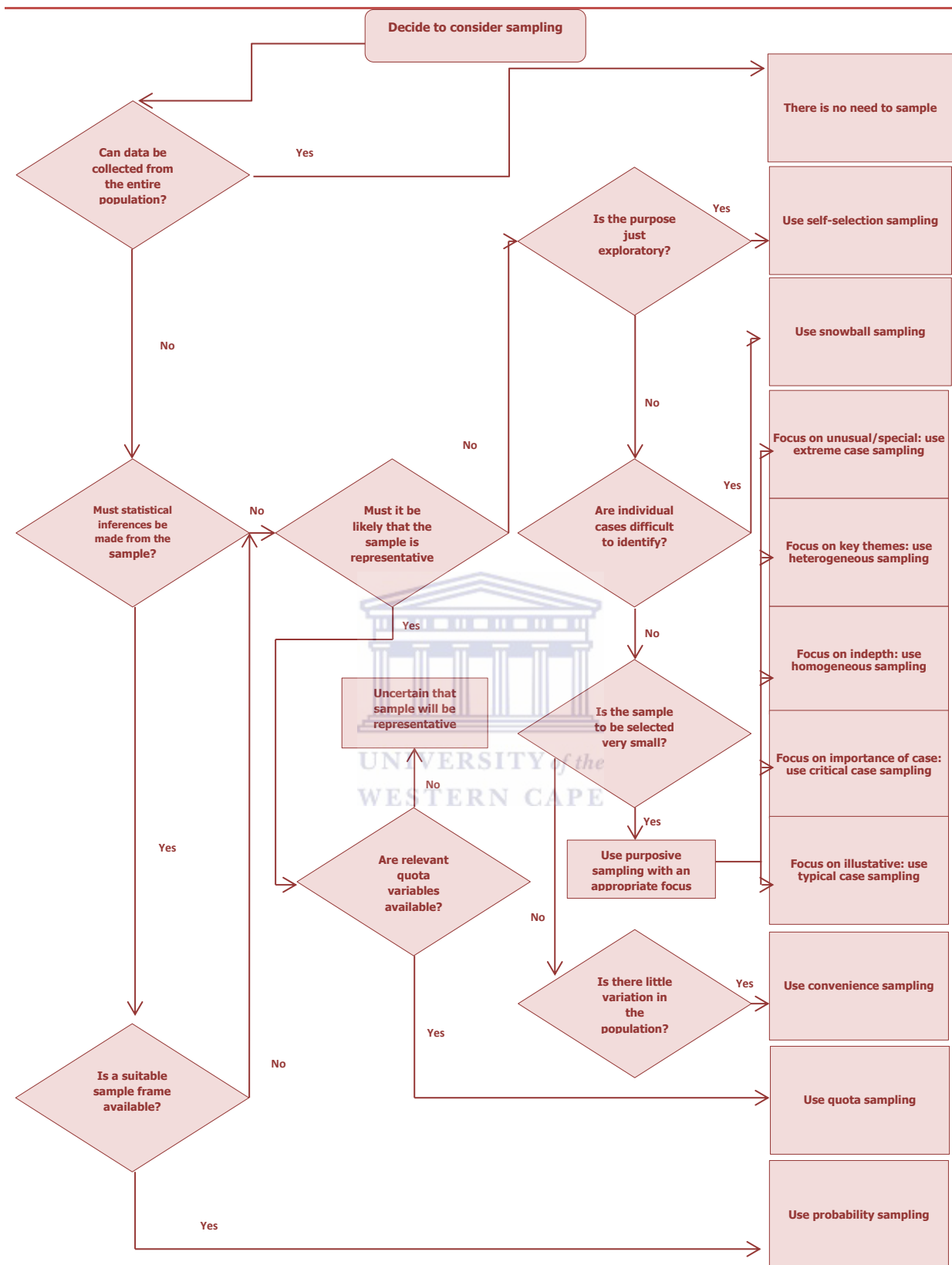


Figure 5.6 Selecting a non-probability sampling technique

(Source: Saunders et al., 2003:171)

### *The sample size*

In research, a researcher must exercise discretion on the sample size (Henry, 1990). The sample size is an issue of both calculation and decision (De Vause, 1993; Henry, 1990). A number of factors influence a researcher's decision on a sample size (Neuman, 2000). These include the population size and the nature of analysis (De Vause, 1993; 2002).

At the onset, the maximum sample size was approved at 100 (one hundred;  $n = 100$ ) for the main study and 10 (ten,  $n = 10$ ) for the pilot study. After the data collection, an additional sample size of at least 500 was required. A sample size of 1000<sup>42</sup> (if data collection was possible) was the required maximum for the overall main study of the research. This requirement produced a second phase for the research.

### *The sampling procedure*

Howell (2004:23) articulates, "it is often helpful to have a table of random numbers to use for drawing random samples." Alternatively, Durrheim and Painter (2006:134) inform that a researcher can generate random numbers for use in the random probability procedure.

In this research, the researcher employed a *simple random probability sampling technique*. This helped the researcher to ascertain that each case in the sampling frame had an equal and independent chance of inclusion in the sample (Teddlie & Yu, 2007:79). As a result, the final

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<sup>42</sup>Based on academic advice the researcher treated this sample size in the following manner: The main study in phase 1 had an approved sample size of  $n = 100$ . The maximum required for phase 2 was  $n = 1000$  that included a pilot study in phase 2 of  $n = 100$ . This is because the Researcher was informed that a pilot study of  $n = 10$  of phase 1 was not sufficient to account for the reliability levels of the research now that the overall sample size of the main study of the research was required to be  $n = 1000$  (if data collection was possible). *This latter pilot study or pilot study in phase 2, did not bring any changes in the improvement of the survey instrument.* When we consider the overall sample size of the research (phase 1 and phase 2) the following are the constituents: for the overall pilot study the sample size was  $n = 110$  ( $n = 10 + n = 100$ ). For the overall main study the sample size was  $n = 1000$  (main study sample size of phase 1 and main study sample size of phase 2). Therefore for the overall research the study had a sample size made up of the overall sample size of the two pilot studies and the overall sample sizes of the two main studies. It is important to note that phase 2 came a year later after the data of phase 1 was collected.

sample size of the study is a random probability sample. The Researcher performed the sampling procedure<sup>43</sup> as follows in the two phases of the research:

Phase 1

In phase 1 the approved sample size for the research was a maximum 100 (n = 100) and 10 (n = 10) for the pilot study. The calculated sampling ratio's for these approved sample sizes are depicted in **Box 5.1** below. The sample frame (population) of the research was 1242.

**Box 5.1 sampling ratios**

Sampling ratio's for the given sample sizes:		
$s_r = s_z/p_z * 100$ Where: $s_r$ = sampling ratio $s_z$ = sampling size $p_z$ = population size		
For the pilot study:	For the main study:	For the overall research study in phase 1
$s_r = 10/1242 * 100$ $s_r = 0.80$	$S_r = 100/1242 * 100$ $s_r = 8.05$	$s_r = 110/1242 * 100$ $s_r = 8.85$



<sup>43</sup> It is common knowledge in research that the term random sampling is misused. For the purpose of this research, the term random probability sampling distinguishes itself from such misuse of terminology. Drawing on, amongst others, the scientific work of Onwuegbuzie and Collins (2007) the term random probability sampling in this study refers to the typology of a sampling method that is strictly probabilistic. In many respects, to emphasize that a random sampling method is probabilistic, Onwuegbuzie and Collins (2007:285) submit the reference of to random sampling with the term 'probability' in brackets. This clearly indicates that not every research method denoted by the terms random sampling is probabilistic. As an illustration Onwuegbuzie and Collins (2007:286) make reference to two sampling methods that could be erroneously construed as probabilistic whilst they are non-random probability sampling methods – random purposeful and stratified purposeful. The former refers to “selecting random cases from the sampling frame and randomly choosing a desired number of individuals to participate in a study” (Onwuegbuzie & Collins, 2007:286). The latter comes into existence when the “sampling frame is divided into strata to obtain relatively homogeneous sub-groups and a purposeful sample is selected from each stratum” (Onwuegbuzie & Collins, 2007:286). The fact that the principle of equal and independent chance of inclusion is missing in the sampling process in the above descriptions, make the above methods non-probabilistic (Onwuegbuzie & Collins, 2007).

The Researcher made use of the uniform random numbers (URNs) generated with the MS Excel program. The Researcher printed the URNs and transferred them manually to the sample frame. Each case in the sampling frame was assigned a uniform random number. The Researcher drew the sample of the pilot study first by taking each case to which a URN was assigned until 10 cases were reached,  $n = 10$ . This sample of the pilot study was independent of the main sample. **Table 5.3** below illustrates the random probability sample by URN for the pilot study in phase 1.

Table 5.3: Random probability sample: pilot study phase 1

Participant	URN	Participant	URN
A	305	F	940
B	462	G	657
C	1182	H	1225
D	93	I	835
E	7	J	373

**Table 5.4** below illustrates the sex distribution (male/female) of the random probability sample of the pilot study of phase 1.

Table 5.4: Random probability sample by sex distribution: pilot study phase 1

Male		Female	
No.	URN	No.	URN
1	1182	6	305
2	93	7	462
3	7	8	657
4	940	9	1225
5	835	10	373



The Researcher drew the sample for the main study ( $n = 100$ ) in the same manner as that of the pilot study as described above. **Table 5.5** below shows the random probability sample by URN for the main study in phase 1.

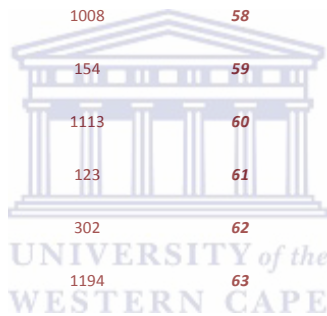
**Table 5.5: Random probability sample: main study phase 1**

Participant	URN	Participant	URN	Participant	URN	Participant	URN
A"	362	Z	435	AY	655	BX	344
B"	1057	AA	981	AZ	1175	BY	289
C"	410	AB	58	BA	611	BZ	324
D"	714	AC	495	BB	1093	CA	1145
E"	816	AD	736	BC	1204	CB	958
F"	1133	AE	252	BD	899	CC	405
G"	830	AF	1079	BE	1064	CD	97
H"	748	AG	1147	BF	144	CE	672
I"	515	AH	157	BG	761	CF	349
J"	733	AI	483	BH	556	CG	57
K	678	AJ	259	BI	451	CH	703
L	721	AK	670	BJ	539	CI	827
M	1059	AL	993	BK	586	CJ	1125
N	323	AM	944	BL	470	CK	219
O	848	AN	414	BM	666	CL	1081
P	906	AO	1012	BN	938	CM	691
Q	18	AP	275	BO	1008	CN	922
R	208	AQ	1156	BP	154	CO	310
S	591	AR	215	BQ	1113	CP	368
T	330	AS	69	BR	123	CQ	179
U	95	AT	1111	BS	302	CR	401
V	572	AU	1014	BT	1194	CS	920
W	1173	AV	272	BU	327	CT	141
X	617	AW	38	BV	374	CU	625
Y	1056	AX	758	BW	937	CV	504

**Table 5.6** below illustrates the sex distribution (male/female) of the random probability sample of the main study of phase 1.

**Table 5.6: Random probability sample by sex distribution: Main study phase 1**

Male		Female	
No.	URN	No.	URN
1	362	27	1175
2	1057	28	1064
3	410	29	761
4	714	30	586
5	816	31	938
6	1133	32	1008
7	830	33	154
8	748	34	1113
9	1059	35	123
10	906	36	302
11	18	37	1194
12	208	38	327
13	591	39	374
14	330	40	324
15	95	41	1145
16	572	42	958
17	617	43	405
18	981	44	672
19	1079	45	57
20	1147	46	1081
21	483	47	310
22	259	48	368
23	993	49	179
24	1012	50	401
25	1014	51	141
26	655	52	625



*The non-random sampling.*

The non-random sampling or the purposive sampling was judgemental. *In the case of the CoLSoN* a sub sample of 10 (sub-sampled from  $n = 100$  at a ratio of .10) was an interviews sample after the main sample. The Researcher sampled two groups. Each group consisted of five participants of equal gender. These were five males and five females. In the case of the institutions, the Researcher sampled four institutions. These consisted of three governmental ministries and a non-governmental association. This was a purposive sample. The Researcher chose those institutions in anticipation that those were the right institutions to impart information on the plight of the CoLSoN. **Table 5.7** below illustrates the summary sampling statistics for phase 1.

**Table 5.7: Summary sampling statistics: Phase 1**

Initial unsuitable list	Updated list /sampling frame/ population (N)	Pilot sample (n)	Main study Sample (n)	Overall sample Pilot and main study (n)	Purposive sub sample (CoLSoN)	Purposive sample (Institution)
5 000	1 242	10	100	110	10	4

*Phase 2*

The Researcher performed the sampling of this phase while off-site. Here, the required sample size was  $n > 500$ . The Researcher used the initial sampling frame. However, it required adjustments to reflect the adjusted or new population. This is because Turner (2003:16) suggests that, where a frame is used over stages, it is “necessary to update the frame periodically to reflect population changes.” To indicate the adjustment the Researcher cancelled the used cases of phase 1 on the sampling frame. **Table 5.8** below reflects this adjustment.

**Table 5.8: Sample frame adjustment statistics: phase 2**

Initial List (phase 1)	Master Frame (N)	Source of adjustment: Pilot 1 (n)	Source of Adjustment: Main study 1 (n)	Other (replacement)	Total units of adjustment	Sample Frame phase 2 (N)
5 000	1 242	10	100	1	111	1131

*The random probability sample*

The sampling of this phase, phase 2, accommodated a further *pilot study* as advised by Saunders et al. (2003:309) that for large surveys between 100 and 200 responses is usual”. The sampling size of the pilot study of phase 2 accounted for a ratio of .10 of the sample size (n = 1000) and 8.8 of the sampling frame (N = 1131) and stands at n = 100.

The pilot study was a sub-sample of the sample size of phase 2 (1000-100), but it was sampled separately from the adjusted sample frame (N = 1131), by selecting the first 100 cases in the adjusted sampling frame. The adjusted sample frame was also used to select the sample of this phase, phase 2. **Table 5.9** below shows the summary sampling statistics for phase 2.

**Table 5.9: Summary sampling statistics: Phase 2**

List	Previous sampling frame/ population (N)	Updated sampling frame (N)	Pilot sub Sample (n)	Overall sample Pilot and main study for phase 2 (n)	Purposive sub sample (CoLSoN) (n)	Purposive sample (Institution) (maintained ) (n)
From phase 1	5 000	1 242	100	1000 <sup>a</sup>	40	2

<sup>a</sup> In phase 2, the first 100 cases of the sample frame were utilised to account for the pilot study as indicated earlier. Here, the pilot study was treated as a sub-sample of n = 1000 (1000-100) as the research process was off-site. However, its sampling was performed separately from the sampling frame of N = 1131.

**Table 5.10** below illustrates the random probability sample of the pilot study of phase 2 with the accompanying URN.

Table 5.10: Random probability sample: pilot study phase 2

Participant	URN	Participant	URN	Participant	URN	Participant	URN
CW	580	DV	671	EU	87	FT	294
CX	1162	DW	1036	EV	1189	FU	593
CY	444	DX	1101	EW	326	FV	244
CZ	785	DY	477	EX	990	FW	1148
DA	985	EZ	1231	EY	37	FX	474
DB	192	EA	565	EZ	778	FY	873
DC	271	EB	313	FA	193	FZ	347
DD	729	EC	39	FB	988	GA	907
DE	488	ED	424	FC	1126	GB	608
DF	1238	EE	936	FD	1167	GC	623
DG	316	EF	949	FE	597	GD	379
DH	569	EG	960	FF	443	GD	1234
DI	432	EH	265	FG	1032	GE	596
DJ	566	EI	775	FH	121	GF	333
DK	741	EJ	329	FI	802	GG	819
DL	881	EK	1070	FJ	975	GH	452
DM	40	EL	517	FK	956	GI	55
DN	1224	EM	963	FL	875	GJ	1100
DO	1198	EN	48	FM	1051	GK	1203
DP	1015	EO	1171	FN	241	GL	536
DQ	258	EP	290	FO	575	GM	430
DR	814	EQ	1136	FP	1071	GN	16
DS	916	ER	197	FQ	712	GO	1002
DT	49	ES	1000	FR	613	GP	446
DU	418	ET	1033	FS	490	GQ	130

Table 5.11 below illustrates the sex distribution (male/female) of the random probability sample of the pilot study of phase 2.

Table 5.11: Random probability sample by sex distribution: pilot study phase 2

Male		Female					
No.	URN	No.	URN	No.	URN	No.	URN
1	580	28	1126	55	1162	82	326
2	444	29	1032	56	785	83	990
3	985	30	802	57	192	84	37
4	271	31	975	58	488	85	778
5	729	32	875	59	1238	86	1167
6	432	33	241	60	316	87	597
7	881	34	1071	61	569	88	443
8	40	35	712	62	566	89	121
9	1224	36	613	63	741	90	956
10	1015	37	490	64	1198	91	1051
11	814	38	294	65	258	92	575
12	916	39	244	66	49	93	593
13	418	40	474	67	671	94	1148
14	1036	41	347	68	1101	95	873
15	477	42	623	69	565	96	907
16	1231	43	379	70	39	97	608
17	313	44	1234	71	936	98	596
18	424	45	333	72	960	99	819
19	949	46	452	73	265	100	1002
20	963	47	55	74	775	-	-
21	1171	48	1100	75	329	-	-
22	1136	49	1203	76	1070	-	-
23	1000	50	536	77	517	-	-
24	87	51	430	78	48	-	-
25	1189	52	16	79	290	-	-
26	193	53	446	80	197	-	-
27	988	54	130	81	1033	-	-

Table 5.12 below illustrates the random probability sample of the main study of phase 2 by URN.







Table 5.14: Random probability sample by sex – female: main study phase 2

No.	URN	No.	URN	No.	URN	No.	URN	No.	URN	No.	URN	No.	URN	No.	URN	No.	URN
440	884	491	514	541	168	591	1052	641	415	691	116	741	598	801	786	851	421
441	360	492	595	542	191	592	170	642	161	692	540	742	482	802	846	852	1184
442	173	493	1004	543	544	593	369	643	429	693	210	743	883	803	799	853	479
443	186	494	788	544	894	594	1042	644	868	694	457	744	886	804	211	854	711
444	1072	495	824	545	86	595	393	645	889	695	36	745	243	805	904	855	402
445	1159	496	1037	546	717	596	840	646	935	696	295	746	1075	806	300	856	801
446	1207	497	314	547	216	597	1201	647	1095	697	60	747	1046	807	855	857	383
447	739	498	516	548	1216	598	54	648	941	698	911	748	172	808	1228	858	1109
448	765	499	184	549	202	599	341	649	690	699	689	749	1208	809	587	859	684
449	1091	500	24	550	754	600	1003	650	661	700	1026	750	909	810	1181	860	753
450	730	501	73	551	627	601	46	651	1099	701	1160	751	725	811	740	861	756
451	552	502	953	552	147	602	850	652	1212	702	954	752	1022	812	1155	862	742
452	713	503	638	553	1153	603	585	653	878	703	962	753	582	813	948	863	1114
453	766	504	1200	554	794	604	337	654	381	704	919	754	589	814	507	864	696
454	651	505	705	555	760	605	245	655	1107	705	1227	755	893	815	923	865	831
455	1174	506	731	556	1027	606	762	656	137	706	1223	756	413	816	484	866	607
456	224	507	545	557	604	607	630	657	982	707	29	757	1202	817	615	867	966
457	1220	508	345	558	388	608	1130	658	422	708	159	758	599	818	1104	868	759
458	498	509	136	559	1190	609	1154	659	928	709	681	759	777	819	640	869	996
459	112	510	989	560	453	610	1168	660	896	710	624	760	633	820	531	870	594
460	31	511	183	561	1128	611	880	661	14	711	455	761	372	821	994	871	273
461	686	512	293	562	571	612	250	662	662	712	467	762	722	822	269	872	983
462	149	513	903	563	771	613	1039	663	1150	713	735	763	877	823	688	873	1135
463	821	514	699	564	828	614	995	664	124	714	115	764	926	824	1178	874	283
464	127	515	1222	565	1233	615	386	665	1040	715	1170	765	361	825	396	875	807
465	348	516	240	566	505	616	44	666	834	716	340	766	1240	826	489	876	999
466	1124	517	201	567	992	617	198	667	419	717	30	767	914	827	1120	877	464
467	939	518	64	568	902	618	932	668	694	718	363	768	781	828	408	878	253
468	839	519	70	569	276	619	1191	669	1172	719	614	769	318	829	436	879	723
469	533	520	912	570	942	620	480	670	1034	720	391	770	646	830	650	880	1061
470	1146	521	134	571	847	621	1019	671	890	721	1140	771	809	831	811	881	529
471	702	522	496	572	284	622	366	672	961	722	1086	772	376	832	917	882	1060
472	668	523	155	573	281	623	264	673	518	723	1123	773	500	833	796	883	1215
473	510	524	647	574	870	624	407	674	491	724	1179	774	929	834	309	884	274
474	502	525	1237	575	856	625	1020	675	892	725	862	775	616	835	553	885	385
475	793	526	1068	576	214	626	872	676	980	726	315	776	1028	836	542	886	826
476	1134	527	749	577	131	627	620	677	804	727	674	777	709	837	336	887	246
477	1185	528	177	578	34	628	234	678	67	728	744	778	262	838	317	888	1084
478	882	529	132	579	1236	629	1142	679	579	729	285	779	612	839	734	889	538
479	1080	530	931	580	251	630	1090	680	1197	730	1053	780	642	840	554	890	820
480	1077	531	774	581	25	631	497	681	487	731	757	781	1141	841	352	891	866
481	602	532	609	582	392	632	1226	682	998	732	1241	782	644	842	767	892	737
482	1129	533	98	583	810	633	257	683	854	733	390	783	426	843	879	893	346
483	506	534	864	584	364	634	61	684	343	734	1144	784	342	844	806	894	1044
484	319	535	869	585	307	635	550	685	682	735	621	785	287	845	829	895	861
485	475	536	715	586	100	636	665	686	227	736	188	786	511	846	637	896	763
486	1102	537	563	587	724	637	1121	687	622	737	745	787	915	847	792	897	521
487	1132	538	603	588	355	638	239	688	378	738	278	788	871	848	522	898	334
488	653	539	178	589	1017	639	978	689	365	739	277	789	692	849	704	899	204
489	720	540	189	590	400	640	220	690	212	740	1139	790	303	850	434	900	165

Numeric number 490 = URN 698. Both sexes could not be accommodated in one table due to the due to their accompanying numeric identifiers.

The *purposive sample* in phase two was two institutions. These were the Coordinating Ministry and a Care institution. This is due to the fact that, the given institutions were the only ones dealing with the case of the CoLSoN. Since the other Ministries and NEKA<sup>44</sup> did not participate in the previous phase, phase 1, they were not sampled in phase 2. However, the purposive sampling for the CoLSoN was 40, which was 4% of the study's sample. After the questionnaires with the de-identification codes were received, the sample of the 40 CoLSoN was purposively divided into three groups (8, 12 and 20) of equal gender using the de-identification codes matching their names.

### ***Representativeness***

A representative sample, is a sample “that represents exactly the population from which it is drawn” (Saunders et al., 2003:488). One way to assure the representativeness of a sample is to have a defined statistical threshold (De Vause, 2002; Robson, 2002).

In this study, the statistical threshold was set at 5% (0.05). This means there is only a five percent coincidence that the statistical outcomes (for example the differentials) are by chance alone at the significant level of five percent. Therefore, a probability of 0.05 signifies that the Researcher can be confident that, at the minimum, 95% of the statistical results of this study cannot be explained by coincidence alone. Here the Researcher wishes to document the limitation that, despite the statistical threshold of 0.05 set for this research, the latterly requirement in the sample did not allow for scientific observation of representativeness. Though there are recommendations or existing calculation to observe representation, the sample size of

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<sup>44</sup> The Namibia Exile Kids Association established in 2008 with the “following goals and objectives: to celebrate with pride the exile kids and their rich history; foster pride in exile kids, their rich history and inspire exile kids to pursue their dreams to the fullest; help find financial, physical and mental support for NEKA members; unite exile kids for a unified cause, and to inspire, motivate and encourage exile kids to cultivate the exile kids’ methatality of go getters and getting things done for a better Namibia and their future; to be a voice of reason for exile kids and to protect the interest of exile kids; to promote political tolerance amongst exile kids” (Nghiwete, 2010:229-230).

this research was larger than the recommendation or margin error at the statistical threshold of 5%. Consequently, the results of this study will only be generalised to the population of this study. This is because the inferences of this study stem directly from the sample that the research obtained from a population of 1 242.

### ***Response rates***

Response refers to the reaction and ‘comeback’ of the targeted sample to a research invitation (Neuman, 2000). When doing research, the possibility of non-responses is usual (De Vause, 2002). Non-responses are caused by various factors (De Vause, 2002). These include the inability to make contact with the targeted people, failure to reach the prospective participants, and failure to react to research calls (De Vause, 2002). In ideal circumstances, a researcher can report response rates based on the responses of a sample, the eligibility and availability of the targeted sample (Neuman, 2000). A researcher can report on response rates with every return of the research questionnaires (Saunders et al., 2003).

In this research, the total population was 1 242 and the approved sample was only 100 in phase 1. The Researcher anticipated a 100% response. The presence of the Researcher in the research field, the approach of dealing with the sampled participants and the principle of anonymity observed maintained the anticipated response rate. In phase 2 of the research, the Researcher also expected a 100% response rate. For this phase, the Researcher treated the 10 and 100 participants (of phase 1) pilot and main study respectively as ineligible for participation in phase 2. The utilisation of the CoLSoN field staff, the personalised delivery of the questionnaires and anonymity by de-identification codes were factors that could help to assist with the anticipated response rate. **Table 5.15** below shows the response rates by the questionnaires returned.

Table: 5.15 Response rates by questionnaire receipts

	Questionnaires received	% of phase sample	% of overall research main study (1000)
<b>Actual phase 1</b>			
<b>(phase sample =110)</b>			
	10	9.1	n/a
	100	90.9	10.0
<b>Total</b>	110	100.0	10.0
<b>Actual phase 2</b>			
<b>(phase sample =1000)</b>			
1.	100	10.0	10.0
2.	560	56.0	56.0
3.	154	15.4	15.4
4.	6	0.6	0.6
<b>Total</b>	820	82.0	82.0
<b>Overall Total</b>	-	-	<b>92.0</b>

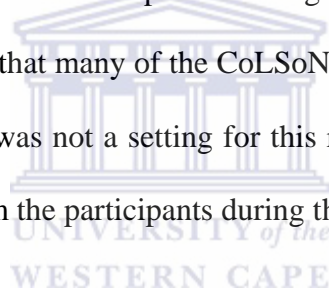
## 5.8 Research setting

Saunders et al. (2003:421) recommend any research project to constitute a description of a proper research setting – the environmental site or background – the motivation for the choice of such setting as well as ethical research protocol raised and how they were addressed.

This research took place in Namibia. The geographical locale was Windhoek, the capital city in the Khomas Region. It is worth mentioning that, though the Khomas Region represented the research hub, this did not limit potential participants from other regions. For example, the Researcher received telephonic calls from the CoLSoN who indicated that they were from the

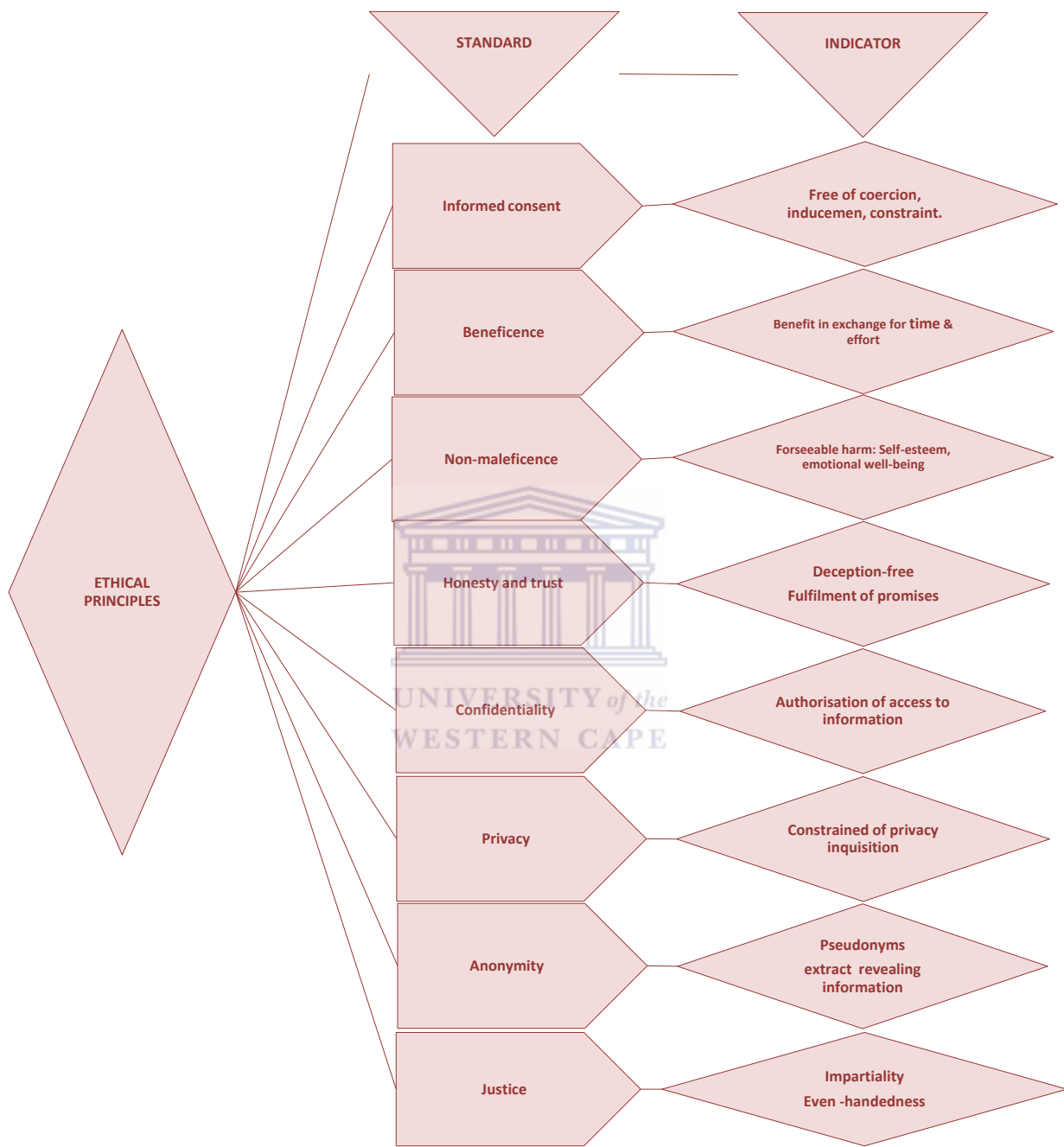
Erongo region and wished to participate in the research that they have heard from their colleagues. The primary institutional locale for policy and strategy evaluation was the MYNSSC. Many of the CoLSoN were accessed in township and settlement areas, and these include areas in Katutura such as Wanaheda, Greenwell Matongo, Hakahana, Havana, Okuryangava, Ombili and Oshitenda. There was therefore no specific site to access all of them. A bus stop, a 'township manufacturing or industrial' area, vicinities of social assemblies were some of the places where the CoLSoN were accessed. In some instances, the Researcher was directed to residential houses in the settlement areas or township where the CoLSoN were accessed and research took place.

Unfortunately, this research could not take place at Berg Aukas. This is because the principal officers informed the Researcher that many of the CoLSoN left Berg Aukas and returned to their homes. As a result, Berg Aukas was not a setting for this research. The Researcher sourced the claims depicting Berg Aukas from the participants during the interviews.



## **5.9 Ethical protocol**

To protect the welfare of the participants Miles and Huberman (1994:288-297), Seidman (2006:60-77), and Taylor and Bogdan (1998:34-86) suggest an ethical protocol as illustrated in **Figure 5.7** below. These are moral values, principles and standards to consider in the conduct of a research (Mouton, 2001:238).

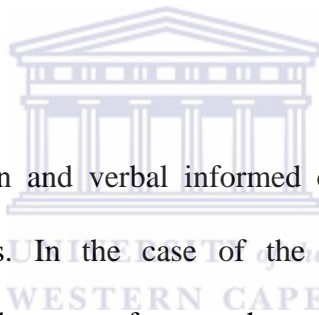


*Figure 5.7 Ethical protocol*

(Source: Developed from Miles & Huberman, 1994; Seidman, 2006; Taylor & Bogdan, 1998)

### ***Informed consent***

Smith (2005:99) and Fontana and Frey (2005:715) articulate that *informed consent* is the legitimate state of affairs whereby persons with sufficient reasoning sense and good judgment voluntarily authorise other persons to draw on their expertise. This is the granting of permission to tapping or delving into the wealth of knowledge of the participants during the research (Frey, 2005; Smith, 2005). Disclosure of the factual details of the research, the risks and benefits of the research are some of the facets observed for informed consent (Frey, 2005; Smith, 2005). These facets enable free participation, but when privacy dictates non-participation, the researchers have the obligation to respect the unwillingness of the targeted participants to partake in their research (Cooper & Schindler, 1998; Fisher, 2006). The informed consent can be a verbal or written agreement (Saunders et al., 2003).




This study accepted both written and verbal informed consent for both the supervised and unsupervised research processes. In the case of the unsupervised research process, the Researcher attached the informed consent form to the questionnaire to inform the prospective participants of the particulars of the research and implications thereof. The organizations responded to the informed consent sought in writing. **Figure 5.8** below illustrates the registrations cards used in the registration process of the CoLSoN that motivated their aversion to provide written consent for this research in view of the fact that their signatures would render the potentiality of identification.

There were two cases of withdrawal after obtaining informed consent. In the one instance, a prospective participant from the sampled CoLSoN cited fear victimisation in the form of not being considered for employment. The Researcher respected the unwillingness to participate.

**MINISTRY OF YOUTH, NATIONAL SERVICE,  
SPORT AND CULTURE**

**Children of the Liberation Struggle  
Registration Card**



**Card Number**

Surname: \_\_\_\_\_  
 First name: \_\_\_\_\_  
 Date of Birth / Identity Number  
 Y Y M M D D \_\_\_\_\_  
 Residential Address: \_\_\_\_\_  
 Registration Officer: \_\_\_\_\_  
 Signature: \_\_\_\_\_

Region: \_\_\_\_\_  
 Constituency: \_\_\_\_\_

Sex  M  F


Photograph

2 0 Y Y - M M - D D

→ Retained by Institution

**MINISTRY OF YOUTH, NATIONAL SERVICE,  
SPORT AND CULTURE**

**Children of the Liberation Struggle  
Registration Card**



**Registration Number**

Surname: \_\_\_\_\_  
 First name: \_\_\_\_\_  
 Date of Birth / Identity Number  
 Y Y M M D D \_\_\_\_\_  
 Residential Address: \_\_\_\_\_  
 Registration Officer: \_\_\_\_\_  
 Signature: \_\_\_\_\_

Region: \_\_\_\_\_  
 Constituency: \_\_\_\_\_

Sex  M  F

Photograph

2 0 Y Y - M M - D D

\_\_\_\_\_

→ Retained by CoLSoN

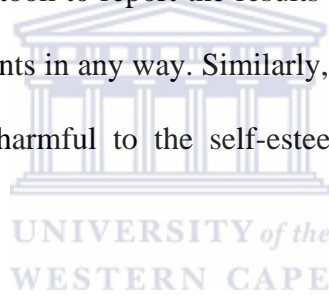
Figure 5.8 Registrations cards of the CoLSoN  
 Source: Field research at MYNSSC



### ***Beneficence and non-maleficence***

At the centre of the debate of *beneficence* and *non-maleficence* are the foundational elements of benefit and gain in exchange for time tendered for participation in a research (Dench, Iphofen & Huws, 2004; University of Washington, 1998). Researchers also consider foreseeable harm on research participants (Dench, Iphofen & Huws, 2004; University of Washington, 1998).

The Researcher envisaged that the time and effort tendered would disburse the CoLSoN with insight of the dynamics that are responsible for their low prospects for employment, employability and vulnerability to unemployment. Regardless of the type of information confided to the Researcher, the research undertook to not to expose such information to any third party. The Researcher also undertook to report the results in aggregate to conceal identification thereof to not wrong the participants in any way. Similarly, The Researcher undertook to remove any information that could be harmful to the self-esteem and emotional well-being of the research participants.



### ***Honesty and trust***

Another ethical consideration is duplicity in research where a potentiality of data acquisition for ulterior motives in the guise of scholarly research exists (Zikmund, 2000).

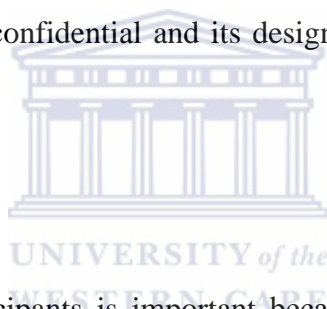
This research was *free of deception*. The data sourced from the participants were strictly applied for the academic purpose of this research. This research has no link with any underlying sponsorship or ‘information-hungry’ individual or organization.

### ***Confidentiality and anonymity***

As suggested by Colton and Covert (2007:284-346) and Christians (2005:145), *confidentiality* and *anonymity* are some of the ethical principles used interchangeably yet, they are vastly

different from each other. The former has reference to access of identifying information, whereas the latter has its orientation in de-identification to avoid linkage to such information (Christians, 2005; Colton & Covert, 2007). It is important to maintain anonymity throughout even at the reporting stage by way nom de plume (Patten, 2007; Walter, 2010; Wells, 1994). Reiss (1979:73) and Punch (1994:93) assert that the distinct most likely source of injury to participants in research is the exposition of private knowledge especially provided in trust and firm belief of confidence.

Against this background, this research elicited the participants' information for the purpose of this research only. The Researcher concealed such information to third parties or unauthorised persons. The questionnaire was confidential and its design was in such a way not to carry the names of the participants.



***Respect for privacy***

*Respect for privacy* of the participants is important because the “participant has the right to privacy” (Seidman, 2006:67). Questions that the participants may feel bad about can invade their privacy (Seidman, 2006).

In this research, the Researcher avoided privacy-invading inquiries. Similarly, the Researcher did not entertain meddlesome-potential inquiries. These, the Researcher handled professionally on the advice of the Social Research Association (2003:50), by referring to the objectives of the study.

## ***Justice***

*Justice* is the prejudice-free and moral rightness researchers observe in carrying out their research (UoW, 1998). This refers to the equal chance of participation of research participants in a research from a group of potential eligible participants (UoW, 1998). Justice manifests when participants receive what is due to them, treated with fairness and equity, offered support and care when agonised by a study, and involves impartial and transparent methods (Canterbury Christ Church University, 2006:4; Gillon, 1994:184).

This research was fair and equitable in that all unemployed CoLSoN born in exile were free to participate and had an equal chance of participation in this research. As Frankel and Siang (1999:14-15) advise that the selection of participants should be for the purpose of the study only, rather than their “compromised position, tractability or easy availability”, so has it been.

### **5.10 Data collection**

Data collection is the actual collection of data for a research study (Ghuri, 1995; Saunders et al., 1997). The time and nature of data collection is necessary to impart (Saunders et al., 2003; Varkevisser, Pathmanathan & Brownlee, 1991). For the purpose of this research, the collection of data took place between February 2011 and August 2012. The nature of data collection was both supervised and unsupervised.

In the second phase, supervisory advice suggested that, since the questionnaire was self-administered rather than researcher-administered, it be sent to the participants for completion to secure time capitalisation for the project. This mode of questionnaire administration has its fair share of criticism in social research as far as delivery-return intricacies, language complexities and sampling mode challenges are concerned (Dillman & Redline, 2004:299-300; Redline & Dillman, 2002:185). For this research, the Researcher facilitated the delivery and return of the

questionnaires through the initial contacts and other CoLSoN sourced while at the MYNSSC during the initial phase of the research. Respondents' group consultation and peer support assisted with the probable minor language difficulties. Adherence to the random probability sampling technique was secured by way ensuring that the participants were the CoLSoN as well as registrants at the MYNSSC.

Whilst a computer aided questionnaire administration was also appealing for the second phase of this research as Tarnai and Moore (2004:319) and Hansen and Couper (2004:337) advise; according to Baker, Crawford and Swinehart (2004:361), this type of questionnaire administration "added a new set of concerns including technical correctness" in the research process. In this research, the majority of the research subjects do not own computers due to their economic reality. As a result, this research study did not accommodate the attractive appeal of the computer aided questionnaire administration. The Researcher received substantial quantitative data between February 2012 and May 2012 and the collection of qualitative data extended to August 2012. *In the first phase, phase 1*, the nature of data collection was supervised. This means that the Researcher was present in the research field or on-site. The Researcher distributed and administered the questionnaires. *In the second phase, phase 2*, the nature of data collection was unsupervised. This means that the Researcher was not present in the research field. As a result, the field staff distributed questionnaires. The questionnaires, together with the consent forms and instruction sheets, were placed in envelopes for the prospective participants. Each envelope had the name of the prospective participant with an address or contact number, or place of access, and a de-identification code. The participants received clear instructions to write the de-identification code on the questionnaire. The questionnaires were delivered to the field staff through an intermediary. The field staff was 10 in number and the Researcher hoped each member of the field staff would return a 100

questionnaires. The field staff was the initial CoLSoN contacts and other volunteers. The field staff was chosen on the understanding that they were familiar with the CoLSoN. The field staff delivered the questionnaires to the prospective participants and returned the completed questionnaires to the intermediary who forwarded the completed questionnaires to the Researcher. **Table 5.16** below shows the data collection statistics.

**Table 5.16: Data collection statistics**

	Phase	Target	Returned	Non-response <sup>e</sup>	Unsuitable	Retained
<b>Collection:</b>						
	1	10	10	0	0	10
<b>Pilot study</b>	2	100	100	0	14	86
<b>Total</b>	<b>All</b>	<b>110</b>	<b>110</b>	<b>0</b>	<b>14</b>	<b>96</b>
	1	100	100	0	1	99
<b>Main study</b>	2	1000 <sup>a</sup>	820 <sup>c</sup>	180	211	509
<b>Total</b>	<b>All</b>	<b>1100<sup>b</sup></b>	<b>920<sup>d</sup></b>	<b>180</b>	<b>212</b>	<b>608</b>
	1	10	n/a	0	n/a	10
<b>Interviews: CoLSoN</b>	2	40	n/a	0	n/a	40
	<b>All</b>	<b>50</b>	<b>n/a</b>	<b>0</b>	<b>n/a</b>	<b>50</b>
<b>Interviews: institutional</b>	1	4	n/a	0	n/a	2
	2	2	n/a	0	n/a	2

<sup>a</sup> 100 for pilot utilisation.

<sup>b</sup> 100 for pilot utilisation.

<sup>c</sup> 100 for pilot utilisation.

<sup>d</sup> 100 for pilot utilisation.

<sup>e</sup> This represents the questionnaires that were not returned.

### ***The data collection instrument***

The questionnaire used in this research measures the employability and chances or prospects to get jobs as well as vulnerability to unemployment of the research subjects. All the participants had the opportunity to respond to identical set of questions and to record their own answers on the questionnaire (Bell, 1999; De Vause, 2002; Dillman, 2000; Kervin, 1999; Oppenheim, 2000). The dimensions and item factors are exhibited in **Tables 5.17** and **Table 5.18** below. The model of the employability instrument used in this research was pioneered by Hillage and Pollard (1998:4) and its content is *scientifically* developed to measure the employability construct (McGrath, 2009). The adjusted model of the employability instrument was

scientifically developed by McQuaid and Lindsay (2005:210) and was also sourced from McQuaid (2006:407-413) in his study of “job search success and employability in local labour markets”.

Table 5.17: Employability instrument

Employability factor	Total dimensions	Response item
<b>External</b>	2	44-48
<b>Individual</b>	5	1-35
<b>Personal</b>	3	36-43
<b>Parent factor</b>	<b>Measuring dimensions</b>	<b>Response item</b>
<b>Individual factors</b>	Adaptability and mobility	27, 28, 29, 30, 31, 32, 33, 34, 35
	Attributes	7, 8, 9, 10, 11, 12, 13, 14
	Health and well-being	15, 16, 17, 18, 19
	Job seeking	20, 21, 22, 23, 24, 25, 25, 26
	Skills	1, 2, 3, 4, 5, 6
<b>Personal circumstances</b>	Access to resources	39, 40, 41
	Household circumstances	36, 37, 38,
	Work culture	42, 43
<b>External factors</b>	Demand factors	44, 45
	Enabling support	46, 47, 48
<b>Measuring dimension</b>	<b>Dimensional aspect</b>	<b>Response item</b>
<b>Adaptability and mobility</b>	Adaptability	34, 35
	Mobility	27, 28, 29, 30
	Geographic access	31, 32, 33
<b>Attributes</b>	Essential	7, 8
	Labour market inactivity	13, 14
	Personal competencies	9, 10
	Work knowledge base	11, 12
<b>Health and well-being</b>	Disability	17, 18, 19
	Health	15, 16
<b>Job seeking</b>	Job awareness	25, 26
	Job seeking method	20, 21, 22, 23, 24
<b>Skills</b>	High level transferable skills	5, 6
	Basic transferable skills	1, 2
	Key transferable skills	3, 4
<b>Access to resources</b>	Financial capital	40
	Social capital	39
	Transport	41
<b>Household circumstances</b>	Family responsibility	36, 37, 38,
<b>Work culture</b>	Encouragement of work	42
	Support for work	43
<b>Demand factors</b>	Economic	45
	Labour market	44
<b>Enabling support</b>	Employment policy	48
	Recruitment	47
	Vacancy characteristics	46

(Source: Hillage & Pollard, 1998; McQuaid, 2006; McQuaid & Lindsay, 2005)

The index measuring the employment prospects and vulnerability was constructed based on the fragility probability approach as recommended by Briguglio (as cited in Naudé et al., 2009). It taps six dimensions and reviews 28 items of which the content consist of micro and macro dynamics from the expertise of the social science of Holzmann and Jørgensen (2000:3-12) and Dwyer et al. (2004:1-3), amongst others. The consistency and reliability of the instrument was determined through the item reliability analysis (Allen & Yen 2002; Revelle & Zinbarg, 2009; Sekaran, 2000; Schmitt, 1996; Zinbarg et al., 2005; Zinbarg et al., 2006).

Table 5.18: Employment prospects and vulnerability instrument

Dimensions	Response items
Administrative	5, 6, 7, 8, 9
Environmental	16, 17, 18, 19, 20
Health	14, 15,
Infrastructural	10, 11, 12, 13
Market and economic	21, 22, 23, 24, 25, 26, 27, 28,
Social	1, 2, 3, 4

### *Reliability and validity*

Struwig and Stead (2001:130) refer to *reliability* as the “extent to which test scores are accurate, consistent or stable.” This means that, every time a measuring instrument evaluates the same construct in a similar manner under the same conditions, the results are expected to be the same (Stemler & Tsai, 2008; Tourangeau, 2004). For the purpose of this research, the reliability of the survey instrument was measured using the internal consistency coefficient – Cronbach’s alpha – after the pilot study was conducted (Howell, 2004). These are discussed in the sections below.

*Validity* of a survey instrument refers to the “extent to which the instrument measures what it is intended to measure (Struwig & Stead, 2001:138). Tourangeau (2004:212) informs, “it’s a lot

easier to measure the reliability of survey responses than to assess their validity”. This is due to the impracticality “that in any survey, all questions to be evaluated must be supplemented by two or more questions concerning the same trait” (Sarlis, Van der Veld & Gallhofer, 2004:278-281). This is especially when using the factor loading modelling (Sarlis et al., 2004). It is worth mentioning that Hillage and Pollard’s (1998) employability model has proven *validity* internationally and in a variety of disciplines such as higher education, psycho-social construction and emotional intelligence assessment, and graduate training for labour market absorption (Brown, Hesketh & Williams, 2003; Fugate, Kinicki & Ashforth, 2004; Goleman, 1998; Pool & Sewell, 2007; Yorke, 2006; Yorke & Knight, 2004). Similarly, for the measure of employment prospects and vulnerability to unemployment, the works of Briguglio (as cited in Naudé et al. 2009:256) and Turvey (2007:247) as well that of Holzmann and Jørgensen (2000:3-12) and Dwyer et al. (2004:1-3) amongst others, are scientifically renowned for international validity of the micro and macro dynamics of the instrument used in this research. The close ended *response option* consisted of a 3-point scale; Y = yes, N = no and DN = do not know; and rendered the survey instrument to obtain specific, exact and definite responses to explicit questions. This inspired the Researcher’s confidence against vague, ambiguous and elusive replies from the part of the research participants (Frankfort-Nachmias & Nachmias, 1996; Frauke, Presser & Tourangeau, 2008; O’ Cathain, Murphy & Nicholl, 2007).

The Researcher considered a *typology of validity*. These include external validity, construct validity and content validity (Leech et al., 2010; Onwuegbuzie et al., 2010; Onwuegbuzie & Collins, 2007; Struwig & Stead, 2001).

*External validity* refers to the degree to which a researcher can generalise the outcome of a study to a population (Saunders et al., 1997; 2003; Struwig & Stead, 2001). For the purpose of this research, the results of this study can only be generalised to the unemployed CoLSoN or the

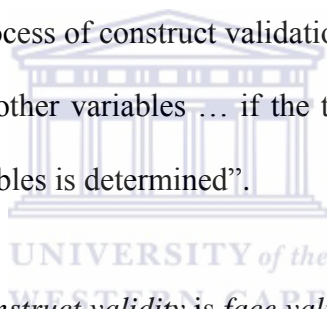


population of this study in view of the fact that this population of the ‘Children of the Liberation Struggle of Namibia’ allowed this study to make inferences about itself. This is what Onwuegbuzie and Collins (2007:305) refer to that the “... inferences stem directly from the extracted sample.”

*Content validity* is defined as the degree to which the items ‘mirror’ the “theoretical content domain of the construct” under evaluation (Leech et al., 2010; Onwuegbuzie et al., 2010; Onwuegbuzie & Collins, 2007; Struwig & Stead, 2001). The items of the survey instrument of this research are a reflection of the content of the employability theory and conceptual framework of vulnerability to unemployment and employment prospects as they are pre-defined within the domain of such theoretical and conceptual framework. This means that the content themes were itemised within the distinct concept of employability, and vulnerability and employment prospect. Each subject matter of the survey instrument is made up of items that measure the said constructs and these items are directly associated with the respective aspects and dimensions of the contents. This linkage was necessary for ensuring the content validity of the instrument (Leech et al., 2010; Onwuegbuzie et al., 2010). Durrheim and Painter (2006:149) support the above operation by informing that content validity is established by:

- (1) “Specifying the content area covered by the phenomenon when developing the construct definition ... “;
- (2) “Writing questionnaire or scale items that are relevant to each of the content areas ...”, and;
- (3) “Developing a measure of the construct that includes best (most representative) items from each content area”.

Beyond the theoretical and conceptual issues pertaining to the validity of the questionnaire or survey instrument, are practical validity issues. These encompass construct validity. It refers to the “extent to which an operationalization measures the concept which it purports to measure” (Ghauri et al., 1995:48). However, guided by the scientific expertise of Briguglio (as cited in Naudé et al., 2009) and Turvey (2007) as well that of Holzmann and Jørgensen (2000) and Dwyer et al. (2004), Hillage and Pollard (1998), McQuaid and Lindsay (2005), and McQuaid (2006) amongst others, the Researcher guarantees that the items of the instruments evaluated what they claimed to measure. In addition, the pre-defined constructs of the measuring instrument were thoroughly described, their relationship was postulated to other variables, and their reliability scores were in the acceptable levels. This is what Struwig and Stead (2001:141) refer to when they assert, “the process of construct validation includes defining the construct and hypothesising its relationship to other variables ... if the test’s score is found to be reliable its relationship to other tests or variables is determined”.



An important consideration of *construct validity* is *face validity* (Onwuegbuzie & Collins, 2007). Face validity is also concerned with whether the items of the instrument seem to evaluate what the test declares to assess (Struwig & Stead, 2001; Onwuegbuzie & Collins, 2007). For the purpose of this research, the Researcher undertook to apply what Ghauri et al. (1995:48) refers to as a “simple test for face validity” by asking for the opinion of academics that are acquainted with the actual topic of the research and the situation of the CoLSoN. In terms of the ‘region of residence’, opinions indicated that, despite of a high migration of the CoLSoN to the region in which the research was set to take place, a significant number of the regions may not be represented. The specific regions that were pointed out were the Caprivi, Hardap, Karas, Kavango, Kunene and Omaheke. The same applied to the facets of ‘current residency’ and ‘duration of residence’ of the survey instrument. The Researcher eliminated these facets from

the survey instrument. It was also indicated to retain only three categories of the description of ‘dependents’ in the biographic section of the survey instrument. This was motivated with the fact that the survey instrument should rather maintain the employability-specific dimension on household circumstances. After the survey instrument was corrected and refined it was pilot tested. Other practical issues that led to the improvement of the survey instrument are presented under the discussion of pilot study one.

### ***The pilot study***

A slight trial of a full-scale study is necessary to conduct to pre-assess a research instrument and obtain the feasibility of the projected study (Baker, 1994:183; De Vause, 1993:53-55; Polit et al., 2001:266-267; Prescott & Soeken, 1989:61; Saunders et al., 2003:308-309; Teijlingen van & Hundley, 2001:1-3; Teijlingen van et al., 2001:290-294). This can be done in more than one phases (De Vause, 1993; Saunders et al., 2003). In addition, the pilot trial allows researchers to be able to detect whether the respondents followed the instructions and understood the questions in the questionnaire or survey instrument (Fink, 1995a; 1995b). This is instrumental in perfecting the questionnaire to enhance reliability, indicate problem areas when replying to questions and logging data (Galloway, 1997a; 1997b; Pishghadam & Modarresi, 2008; Saunders et al., 2003). This, according to Presser et al. (2004:2), is an “indispensable” part in the research process.

For the purpose of this research, the pilot study was conducted to foresee the viability of the projected study, evaluate the survey instrument, verify whether the questions were comprehended and followed by the respondents, and ascertaining the reliability of the survey instrument amongst others.

### ***Pilot study phase 1***

The trial of *phase one* was conducted in a manner referred to by Moore et al. (2004:189) as the “field experiment.” In this phase the survey instrument was piloted over a sample size of ten (n = 10). Their research characteristics were similar to those of the participants of the main study. Some of the respondents took about 10 minutes to complete the survey instrument. Others took about 20-35 minutes.

Responses to the pilot study in this phase also necessitated the adjustment of the survey instrument due to a number of reasons such as fear of identification from the part of the participants and zero response items. In addition, the overall outlook of the research instrument was adjusted. For example, dimensional and sub-dimensional headings and the accompanying ‘parent’ components were removed from the survey instrument. This helped to streamline the survey instrument in an attempt to direct the attention of the respondents to the central items of the survey instrument for which the responses were needed. Doing this is also what Willimack et al. (2004:395) refer to, “one goal of the questionnaire redesign is to simplify the questionnaire so that the amount of work required of respondents is reduced.” **Table 5.19** below presents the adjustment items of the survey instrument by the affected sections and items, and the action taken.

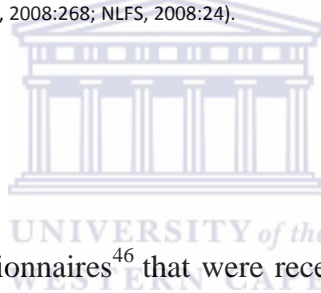
The adjusted survey instrument represents what Fowler (2004:174) denotes an improved survey measurement. In adjusting the survey instrument it became imperative not to alter a significant amount of the instrument’s wording (Biemer, 2004). This was to avoid what Biemer (2004:242) refers to as “poorly worded or executed questions” that can add to bias and inconsistency in the assessment of the survey instrument. The reliability results were within acceptable levels. After the survey instrument was improved, the Researcher collected the data of the main study of phase 1.

Table 5.19: Survey instrument adjustment

Instrument section	Item affected <sup>a</sup>	Reason	Action
Biography	Age	Potentiality of identification	Item maintained <sup>b</sup>  Depicted as group i.e. between 26-30 rather than 26 or 30.
Employability	38, and 39	Zero response	Removed
Employment prospects/vulnerability	16, 17, and 27	Zero response	Removed

<sup>a</sup> The items 16, 17, 27, 38 and 39 relate to the unadjusted survey instrument.

<sup>b</sup> This is due to the fact that “age is an important factor in demographic analysis as it is closely related demographic and social processes” and as “a demographic characteristic, age plays a central role in the functioning of a person’s biological and physiological processes (Cunningham, De la Rosa & Jex, 2008:268; NLF5, 2008:24).



### *Pilot study phase 2<sup>45</sup>*

In *phase two*, the first 100 questionnaires<sup>46</sup> that were received in February 2012 accounted for the second pilot trial of the adjusted survey instrument, and the final sample size or actual size of this latter trial was 86 participants (n = 86). The reliability results were measured according to the levels and scales depicted in **Table 5.20** below. The attachment of levels of reliability to scale results received variant explanations in quantitative research (Alwin, 2007; Stemler & Tsai, 2008).

<sup>45</sup> It is important to note that the pilot study of phase 2 did not follow automatically subsequent to the pilot study of phase one. The reality here is that, after the pilot study of phase 1 was conducted and the survey instrument was improved, the main study of phase 1 followed. This is because the study did not anticipate multiple phases for the research. However, due to unexpected academic requirement to increase the sample size of the research after the data for the main study (n=100) was collected, a second phase, phase 2 evolved. This was a year later. It follows that the pilot study of phase 2 mainly imparts on the reliability of the survey instrument with a larger sample size. However, it is important to note that the reliability results of phase 1 played a role in the construct validity of the survey instrument.

<sup>46</sup> This is in view of the fact that the nature of the research was off-site as the Researcher was not in the research field, and the questionnaires for the pilot study were returned first: their delivery and return was controlled through the de-identification codes used in phase 2.

Pishghadam and Modarresi (2008:306) in the ‘construct validation and application of a questionnaire of attribution theory for foreign language learners refer to reliability scales of  $\alpha = .84$  and  $\alpha = .52$  as ‘good reliability estimates’. On the other hand, by rule of thumb, George and Mallery (2003:39) suggest scales of  $\alpha = .50$  and  $\alpha \leq .60$  as poor reliability gauges. Reeve and Mâsse (2004:259) inform that “a value of 0.70 and 0.90” is passable for clustered and singular dimensions.

Table 5.20: Reliability levels and scales

$\alpha$	Level
$\geq .90$	Excellent
$\geq .80$	Good
$\geq .60 \geq .70$	Acceptable
$\geq .50$	Poor
$< .50$	Unacceptable

(compiled from: Allen & Yen 2002; Revelle & Zinbarg, 2009; Sekaran, 2000; Schmitt, 1996; Zinbarg et al. 2005; Zinbarg et al. 2006)

**Table 5.21** below, illustrates the reliability results of the second pilot trial of the adjusted survey instrument. For the purpose of this study and since the study grew to a second phase, only the reliability results of phase two were retained in this report to demonstrate the final item reliability and internal consistency of the scale items.

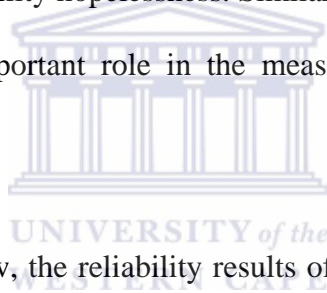
Table 5.21: Item reliability results

Employability							Summary statistics							low employment prospects/vulnerability						
(N = 86)							$\alpha = .76, \text{adj. } \alpha = .80; s = 17.38; \bar{X} = 204.39; s^2 = 302.15$							$\alpha = .66, \text{adj. } \alpha = .70; s = 10.13; \bar{X} = 93.84; s^2 = 102.63$						
Item	$\alpha$	adj. $\alpha$	s	$s^2$	$\bar{X}$	r	Item	$\alpha$	adj. $\alpha$	S	$s^2$	$\bar{X}$	r							
Read	.76	.80	.15	302.7	202.4	-.12	Criminal record	.66	.70	.44	101.7	93.7	.07							
Write	.76	.80	.45	301.5	202.5	.02	Drug addiction	.65	.70	.45	100.4	93.7	.22							
Computer	.76	.80	.62	301.6	204.1	.00	Gang member	.66	.70	.36	102.2	93.7	.02							
Cell-phone	.77	.80	.42	305.0	202.5	-.21	Domestic violence	.66	.70	.42	101.7	93.7	.08							
Study	.76	.80	.59	298.1	204.2	.17														
People	.77	.80	.63	301.5	202.6	.00														
Honesty	.76	.80	.44	301.2	202.5	.04														
Willing to work	.77	.80	.45	302.7	202.5	-.05														
Initiative	.77	.80	.31	302.4	202.4	-.03	Reg. points	.66	.70	.60	101.6	92.1	.05							
Rights awareness	.76	.80	.45	299.3	202.5	.16	Human error	.66	.70	.51	101.9	92.0	.04							
Drive	.76	.80	.78	299.6	203.9	.25	Better application	.65	.70	.36	100.9	92.8	.21							
Type	.77	.80	.71	300.7	204.0	.03	Computer appl.	.65	.70	.93	98.3	92.8	.18							
6m unemployment	.77	.80	.35	301.9	202.4	.00	Recruiter	.66	.70	.69	102.5	92.2	-.02							
12m unemployment	.77	.80	.59	304.8	202.6	-.15														
Always ill	.76	.80	.60	298.5	204.1	.15														
Psychiatric	.76	.80	.39	301.0	204.2	.07														
Wheel chair	.76	.80	.48	296.4	204.2	.33														
Blind/partially blind	.76	.80	.42	299.4	204.2	.17	Internet services	.67	.70	.82	102.5	93.2	-.03							
Deaf/partially deaf	.76	.80	.53	297.8	204.2	.21	Tel. services	.65	.70	.89	98.1	92.6	.21							
Internet	.76	.80	.50	300.0	204.2	.10	Postal services	.67	.70	.58	104.4	92.1	-.18							
Newspaper	.76	.80	.81	298.2	202.9	.11	Newspaper avail.	.65	.70	.61	99.9	92.1	.19							
Visit employer	.76	.80	.66	299.1	204.1	.11														
Job Research	.76	.80	.51	296.5	204.2	.30														
Job agencies	.76	.80	.57	294.4	204.2	.37														
Contacts	.76	.80	.54	298.1	204.2	.20														
Referrals	.76	.80	.60	298.1	204.1	.17	Disability	.66	.70	.51	101.4	93.6	.08							
Own car	.77	.80	.54	301.4	204.2	.02	Constant illness	.66	.70	.67	100.6	93.5	.11							
Public transport	.76	.80	.59	298.1	202.6	.18														
Neighbour transp.	.77	.80	.47	302.7	204.2	-.05														
Friend transport	.77	.80	.64	300.8	204.1	.03														
Foot 500m	.76	.80	.61	299.0	202.6	.12														
Foot <5km	.77	.80	.87	300.7	203.6	.02	Floods	.65	.70	.88	96.4	92.6	.31							
Foot >5km	.77	.80	.66	303.7	202.7	-.08	Droughts	.65	.70	.74	96.2	92.5	.40							
Work all conditions	.76	.80	.65	297.9	202.7	.17	Livestock rearing	.66	.70	.60	101.2	92.6	.08							
Work long hours	.76	.80	.73	297.0	202.7	.18	Fish survival	.67	.70	.76	101.2	92.8	.05							
Own children	.76	.80	.87	297.1	203.7	.13	Hot temperature	.66	.70	.73	99.9	92.3	.13							
Family children	.76	.80	.58	299.6	204.1	.10														
Children & elderly	.76	.80	.66	299.2	204.1	.10														
People network	.77	.80	.95	301.0	203.3	.00														
Bank loan	.76	.80	.63	297.5	204.1	.19														
Always transport	.77	.80	.63	301.7	204.1	.00	High level skills	.64	.64	.83	95.1	92.4	.41							
Work encouraged	.77	.80	.38	302.1	202.5	-.08	No jobs	.67	.70	.64	103.4	92.1	-.09							
Work supported	.76	.80	.65	298.0	202.6	.16	Long unemployment	.66	.70	.38	102.6	91.9	-.02							
High qualifications	.77	.80	.71	301.2	202.7	.01	Rec. unemployment	.65	.70	.85	96.8	92.3	.30							
Short unemp.	.76	.80	.63	299.0	203.0	.12	Stigmatization	.67	.70	.50	103.8	93.5	-.14							
Entry level	.76	.80	.47	299.6	202.6	.16	Self-employment	.65	.70	.82	98.9	92.3	.18							
Pay attractive	.77	.80	.53	302.9	203.0	-.05	Financing difficult	.65	.70	.47	100.4	92.0	.20							
Job counselling	.76	.80	.55	297.7	204.1	.21	School to work	.66	.70	.38	101.6	91.9	.10							

As can be seen, the reliability results emitted a good and acceptable cronbache's alpha,  $\alpha = .80$  or  $>.76$  and  $\alpha = .70$  or  $>.65$  on average, for internal consistency and reliability respectively. Whilst the importance of both employability, and employment prospects or vulnerability appear

somewhat equal on average, it is, for empirical evidence, not surprising that the pilot study emits a consistent mean ( $\bar{X} = 204$ ) for indicators of job seeking methods – the internet, job research, visits to employers and making use of job agencies. This, by implication, signifies that, regardless of the socio economic standing of an individual, the effectiveness of job seeking methods is an exceptionally important part of employability especially when people desire to participate desperately in the labour market.

At a variance of  $s^2 = 305$  (cell phone), the pilot study suggests that familiarity, comprehension and expertise of information communication technology is an important key transferable skill for employability, whilst dormancy of labour market activity of about 12 months at  $s^2 = 304$  suggests an attribute of employability hopelessness. Similarly, the social dynamic indicators at  $s^2 > 100$  and  $\bar{X} > 93$  play an important role in the measuring of employment prospects and vulnerability of the CoLSoN.



As indicated in **Table 5.22** below, the reliability results of the dimensional series present good reliability and internal consistency among the measuring series of items of the survey instrument. At  $\alpha = .77$ ,  $r = .10$  skills, access to resources and demand factors play a crucial role in the employability measurement. On the other hand at  $\alpha = .75$ ,  $r = .50$  job seeking comes forth as having a fervent relationship with the employability construct compared to other items. With respect to the measure of employment prospects social-, administrative-, infrastructural- and health dynamics are important constructs of the measuring instrument at  $\alpha \geq .66$ ,  $r \geq .11 \leq .21$ . However, at  $r \geq 40$  environment-, and market and economic dynamic have a strong relationship with the overall measuring instrument.



Table 5.22: Reliability results by dimensional series

	$\alpha$	Adj. $\alpha$	r	Adj. r
<b>Employability</b>				
Skills	.77	.80	.067	.10
Attributes	.76	.80	.231	.23
Health and well-being	.76	.80	.364	.40
Job seeking	.75	.80	.459	.50
Adaptability and mobility	.76	.80	.287	.30
Household circumstances	.76	.80	.166	.20
Access to resources	.77	.80	.100	.10
Work culture	.76	.80	.121	.12
Demand factors	.77	.80	.082	.10
Enabling support	.76	.80	.198	.20
<b>Employment prospects and vulnerability</b>				
Social	.66	.70	.183	.20
Administrative	.66	.70	.170	.20
Infrastructural	.67	.70	.110	.11
Health	.66	.70	.126	.13
Environmental	.63	.63	.385	.40
Market and economic	.63	.63	.414	.41

### *The interviews*

The purpose of the supplementary interviews was to expand on, explore and explain the themes or various issues that have developed from the utilisation of the survey instrument (Healey & Rawlinson, 1994; Wass & Wells, 1994).

The standard time set for the interviews was one hour to be sure of valuable information provided by the participants and to do justice to their busy schedule (Blaxter et al. 1999; 2006; Fielding & Thomas, 2008). The interviews between the Researcher and the participants, though

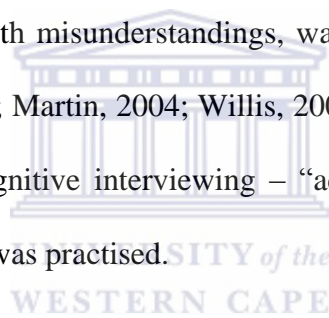
supplementary, gave needed depth to comprehend the lived experiences and predicaments at hand (Johnson, 2002; Miller, 1991; Miller & Salkind, 2002, Kvale, 1996). Since the nature of the interviews was semi-structured, the Researcher pre-set and presented the questions to the participants (Jankowicz, 2000; Patton, 1990; Ruane, 2005; Stewart & Shamdasani, 1990).

As Jang et al. (2008:228) and Cronin (2008:226-245) advise, the interviews with the CoLSoN were conducted in the form of focus group in which 50 members of the CoLSoN have participated. The participation in focus group did not accommodate all 50 participants at once due to their disperse nature. For ease of controllability, focus group members are usually between five to 12, whereas "... 20-25 people with similar characteristics to a single session" is the recommended maximum (Grudens-Schuck, Allen, Larson, 2005:3; Onwuegbuzie & Collins, 2007; Struwig & Stead, 2001).

For the primary participants, the CoLSoN, the Researcher managed to secure an interview group of between eight to 20 participants at various times. *In phase 1*, there were two groups: A and B. Each group consisted of five participants: five males and five females. These two groups had four interview sessions (A, B, C, D) with the Researcher. *In phase 2*, there were three groups: C, D and E of 8, 12 and 20 participants, divided in equal gender of 4, 6 and 10 per group. These groups had three sessions with the Researcher.

Similarly, the interview setting in all cases have been variant depending on the locale of the participants. Due to the sensitivity surrounding the plight of the CoLSoN, the Researcher avoided the use of a voice recorder or similar devices that could trigger mistrust and withholding of information for fear of victimisation. Instead, a friendlier mode of pen and paper, which Van der Zouwen & Smith (2004:109) refer to as the "PAPI," was opted for.

The interviews with the ministry officials presented a different profile. The setting was a corporate environment. Though the Researcher had an interview timing of one hour, the actual interview time was more than that. This is because the officials preferred to have a longer time due to other organizational responsibilities that placed demands on their time. A paper-based interview guide was also followed to allow for a determined sequence of the pre-set questions to satisfy and assure responses to the key identified themes. Observing the counsel of the Center for Health Service Development (2007:1), Cohen and Crabtree, (2006:1), Economic and Social Data Service (2005:1), Gubrium and Holstein (2002:312), and Horten, Macve and Struyven, (2004:2), the Researcher simultaneously allowed sufficient scope for the unprompted, but relevant detail. These accounted for important emergent themes. Verbal question-specific probing, to elucidate emerging issues and do away with misunderstandings, was naturally applied (Conrad & Blair, 2004; DeMaio & Landreth, 2004; Martin, 2004; Willis, 2004). At some point with the CoLSoN, as Beatty (2004:45) advises, cognitive interviewing – “administering the questionnaire while collecting verbal information” – was practised.



### **5.11 Data capturing**

Apart from the recapturing and transferring of the available data, the extraction of raw data from the questionnaires instruments were entered into the statistical software upon receipt (Struwig & Stead, 2001). The data was *edited* to thrust aside and cast off errors such as invalid entries (De Waal, Pannekoek & Scholtus, 2011; Kothari, 2008). The data were numerically *coded* and recoded to establish and ensure language compatibility between the soft-ware and raw data, as well comparisons and “contrasts across cases” (Finchilescu, 2002:208; Fielding, 2008; Lee & Fielding, 2004:531-539).

**Table 5.23** below, displays the coding. To ensure the accurate entry of codes, on the advice of Singleton, Straits and Miller-Straits (1993:423), the data were re-entered in the statistical software for about ten cases or more.

**Table 5.23: Coding exercised**

	Coding						
	0	1	2	3	4	5	6
<b>BIOGRAPHIC:</b>							
<b>Sex</b>	-	Male	Female	-	-	-	-
<b>Marital status</b>	-	Single	Married	Co-habiting	Window	Divorced	-
<b>Age</b>	-	21-25	26-30	31-35	36-40	41-45	-
<b>Dependents</b>	-	One child	More than 1 child	Other	-	-	-
<b>Education</b>	-	Grade 8 <	Grade 10	Grade 12	Diploma	Degree	-
<b>Previous employment</b>	-	Private	Public	Labour hire	NGO	Self	-
<b>Sector of previous employment</b>	-	Agriculture	Construction	Mining	Manufacturing	Services	Other
<b>Duration of employment</b>	-	0-12m	1-3 years	3-6 years	6-10 years	10 years >	-
<b>Previous income</b>	-	100-500	500-1000	1000-5000	5000-10 000	10 000>	-
<b>Employability (per item)</b>	No	Don't know	Yes	-	-	-	-
<b>Employment prospects (per item)</b>	No	Don't know	Yes	-	-	-	-

Also, as Singleton et al. (1993:423) further directs, it was necessary to perform a wild-checking by calling up and running the codebook analysis that revealed data entry errors. For example, where an 11 or 22 appear instead of a 1 or 2, allowed for correctness to the single codes. The coding was applied to the measurable variables of demographics information, employability, low employment prospects to obtaining jobs and vulnerability to unemployment responses (Bryman & Cramer, 2004; Robson, 2002; Struwig & Stead, 2001).

Data entry materialised through using programs and data analysis programs such as SPSS, Statistica, and the Ms Excell for which compatibility was enabled for data exportation and importation (Struwig & Stead, 2001). The initial data of the research was entered into the Statistica software for analysis. The data was then migrated to the SPSS software in the later stage of the research. The Ms Exell program was also used to transfer the data and to enter it into the SPSS software.

The data of the interviews were categorised and fitted into the thematic classes (Saunders et al., 1997; Silverman, 1993; Strauss & Corbin, 1990). One of the most relieving and effective way in dealing with the large data from the interviews was that the interview questions were already themed and it was therefore easier to fit the qualitative responses into the equivalent quantitative themes. This assisted the Researcher to not leave the collected qualitative data unanalysed for a long time because of doubt about the analytical practice needed (Dey, 1993; Strauss & Corbin, 1998; Symon & Cassell 1998; Yin, 1994).

### **5.12 Data analysis and interpretation**

To analyse data, inferential and descriptive statistics can be used (Abelson, 1995; Bless & Kathuria, 1993; Cohen & Holiday, 1996; Dietz & Kalof, 2009; Hays, 1994; Procter, 2008; Saunders et al., 1997; 2003). Descriptive statistics are those statistics that outline the characteristics of a population group or sample (Struwig & Stead, 2001). As Struwig and Stead (2001:158) inform, “descriptive statistics provide statistical summaries of data. The purpose of these statistics is to provide an overall, coherent and straightforward picture of a large amount of data”. Inferential statistics, on the other hand, assist a researcher to formulate inferences about the features of a population (Howell, 2004; Procter, 2008; Struwig & Stead, 2001). To make the inferences a sample is drawn from the population and statistical procedures (inferential statistics) are employed to analyse the sample data (Saunders et al., 1997). These statistical procedures can be parametric or non-parametric as identified in a “decision tree” by Howell (2004:576) in **Figure 5.9** below.

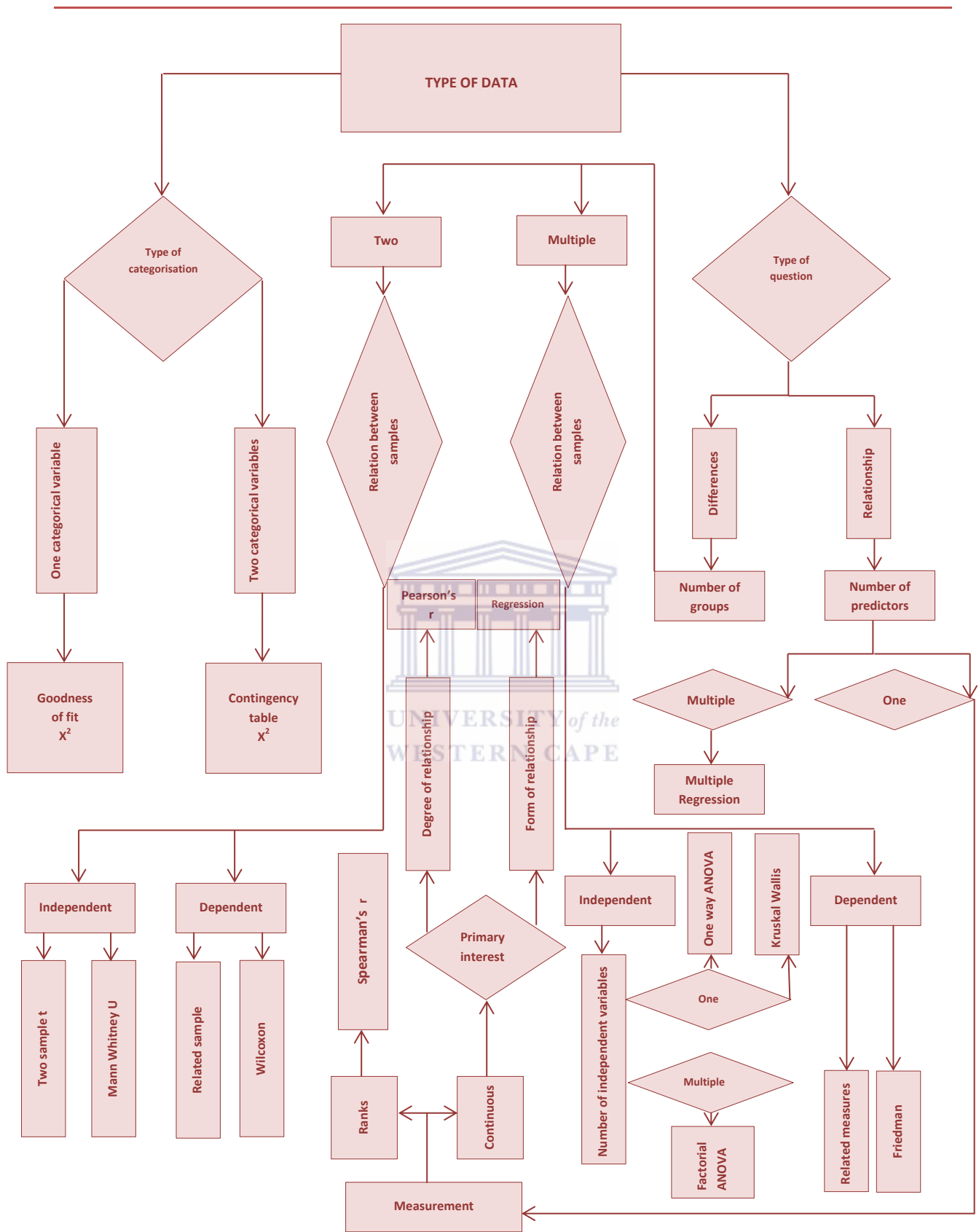


Figure 5.9 Decision tree for inferential procedures  
(Source: Howell, 2004)

### *Descriptive statistics*

This study employed both the descriptive and inferential statistics to analyse the data. Using *descriptive statistics*, the Researcher examined the characteristics of the study sample. The descriptive statistics used analysed the frequency and dispersion of the study sample for the following variables:

- Sex
- Marital status
- Age
- Dependents
- Education
- Previous employment
- Sector of previous employment
- Duration of previous employment
- Previous income



### *Relationship analysis*

The Researcher employed the non-parametric Spearman correlation to analyse the statistical *relationship* between variables (Corder & Foreman, 2009; Durrheim, 2006; Kowalczyk et al., 2004; Myers & Well, 2003; Piantadosi, 2007; Siegel & Castellan, 1988). Lachenicht (2002: 186-187) suggests that it is best to use Spearman correlations than Pearson correlation, in view of the fact that the former “yields high correlation” or robust results. To test this, a researcher can run both the Spearman correlation and Pearson correlation with the same data (Kowalczyk et al., 2004). In addition, Lachenicht (2002: 186-189) recommends the use of Spearman’s  $r_s$  for the Spearman correlation ( $\rho$ ), in view of the fact that “many authors reserve ( $\rho$ ) as the symbol for the population correlation coefficient”. We calculate the Spearman rank using the formula below (Lachenicht, 2002).

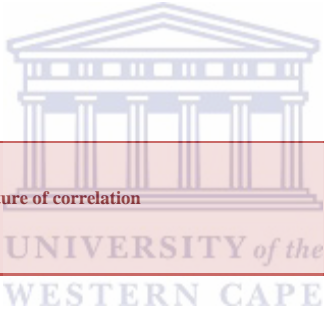
$$r_s = 1 - \frac{6 \sum d^2}{n^3 - n}$$

where: n = sample size

d = difference between each pair.

For this study, the Researcher used Spearman's  $r_s$  to interpret the correlation results. In addition, the Researcher, ran a Pearson correlation to compare with the Spearman correlation to confirm the robustness of the Spearman correlation using Spearman's  $r_s$ . The Pearson correlation results appear in **Appendix K**. The correlation measure that guided the interpretation is depicted in **Table 5.24** below.

Table 5.24: Correlation measure



Value	Nature of correlation	Strength
< 0.2	Slight correlation	Weak (almost non-existent)
0.2 – 0.4	Definite, but small	Low
0.4 – 0.7	Substantial	Strong
0.7 – 0.9>	Very high	Very strong, very dependable

(Source: taken from Corder & Foreman, 2009; Kowalczyk et al., 2004; Lachenicht, 2002; Myers & Well, 2003; Piantadosi, 2007).

#### *Procedure for the composite measure used*

When assessing variations or association in data it is beneficial to trim down the data into a composite variable to make it controllable and responsive to the research objectives (Kowalczyk et al., 2004; Myers & Well, 2003).

<sup>47</sup>  $n^3$  can be written as  $n(n^2-1)$ .



This study followed the following procedure to create a composite:

- Defining the variables
- Creating the composite

*Defined variables for low employment prospects:*<sup>48</sup>.

- Social dynamics (sd)
- Administrative dynamics (ad)
- Infrastructural dynamics (id)
- Health dynamics (hd)
- Environmental dynamics (ed)
- Market and economic dynamics (med)

*Creating the composite.*

The Researcher recoded the defined variables into a new variable (PROSPECTS) with the SPSS' transform function.

*Defined variables for the multiple relationships*

- Sd – recoded variables<sup>49</sup> are cr, d, g and dv
- Ad – recoded variables<sup>50</sup> are arr, fa, cba, drp and humerr
- Id – recoded variables<sup>51</sup> are lis, lts, lps, lnpa
- Hd – recoded variables<sup>52</sup> are d, ci
- Ed – recoded variables<sup>53</sup> are rf, rd, llr tfs, hht
- Med – recoded variables<sup>54</sup> are hls, nj, ul, rusec, syu, ser, sef, ste.

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<sup>48</sup> The Researcher reduced the phrase 'low employment prospects' to 'PROSPECTS' for analysis purposes.

<sup>49</sup> Criminal records, drugs, gang, domestic violence.

<sup>50</sup> Application reaching recruiter, friend's application, computer based applications, distant registration points and human error

<sup>51</sup> Internet services, telephone services, postal services and newspapers

<sup>52</sup> Disability, constant illness

<sup>53</sup> Knowledge on Recurring floods, recurring droughts, low level of stock rearing, threatened fish survival and high temperatures.

The model for the multiple regression:

The model is depicted as  $Y_i = B_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_i X_i$

Where:

Y = low employment prospects/vulnerability

B<sub>0</sub> = intercept or predictor value

β = estimate beta or coefficient;

X = low employment prospects dynamics

The model expanded as follows:

$$Y_i = B_0 + \beta_1(X_1) + \beta_2(X_2) + \beta_3(X_3) + \beta_4(X_4) + \beta_5(X_5) + \beta_6(X_6)$$
$$= B_0 + \beta_1(sd1) + \beta_2(ad2) + \beta_3(id3) + \beta_4(hd4) + \beta_5(ed5) + \beta_6(med6)$$

*Estimates of generic employability*

The Researcher employed the multiple regression technique to *estimate* generic employability (Cohen et al. 2003; Howell, 2004; Palmary and Durrheim, 2002; Tabachnick & Fidel, 2001).

Lachenicht (2002a:164-165) suggest the calculation equation for regression as follows:

$$s_{xy} = \frac{\sum xy - \frac{\sum x \sum y}{n}}{n - 1}$$

Where:

n = the number of pairs of values

∑x = the sum of the x values

∑y = the sum of the y values

∑x<sup>2</sup> = the sum of the squares of the x values

∑xy = the sum of the xy products

---

<sup>54</sup> High level skills, no jobs in area, long-term unemployment, short-term employment contracts, stigmatization, self-employment opportunities, self-employment financing and transitions.

The regression model is  $Y_i = B_0 + \beta_1 X_1 + \beta_2 X_2 + \dots + \beta_i X_i$ ;

Where:

$Y$  = generic employability

$B_0$  = intercept or predictor value

$\beta$  = estimate beta or coefficient

$X$  = employability component of generic employability

Ghauri et al. (1995:118) articulate, “dummy variables are a very useful device for making regression analysis even more powerful”. The Researcher used dummy variables for the regression analysis. The regression model thus expanded as follows:

$$Y_i = B_1 + \beta_2 D_{2,i} + \beta_3 D_{3,i} + \beta_4 D_{4,i} + \beta_5 D_{5,i} + \beta_6 D_{6,i} + \beta_7 D_{7,i} + \beta_8 D_{8,i} + \beta_9 D_{9,i} + \beta_{10} D_{10,i} + u_i$$

Where:

$\beta_2$  = differential effect of being female

$\beta_3$  = differential effect of being single

$\beta_4$  = differential effect of being co-habitated

$\beta_5$  = differential effect of being between the age of 21 and 25

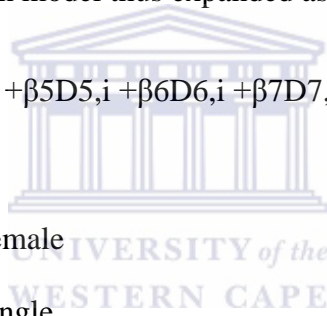
$\beta_7$  = differential effect of having more than one dependent child

$\beta_8$  = differential effect of being educated with a diploma

$\beta_9$  = differential effect of earning an income of between N\$ 500 and N\$ 1000

$\beta_{10}$  = differential effect of previously being employed in the public sector (for the last three variables).

$u_i$  = the error term.



Whilst the dependent variable, generic employability, is the product of key transferable employability skills, the predictor variables are the demographic features. The estimate beta ( $\beta$ ) values were used to interpret the data (Howell, 2004). The significant role of the demographic variables determined their inclusion in the regression model. The unselected demographic variables represent a measure against which the selected variables are explained (Cohen et al., 2003).

#### *Variable differences*

To explore variable differences on the prevalence of low employability traits in the samples, the study employed the related sample t-test and the recommended ANOVA (Durrheim, 2002b; Lachenicht, 2002). The decision on the related sample t-test was guided by Howell (2004:576) in view of the fact the non-parametric equivalents require a repeated measure process. This t-test being the parametric t-test used for the first time in this thesis, replaces the Wilcoxon matched pairs t-test used at the onset. Since the sample size of the overall data is large (above 100), it justified the use of the parametric related sample t-test, with the uneven pairs (Howell, 2004). The computation of the t-test with uneven sample sizes is as follows (Howell, 2004):

$$t = \frac{\bar{X}_1 - \bar{X}_2}{s_{x_1x_2} \sqrt{\frac{1}{n_1} + \frac{1}{n_2}}}$$

Alternatively expanding as:

$$s_{x_1x_2} = \frac{\sqrt{(n_1 - 1)s^2_{x_1} + (n_2 - 1)s^2_{x_2}}}{n_1 + n_2 - 2}$$

Where:

$\bar{x}_1$  = mean of the male group

$\bar{x}_2$  = mean of the female group

$s_{x1x2}$  = standard deviation for male and female (1 = male; 2 = female).

$s^2_{x1}$  = variance estimators of the male group

$s^2_{x2}$  = variance estimators of the female group

$n_1$  = sample size of the male group

$n_2$  = sample size of the female group

Howell (2004:364-367) recommends the following computational equations for the variable differences within and between groups using the ANOVA:

Within groups:

$$SS_{\text{within}} = \left[ \frac{\sum X_1^2 - (\sum X_1)^2}{n_1} \right] + \left[ \frac{\sum X_2^2 - (\sum X_2)^2}{n_2} \right] + \dots + \left[ \frac{\sum X_i^2 - (\sum X_i)^2}{n_i} \right]$$

$$\therefore \left[ \frac{\sum X_1^2 - (\sum X_1)^2}{n_1} \right] + \left[ \frac{\sum X_2^2 - (\sum X_2)^2}{n_2} \right] + \left[ \frac{\sum X_3^2 - (\sum X_3)^2}{n_3} \right]$$

Where:

ss = sums of squares

$X_1$  = age group one (21-25)

$X_2$  = age group two (26-30)

$X_3$  = age group three (31-35)

$n_1 - n_3$  = sample sizes of age groups one to three

Between groups:

$$SS_{\text{between}} = \frac{(\sum X_1)^2}{n_1} + \frac{(\sum X_2)^2}{n_2} + \dots + \frac{(\sum X_i)^2}{n_3} - \frac{(\sum X_{\text{agg.}})^2}{n_{\text{agg.}}}$$

$$\therefore \frac{(\sum X_1)^2}{n_1} + \frac{(\sum X_2)^2}{n_2} + \frac{(\sum X_3)^2}{n_3} - \frac{(\sum X_{\text{agg.}})^2}{n_{\text{agg.}}}$$

agg. = the aggregate or the total for the operation of the all the age groups' values in the distribution. The 'between groups' operation was as follows:

$X_1 \Leftrightarrow X_2$  = age group one and age group 2 (21-25 and 26-30)

$X_1 \Leftrightarrow X_3$  = age group one and age group 3 (21-25 and 31-35)

$X_3 \Leftrightarrow X_2$  = age group three and age group 2 (31-35 and 26-30)

The threshold for statistically significant results was set at a critical value of 0.05 and was instrumental in the overall interpretation of results (Howell, 2004:153; Langdridge, 2002:400-402). *The employability traits variables* used in the differential analysis consist of employability skills and attributes. In turn, the employability skills consist of basic transferable skills, key transferable skills and high-level transferable skills. The attributes consist of essential qualities, work knowledge-base, labour market inactivity (as a status) and personal competencies.

Qualitative data analysis took the form of thematic analysis as grounded in the similarity and contrast principles (Lichtman, 2009; Spradley, 1979). Based on the similarity principle, the thematic progression was directed by a search for cohesion in the data whereby elements of information with interconnected and comparable content are assembled within a single thematic umbrella as advised by Spradley. The thematic umbrella was identical to that of the quantitative themes and as a result, the qualitative accounts were fitted there under.

Where necessary, and most occasionally, the actual accounts from the participants were reproduced in quotations. This represents the qualitative equivalent of the quantitative data (Greenwood & Levin, 2005; Seidman, 2006; Taylor & Bogdan, 1998; Willis, 2007). It also supported the research to yield and deliver qualitative findings or outcomes that are realistic (Van der Riet & Durrheim, 2006). Thus, no potential threats or rivalry to the data infiltrated via interviews as the accounts of the participants are lived experiences (Maxwell, 1998). As Spradley (1979:158-159) advised, the Researcher was on the look-out for possible differences within the thematic categories, so as to apply the contrast principle to search for distinctiveness between emerging categories and to establish mutual exclusivity of the identified themes. Finally, on the advice of Teddlie and Tashakkori (2009:255) the internal consistency of the overall qualitative data that resulted from the interviews was assured by way of categorising units of information that link up to corresponding content under the various categories of themes.

### 5.13 Research field experience

This section communicates the experience of the Researcher while doing research and does not imply a method of the research.

My pre-research impression has been that I would find a significant number of the CoLSoN in a sheltered area for ease of participation in this research. However, my engagement in the field proved otherwise as many of the previously sheltered ‘children’ returned to their ‘homes’. Similarly, my impression that all those who are referred to as the ‘Children of the Liberation Struggle of Namibia’ would be found under the umbrella of Namibia Exile Kids Association has been met with questions as to what the referent association was and what one should do to become a member. This experience finds analogue with the edifying words of a social scientist and specialist field researcher, Johnson (1975:x-xi), that we dwell in the times when some of us who are drawn to appreciating the make-up, character and disposition of present-day episodes, are virtually besieged with information, so much so, that it, time and again, appears as though we have just about become acquainted and conversant with the occurrences and realities of a given crisis, when we learn that the evidence has been changed or outmoded by the haste of incidents and the progression in time.

In the words of Johnson (1975:x-xi), a field research experience is the “face-to-face involvement with members of a particular social setting for purposes of scientific inquiry” which links our research idea and pre-research impression with the actual research in the field through the reality of *gaining entrée, developing trust, managing trial, suspicion* and possible *withdrawal* from a research study.



### *Gaining entrée*

Gaining entrée has not been automatic. Though I had entry after the necessary correspondences were established, an officer who demanded to see the research questionnaire and interview questions prior to unlocking the information needed for my research surprised me. I was unconvinced by the protocol presented to me, especially in light of the professionalism identified with the particular institution. My subsequent engagement with the actual gatekeeper defeated the request of the officer in question, as it was no norm for academic research. The officer in question was also a part-time student at an international institute of higher learning.

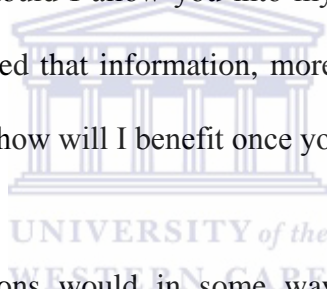
On the part of the CoLSoN, the first attempt of entrée was successful. This did not pass without scrutiny. Among the first group that I met was the enthusiasm to have their absent colleagues to participate as well. As a result, they provided me with a contact number and an agreement was reached to meet with another group at the Wanaheda bus stop in Katutura. As the agreed upon time was not honoured on their part I packed up to leave. Walking in the direction I came from, a phone call came in asking where I was. This happened more than once and every time I answered my phone, I noticed a male and female, standing in a yard about twenty to twenty five metres ahead, who simultaneously used their mobiles as well. This gave me an impression they were the once calling me, but which they did not affirm upon inquiry. When another call came in, I was informed that the group I was to meet was seated at the bus stop. As I was just a few metres away from the bus stop, this was mysterious and filled me with incomprehension as to when and how this group of three took presence at the place where I just was. I could not help to notice that one of the persons was wearing a yellow t-shirt with a police emblem embroidered on. They were calm with extreme investigative looks and chronically repetitive of the same questions about my research depicting the CoLSoN. When they were satisfied with my reply, two remained to participate and one left. I learned later that the incidence has been an

inspectorate to protect the CoLSoN. After this experience, I noticed that many of the CoLSoN were willing to participate in the research freely. This enthusiastic participation could be attributable to, what is believed, an opportunity they had to speak about their lived experiences without being judged. However, the experience I had as described above prompted the need for an escort.

### *Developing trust*

This project has further enhanced my understanding of why those who hold the pertinent information inaudibly say:

‘who are you and why should I allow you into my domain rich of the information you need; and why do you need that information, more so, why did you choose me to give you that information, and how will I benefit once you have it’.



Whilst, a reply to these questions would in some way deactivate the foundations of the individual-morality-theory-of-trust, which pertinently debates that:

a field researcher becomes accepted “ ... more because of the kind of person he turns out to be in the eyes of the field contacts than because of what the research represent to them” (Johnson, 1975:87);

I think in my research experience some of the practical instruments that induced trust among the participants, both institutional and individual, is the purpose and value of the study that came at the time when multiple ‘theorisations’ were being exchanged socially, economically and politically about the plight of the ‘Children of the Liberation Struggle’. The research protocol via

the anonymity and privacy of participants and confidentiality information allowed for the flow of information and lived experiences. Another trust-inducing instrument has been the emphasis of voluntary participation and the undertaking to accommodate the requests of the participants. Examples of the latter include the non-use of actual age in the biographic reference to participants.

Trust levels also fostered classic reflexivity. This refers to the function of, amongst others, association and connection during the research process (Bourdieu & Wacquant, 1992; Eagle et al., 2006). To a particular woman in an informal trading area, the term ‘Children of the Liberation Struggle’ was enough to announce loudly that all the youth come forth to have their names listed so as to be provided with employment. This called for a reflexive analysis as understood from Alvesson & Sköldbberg, 2009. I think, being black and female, and her daily experience of unemployed youth in her area, most probably, fuelled her misplaced understanding. Considering the innocence under which the call was made, I had to dismiss it gently, but firmly with a subsequently reiteration of the purpose of my research. However, what becomes clear in the mistaken call of the said women is the reality of severe unemployment among the youth in Namibia, irrespective of whether they were born in exile or in Namibia.

### ***Trial and researcher emotions***

Whilst trust interactions are essential to attaining a proper, factual, accurate and reliable understanding of others and the constructs under study, Johnson (1975:145-172), counsels that unavoidable devices, invented and adopted, may occur whereby the prospective participants portray, deliberately, the researcher as a manipulator and it is here where the researcher has to pass trials and keep emotions in tact by the “ability to honour the distinction between empathy and sympathy” as s/he has “the foot in two different camps at the same time”.

In my experience, I met a group in which one of the group members referred to me as the girl from the media:

“I know you; you are that girl from the newspaper”<sup>55</sup>.

This was done with inflated aggression in facial expression. I laughed, so did everyone else, and we continued with the purpose of our meeting. In another setting, one member of a group took one of the questionnaire, swirled it in the air as he was turning his body like a five year old in a musical disk-moment performance accompanied by less interesting utterances. I gave no attention and nothing came of it. However, his peers were quick to reprimand him verbally.

### ***Managing withdrawal***

This research was founded on the principles of voluntary participation even when informed consent has been obtained, verbally or in writing (Miles & Huberman, 1994; Saunders et al., 2003). As it becomes apparent that certain real live factors or perceptions can dictate non-participation or withdrawal from the research, the research has the obligation to exercise non-coercion (Cooper & Schindler, 1998).

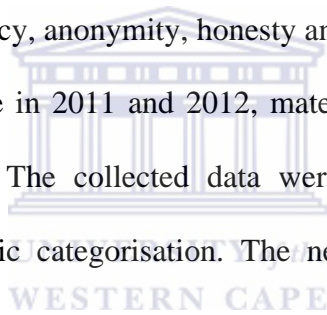
In my experience, a member of the CoLSoN agreed to participate in this research, but withdrew later for fear of victimisation. Another group offered to participate only if they were to be provided with jobs or employment. As this was an impossible request, the Researcher accepted their undertaking to not participate.

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<sup>55</sup> Participant Camarapi in session C, April 2011, *Windhoek*.

## 5.14 Conclusion

This chapter presented the methodology and research design of this research. The modus operandi for this research was considered from a five-fold angle: the philosophy, research setting, participants, research design and procedure. The pragmatist view adopted lends a philosophy that permits the pursuit of the goals of this research through multiple epistemological stances and critical ontological realism of diverse perspective within both an inductive and hypothetic-deductive logic. The chapter informed that the research took place in Namibia. Two institutions responded to policy assessment and 605 CoLSoN were the primary participants. The pilot study had 96 respondents in total, whilst another 50 availed their participation in interviews. The ethical protocol comprised of informed consent, justice beneficence and non-maleficence confidentiality, privacy, anonymity, honesty and trust. In terms of the procedure, the data collection, which took place in 2011 and 2012, materialised through a survey instrument and semi-structured interviews. The collected data were analysed through descriptive and inferential statistics, and thematic categorisation. The next chapter presents the results and discussions on employability.



## **Chapter 6    Employability**

### **6.1    Introduction**

This chapter presents the results and discussions on employability. It offers the results of the characteristics of the study sample that emerged from the descriptive statistic. After that, it offers the results and discussions of the individual factors in terms of employability assets, the presentation and deployment thereof. Then, estimates of employability arising from the multiple regression analysis are presented and discussed. Similarly, the results and discussions arising from the ANOVA test; through the presuppositions, whether or not, low employability traits are equally prevalent in all the age groups of the CoLSoN are presented. The chapter concludes that the employability traits offered by the CoLSoN to the labour market are rich in basic skills. If effectively expended, such basic skills possess the potential to advance them within the labour market. On the other hand, a long-term labour market inactivity eroded their work knowledge base. The fierce labour market demands paint this austere picture more acute.

The mainstream of the CoLSoN are trapped in their mid-secondary schooling. Results point to the reality that their attempts for labour market participation is often limited by an employability profiles that is rich in basic skills. The CoLSoN possess a plethora of basic skills sufficiently robust to salvage any employing institution from elementary training costs, yet inadequate to promote their employability in terms of the much needed key transferable skills and high level transferable skills. Similarly, their involuntarily elongated labour market inactivity over the years deteriorated their work knowledge base and personal competencies. This also sets a precedent for an inescapably restrained labour market entrance. One important aspect of employability is the willingness to adapt and be mobile. The CoLSoN demonstrated their adeptness to coping with the unanticipated and to work under all conditions to improve their employability. However, the most productive members of the CoLSoN may be involuntarily unlikely to be flexible in view of the prevalence of family responsibilities among them. To

improve the employability of the CoLSoN, substantial resource allocation needs to focus on their education and building of skills. This would take away the inhibitive aspects that restrain their labour market participation.

## 6.2 Characteristics of the study sample

**Table 6.1** below demonstrates that 605 research participants, 303 or 50% male and 302 or 50% female, partook in this research study.

Table 6.1: Characteristics of the study sample

(N = 605)			
Biography factor (BF)	Biography sub factor (BSF)	Absolute figure	%
Sex	Male	303	50.1
	Female	302	49.9
Marital status	Single	551	91.1
	Married	12	2.0
	Co-habiting	42	6.9
Age	21-25	464	76.7
	26-30	80	13.2
	31-35	61	10.1
Dependents	1 child	97	16.0
	>1 child	82	2.00
	Other	426	70.4
Education	Gr.8<	113	18.7
	Gr.10	311	51.4
	Gr.12	170	28.1
	Diploma	11	1.8
Previous employment	Private	220	36.4
	Public	131	21.7
	LH	36	6.0
	NGO	35	5.8
	Self	183	30.2
Sector of previous employment	Agriculture	66	10.9
	Construction	100	16.5
	Mining	55	9.1
	Manufacturing	120	19.8
	Services	153	25.3
	Other	111	18.3
Duration of previous employment	0-12 months	410	67.8
	1-3 years	178	29.4
	3-6 years	16	2.6
Previous income	N\$ 100-500	289	47.8
	N\$ 500-1000	274	45.3
	N\$ 1000-5000	42	6.9

Considering the remainder of characteristic of the study sample, results show that single participants (91%) are topmost in the marital status fragment of the biographic factor, whilst only 2% and 7% indicated that they are married and co-habitated respectively. Within the recorded age structure, the highest number of the CoLSoN would be found in the youngest age category, which would also be referred to as the most productive labour market activity age, of between 21 and 25 (77%), whereas older participation would be at 13% and 10% in the 26-30 and 31-35 age categories respectively.

Remarkably, only 2% of the CoLSoN would possess the highest education level (diploma), whereas the education level of the majority would largely be confined to mid secondary education level, grade 10 (51%). Upper and lower levels of secondary education would be 19% and 28% for grades 8< and 12 respectively. Moreover, 70% of the CoLSoN would be without dependents, whilst 16% would have one dependent and 2% more than one dependent.

The labour market outlook of the study sample by former labour market participation presented reveals that the labour market activity of the CoLSoN was highest (68%) in the short-term (0-12 months), but moderate (29%) to very low (3%) in the medium- (1-3 years) and longer-term (3-6 years) respectively. For most (36%), the slight majority (30%) and many (22%) the place of labour market activity was respectively in the citizen-driven economy or the private sector, self-employment and the civil service or public sector, as well as the atypical employment and non-governmental organization's engagement for an insignificant amount of others (6%). Notably, an overwhelming majority (100 and above) of the research participants previously worked in the secondary and tertiary sectors of the economy (construction, other, manufacturing and services) whilst 55 and 66 worked in the primary sector of the economy (agriculture and mining).



The income indication of the research participants reflect a condition of the then working poor as their income, for the vast majority (289 and 274), was below the minimum wage<sup>56</sup>. Only 7% of the members of the study sample had an income of between N\$ 1000 and N\$ 5000 above the said measurement. **Table 6.2** below illustrates the sample descriptive statics by major variable.

**Table 6.2: Sample descriptive statistics by demographic variable**

	Minimum	Maximum	$\bar{X}$	s	s <sup>2</sup>
<b>Sex</b>	1	2	1.50	.50	.25
<b>Marital Status</b>	1	3	1.16	.52	.27
<b>Age</b>	1	3	1.33	.65	.42
<b>Dependents</b>	1	3	2.54	.76	.57
<b>Education</b>	1	4	2.13	.72	.52
<b>Previous employment</b>	1	5	2.72	1.69	2.87
<b>Sector of previous employment</b>	1	6	3.87	1.65	2.71
<b>Duration of previous employment</b>	1	3	1.35	.53	.28
<b>Previous income</b>	1	3	1.59	.62	.38

With a minimum of one and maximum of 2 in the sex category, the standard deviation is .50 and the mean is 1.50. This show a dispersion or a good spread of the sample overs the sample size of n=605. The similar spread applies to the variables of marital status, age, duration of previous employment and previous income.

<sup>56</sup> A South African measure of the minimum wage depicting between R 1,041 and R 1, 167 is used in the absence of the minimum wage law in Namibia, and based on the economic linkage between the two countries. The national poverty line in South Africa is R 515 (Minimum wage report, 2011). Whilst there appears to be no separate legislation on the basic minimum wage in South Africa, the Basic Condition Employment Act (BCEA) 1997 in conjunction with the Basic Condition Employment Amendment Act 1A could be used as the guidelines.

The spread of the other variables such education and dependents show a standard deviation of .75 and .72 respectively. This could be as a result minor differences in the number of the dependents of each member of the sample in the sample, and the different levels of education of each member in the sample. **Table 6.3** below presents the demographic features (age, dependents and marital status) of the study sample considered by sex.

**Table 6.3: Demographic features of the study sample by sex**

Demographic analysis												
	Male				Female				M & F			SS
	21-25	26-30	31-35	Total	21-25	26-30	31-35	Total	21-25	26-30	31-35	Total
<b>1. Age</b>												
Absolute	239	35	29	303	225	45	32	302	464	80	61	605
% of M/F	78.9	11.6	9.6	100.0	74.5	14.9	10.6	100.0	76.7	13.2	10.1	100.0
% of M&F	51.5	43.8	47.5	50.1	48.5	56.2	52.5	49.9	100.0	100.0	100.0	100.0
% of SS	39.5	5.8	4.8	50.1	37.2	7.4	5.3	49.9	76.7	13.2	10.1	100.0
<b>2. Dep.</b>	1 child	>1child	Other	Total	1 child	>1child	Other	Total	1 child	>1child	Other	Total
Absolute	53	20	230	303	44	62	196	302	97	82	426	605
% of M/F	17.5	6.6	75.9	100.0	14.6	20.5	64.9	100.0	16.0	13.6	70.4	100.0
% of M&F	54.6	24.4	54.0	50.1	45.4	75.6	46.0	49.9	100.0	100.0	100.0	100.0
% of SS	8.8	3.3	38.0	50.1	7.3	10.2	32.4	49.9	16.0	13.6	70.4	100.0
<b>3. Marital Status</b>	Singe	Married	Co-hab	Total	Single	Married	Co-hab	Total	Single	married	Co-hab	Total
Absolute	278	5	20	303	273	7	22	50	551	12	42	605
% of M/F	91.7	1.7	6.6	100.0	90.4	2.3	7.3	100	91.1	2.0	6.9	100.0
% of M&F	50.5	41.7	47.6	50.1	49.5	58.3	52.4	50.5	100.0	100.0	100.0	100.0
% of SS	46.0	0.8	3.3	50.1	45.1	1.2	3.6	51.0	91.1	2.0	6.9	100.0

Dep. = dependents, M/F = male or female, M & F = male and female, SS = study sample, co-hab = cohabitating.

## *Age*

The age results show that, the study sample is vastly represented in the age category of between 21 and 25 (464 or 77%) of which 239 or 39.5% and 225 or 37.2% embody male and females participants respectively. This signals the probability that the CoLSoN is overall relatively young. Further, results in the older categories (26-30 and 31-36) seems to suggest a very high probability – when linked to the country’s history which forms the basis for their poverty-led social grievance – that a substantial number of the CoLSoN returned to Namibia in their teenaged<sup>57</sup> years from exile (when 2008 is used as a basis year) and are, 18 years after independence, still labour market inactive, hence the revolt for labour market participation.

## *Dependents*

In general, the biographic indicators show that the male CoLSoN would have more dependents (children) (53) than their female (44) counterparts would. However, more remarkable is that, the female CoLSoN would have more than one dependent or children (62) compared to their male counterparts (20). This suggests that the female CoLSoN carry the burden of household roles and family responsibility by way of care giving more than their male counterparts do. It further signifies a probable greater utilization of the fiscal child welfare consideration or dependent benefit more for the unemployed female CoLSoN than or their male counterpart.

Featuring more prominently is that, of the 70% fraction of the study sample that has no dependents, 38% are male participants and 32% female. This is, largely, a positive indicator toward modest to zero application of welfare assistance should the need arise to extend welfare assistance to the sample identified in this research. However, overall, the dependents’ result signals the existence of a substantial level of parental responsibilities among the CoLSoN. This

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<sup>57</sup> This could mean that a member of the CoLSoN who was 36 years of age in 2008 (the year of the resilient social grievance and 18<sup>th</sup> year of Namibia’s independence) must have been 18 years of age in 1990 (the year of Namibia’s independence), and 17 years of age in 1989 (the year in which most Namibians returned from exile).

could spawn the likelihood of direct generational poverty transmission as a result of the unemployment status of the parents.

### *Marital status*

Over 90% of the CoLSoN would be single. However, cohabitation rates would be highest among the female (7.3%) CoLSoN compared to their male (6.6%) counterparts. This implies that, considering their unemployment status, it would be unlikely for the one partner to support the other partner financially. The same would apply to the married couples. This is another facet that has the potential to generate generational poverty transmission.

### *Education*

Education features as illustrated in **Table 6.4** below show that the mainstream (311) of the CoLSoN, of which 51% and 52% would be female and male respectively, have acquired a grade 10 education. This signals the likelihood that the majority of the CoLSoN did not progress much in their education, but rather trapped in the mid-secondary scholarly level of education. When projected to the key demographic features of the study sample (age, marital status and dependents), results show that the majority (53%) of the grade 10 holders would be the youngest members of the CoLSoN between the ages of 21 and 25.

Though a significant number of these grade 10 holders (51%) would be independent or single, a vast majority (53%) would carry the burden of parental responsibilities by having at least one child. It is exactly within the populace of grade 10 holders where the parental responsibility of the female CoLSoN are higher by about 17 percentage points than those of the male counterparts (15%) for having more than one child or dependent. Overall, these upshots suggest that, with only a mid-secondary level of scholarly attainment, the youngest members of the CoLSoN,

especially the females, would be heavily subjected to single parenting responsibilities of a dual nature or more.

Remarkably, the tertiary education features of the CoLSoN are either non-existent and astonishingly low as no degree holders could be procured whilst diploma holders were only 11, 5 females and 6 males. This signals an acute barrier to self-improvement and socio-economic independence among the CoLSoN. Evidently, this scenario is even worse for those CoLSoN at the lower-secondary scholarly level and less – grade 8 and less (113). This is indicative of a sizeable but austere educational inadequacy within the CoLSoN. Painting this austere picture is that the youthful, energetic and productive members of the CoLSoN (age 21-25, 19%) would be the ones to be affected by the effects of low education.

At the upper secondary education level or grade 12, the CoLSoN's education features present a slightly optimistic and promising picture as we see that about 28%, of which 13% and 14% would be female and male CoLSoN respectively, could transit from school to the labour market or furthering of knowledge at tertiary level.

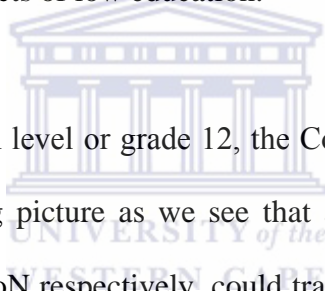


Table 6.4: Education features of the study sample by sex

Education																
Education	Male					Female					M & F					SP
	Gr<8	Gr10	Gr12	Dipl.	Total	Gr<8	Gr10	Gr12	Dipl.	Total	Gr<8	Gr10	Gr12	Dipl.	Total	
<b>Absolute</b>	51	158	88	6	303	62	153	82	5	302	113	311	170	11	605	
<b>% of M/F</b>	16.8	52.1	29.0	2.0	100.	20.5	50.7	27.2	1.7	100.0	18.7	51.4	28.1	1.8	100.0	
<b>% of M&amp;F</b>	45.1	50.8	51.8	54.5	50.1	54.9	49.2	48.2	45.5	49.9	100.0	100.0	100.0	100.0	100.0	
<b>% of SP</b>	68.4	26.1	14.5	1.0	50.1	10.2	25.3	13.6	0.8	49.9	18.7	51.4	28.1	1.8	100.0	
<b>AGE</b>																
<b>21-25</b>	41	133	62	3	239	46	112	63	4	225	87	245	125	7	464	
<b>% of M/F</b>	17.2	55.6	25.9	1.3	100.0	20.4	49.8	28.0	1.8	100.0	18.8	52.8	26.9	1.5	100.0	
<b>% of M&amp;F</b>	47.1	54.3	49.6	42.9	51.5	52.9	45.7	50.4	57.1	48.5	100.0	100.0	100.0	100.0	100.0	
<b>% of SP</b>	8.8	28.7	13.4	0.6	51.5	9.9	24.1	13.6	0.9	48.5	18.8	52.8	26.9	1.5	100.0	
<b>26-30</b>	5	16	12	2	35	10	25	10	0	45	15	41	22	2	80	
<b>% of M/F</b>	14.3	45.7	34.3	5.7	100.0	22.2	55.6	22.2	0.0	100.0	18.8	51.2	27.5	2.5	100.0	
<b>% of M&amp;F</b>	33.3	39.0	54.5	100.0	43.8	66.7	61.0	45.5	0.0	56.2	100.0	100.0	100.0	100.0	100.0	
<b>% of SP</b>	6.2	20.0	15.0	2.5	43.8	12.5	31.2	12.5	0.0	56.2	18.8	51.2	27.5	2.5	100.0	
<b>31-35</b>	5	9	14	1	29	6	16	9	1	32	11	25	23	2	61	
<b>% of M/F</b>	17.2	31.0	48.3	3.4	100.0	18.8	50.0	28.1	3.1	100.0	18.0	41.0	37.7	3.3	100.0	
<b>% of M&amp;F</b>	45.5	36.0	60.9	50.0	47.5	54.5	64.0	39.1	50.0	52.5	100.0	100.0	100.0	100.0	100.0	
<b>% of SP</b>	8.2	14.8	23.0	1.6	47.5	9.8	26.2	14.8	1.6	52.5	18.0	41.0	37.7	3.3	100.0	
<b>MARITAL</b>																
<b>Single</b>	48	143	81	6	278	55	136	77	5	273	103	279	158	11	551	
<b>% of M/F</b>	17.3	51.4	29.1	2.2	100.0	20.1	49.8	28.2	1.8	100.0	18.7	50.6	28.7	2.0	100.0	
<b>% of M&amp;F</b>	46.6	51.3	51.3	54.5	50.5	53.4	48.7	48.7	45.5	49.5	100.0	100.0	100.0	100.0	100.0	
<b>% of SP</b>	8.7	26.0	14.7	1.1	50.5	10.0	24.7	14.0	0.9	49.5	18.7	50.6	28.7	2.0	100.0	
<b>Married</b>	0	5	0	0.0	5	2	4	1	0.0	7	2	9	1	0.0	12	
<b>% of M/F</b>	0.0	100.0	0.0	0.0	100.0	28.6	57.1	14.3	0.0	100.0	16.7	75.0	14.3	0.0	100.0	
<b>% of M&amp;F</b>	0.0	55.6	0.0	0.0	41.7	100.0	44.4	100.0	0.0	58.3	100.0	100.0	100.0	0.0	100.0	
<b>% of SP</b>	0.0	41.7	0.0	0.0	41.7	16.7	33.3	8.3	0.0	58.3	16.7	75.0	14.3	0.0	100.0	
<b>Cohab.</b>	3	10	7	0.0	20	5	13	7	0	25	8	23	11	0.0	42	
<b>% of M/F</b>	15.0	50.0	35.0	0.0	100.0	22.7	59.1	35.0	0.0	100.0	19.0	54.8	26.2	0.0	100.0	
<b>% of M&amp;F</b>	37.5	43.5	63.6	0.0	47.6	62.5	56.5	63.6	0.0	100.0	100.0	100.0	100.0	0.0	100.0	
<b>% of SP</b>	7.1	23.8	16.7	0.0	47.6	11.9	31.0	16.7	0.0	100.0	19.0	54.8	26.2	0.0	100.0	
<b>DEPEND.</b>																
<b>1child</b>	13	24	16	0.0	53	7	27	10	0.0	44	20	51	26	0	97	
<b>% of M/F</b>	24.5	45.3	30.2	0.0	100.0	15.9	61.4	22.7	0.0	100.0	20.6	52.6	26.8	0.0	100.0	
<b>% of M&amp;F</b>	65.0	47.1	61.5	0.0	54.6	35.0	52.9	38.5	0.0	45.4	100.0	100.0	100.0	0.0	100.0	
<b>% of SP</b>	13.4	24.7	16.5	0.0	54.6	7.2	27.8	10.3	0.0	45.4	20.6	52.6	26.8	0.0	100.0	
<b>&gt;1child</b>	1	12	6	1	20	13	26	23	0	62	14	38	29	0.0	82	
<b>% of M/F</b>	5.0	60.0	30.0	5.0	100.0	21.0	41.9	37.1	0.0	100.0	17.1	46.3	35.4	0.0	100.0	
<b>% of M&amp;F</b>	7.1	31.6	20.7	100.0	24.4	92.9	68.4	79.3	0.0	75.6	100.0	100.0	100.0	0.0	100.0	
<b>% of SP</b>	1.2	14.6	7.3	1.2	24.4	15.9	31.7	28.0	0.0	75.6	17.1	46.3	35.4	0.0	100.0	
<b>Other</b>	37	122	66	5	230	42	100	49	5	196	79	222	115	10	426	
<b>% of M/F</b>	16.1	53.0	28.7	2.2	100.0	21.4	51.0	25.0	2.6	100.0	18.5	52.1	27.0	2.3	100.0	
<b>% of M&amp;F</b>	46.8	55.0	57.4	50.0	54.0	53.2	45.0	42.6	50.0	46.0	100.0	100.0	100.0	100.0	100.0	
<b>% of SP</b>	8.7	28.6	15.5	1.2	54.0	9.9	23.5	11.5	1.2	46.0	18.5	52.1	27.0	2.3	100.0	

### *Labour market*

The analysis of the previous labour market features of the study sample as depicted in **Table 6.5** below, reveals that labour market participation of the CoLSoN was predominantly defined by private employment services as a sector of employment. 0-12 months was the normal duration of employment and an income of between N\$ 100 to N\$ 1000 as the remuneration for the corporal or intellectual effort. Results reveal that a considerable number (180, 95 males, 85 females) of the CoLSoN between the age category of 21 and 25 were formerly employed in the private or citizen-driven Namibian economy. Notably, self-employment had a strong labour market participation appeal to the CoLSoN within the same age category, but more for the male CoLSoN (17%) than the female (13%).

At sectorial participation rates construction, manufacturing and services were the economic sectors revealing the upper most former labour market participation of the CoLSoN, 61%, 51%, 46% and 40%, 50%, 54% for male and females respectively in the respective sectors within the age category of between 21 and 25. This demonstrates the prospect that the CoLSoN were active labour market participants in the major sectors of the Namibian economy. Services, on the other hand leads the former labour market participation of the CoLSoN, more for females (13%) than males (11%). Other age categories (26-30 and 31-36) reflect passive former labour market participation.

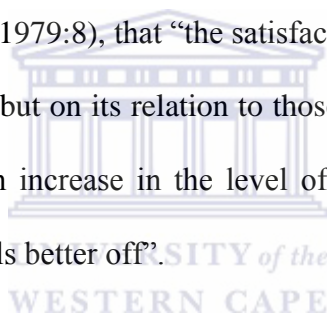
With respect to the previous duration of employment, results show that short-term labour market participation between 0 and 12 months played a dominant role and depicts the highest former labour market participation (169) of the male CoLSoN compared to their female counterparts (148) within the age category of between 21 and 25 years of age. Clearly, longer-term labour market participation in the life of the CoLSoN was at the most limited to an employment time-span of about one to three years over all age categories.

Table 6.5: Past labour market features of the study sample

Labour market	Age	Demographic Component	Male				Female			
			Absolute	% of PE	% of sex	% of aggr.	Absolute	% of PE	% of sex	% of aggr.
Previous employment(PE)	21-25	Private	95	52.8	39.7	20.5	85	47.2	37.8	18.3
		Public	42	45.7	17.6	9.1	50	54.3	22.2	10.8
		LH	12	48.0	5.0	2.6	13	52.0	5.8	2.8
		NGO	11	37.9	4.6	2.4	18	62.1	8.0	3.9
		Self	79	57.2	33.1	17.0	59	42.8	26.2	12.7
	26-30	Private	11	52.4	31.4	13.8	10	47.6	22.2	12.5
		Public	13	46.4	37.1	16.2	15	53.6	33.3	18.8
		LH	2	25.0	5.7	2.5	6	75.0	13.3	7.5
		NGO	2	100.0	5.7	2.5	0	0.0	0.0	0.0
		Self	7	33.3	20.0	8.8	14	66.7	31.1	17.5
	31-35	Private	5	26.3	17.2	8.2	14	73.7	43.8	23.0
		Public	9	81.8	31.0	14.8	2	18.2	6.2	3.3
		LH	1	33.3	3.4	1.6	2	66.7	6.2	3.3
		NGO	2	50.0	6.9	3.3	2	50.0	6.9	3.3
		Self	12	50.0	41.4	19.7	12	50.0	41.4	19.7
Previous Sector	21-25	Agriculture	27	48.2	11.3	5.8	29	51.8	12.9	6.2
		Construction	49	60.5	20.5	10.6	32	39.5	14.2	6.9
		Mining	28	63.6	11.7	6.0	16	36.4	7.1	3.4
		Manufacturing	47	51.1	19.7	10.1	45	48.9	20.0	9.7
		Services	50	46.3	20.9	10.8	58	53.7	25.8	12.5
		Other	38	45.8	15.9	8.2	45	54.2	20.0	9.7
	26-30	Agriculture	0	0.0	0.0	0.0	3	100.0	6.7	3.8
		Construction	7	58.3	20.0	8.8	5	41.7	11.1	6.2
		Mining	2	40.0	5.7	2.5	3	60.0	6.7	3.8
		Manufacturing	6	42.9	17.1	7.5	8	57.1	17.8	10.0
		Services	10	40.0	28.6	12.5	15	60.0	33.3	18.8
		Other	10	47.6	28.6	12.5	11	52.4	24.4	13.8
	31-35	Agriculture	4	57.1	13.8	6.6	3	42.9	9.4	4.9
		Construction	6	85.7	20.7	9.8	1	14.3	3.1	1.6
		Mining	2	33.6	6.9	3.3	4	66.7	12.5	6.6
		Manufacturing	5	35.7	17.2	8.2	9	64.3	28.1	14.8
		Services	11	55.0	37.9	18.0	9	45.0	28.1	14.8
		Other	1	14.3	3.4	1.6	6	85.7	18.8	9.8
Duration of previous employment	21-25	0-12 months	169	53.3	70.7	36.4	148	46.7	65.8	31.9
		1-3 years	62	46.3	25.9	13.4	72	53.7	32.0	15.5
		3-6 years	8	61.5	3.3	1.7	5	38.5	2.2	1.1
	26-30	0-12 months	24	44.4	68.6	30.0	30	55.6	66.7	37.5
		1-3 years	10	45.5	28.6	12.5	12	54.5	26.7	15.0
		3-6 years	0	0.0	0.0	0.0	3	100.0	6.7	3.8
	31-35	0-12 months	20	51.3	69.0	32.8	19	48.7	59.4	31.1
		1-3 years	9	40.9	31.0	14.8	13	59.1	40.6	21.3
		3-6 years	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Previous Income	21-25	100-500	111	49.6	46.4	23.9	113	50.4	50.2	24.4
		500-1000	113	54.9	47.3	24.4	93	45.1	41.3	20.0
		1000-5000	15	44.1	6.3	3.2	19	55.9	8.4	4.1
	26-30	100-500	11	28.9	31.4	13.8	27	71.1	60.0	33.8
		500-1000	23	60.5	65.7	28.7	15	39.5	33.3	18.8
		1000-5000	1	25.0	2.9	1.2	3	75.0	6.7	3.8
	31-35	100-500	12	44.4	41.4	19.7	15	55.6	46.9	24.6
		500-1000	15	50.0	51.7	24.6	15	50.0	51.7	24.6
		1000-5000	2	5.0	6.9	3.3	2	50.0	6.9	3.3



In the category of income earned, only a few research participants affirmed earnings of between N\$ 1000 and N\$ 5000 – two males and two females between the age of 31 and 35; one male and three females between the age of 26 and 30; 15 males and 19 females between the age of 21 and 25. This shows that only a few had the opportunity to earn an income that was above the minimum wage for economic sustenance. With the majority standing at about 430 (for the income of N\$ 100-500, 111 males and 113 females; for the income of N\$ 500-1000, 113 males and 93 females) with previous earnings below the minimum wage, it becomes difficult to contemplate that their experience of labour market participation offered them a life of adequate economic sustenance. This scenario locates fittingly with what Sanarelli and Figini (2004:249) earlier refer to as living below the poverty line. The same scenario brings afore the inscriptions of a social scientist, Abramovitz (1979:8), that “the satisfaction a person obtains from his income depends not on its absolute level but on its relation to those of others in the same community at the same time ... [I]f there is an increase in the level of income with no change in people’s



relative position, then nobody feels better off<sup>2</sup>. Exchanges on education reveal that some educational qualifications that could carry a tertiary certification, i.e. diplomas, are obtained at institutions that could be viewed as less recognised when compared to the other institutions of higher learning in the country. This notion alone, in the eyes of some of the CoLSoN, is an added factor to the failure in their attempt to securing labour market participation. With respect to the erstwhile labour market aspect, interactions show that public transportation by way of ‘taxi driving’ was somewhat assistive for self-sustenance; however, continual breakdowns and low levels of owners’ trust were potential barriers toward long-term employment. Within the same construct – labour market – car washing was cited as an ‘easy-to-earn-money’ self-employment entity. However, its short employment time-span was triggered by the impossibility of securing a permanent site. For some, the

sectorial participation in the labour market was through the manufacturing segment of the economy. This is demonstrated by hair plating, woodcarving and figurine and product sales. These are denoted as non-employment and deficient in generating adequate income for sustenance due to poor customer turnout and stigma of non-formal employment.

### 6.3 Generic employability

Specific multiple regression analysis in **Table 6.6** below on the presupposition that:

- $H_{01}: \beta_{(GE,S)}^{58} = 0$  Sex has a negative impact on the generic employability of the CoLSoN;
- $H_{11}: \beta_{(GE,S)} \neq 0$  Sex has a positive impact on the generic employability of the CoLSoN.

show that sex has a negative impact on the generic employability of the CoLSoN ( $H_{01}: \beta_{(GE,S)} = 0$ ) at  $B = -.016$ ,  $p > 0.05$ . This is rather true for the female members of the CoLSoN. This is traceable in the miniature IT skills for some who had the chance to learn how to use and operate computers. However, it is also important to note that the burden of primary care giving and the consequential roles of household responsibility among the female CoLSoN could be attributed to the negative impact on their generic employability. This is because of the fact that these roles might have played an obstructing role in their attempt to excess the education that could improve the generic employability. When the study considered other demographic variables, education is notably the most important predictor of generic employability ( $\beta = .163$ ,  $p = .000$ ). A mere investment in the education of the CoLSoN would improve their generic employability by about 11%. The youngest members of the CoLSoN are likely to experience negative levels of generic employability ( $B = -.048$ ,  $p = .179$ ) More so, employability would be unresponsive or indifferent to dependent-having CoLSoN and would not augment on the basis of a previous income (0.7%), but rather on previous employment in the public sector (1.6%).

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<sup>58</sup> GE = generic employability, S = sex

Table 6.6: Estimates of employability

	B	Std. Error	Beta	t	Sig.
(Constant)	1.041	.109		9.519	.000
Sex (F)	-.016	.015	-.045	-1.080	.281
Marital status (single)	.070	.106	.055	.662	.508
Marital status (co-hab)	.033	.039	.070	.847	.397
Age	-.048	.035	-.055	-1.346	.179
Dependents >1child	.036	.022	.068	1.642	.101
Education	.111	.027	.163	4.044	.000
Income	-.007	.015	-.019	-.459	.647
Previous employment (public)	-.002	.016	-.005	-.115	.908
Sector of previous employment (p)	.016	.008	.095	2.075	.038
Previous employment (o)	-.003	.020	-.007	-.147	.883

#### 6.4 Individual factors

Knowing that individual factors – skills, attributes, health and well-being, adaptability and mobility, and job seeking techniques are important determinants of employability, results, as depicted in **Figure 6.1** below, reveal that attributes emerge a prominent constituent of the CoLSoN's employability than any other element. This, in essence, suggests that, within the CoLSoN members, more than reasonable essential qualities and personal competencies could be found for labour market participation and continuation – employability. Similarly, the ensuing health & well-being and adaptability & mobility employability factors seem to suggest a vigorous physical condition, and an inclination of adaptableness and flexibility of movement between personal life and working life on the part of the CoLSoN for labour market participation and continuation. On the other hand, the skills component promotes an understanding that the employability of the CoLSoN could be affected by a lower skills profile for entrance, participation and continuation in the labour market.

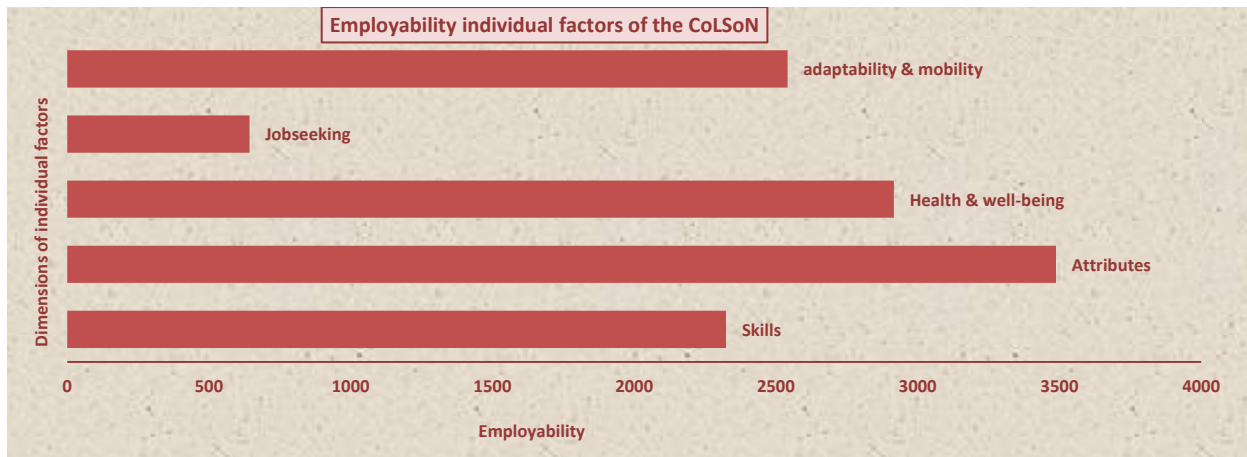


Figure 6.1 Employability individual factors of the CoLSoN

Evidently, the resultant job seeking component points to the probability of low employability prospects among the CoLSoN, most probably, due to the inadequate adoption of accurate job seeking strategies and/or a lack of general job seeking awareness.

When the CoLSoN's reactions to employability dimensions are considered as depicted in **Table 6.7** below, results show that a rich component of employability skills would come from the male CoLSoN (51%) than their female counterparts (49%). Whilst there seems to be a fine line between the proportionate results in attributes, health & well-being, job seeking, and adaptability and mobility for male and female CoLSoN, absolute responses reveal a greater possession of employability attributes in the female CoLSoN than their male counter parts. On the other hand, the male CoLSoN would, with all likelihood, have greater job awareness, exercise accurate job seeking techniques for employability, and would be more adaptable and mobile for labour market participation and continuation. It also becomes remarkably evident, with all things equal – appropriate skills and attributes, ideal job seeking techniques, superb movement between personal life and anticipated working life, willingness to work under all conditions – that the younger (76%) and more educated CoLSoN (39% and 31%) would have a greater probability of employability than the older and less educated.

Table 6.7: Employability volume<sup>a</sup> by key demographic responses

	Skills		Attributes		Health & well-being		Job seeking		Adaptability & mobility	
	#	%	#	%	#	%	#	%	#	%
<b>Sex:</b>										
Male	1 176	51.0	1 743	50.0	1 463	50.0	324	50.0	1 278	50.0
Female	1 148	49.0	1 745	50.0	1 453	50.0	319	50.0	1 263	50.0
<b>Total</b>	<b>2 324</b>	<b>100.0</b>	<b>3 488</b>	<b>100.0</b>	<b>2 916</b>	<b>100.0</b>	<b>643</b>	<b>100.0</b>	<b>2 541</b>	<b>100.0</b>
<b>Marital status:</b>										
Single	2 116	91.0	2 657	76.0	2 155	74.0	588	91.0	2 314	91.0
Married	45	2.0	70	2.0	55	2.0	10	2.0	48	2.0
Co-habiting	163	7.0	761	22.0	706	24.0	45	7.0	179	7.0
<b>Total</b>	<b>2 324</b>	<b>100.0</b>	<b>3 488</b>	<b>100.0</b>	<b>2 916</b>	<b>100.0</b>	<b>643</b>	<b>100.0</b>	<b>2 541</b>	<b>100.0</b>
<b>Age:</b>										
21-25	1 756	76.0	2 674	77.0	1 813	62.0	493	77.0	1 958	77.0
26-30	306	13.0	462	13.0	382	13.0	84	13.0	327	13.0
31-35	262	11.0	352	10.0	721	25.0	66	10.0	256	10.0
<b>Total</b>	<b>2 324</b>	<b>100.0</b>	<b>3 488</b>	<b>100.0</b>	<b>2 916</b>	<b>100.0</b>	<b>643</b>	<b>100.0</b>	<b>2 541</b>	<b>100.0</b>
<b>Education:</b>										
<grade 8	394	17.0	647	19.0	548	19.0	118	18.0	379	15.0
Grade 10	309	13.0	1 801	52.0	1 495	51.0	311	48.0	1 327	52.0
Grade 12	710	31.0	983	28.0	824	28.0	200	31.0	697	27.0
Diploma	911	39.0	57	1.0	49	2.0	14	2.0	138	5.0
<b>Total</b>	<b>2 324</b>	<b>100.0</b>	<b>3 488</b>	<b>100.0</b>	<b>2 916</b>	<b>100.0</b>	<b>643</b>	<b>100.0</b>	<b>2 541</b>	<b>100.0</b>

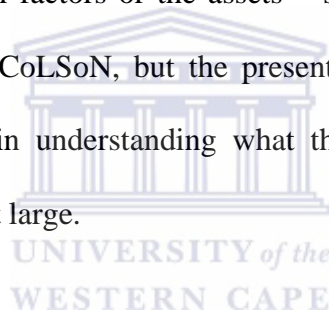
<sup>a</sup> The sum of the affirmative responses to items in the employability dimensions (McGrath, 2009; McQuaid, 2006; McQuaid & Lindsay, 2006). For skills: affirmative responses to basic transferable skills, key transferable skills and high-level transferable skills. For attributes: affirmative responses to essential factors, personal competencies, work-base knowledge and labour market inactivity. For health and well-being: affirmative responses to health factors and disability factors. For job-seeking: affirmative responses to factors of job-seeking methods and awareness. For adaptability and mobility: affirmative responses to factors of mobility, geographic access and adaptability.

This could be attributable to the traditional labour market behaviour whereby the labour market demand could be age and education bias. One exemplar attesting to this reality, notably with respect to age and education, is an advertisement (**Appendix I**) closed on 31 March 2011 for recruitment into the Namibian Defence Force calling youthful Namibians to submit applications for vacancies in the NDF, specifying the required age as between 18 and 25, and grades 10 and 12 with 24 and 20 points respectively with an E symbol in English.

Firstly, those CoLSoN above the advertised age may regard themselves as restrained for labour market participation. Secondly, recalling from the earlier discussion, a considerable number of the CoLSoN may be in possession of grades 10 or 12 certificates without the required minimum points. Both these cases signal a probable reduced level of employability among the CoLSoN. In the next session, detailed outcomes of employability are presented in their broader categories of employability assets depicting skills, attributes and health & well-being; presentation and deployment, depicting job seeking methods and adaptability & mobility.

### ***Employability assets***

Specificity of the intra-individual factors or the assets – skills and attributes – not only back-boned the employability of the CoLSoN, but the presentation and deployment thereof – job seeking – plays a crucial role in understanding what the CoLSoN offer for labour market participation and employability at large.



### ***Skills***

What the CoLSoN offer to the labour market in terms of *assets* or *skills*, as also portrayed in **Figure 6.2** below, is a rich component of *basic skills* for labour market participation or long-term employability. It is exactly this aspect that also has come to play as one of the facets that enhances the defeating and restraining competitiveness of their labour market participation. However, a more realistic here picture is that with these skills – reading and writing – the CoLSoN have an adequate knowledge of the official working language of the country. This means that the CoLSoN possess sufficient literacy for labour market participation.

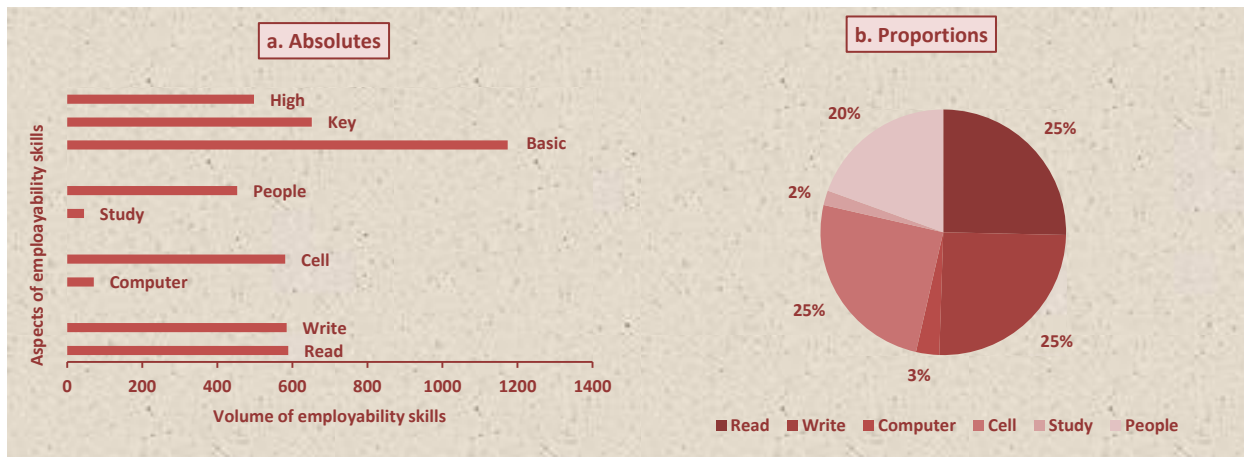


Figure 6.2 Employability skills of the CoLSoN

In other words, they hold and exhibit the competence to comprehend fundamental assertions and requests, and can impart elementary actualities and offer ripostes to demands. Simply put, this means that they possess a sufficient verbal vocabulary for uncomplicated regular interaction and consultation, and can give straightforward instructions and directions, and convey contentment or displeasure, and can perform elementary mathematical calculus. Adding an edification of a grade 10, 11, or 12 level to this profile, it justifies the appointment of Bank Clerks, Sales Representatives and Quantitative Data Recorders, just to name a few. The above profile perfectly depicts a clear description of the CoLSoN. Therefore, the stricter demand side of the labour market is, in the eyes of this study, not a sufficient condition to justify their restrained labour market participation. Rather, it is a comfortable defence option of the labour market to escape the noble duty of human development in an economy.

Interviews with the CoLSoN brings afore a strong stance that mere reading and writing may be insufficient to ensure their employability in view of stringent work requirements and other employment by-products such as time management. Therefore, according to the CoLSoN, more to be added on their humble skill of reading and writing is the opportunity to be able to increase their learning capability even through vocational training or any other programme capable of

rescuing them from their current state of neediness in almost every aspect of general livelihood. More importantly, their desire for arithmetic ability came out higher than any other basic skill in view of the understanding that, not only does numerical competency stimulate a higher labour market absorption rate, but also personal mastery thereof is believed to equip one with logical thinking and informed decision making, even in small things.

### *Key transferable skills*

Key transferable skills appear modest among the CoLSoN as supported by their response with respect to computer literacy (3%) as scaled in **Figure 6.2** above. This is responded to as attributable to their education epoch that was devoid of compulsory computer training at, especially, primary and secondary education compared to recent times, and the high cost of computer training that unconsciously exclude them. To operate a cell-phone, for those who have, is a normalcy that tends to come natural as the change of time dictates its mandatory use. This particular skill is generic in nature and if this attribute is natured, it can potentially produce information technology technicians among the CoLSoN.

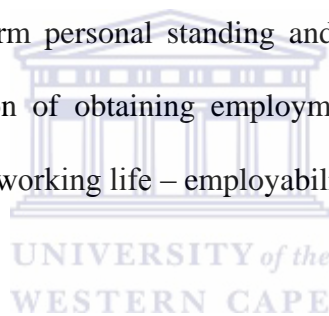
Despite the fact that the majority of the CoLSoN revealed a passion to working with people – an indicator of aptness of interaction through teamwork – their high-level transferable skills are inhibited by low prospects for further learning (2%) among the majority of them. If this continues proportionately, it will set a trend for desolate futuristic thinking skills. This means it can deprive them of original sensibility and creativity, dispossess them of focus and decision-making, minimise their drive for purpose and goal orientation, and misappropriate in the present their futuristic outlook for leadership. More importantly, the lack of the above would signal eroded personal competencies such as pro-activeness, self-confidence and assertiveness that are hallmarks of employability.



Interviews with the relevant institutions indicate that there is a general believe that the CoLSoN hold work-valued and functional skills. However, such needed skill could be inhibited. An example of this is the depiction of the cannabis imprint on the hand-made wooden cup that provoked the following stance:

”I am willing to buy more of those ornaments and recommend that others do the same, but the engraving of the cannabis plant on it indicates that this person is more into cannabis and may not use my money to improve his life”<sup>59</sup>.

This confirms the understanding that labour market participation also ought to be seen as partnered with self-discipline, firm personal standing and taking charge of any situation that could adversely affect the notion of obtaining employment and remaining an active labour market participant through one’s working life – employability.



#### *Attributes*

As presented earlier, the overall attributes of the CoLSoN comes forth as a prominent integral fragment of their employability. This, as can be seen in **Figure 6.3** below, rests upon essential qualities required by the labour market – personal competencies and work knowledge base – that enable participation therein, and labour market (in) activity that influences the behaviour of prospective employers. Generally, with the right or high labour market sensitive personal attributes, the expectation is that the employability of prospective labour market entrants should augment. This probability is more likely to be representative of the CoLSoN in terms of their personal competencies and essential qualities, whereby, in the latterly case, honesty (16%) and willingness to work (16%) are prominent employability attributes. In the former case,

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<sup>59</sup> Interview with Nande April, 2011, *Windhoek*.

perceptions of rights awareness (17%) and the continual taking of initiative (15%) stands central of their employability attributes. These are the dynamics largely responsible for the rich employability attributes of the CoLSoN. However, when the commanding employability attributes, labour market activity and work knowledge base, are considered, results show that the employability of the CoLSoN could be negatively affected by the high labour market inactivity (16%), six months and more, and a lack of work knowledge base (2%).

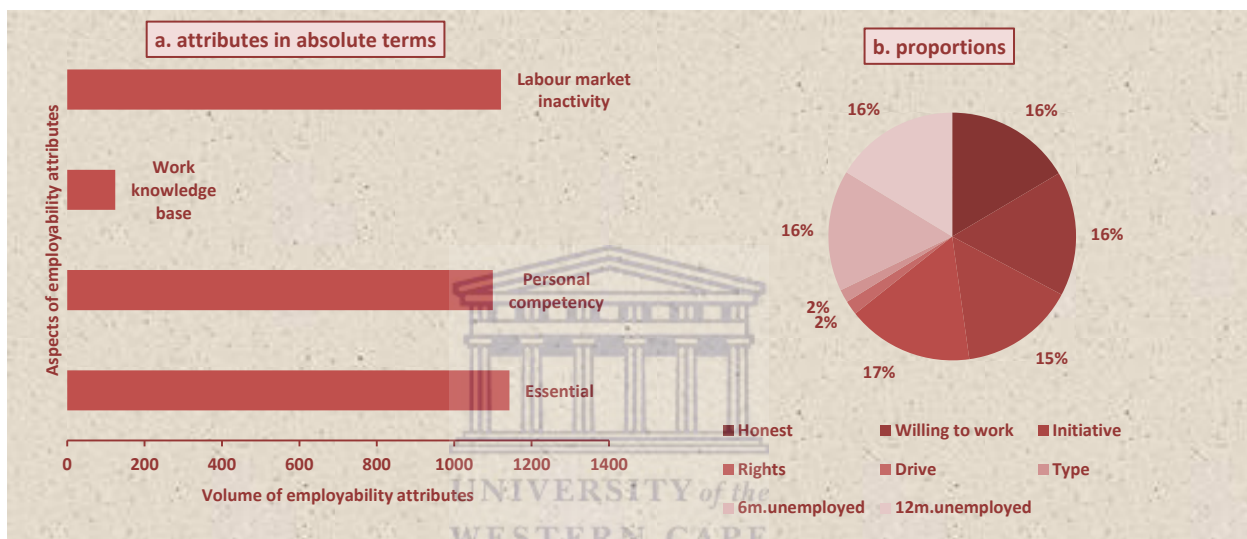


Figure 6.3. Attributes indicator of the CoLSoN

Interviews indicated that, a significant number of the CoLSoN said they had no relatives and place to stay which they call home. Consequently, relocation was arranged, offering them a place to stay with meals and other essentials. In subsequent events, it was discovered that many have relatives i.e. parents, grandparents and extended families that are looking after their children as many of the CoLSoN have children. More so, some of the CoLSoN, who became expectant while at the relocated place, went *home* for delivery. Therefore, some have relatives and places they could call home. In addition, sentiments indicate that some of the CoLSoN were to be involved in agricultural activities but demonstrated their unwillingness to do so.

Interviews with the CoLSoN indicate that they consider themselves honest with others and are in a position to always reproduce truthfulness even in difficult times. However, if difficult times point to a point in time when the life of another person needs to be saved by an invention, then saving that life would dictate the reproduction in reference. Further, some members of the CoLSoN said that their willingness to work ought to not be confused with less dignifying work. Instead, they have greater preference for occupations parallel with their modest qualification, and in which they will be able to better themselves and progress. Thus, sweeping floors and forced agricultural activities are not desirable even if they only have a grade 10.

#### *Work knowledge base*

Another remarkable aspect of the attributes dimension is work knowledge base, which is in the very bottom of the employability scale of the CoLSoN. Human-machine interaction, here depicted by low application by the CoLSoN, as another generic employability indicator with technology, forecasts the need to improve the information-communication-technology attributes among the CoLSoN. The driving attribute, was cited as an important tool that can make the CoLSoN employable as drivers of the VIP's (very important persons such as the president or minister), but much better, as owners of transport companies. These companies were identified as commercial entities and tourism opportunities as tools for self-employment. However, the unavailability of start-up capital to enable them to acquire the needed assets for self-employment is a major inhibitive factor.

#### *Personal competency*

Personal competency that depict the assertiveness of the CoLSoN for employability show that they are aware of their rights – citing it as a notion they demonstrated with their protest and subsequent actions – and can take initiative as and when it becomes necessary. The high labour

market inactivity aspect of the attributes dimension seems to deteriorate the prospects of the CoLSoN for employability more than any other aspect. This is mainly driven by spillovers of unemployment for more than 12 months in almost every member of the CoLSoN, which they attribute to the inability of securing employment because of their low level of formal education as well as improper handling of their applications for jobs in some recurring instances of deliberate human error.

### *Health*

The depiction of health for employability among the CoLSoN recorded minimal absolute figures indicating constant illness health, but devoid of confirmed mental or psychological health, critical disability such as sight and auditory dys-functionality or paralysis of wheelchair bound, and any other well-being negating effects. This indicates that the majority of the CoLSoN appear to be in good health for labour market participation.

Their anecdotes indicate minor ailments in the form of colds and coughs treatable at medical clinics that are, for some, unavailable in their areas of living. Others' accounts indicate the probability of contracting more serious ailments as a result of living in dusty areas and the possibility of smoke inhalation.

However, as an indicator, an excellent state of physical and mental well-being is apparent among the CoLSoN. This is evidenced by the low probability of persistent ailments for which curative support is available. Further, this has the potential to boost their employability to greater heights within the Namibian labour market. In other words, despite the economic, physical environment and individual behaviour, the CoLSoN at an above average level, have the physique and biological dynamism as well as a balanced 'compos mentis' for labour market participation.

### *Presentation and Deployment*

Notably, inferred from **Figure 6.4** below, there seems to be low outcomes between employability and labour market participation attempts' techniques of the CoLSoN. This signals a poor utilisation of available job search practices and skill among the CoLSoN amid their enthusiastic efforts toward labour market entrance. This, in turn could be attributable to, either a lack of applicable infrastructural facilities and services, or individual motivation and aptitude in utilising employment securing modes and instruments.

### *Job seeking methods*

Inferred from **Figure 6.4** below, results suggest job seeking an important ingredient toward employability. When applied to the employability prospects of the CoLSoN, it would mean that those members of the CoLSoN who heighten or intensify the utilisation of correct job seeking methods have a greater chance of employability and labour market participation. This further implies that an intensified consultation of the internet and newspapers for job seeking, personal visit to employers, independent researching about jobs, utilisation of job agencies, being a social network fellow or having contacts in a prospective company and having referrals for jobs would, significantly expand the probability of employability. There is therefore a possibility that the employability of the CoLSoN would be undersized as a result of a small-scale job seeking awareness (7%).

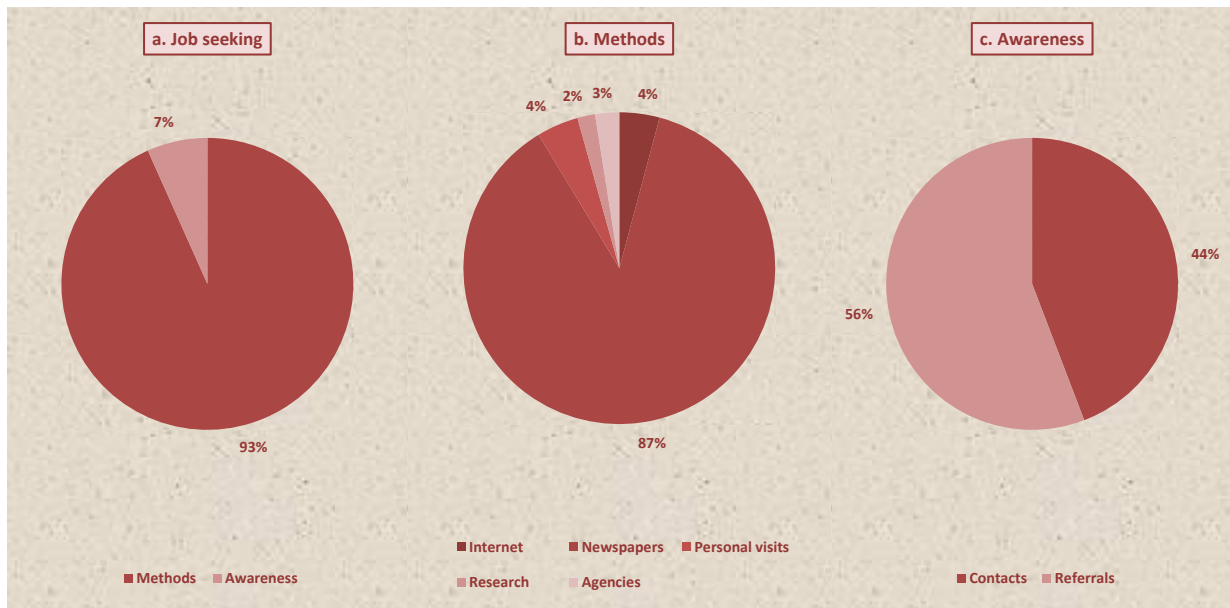
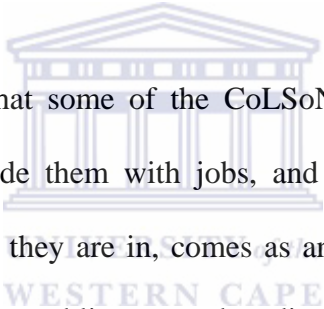


Figure 6.4 Job seeking of the CoLSoN

Thus, job-seeking awareness plays an inferior role in the employability of the CoLSoN. This is in view of the fact that they do not appear to have stable contacts in employing companies and referrals when seeking jobs. This, in the former case, signals a poor corporate networking profile, but an involuntary one. In the latter case, their referrals are predominantly driven by friends and close relatives, and signal a less reliable feature for securing employment or employability for future employment and continuation thereof.

The superior angle of the CoLSoN's job seeking, on the other hand, is job seeking methods (93%), primarily impelled by the utilisation of newspapers (87%). This suggests that, the majority of the CoLSoN would prefer to secure labour market participation through the utilisation of the newspapers than any other job seeking method. In turn, this would imply that the frequent job listing of localised openings would expose them to high competition for jobs more than the utilisation of any other job seeking technique, such as personal visits to potential employers.

For the information technology competent members of the CoLSoN, the consultation of the internet for job-seeking proved a representative utilisation rate of 4%. This suggests job-seeking over a wide geographic reach, but with high competition that offers a reduced chance toward obtaining a desired job. This method shares very narrow margins – one and two percentage points – with the utilisation of agencies and researching for jobs as job-seeking techniques, indicating the impediment of adopting such techniques in terms of time consumption and the practise of marketable experience required. Remarkably, personal visits as a job search technique among the CoLSoN appears to be utilised at an equally small-scale, most probably as a result of moderate networking and poor self-confidence from the part of some members within the CoLSoN.

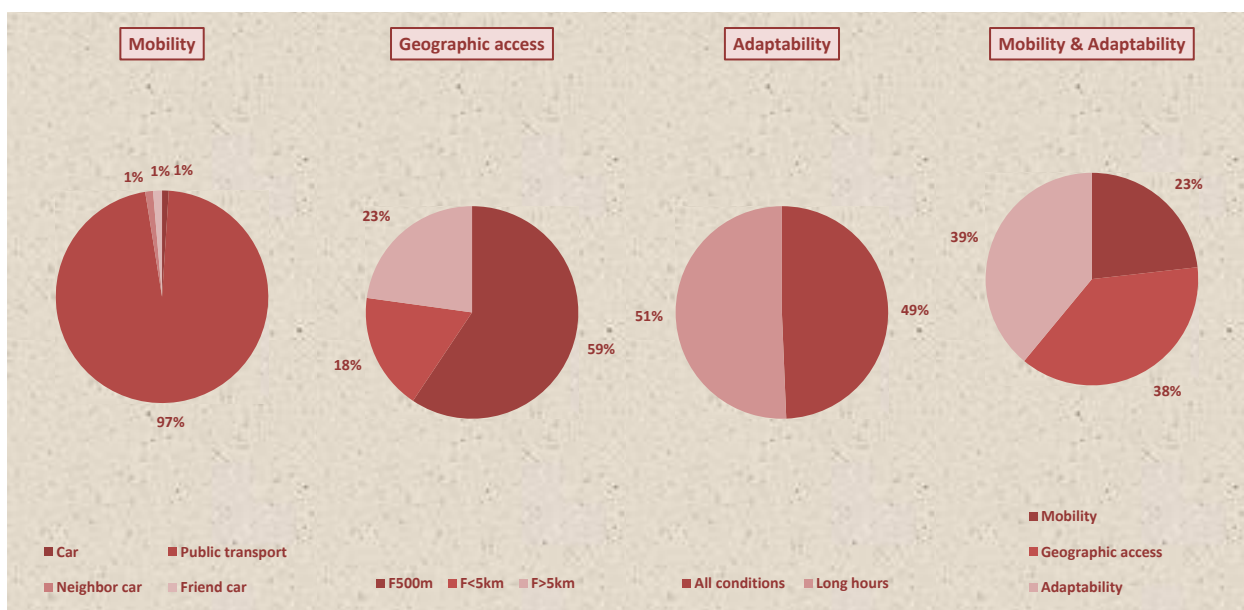
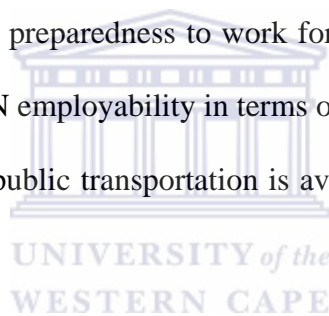


Institutional responses indicate that some of the CoLSoN give an impression as if they are waiting for government to provide them with jobs, and that a notion of not exercising the responsibility to maintain the job they are in, comes as an irritation, considering that many of them were employed before in the public sector, but dismissed for various reasons giving, an impression of a tendency of undependable job-to-job movement.

Interviews with the CoLSoN indicate that in many respects, their job seeking is underpin by contractual expiration of the previous jobs, and to re-enter the labour market they employ the necessary techniques to the best of their ability such as boosting their job seeking attempts with compelling instruments e.g. with a curriculum vitae (CV), even though at times it is not readily available. While many have no friends or networks in prospective companies, some indicated by referring to the classic example that barricade their attempts for labour market participation, that their applications for jobs do not reach the right people or are sometimes referred to as missing.

### *Adaptability and mobility*

In illustrating the proportionate adaptability and mobility disposition of the CoLSoN for the purpose of employability, results, as portrayed in **Figure 6.5** below, show that adaptability would be more (39%) deterministic of their employability compared to their mobility (23%), but more or less equally important as geographic access (38%) in determining their employability. This suggests that, overall, the CoLSoN are adept to conditioning themselves efficiently and rapidly to be accommodative of and cope with unanticipated commotions in their life, especially when such upheavals precede the general objective they are fighting for – labour market participation. This notion is evidently substantiated by their willingness to work under all conditions (49%) – offering a range of appropriate behavioural adjustments against their current state of unemployment – and the preparedness to work for long hours (51%). The intermediate determining factor of the CoLSoN employability in terms of adaptability and mobility appears to be the mobility aspect of which public transportation is available for use in the absence of own transport.



*Figure 6.5* Adaptability and mobility of the CoLSoN



Results show that the mobility of the CoLSoN is inhibited by independent carriage. Most (97%) of them, who indicated to have transportation, make use of and are reliant on public transport. Geographic access has also variant outcomes. In part positively, in view of the fact that walker-friendly distances, in an attempt to transform the targeted job into a reality of being employed, are helpful to the majority (59%) as the travel distance is about 500m only. It, however, also became apparent that some of the CoLSoN foot for kilometres less than five (18%), in their attempts toward labour market participations. For those living in areas remote from the central business districts, footing for more than 5km (23%) for the purpose of improving their employability appears to be a reality.

## 6.5 Personal circumstances

In terms of a secondary aspect of employability – personal circumstances – results as portrayed in **Figure 6.6** below suggest that the employability of the CoLSoN would be substantially driven by less essential dynamics (work culture) than the superior and indispensable forces of employability (access to resources). Under normal circumstances, access to resources ought to drive the employability of prospective labour market entrants, but here, it appears modest and restrictive of the employability of the CoLSoN.

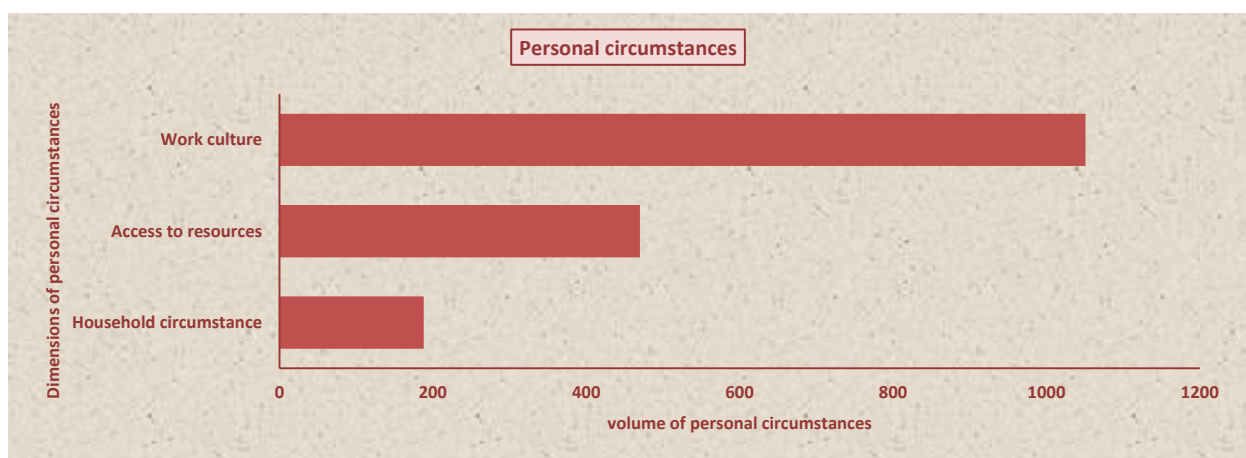
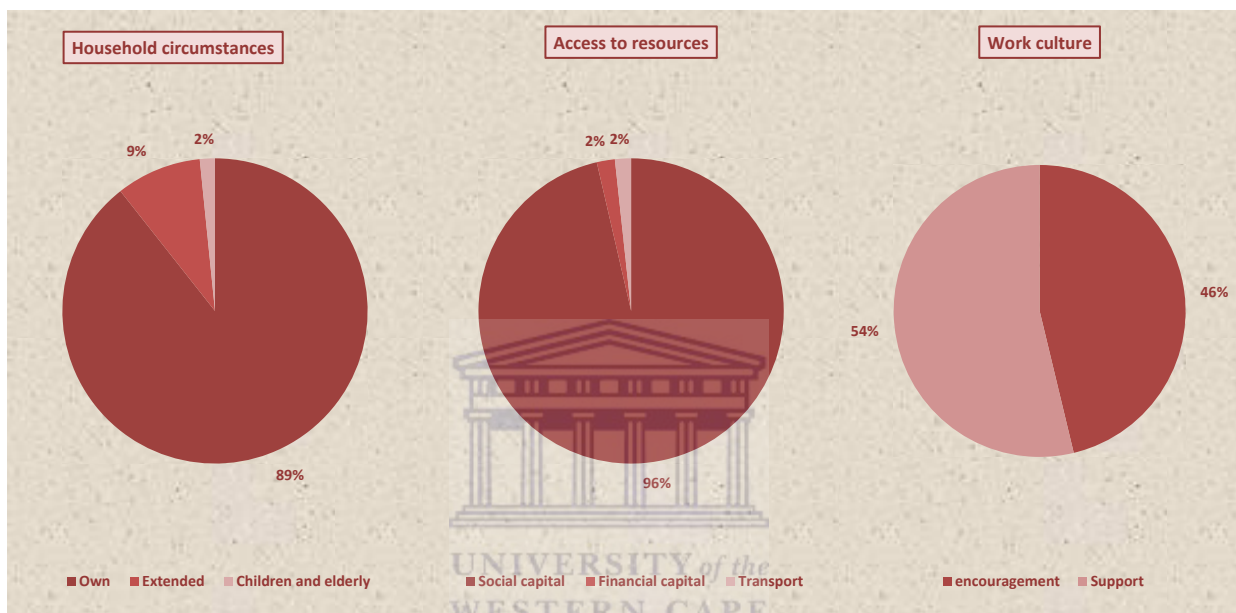


Figure 6.6. Scale of personal circumstances

On the other hand, the impact of the burden of household circumstances does not seem to affect the employability of the CoLSoN much deleteriously. When the proportionate results in **Figure 6.7** below are considered, details on individual constituents of work culture, access to resources and household circumstances as parts of the personal circumstances of the employability of the CoLSoN become clearer.



*Figure 6.7. Personal circumstances*

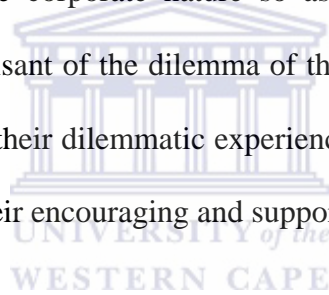
### ***Household circumstances***

As illustrated in **Figure 6.7** above, it becomes evident that, family responsibilities would be the greatest (89%) burden of household circumstances affecting the employability of the CoLSoN. This suggests that, a considerable number of the CoLSoN have offspring too and, as a result, burdened with the direct responsibility of looking after their own children. It is also interesting to note that, apart from direct family responsibility, the CoLSoN partake in indirect family responsibilities such as looking after children of the extended families (9%) and, to some extent, after children or the elderly (2%) outside their immediate family structure, and this poses diminishing prospects for their employability. This simply means that due to family

responsibilities, direct or indirect, the CoLSoN would need to work hard to promote their employability within the Namibian labour market and beyond.

### ***Work culture***

Despite its prominence outcome, work encouragement (46%) and support (54%) thereof appears to play a significant role in the CoLSoN's community. The only predicament here is that this work supporting and encouraging community constitutes friends from exile and close relatives who, in many cases according to the CoLSoN, are not corporate citizens. As a result, they miss out on information about the actual culture of work, and this has a direct impact on their employability. Whilst they would need to adopt a deliberate paradigm shift of transforming its culture of reference into a more corporate nature so as to improve the prospects for their employability, this study is cognisant of the dilemma of the CoLSoN and would not out rightly and in any way be insensitive to their dilemmatic experiences which robbed them from securing the category of the working as their encouraging and support network.



### ***Access to resources***

As expected, the highest contribution of access to resources is mainly driven by social capital (96%) – the non-corporate networks of the CoLSoN – rather than financial capital and transport as socio economic enabling constructs. This demonstrates that the current people network of the CoLSoN are, at the most, not employability inducing. Similarly, the low access to financial capital (2%), such as loans from banks or other financial intermediaries, impede on their chances of labour market participation especially where self-employment is anticipated. This suggests that low levels of access to resource could have a negative impact on the employability of the CoLSoN.

It is also evident from the *interviews* that a low access to financial resources on the part of the CoLSoN could render them low prospects of labour market participation. This scenario seems to affect the female members of the CoLSoN more than their male counterparts in view of their self-employment anticipations for beauty salons. More, critically, the same scenario appears to affect the younger members of the CoLSoN and those with dependents.

## 6.6 External factors

Results show that factors, other than individual and personal circumstances of the CoLSoN, play an unseen, yet considerable role in their employability. The substantial concentration thereof resides in the demand-side aspects and macro-economic influences of employability. This can be inferred from **Figure 6.8** below and it is clearly visible that the demand-led orientation of the labour market is superior to the required enabling support for labour market participation and continuation.

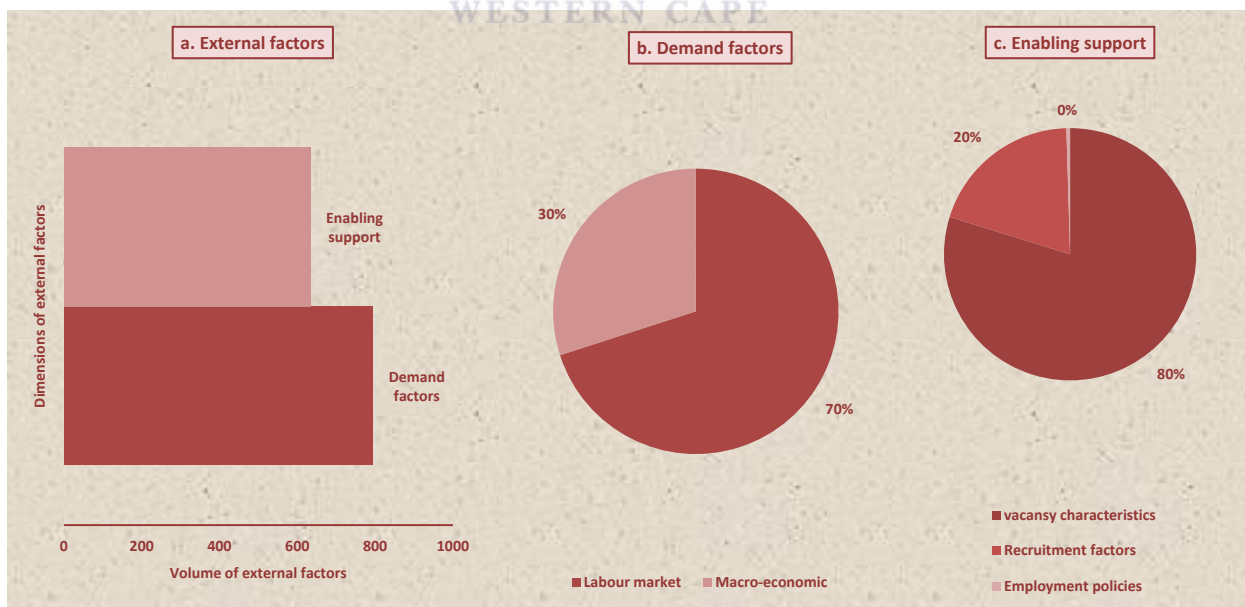
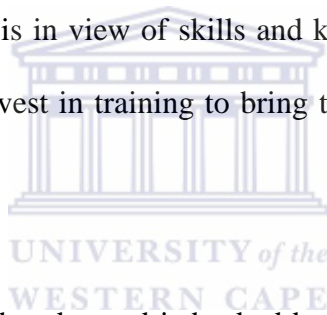


Figure 6.8 External factors

### *Demand factors*

Following the fierce exigency from the part of the labour market as indicated by the CoLSoN, it appears that some macro-economic factors – whether most employers require people who have been unemployed for short periods – seem to hold a miniature role (30%) in the employability of the CoLSoN. The empirical evidence of this outcome is unsurprisingly thickened by a sense of low familiarity about the preferences of prospective employers as far as the spells of unemployment status is concerned.

However, in the *interviews* the CoLSoN indicated that, being unemployed for longer periods than normal – about over a period of one year and more – created aversion among prospective employers to employ them. This is in view of skills and knowledge lost over the years and the probable fear by employers to invest in training to bring them on par with the requirements of the world of works.



However, the 70% of labour market demand is backed by certainty among the CoLSoN that at times, the requirements of too high qualifications by prospective employers could be held responsible for their low level of employability or rather, obtaining employment for labour market participation.

In fact, too high qualification requirements by prospective employers and their intensified preference for the short-term unemployed could potentially relegate the employability of the CoLSoN. At the outset as relayed, this scenario would mostly affect the older members of the CoLSoN in view of their low post-secondary education. More so, the same scenario seems to paint an austere picture for those members of the CoLSoN with increased family responsibility in view of the reality that they may be faced with the difficulty to improve their current qualification to meet the fierce labour market demands.

### *Enabling support*

With a mere (3%) employability proportion, enabling support, in the experience of the CoLSoN appears to facilitate insupportable outcome toward their employability. This is demonstrated by the 80% proportionate indication relative to vacancy characteristics as per **Figure 6.8** above that advertised posts are entry level.

In dialogical interactions, it surfaced that entry-level jobs are associated with low level and less dignified work with titles such as ‘Cleaner’, ‘Labourer’, ‘Gardener’ etc. as indicated earlier. This seems to have triggered low proportionate outcome with respect to recruitment factors in terms of remuneration, signalling that compensation for such jobs are relatively unattractive, and as a result do not support their ideals for labour market participation due to the potentiality of remaining at the ‘floor’ in the labour market – work without promotion. Enabling support from the employment policy perspective whereby job seekers ought to receive job-seeking incentives in both monetary value and psychosomatic preparation (job seeking counselling) posted results below one percent, signalling the limited application and/or non-existence of such incentives.

Approximations reveal the nature of enabling support depicted above to diminish the employability of the CoLSoN by about 16%, but with significant effect. This probability is likely to affect those CoLSoN members with a higher education less pessimistically in view of their awareness of employment policy stipulations, understanding of vacancy characteristics in the labour market and their assertiveness toward recruitment practices. In addition, the male members of the CoLSoN are seemingly less likely to be affected by this very same prospect. This could be attributable to the probability that their future labour market activity could be revived by their former experience in the never ceasing economic activity such as the construction sector, in which their female counterparts appear to be averse.

## 6.7 Low employability

In the quest to ascertaining whether low employability traits are more prevalent in female than male CoLSoN, hypothesis 2 below was tested and the results are depicted in **Table 6.8** below.

$H_{02}$ :  $\bar{X}_{(LET\ f > m)}$  Low employability traits are more prevalent in the female than the male CoLSoN.

$H_{12}$ :  $\bar{X}_{(LET\ f < m)}$  Low employability traits are less prevalent in the female than the male CoLSoN.

Table 6.8: The related sample t-test for sex

The related sample t-test for sex						
	T	df	Sig.	Mean difference	95% Confidence Interval of the Difference	
					Lower	Upper
Male	51.726	302	.000	1.20792	1.1620	1.2539
Female	52.706	301	.000	1.18874	1.1444	1.2331

Looking at the results where  $t(302) = 51.7$ ,  $p = .00$  for male, and  $t(301) = 52.7$ ,  $p = .00$  for female, there is insufficient evidence to conclude that low employability traits are more prevalent in the female than the male CoLSoN. The study, therefore, rejects the null hypothesis.

**Figure 6.9** below plots the employability traits for both sexes in terms of the responses to both the leading dynamics and intra-dynamic employability items. Within the skills component, the differential between the male and female CoLSoN accounts for a mere 2% in favour of the male CoLSoN. This is small or inconsequential.

Looking at this skills component further, we find that the low employability skills of the CoLSoN are driven by the shortage of key transferable skills and high-level transferable skills. The positive differential effect here for both the male and female CoLSoN, though minimal, is in favour of the female CoLSoN. Further, when the attributes component of employability traits is

considered, it is clearly visible that the female CoLSoN are slightly richer in work knowledge base than their male counterparts are. We could also say that the rich basic transferable skills among the CoLSoN defeat their desired labour market participation and continuation in light of the demand for high-level qualifications and other demand-led approaches of the labour market.

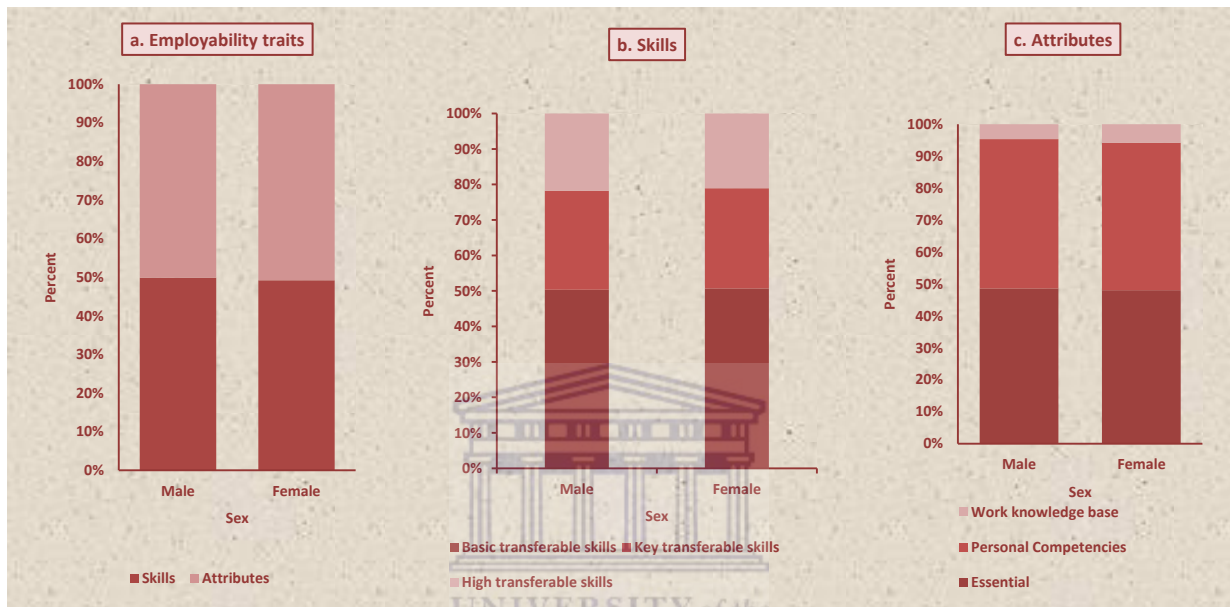


Figure 6.9 Employability traits by sex

At  $F(2, 605) = 1.307, p = .271$  as illustrated in **Table 6.9** below, the postulation that low employability traits are not equally prevalent in all age groups of the CoLSoN is sustained.

$H_{03}$ :  $\bar{X}_{LET\ 21-25\neq 26-30\neq 31-35}$ : low employability traits are not equally prevalent in all the age groups of the CoLSoN;

$H_{13}$ :  $\bar{X}_{LET\ 21-25=26-30=31-35}$ : low employability traits are equally prevalent in all the age groups of the CoLSoN.

There is, therefore, sufficient evidence to indicate that low employability traits are not equally prevalent in all the age groups of the CoLSoN. The study therefore fails to reject the null



hypothesis and concludes that the low employability traits are not equally prevalent in all age groups of the CoLSoN.

Table 6.9: The ANOVA for age

A. Source						
	Type III Sum of Squares	Df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	.053	2	.026	1.307	.271	.004
Intercept	518.1	1	518.1	25683.7	.000	.977
Age	.053	2	.026	1.3	.271	.004

B. (I) Age		(J) Age	Mean Difference	Std. Error	Sig.
21-25		26-30	-.025	.017	.146
		31-35	-.017	.019	.373
		26-30	.025	.017	.146
26-30		31-35	.008	.024	.748
		31-35	.017	.019	.373
31-35		26-30	-.008	.024	.748

When we compare the employability traits across the different age groups, the following is evident:

- Between the age groups 21-25 and 26-30 the mean difference is -.25.
- Between the age groups 21-25 and 31-35 the mean difference is -.017.
- Between the age groups 31-35 and 26-30 the mean difference is -.08.

The mean difference between the three age groups is small. It is therefore not necessary to report the results of the post-hoc test. However, in maintaining the results of the ANOVA above, the study explored the differences of the employability traits of the CoLSoN in **Figure 6.10** below. It is evident that low employability traits reside mainly in the skills component of employability. It is also evident that the low skills component is highest in the age category of between 31 and 35 and lowest in the age category of between 21 and 25. This is exactly one such dynamic that

has a role to play in the statistical differential outcome between the two age categories. Such differential visibly accounts for 15% or more of low employability traits.

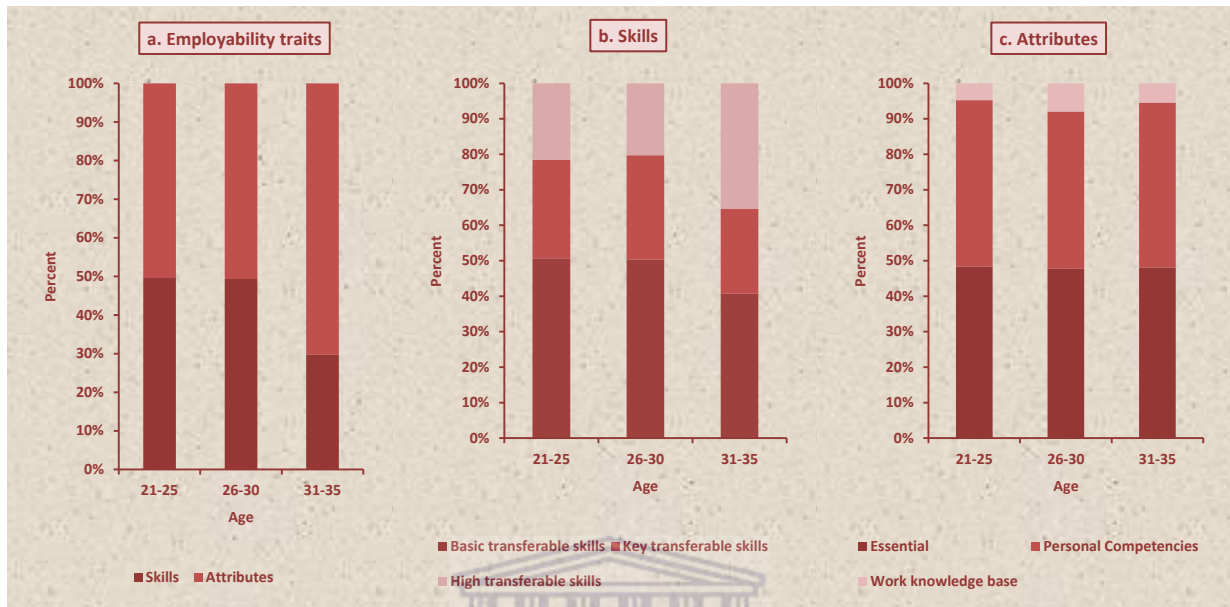


Figure 6.10 Employability attributes by age

When we explore the skill component detail, it is evident that the low employability skills among the CoLSoN in the age category of between 31 and 35 is driven by a deficiency in generic skills or key transferable skills of employability. This seems to suggest that a considerable number of the CoLSoN would experience a great deal of difficulty in establishing their employability and labour market participation continuation in an ICT biased labour market. Therefore, to avert severe penalties of employability dormancy, they would be required to work harder than their younger counterparts of the age group of between 21 and 25. One way to work harder would be to exploit opportunities of self-development through education. That is, with the acceptable level of basic skills – reading and writing – it becomes imperative that, considering key transferable skills, familiarity and operating knowledge of information communication technology machines such as computers become a ‘must have’ among the CoLSoN, especially of the older age category. Similarly, high level transferable skills which are largely eroded by a

lack of furtherance of learning among the majority of the CoLSoN, stand central to their employability, but ought to feed from a culture of socio-economic edification reflected in ample resource allocation such financial aid toward formal education and training.

A secondary factor that qualifies individual factors as more deterministic of the employability of the CoLSoN is found in the attributes component, which shows that with a high level of labour market inactivity comes a degenerated personal competency and consequently a fragmented work knowledge base, which appears to be the case with the CoLSoN as depicted in **Figure 6.10** above. This foretells another probability of inducing lower levels of generic employability vitally needed in labour markets. Thus taken together, skills and attributes usually in excess of 50% of employability are a more acceptable measure of employability, however in the case of the CoLSoN this measure was underscored by more than three percentage points to stand at .47, as a result of the highlighted deficiencies. This implies that, a further delay in the improvement of skills and attributes of the CoLSoN, especially in the highlighted respects, their individual factors overall will be inhibitive of their employability. This scenario will therefore be compounded by their poor job seeking methods.

## **6.8 Conclusion**

Mounting evidence suggests that portentous individual shortcomings erode the employability of the CoLSoN for labour market participation. At the heart of this notion lays baseline assets or basic employability skills, much high above the key transferable skills. With this, it renders to conclude that the employability traits offered by the CoLSoN to the labour market are abundant in merely basic skills, and an eroded work knowledge base as a result of long-term labour market inactivity. On the other hand, the employability traits in terms of skills which the CoLSoN offer to the labour market as dominated by a higher scale of basic skills of which

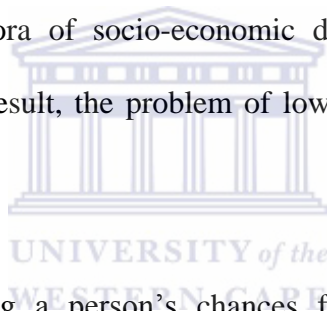
reading is prominent followed by writing, signals the perception that the CoLSoN possess a useful employable literacy level. This means that they can engage with the written word and respond textually. If effectively expended, this ought to competitively advance them within the labour market, and render any employer cost saving with respect to lessened re-skilling efforts for basic or foundational attributes. However, as far as generic skills are concerned, training interventions are required for the CoLSoN, especially in the area of technology.



## **Chapter 7      Employment prospects and vulnerability to unemployment**

### **7.1      Introduction**

This chapter presents the results and discussions on low employment prospects and vulnerability to unemployment of the CoLSoN. These were assessed through the administrative-, environmental-, infrastructural-, health-, social- and market and economic dynamics. Results show that human error is a prominent aspect of the administrative dynamic responsible for the low chances to get jobs among the CoLSoN. The ‘act of God’ in the form of recurring floods was also counted among the many factors responsible for the low employment prospects or chances to obtain jobs. The chapter also notes on the part of the CoLSoN that ill repute was generalised on them as not all of them are involved in the negative things directed toward them. The chapter notes that a plethora of socio-economic dynamics inhibits the labour market entrance of the CoLSoN. As a result, the problem of low employment prospects among them remains acute.



More often than not, measuring a person’s chances for labour market participation and vulnerability to unemployment attracts macro-economic considerations, but neglects the foundational essentials experienced by an individual in the quest to exchanging such state of affairs with labour market participation. The case of the CoLSoN revealed that environmental factors such as changes in the eco-system influenced their prospect for employment. Similarly, ‘man-made’ inventions in the form of premeditated human error that speak of probable inherent bias have been lately at the heart of restrained labour market participation of the CoLSoN. Associated with this bias are the unnoticed administrative dynamics that seem to have developed over time, without realisation of its potent adverse effects on the youthful and most productive prospective labour market entrants – the CoLSoN. The Infrastructural dynamics that influenced negatively the employment prospects of the CoLSoN, include information communication

facilities and the unavailability of newspapers. The role of the market and economic dynamic in the employment prospect and vulnerability to unemployment of the CoLSoN, is mainly driven by intricate labour market requirements such as high skills. Added to that are poor and precarious short-term contractual employment records, and as a result, long-term unemployment.

The study found a significant statistical relationship between, the administrative dynamics and employment prospects. However, the study did not find a significant statistical relationship between the health dynamics and employment prospects.

## 7.2 Administrative dynamics

### *Hypothesis testing*

$H_{04}: r_{S(AD,EP)} = 0$ : There is no significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN;

$H_{14}: r_{S(AD,EP)} \neq 0$ : There is a significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN.

The results show that:  $r_s = .508$ ,  $p = .000$ . There is insufficient evidence to conclude that there is no significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN ( $r_s = .508$ ,  $p < 0.05$ ). The study, therefore, rejects the null hypothesis. This is because there is sufficient evidence to conclude that there is a significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN.

When this relationship is further analysed with multiple factors as depicted in **Table 7.1** below, results show that, an alleviated presence of human error in the handling of job applications of the CoLSoN, and an augmented unfamiliarity to operate the computer-based application systems on

the part of the CoLSoN will have heightened prospect of low employment prospects by about 47% and 53% respectively, but with significant effects. These results also show that the unfamiliarity with the computer-based application is the most important predictor of employment prospects ( $\beta = .413$ ), followed by distant registration points ( $\beta = .229$ ) and Human error ( $\beta = .187$ ).

Table 7.1: Estimates of employment prospects: Administrative dynamics

	B	Std. Error	Beta	t	Sig.
(Constant)	.833	.022		38.615	.000
Distant registration points	.039	.006	.229	6.594	.000
Human error	.047	.009	.187	5.376	.000
Better applications friends	.027	.009	.105	3.053	.002
Computer based application system	.053	.004	.413	12.061	.000
Application do not reach the recruiter (non-arrivals)	.026	.006	.156	4.529	.000

Guiding question: "my chances to get a job are low because of..."

These factors, germane to administrative dynamics, which the CoLSoN had an opportunity to respond to, are illustrated in **Figure 7.1** below. These reveal a plethoric presence of human error in the administrative component. More specific, of the overall research participants, 538 indicated that their chances to get jobs are low because of human error in the handling their applications. This indication represents a 29% proportionate share of the overall administrative dynamic.

Behind this result is the reality, confirmed through the *interviews*, that premeditated erroneous practices interfered with the labour market participation processes directed toward the CoLSoN. It came to light that job registries of the CoLSoN were transformed to reflect the names of the relatives and friends of some of the people in the Civil Service who are trusted with the duty to

handle the employment administration of the CoLSoN. Thus, the names of the CoLSoN were replaced with those of their family members and friends.

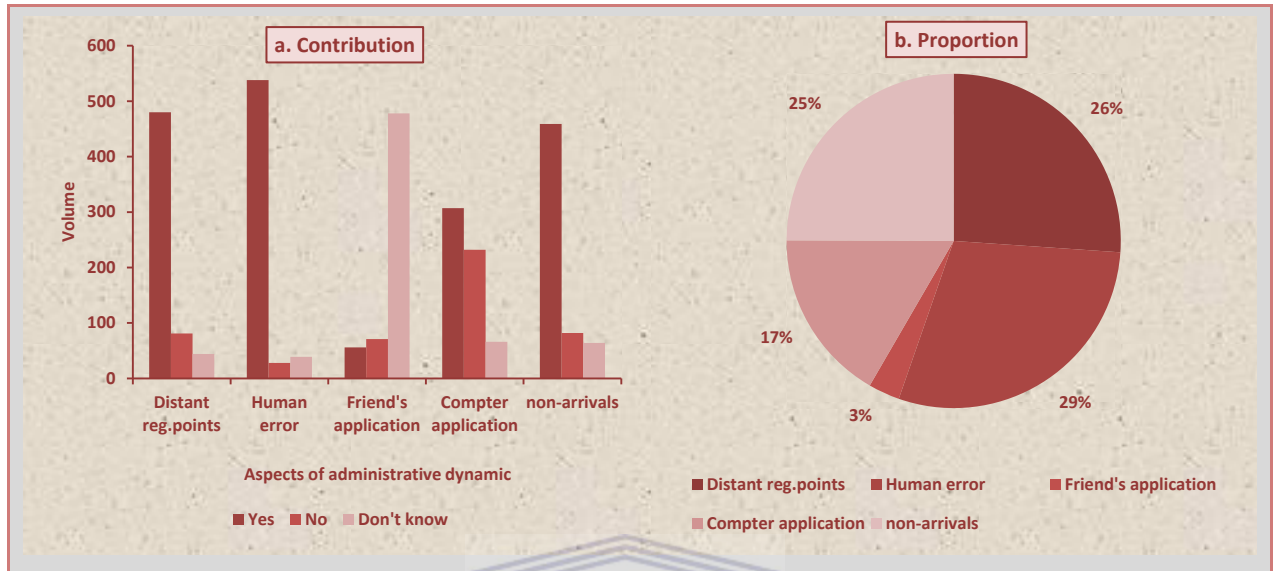


Figure 7.1 Administrative risk indicators

This seems to suggest human error, more a function of bias. This is also consistent with the utterance of one of the member of the CoLSoN:

“The jobs were advertised for us, but people put their children there. There is corruption there”<sup>60</sup>

The interviews with the relevant institution administrators proved the discontentment from the part of the CoLSoN. They indicated that the complaints from the CoLSoN are no mere irritation simply because they lack employment, but confirmed that indeed, some manoeuvred human undertaking aimed at excluding the CoLSoN from recruitment into jobs were detected and labelled disloyal. For example, some civil servants in positions of trust deserted their allegiance toward principles of good governance. This is also consistent with what emerged at the heart of

<sup>60</sup> Alati, May, 2011, Windhoek.



the national political debate, when a parliamentarian sought lucidity whether the list of the CoLSoN was ‘doctored’; to which the Minister of Youth, National Service, Sport and Culture, responded as follows:

“We are aware of some cases reported that during recruitment process, some reactionary people replaced the names of listed children with those of their family members and friends. Such incidents were reported to our ministry. Such actions are unpatriotic.”

Another administrative factor, closely related to, but distinctly different from of human error, is the non-arrivals, which refers to job applications of the CoLSoN not reaching the recruiting personnel in some institutions. Results show that 459 members of the CoLSoN clearly indicated that their chances to obtain employment are or were low because their job applications do or did not reach the recruiter. This represents 25% of the responses toward the administrative dynamic. In dialogical interaction, a member of the CoLSoN substantiated this occurrence in the following manner:

“When you come there, they did not see it. They do not know. Sometimes they give you one page in one office, the others, you just don’t know” (sic.)<sup>61</sup>.

To some extent, this presents the administrative problem an on-going labour market ache – a probable inherent moral weakness in the workplace. In an attempt to clarifying this paradox, some members of the CoLSoN related to this as follows:

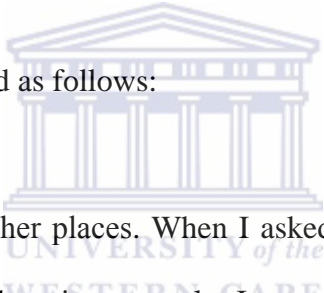
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<sup>61</sup> Naave, May, 2011, *Windhoek*.

“If you do not know a person there, it’s tough luck. Most of us who came from exile also applied there and did not get any job. 60% of the people who got jobs are in-borns. I know, because my own cousin who was born here also got a job there. She knows somebody there.”<sup>62</sup>

This is what Calvo-Armengol and Zenou (2003:174-175) refer to as the “pervasiveness of contact networks in the labour market” which, when combined with selective evanescent arrangements, potentially generate a diminished access to jobs by providing such jobs to a particular class of people whilst other potential labour market entrants are barricaded to enter the labour market.

Another reality was communicated as follows:



“I applied by myself to other places. When I asked about my application, they told me that I am a child of the liberation struggle, I must wait for the government to give me work. I do not know how they find out I am a child of the liberation struggle. So, now where do I apply”<sup>63</sup> (sic).

This is indicative of the reality that, even when people take the initiative to secure labour market participation, the effect of administrative risk influences their behaviour to throw off responsibility and, consequently, to involuntarily remain under conditions without jobs.

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<sup>62</sup> Group B May, 2011, *Windhoek*.

<sup>63</sup> Nguundja, August, 2012, *Windhoek*.

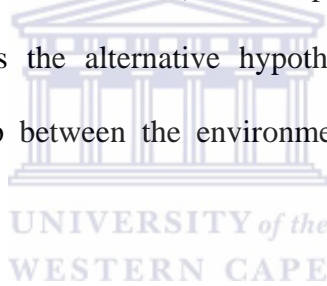
### 7.3 Environmental dynamics

#### *Hypothesis testing*

$H_{05}: r_{S(ED,EP)} = 0$ : There is no significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN;

$H_{15}: r_{S(ED,EP)} \neq 0$ : There is a significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN.

The results show that:  $r_s = .564$ ,  $p = .000$ . This means that there is insufficient evidence to conclude that there is no significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN. ( $r_s = .564$ ,  $p < 0.05$ ). The study, therefore, rejects the null hypothesis and accepts the alternative hypothesis. This suggests that there is a significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN.



When this relationship is further analysed with multiple factors as depicted in **Table 7.2** below, it is clear that the recurring floods and recurring droughts are the most important predictors of employment prospects –  $\beta = .335$  and  $\beta = .256$  respectively.

**Table 7.2: Estimates of employment prospects: Environmental dynamic**

	B	Std. Error	Beta	t	Sig.
(Constant)	.876	.014		60.606	.000
Recurring floods	.048	.005	.335	10.025	.000
Recurring droughts	.039	.005	.256	7.689	.000
Low level of level of rearing	.046	.006	.255	7.648	.000
Threatened fish survival	.041	.006	.227	6.866	.000
High temperatures	.019	.005	.144	4.308	.000

Specific *indications* from the CoLSoN as shown in **Figure 7.2**, below point to the fact that floods, heat and drought would be the uppermost indicators of high levels of low employment prospects among the CoLSoN when environmental factors are considered. In other words, as a result of these three dynamics, the CoLSoN indicate that the chances to obtain jobs and securing labour market participation were limited. When the definite affirmation of these environmental indicators were considered proportionately, results show that recurring floods have a 28% indication compared to 26% and 24% of hot temperature and recurring drought indications respectively. The negating effect of high temperatures resides mainly in the ruining of agricultural produce, thus limiting anticipated self-employment.

These results, especially in the case of recurring floods, are not surprising when combined with the pronouncement in an interview with one of the prospective employer for the CoLSoN. It became apparent that efforts were made to have a number of the CoLSoN to respond to employment offers extended to them. However, the occurrence and duration of floods in the geographic areas of origin of these CoLSoN, as well as infrastructural damage as a result of these floods, rendered it impossible for those CoLSoN to respond to such job offers. The best remedy, according to the interviewee, was expressed as follows:

“We will wait until the water has subsided”<sup>64</sup>.

Now this is a situation that clearly commands the development and implementation of climate change specific labour market policies as the Namibian eco-system has been subjected to unprecedented floods and other climatically driven dynamics.

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<sup>64</sup> Vjao corpi April, 2011, *Windhoek*.

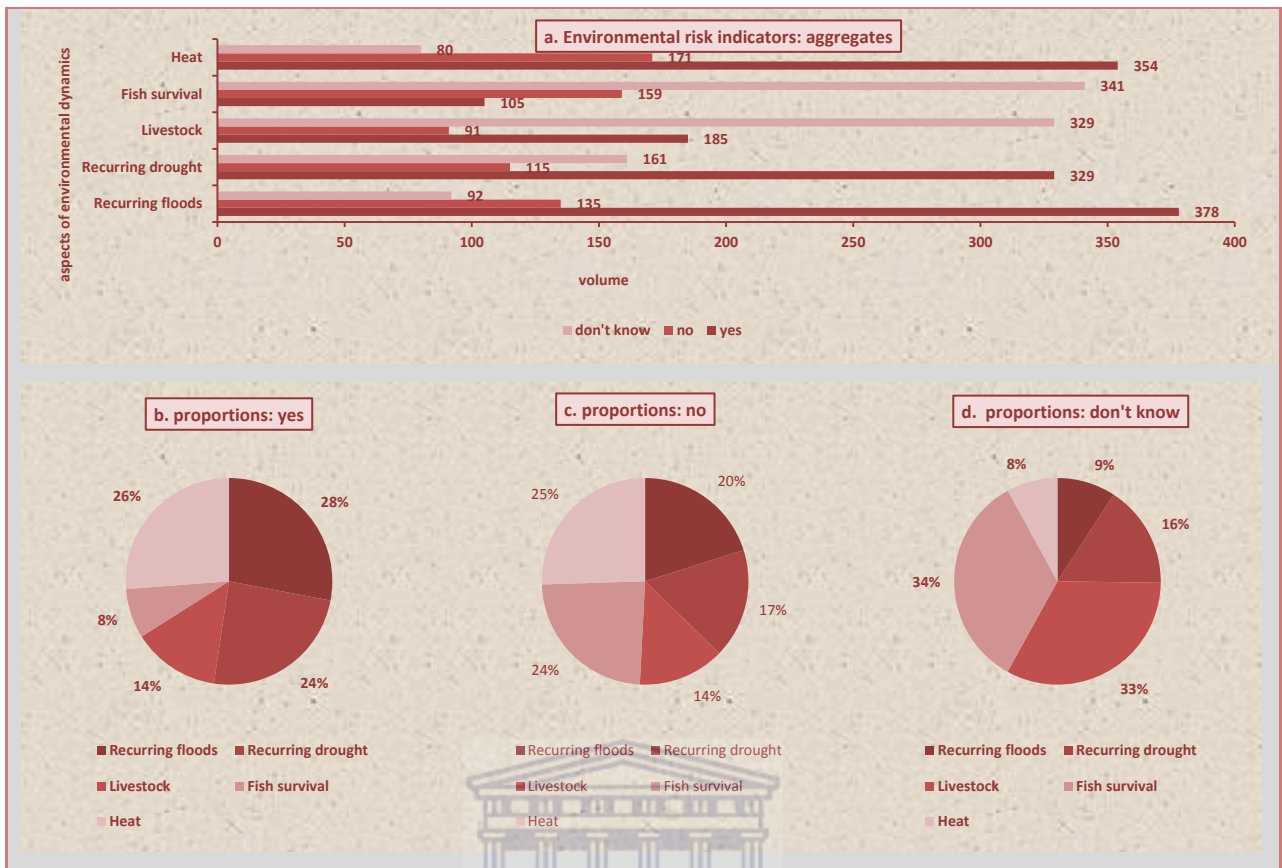


Figure 7.2 Environmental indicators

Another notable result within the environmental risk indicators is that, 161 and 92 respondents indicated that they do not know that recurring droughts and floods respectively could be responsible for their low prospects toward labour market participation. Whilst about 115 respondents clearly indicated that the recurrence of droughts in their area does not play a role in employment prospects, another 135 are of the same opinion with respect to the recurrence of floods. The reasons for this upshot could be various. One possibility is the reality that, for some, the linkage between environmental risks and causal factors of unemployment is not a common occurrence. This is especially true when about 25% and 24% of those who posted a definite 'no', and 34% and 33% who posted a definite 'don't know' could be regarded as having no awareness of possible employment opportunities in the preservation of marine resources and the manufacturing sector of food production, and livestock rearing.

## 7.4 Health dynamics

### *Hypothesis testing*

$H_{06}$ :  $r_s (HD,EP) = 0$ : There is no significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN;

$H_{16}$ :  $r_s (HD,EP) \neq 0$ : There is a significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN.

The results show that:  $r_s = .028$ ,  $p = .490$ . This means there is no significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN ( $\rho = .028$ ,  $p > .490$ ). The study, therefore, fails to reject the null hypothesis.

When this relationship is further analysed with multiple factors as depicted in **Table 7.3** below, it is clear that those CoLSoN with a disability will have employment prospects that are not statistically and significantly different from those who have no disability.

**Table 7.3: Estimates of employment prospects: Health dynamic**

	B	Std. Error	Beta	t	Sig.
(Constant)	1.112	.005		218.889	.000
Disability	-.012	.022	-.022	-.532	.595
Constant illness	.014	.010	.053	1.302	.193

As **Table 7.4** below shows, many of the CoLSoN are healthy. 500 and more of the respondents confirmed this. This scenario alone suggests that the CoLSoN possess excellent physical and mental health, which in turn seems to suggest that the majority of them were not and would not be vulnerable to unemployment because of health complications. This further suggests that

health factors would not be responsible for low chances to get jobs among the majority of the CoLSoN. This would predominantly be found in the female CoLSoN (279), those between the ages of 21 and 25 (426) and those who hold a mid-secondary education level (grade 10). Of the small amount of low prospect to find jobs as a result of health difficulties, indications (39) show that such would be prevalent in the male CoLSoN by way of a presence of disability (4) and constant illness (19). This suggests that the definite, but small occurrences of vulnerability to unemployment would also be traceable more in male members of the CoLSoN than their female counterparts.

Further, this also suggests that constant illness would be discovered more (21) in the younger of the CoLSoN (age category 21-25) compared to their older counterparts (age category 26-30 = 8 and age category 31-35 = 5). This in turn suggests that the older a member of the CoLSoN becomes, the lesser the likelihood of vulnerability to unemployment as a result of constant illness. This scenario is also true for any member of the CoLSoN with the highest level of secondary education (Grade 12 = 6).

Table 7.4: Health indicators by key demographic features

Health indicators by key demographic features													
		Overall				Disability presence				Constant illness			
		No	Don't know	Yes	Total	No	Don't know	Yes	Total	no	Don't know	yes	Total
Sex:	Male	272	8	23	303	293	6	4	303	282	2	19	303
	Female	279	7	16	302	297	4	1	302	284	3	15	302
	Total	551	15	39	605	590	10	5	605	566	5	34	605
Age	21-25	426	14	24	464	452	9	3	464	438	5	21	464
	26-30	69	1	10	80	77	1	2	80	72	0	8	80
	31-35	56	0	5	61	61	0	0	61	56	0	5	61
	Total	551	15	39	605	590	10	5	605	566	5	34	605
Education	Grade 8 <	102	3	8	113	110	2	1	113	105	1	7	113
	Grade 10	280	8	23	311	304	5	2	311	287	3	21	311
	Grade 12	158	4	8	170	165	3	2	170	163	1	6	170
	Diploma	11	0	0	11	11	0	0	11	11	0	0	11
	Total	551	15	39	605	590	10	5	605	566	5	34	605

The implication of these outcomes suggests fiscal efforts for health be directed, more, to the male, the younger and the less educated in alleviation of the small presence of health related difficulties for labour market participation; but more to the female in the event health-related conditions such as pregnancies have the potential to subject them elongated labour market inactivity. In the *interviews*, a number of the CoLSoN attributed the dusty surroundings, unhygienic common facilities and some weather patterns as responsible for their short-term ill-health. These, in many instances were not hidden from the eyes of the Researcher.

## 7.5 Infrastructural dynamics

H<sub>07</sub>:  $r_s (ID,EP) = 0$ : There is no significant statistical relationship between infrastructural dynamics and employment prospects of the CoLSoN;

H<sub>17</sub>:  $r_s (ID,EP) \neq 0$ : There is a significant statistical relationship between infrastructural dynamics and employment prospects of the CoLSoN.

The results show that:  $r_s = .419$ ,  $p = .000$ . This means that there is insufficient evidence to conclude that there is no significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN. The study, therefore, rejects the null hypothesis. This is because at  $r_s = .419$ ,  $p < 0.05$ , there is sufficient evidence to conclude that there is a significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN.

When this relationship is further analysed with multiple factors as depicted in **Table 7.5** below, it is clear that the most important predictor of the relationship between infrastructural dynamics and employment prospects relates to newspapers ( $\beta = .311$ ).



Table 7.5: Estimates of employment prospects: Infrastructural dynamic

	B	Std. Error	Beta	t	Sig.
(Constant)	.902	.019		46.920	.000
Lack of internet services	.033	.005	.224	6.122	.000
Lack of telephone services	.036	.005	.248	6.794	.000
Lack of postal services	.018	.006	.104	2.865	.004
Lack of newspapers	.063	.007	.311	8.488	.000

In **Table 7.6** below, actual responses show that the lack of newspapers plays a prominent role in the infrastructural dynamic. This means that, not having newspapers could be held responsible for low chances to obtain jobs. This scenario is more true for the female CoLSon (54%) than their male counterparts (46%).

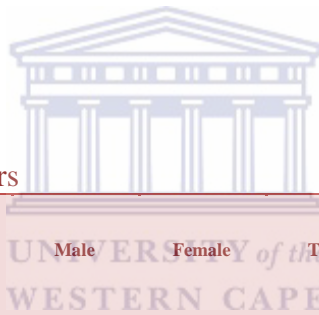
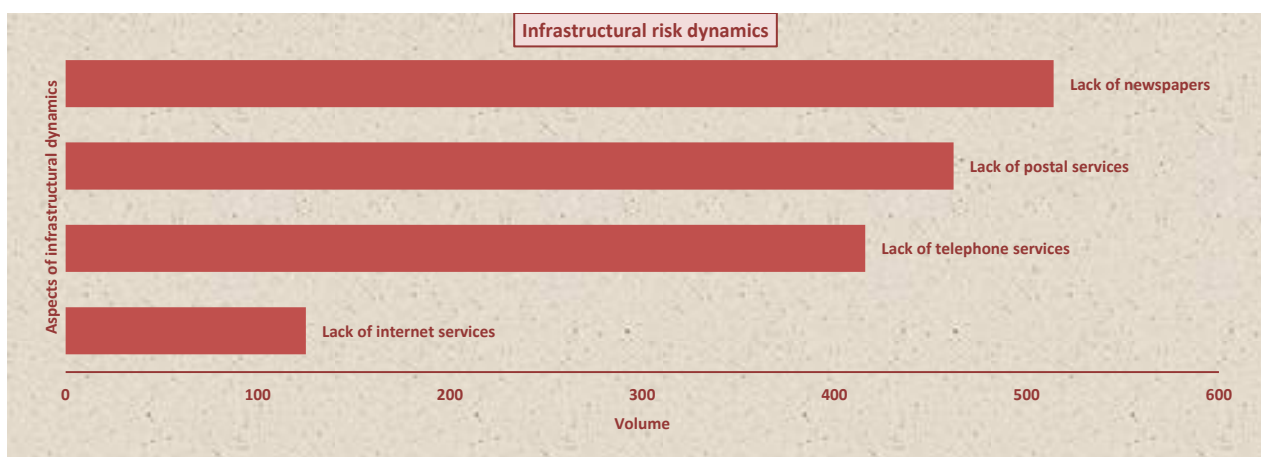


Table 7.6: Infrastructural indicators

	Male	Female	Total	% male	% female	Total
<b>A. Affirmation</b>						
Lack of internet services	58	67	125	46.4	53.6	100.0
Lack of telephone services	210	206	416	50.5	49.5	100.0
Lack of postal services	231	231	462	50.0	50.0	100.0
Lack of newspaper availability	257	257	514	50.0	50.0	100.0
<b>B. Unawareness</b>						
Lack of internet services	15	20	35	42.9	57.1	100.0
Lack of telephone services	31	32	63	49.2	50.8	100.0
Lack of postal services	34	37	71	47.9	52.1	100.0
Lack of newspaper availability	19	22	41	46.3	53.7	100.0
<b>C. Rejection</b>						
Lack of internet services	230	215	445	51.7	48.3	100.0
Lack of telephone services	62	64	126	49.2	50.8	100.0
Lack of postal services	38	34	72	52.8	47.2	100.0
Lack of newspaper availability	27	23	50	54.0	46.0	100.0

Similarly, only a fraction (6%) of the CoLSoN would be unaware that a lack of internet services has an effect on their likelihood to be potential labour market entrants and/or participants. Notably, both male and female CoLSoN are equally confirmatory that a lack of both postal services and newspaper availability reduce their chances for labour market participation. In other words, the more the CoLSoN are exposed to life styles devoid of basic information availing services and information transmitting amenities, the higher the prospects low chances for employment.

In **Figure 7.3** below, results reveal that the lack of newspapers poses a high level of infrastructural intricacy in the chances of the CoLSoN to get jobs compared to any other dynamic. Similarly, the lack of internet services would be the least infrastructural factor to account for the low chances of the CoLSoN to get jobs. Unsurprisingly, the deficiency of the traditional ICT dynamics – the postal and the telephone services, would play, more or less, equal roles in determining the low prospects of obtaining jobs among the CoLSoN. This is because postal services are conventionally suitable and reliable modes of response to employment calls though minimal instances of application losses could be experienced through this channel. Nonetheless, the lack thereof would pose serious ramifications on the ordinary citizens like the CoLSoN for labour market participation.



*Figure 7.3. Infrastructural indicators*

While an internet-centred culture is yet to gain momentum, *dialogical interactions* indicate that, with some potential employers, online application submission requests are becoming a norm. Moreover, some cost conscience employing institutions that follow pre-modelled application form procedures encourage potential applicants to instead download the exemplar application forms from the internet rather than providing them with a hard copy. This puts a potential labour market entrant who has diminished access to the internet at a disadvantage. Moreover, for some, internet activated mobile phones proved inactive due to a lack of financial constraints.

Further *interviews* revealed that, in some events of newspaper availability, the majority of the CoLSoN find it difficult to acquire because of financial difficulties. Where job offer related calls are channelled through the broadcasting or print media, it became apparent that infrastructural consequences such as the state of remaining uninformed can be counteracted by a unique value of social networking or ‘comradeship’ among the CoLSoN articulated in a sentiment such as:

“I saw your name in the newspaper”<sup>65</sup>

Remoteness from the central business districts has been cited as another infrastructural concern. Inherent in this is the issue of transport. For those CoLSoN living at Berg Aukas, it is reported that there is no existing bus, railway or any other public transportation to the nearest town, Grootfontein, where, the essential services viz, postal, internet and banks are located. The only transport is a pick-up used for the transportation of food and the sick.

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<sup>65</sup> Talo, April, 2011, *Windhoek*.

## 7.6 Market and economic dynamics

### *Hypothesis testing*

$H_{08}: r_{S(MED,EP)} = 0$ : There is no significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN;  $H_{18}: r_{S(MED,EP)} \neq 0$ : There is a significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN. The results show that:  $r_s = .451$ ,  $p = .000$ . This means that there is insufficient evidence to indicate that no significant statistical relationship between the market & economic dynamics and the employment prospects exists at  $r_s = .451$ ,  $p < 0.05$ . The study, therefore, rejects the null hypothesis, because the results suggest the existence of a significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN. An analysis of the multiple factors as depicted in **Table 7.7** below, shows that the most important predictors of the relationship between market & economics dynamics and employment prospects are rare self-employment opportunities ( $\beta = .284$ ) and the requirement of high level skills ( $\beta = .255$ ).

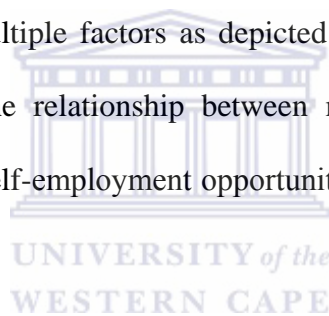
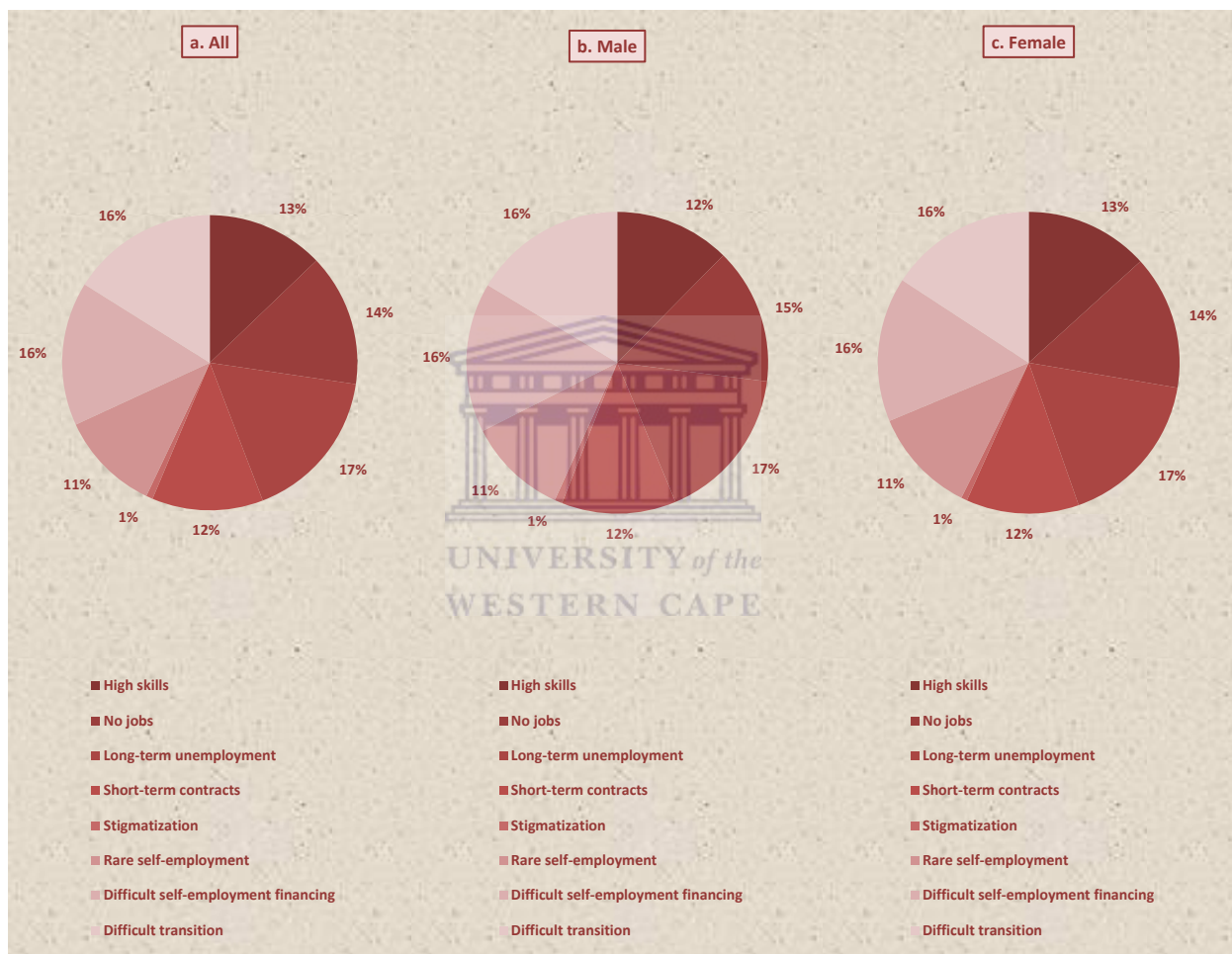


Table 7.7: Estimates of employment prospects: Market and economic

	B	Std. Error	Beta	t	sig.
(Constant)	.730	.037		19.574	.000
High level skills required	.039	.006	.255	7.059	.000
No job in area	.031	.007	.161	4.484	.000
Long-term unemployment	.023	.011	.079	2.179	.030
Recurring unemployment status	.026	.006	.165	4.558	.000
Stigmatization of youth unemployment	.012	.008	.055	1.497	.135
Rare self-employment opportunities	.042	.005	.284	7.796	.000
Difficult self-employment financing	.045	.009	.186	5.145	.000
Difficult school-work transition	.021	.009	.082	2.275	.023

**Figure 7.4** shows that unemployment over the long-term would play a consistent role (17%) in the low employment prospects experienced by the CoLSoN, irrespective of whether they are male or female. This notion could be attributable to the employers' preferences for the short-term unemployed, and find a nexus with what Tanzi (2000:15) refers to that national labour legislation could be a driving force in triggering vulnerability to unemployment.



*Figure 7.4* Market and economic indicators

Moreover, *sentiments* by the majority of the CoLSoN indicate that, jobs such as waitressing and precarious short-term contractual employment earlier were insufficient to account for a dignified employment record, as these hardly impress prospective employers, especially those in the private sector. This, to some extent, has an interconnection with high skills requirement (13%),

another market risk component inducing low prospect for the CoLSoN; more for the males CoLSoN (13%) compared to their female counterparts (12%). This could be as a result of the demand-side of the Namibian labour market driven by what McQuaid and Lindsay (2006:17) articulate, as the skills, knowledge and technology predisposition of the labour market in the 21<sup>st</sup> century. However, more specifically, the CoLSoN *cited* the high skills requirement with the accompanying work experience required – two or three year experience for a job advertised – a notion putting them at odd in their attempts to transform their current unemployment status into labour market participation.

For both sexes, self-employment financing appears to be an equal concern (16%) of lowered prospects for labour market participation and continuation. This implies that at a rate of .16, inaccessibility of finance for self-employment would vigorously heighten the low prospects of employment among the CoLSoN and, as a result, lessen their chances of labour market participation. Mainstreaming this intricacy, according to the interviews, is more a factor of individual qualification for financial assistance of which the relevant distinctions are proof of finance to warrant repayment, credit track record to secure financial trust, availability of guarantor to pledge surety and collateral for contingency; rather than the availability of relevant financial intermediaries such as banks, cash-loan sharks and micro-lending outlets, and business acumen for self-employment.

In particular, a prospective hair salon entrepreneur is *reportedly* restricted by the imparted individual qualification to secure finance for self-employment in the manufacturing sector. It also became apparent that a considerable number of the CoLSoN's members trust the word-of-mouth from their peers about financial assistance as they lack the confidence to personally engage with the providers of finance or banks. This, according to them, they fear embarrassment from being turned down. Results also seem to suggest that only a small number of the CoLSoN

would experience low prospects of labour market participation or continuation as a result of the stigmatization of youth unemployment (1%).

In further *interviews*, prices of employment related necessities, representing economic factors within the market risk dynamic, proved generally deterring toward obtaining jobs. For example the price of stationary – charges per page in the event copies need to be made for job applications, the cheapest being N\$ per page on average.

### 7.7 Social dynamics

H<sub>09</sub>:  $r_{s (SD,EP)} = 0$ : There is no significant statistical relationship between the social dynamics and the employment prospects of the CoLSoN;

H<sub>19</sub>:  $r_{s (SD,EP)} \neq 0$ : There is a significant statistical relationship between the social dynamics and the employment prospects of the CoLSoN.

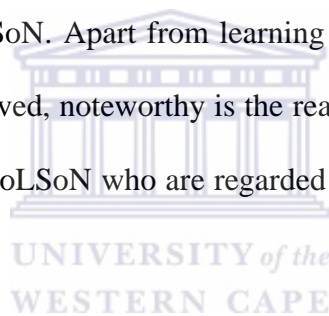
The results show that:  $r_s = .112$ ,  $p = .006$ . This means that there is insufficient evidence to indicate that no significant statistical relationship exists between the social dynamics and the employment prospects of the CoLSoN. The study, therefore, rejects the null hypothesis. However, it is important to note that this relationship is slight or weak – almost non-existent. This, therefore, warrants no further analysis.

In the *interviews*, the CoLSoN expressed concern that the issue of socially undesirable behaviour among them is over emphasised to the extent of developing reputational risk which, in turn, seems to be at play for their diminished likelihood of securing employment. While confirming the presence socially undesirable behaviour among just a minority of their members, they further voiced that, exaggerating and projecting it to the rest of them undermines the general public's and employing institutions' trust in their capabilities as potential labour market entrants. Those

who have easy access to channels of communication such as the media, against which they have no mitigating strategy to protect themselves, mainly drove this, according to them. To some extent, the CoLSoN believe that, deceptive information about them as ‘exile kids’ have been circulated and generated irreparable damage. They deny it as follows:

“It is not all of us who are misbehaving, some claims of misbehaviour are false; it is not all of us and some of the things they say are not true”.<sup>66</sup>

Primary care giving among the CoLSoN, is another social factor cited during the interviews as needing attention. This is because it has the potential to delay their employment or labour market participation and subject them to conditions of remaining without jobs. This is especially true for the female members of the CoLSoN. Apart from learning that by June 2010, 92 expecting and 113 lactating mothers were observed, noteworthy is the reality that the highest of these, is found in the youngest category of the CoLSoN who are regarded as the most productive for the labour market.



However, it was also clear during the research to sense the material need among the CoLSoN. For example, a particular group made the following expression:

“What can you give us?”<sup>67</sup>

This indicated a sense of desperate material need as they further indicated that anything, money or food would do.

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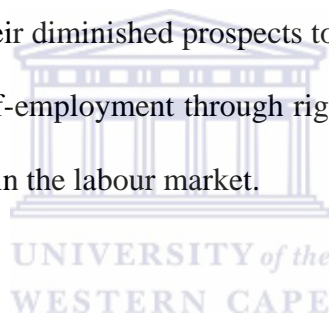
<sup>66</sup> Kuja Group; Group A, March, 2011; May, 2011, *Windhoek*.

<sup>67</sup> Group E, August 2012, *Windhoek*.



## 7.8 Conclusion

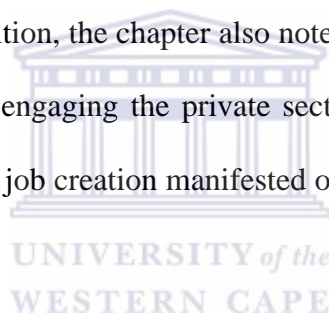
The challenges confronting the CoLSoN are plenteous. With a potentially youthful and productive profile their labour market entrance and continuation is inhibited by a plethora of socio-economic dynamics. Potent administrative menace, feasibly driven by a probable inherent moral weakness, holds significant connective effects of low prospect for employment. Painting this austere picture; through the lens of the CoLSoN and confirmations by governmental officials; are presumable practices of bias which interfered with their labour market participation facilitation at a point in time. In addition, unfamiliarity with the computer-based application system plays an important predictive role in the administrative dynamic in relations to employment prospects. Whilst the ‘act of God’ by way of unprecedented floods and droughts comes forth as instrumental in their diminished prospects to find employment, stringent financial markets standards discourage self-employment through rigorous lending criteria. This augments their bleak state for participation in the labour market.



## **Chapter 8 Policy intervention**

### **8.1 Introduction**

This chapter presents the results and discussions on the policy intervention directed toward the plight of the CoLSoN and a critical assessment thereof. At the outset, the chapter provides the results and discussions of the specificity of the intervention programme in terms of the demand management policy. This comprises, amongst others, direct public hiring and active qualification schemes. Subsequently, the results and discussions of the supply-side strategies employed in terms of the targets for the hard-to-employ, the employment of those with parental responsibilities, the disabled and self-employment are, presented. The chapter notes that the intervention programme, both by policy and fiscal response, appears optimistically and commendably impressive. In addition, the chapter also notes that not all fiscal avenues may have been exhausted in inspiring and engaging the private sector to assist the government with the predicament of the CoLSoN – no job creation manifested other than the entry-level jobs directed toward their plight.



When there is severe unemployment in an economy it calls for government intervention (Hess, 1994). The unemployment situation of the CoLSoN requires exactly that. The intervention programme by the government approves, authorises and directs supplies to their rescue. Socio-economic in its scope, this multi-faceted governmental intervention mechanism presents the CoLSoN with benefits that respond to the challenges confronting them. This intervention is not only responsive to their labour market participation demands, but was directed to restore their dignity, offer them a second chance in the world of works, ensure their societal integration and family reunification. Considerable public sector hiring has materialised, but it requires the support of the private sector and job creation in the economy. This is because the absorption of

the CoLSoN into the labour market through the private sector did not emerge. As a result, the predicament of the CoLSoN remained a matter of distress on the shoulders of the government.

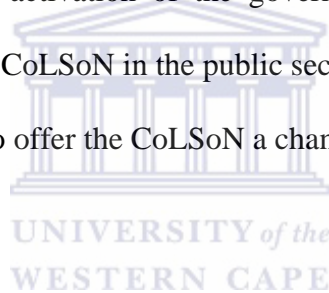
An Active Qualification Scheme set in motion appears to take care of the future employability of the CoLSoN through financial assistance toward their tertiary education. However, this again, requires the synchronisation of the education policy and Active Labour Market Policies to ensure an uninterrupted transition from the institutions of learning into the labour market. Among the supply-side plans, clearly, the Namibian Government's response options measured well against the standards of social philosophy through programmes for the hard-to-employ, intervention for the disabled and the prospective self-employment assistance directed toward the plight of the CoLSoN. Another aspect of the policy supply-side noted is the undertaking to raise skills of the CoLSoN through practical training while on the job in the Namibian Police Force for basic police training at the Ondangwa and Pius Joseph Kaundu training centres.

Remarkable about the supply-side targets is that the disabled CoLSoN are not only considered for disability grants, but the root cause of their disability, being the war, was recognised. The study would have appreciated to learn of the demography of the disabled CoLSoN, the severity of their disability and their general socio-economic status if a databank for the disabled CoLSoN was available. More noteworthy is that the supply-side policies recognise labour market participation of the CoLSoN through business establishment by enumerating and approving financial assistance for those who have established businesses. Directing that these business owners be assisted with business plan compilations signals, not only a response tool toward the plight of the CoLSoN, but the importance to develop and sustain reputable entrepreneurial citizenry rising from the CoLSoN. A minor problem with this financial assistance is that it appears to be directed to those CoLSoN with established business, whilst a considerable number of the CoLSoN with the 'yet-to-be-established' business would find this target helpful if assisted

to bring their business aspirations into reality. Job matching and employment of the CoLSoN with parental responsibilities are areas that may require explicit employment policy targets to prevent probable labour market supply shortfalls and interrupted service, especially from the part of the female CoLSoN. There is a need to consider the problem of the CoLSoN from a perspective of intra- and inter-generational poverty transmission as many are in this socio-economic problem because of the absence of their parents.

## **8.2 Demand management policies**

Although no evidence of the product market effect on the labour market supply of the CoLSoN was found to explain their short- and long-term unemployment status, and the continuation of labour market participation; the activation of the governmental socio-economic intervention programme by directly hiring the CoLSoN in the public sector can be cited as a move in the right direction. This has the potential to offer the CoLSoN a chance to exercise their purchasing power in the global product market.



## **8.3 Direct public sector hiring**

Direct public sector hiring (DPSH) has been extended to the CoLSoN. Its profile is presented in **Table 8.1** below per the institutions reflected therein. The study learns that the central practicality of the recruitment process follows the normal procedures of recruitment. This means that despite the fact that CoLSoN were granted the liberty to choose the institutions to work for, they have the responsibility to submit applications and prove their suitability in terms of minimum requirements, undergo interviews, and in subsequent events, be subjected to a probation period like any other prospective labour market entrant. Despite the slow recruitment process as a result of non-responses from the CoLSoN – according to the relevant institution – and cumbersome job matching, faulty and non-corresponding individual biographic and contact

details, and other communication impediments, so far the governmental intervention programme in terms of DPSH could be seen in institutions as shown in **Table 8.1** below.

Table 8.1: Direct public sector hiring

Institutions	Date			Sex		Aggregate	
	Day	Month	Year	Male	Female	Total	%
Institution 1	12	08	2009	1	1	2	0.2
Institution 2	07	03	2011	6	10	16	1.7
Institution 3	15	02	2011	301	135	436	46.0
Institution 4	17	02	2011	11	27	38	4.0
Institution 5	28	03	2011	14	21	35	3.6
Institution 6	11	10	2010	25	44	69	7.2
Institution 7	10	02	2011	4	11	15	1.6
	-	-	-	1	7	8 <sup>68</sup>	1.0
Institution 8	15	06	2010	7	6	13	1.3
Institution 9	08	09	2010	0	7	7	1.0
Institution 10	11	02	2011	5	0	5	0.5
Institution 11	22	07	2010	3	2	5	0.5
Institution 12	14	05	2010	90	81	171	17.8
“	14	01	2011	59	80	139	14.5
Total	-	-	-	527	432	959	100

(Provided during interviews from source: employment records)

Results show that institutions 3 and 12 carry the bulk (436 and 310) of DPSH for the CoLSoN, whilst institution 1 accounts for the least. In view of the fact that the CoLSoN had the opportunity to exercise their freedom as to where they want to work, the vast appointment in both institutions 3 and 12 can be interpreted as representing their preferences for labour market participation. On the contrary, it could also represent the anxiousness to exchange their distressed long-term labour market inactivity with any category of employment that comes their way as can be explored in the following sentiment of a participant:

<sup>68</sup> Only assumption dates are provided: 1/11/2010 for six females and one male, and 1/02/2011 for one female (provided during interviews from the employment records of the CoLSoN).

“I am prepared to do anything to look after myself and my child”<sup>69</sup>

The results of the two institutions could also serve as a confirmation of what was sourced from other dialogical interactions that, as their parents died fighting for the liberation of Namibia, they would also want to follow in their footsteps by joining the men and women in uniform. Notably, the male CoLSoN benefit more on the DPSH by about 95 recruits in total. However, it is difficult to conclude that the DPSH might be gender biased at this stage as the government intends to recruit all CoLSoN, and therefore absorbing both sexes, despite the fact that the process might take most probably years to complete. Linking this mass recruitment to the recruitment requirements – age between 18 and 25, thorough medical testing etc., one remarkable observation is that the hired CoLSoN represent a relatively young, energetic, healthful, productive and prototypical labour market corps. However, of concern is the reality of some probable modest progression arising from the mass appointment at entry level. Notably, institution 10, institution 11 as well as institution 9 represent the upper lower wing of DPSH among the CoLSoN.

Another fundamental concern relevant to the exercised DPSH arising from the choice by the CoLSoN themselves with respect to which Governmental Office, Agency or Ministry to work for, is that, for a considerable number of the CoLSoN with long-term labour market inactivity, the job hired into is less than ideal. This is because of the pressure of peer influence on their choices. Their attempts to re-exercise their choice were reportedly not entertained by the coordinating institution.

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<sup>69</sup> Osho , May 2012, *Windhoek*.

A probable strategy that would have been of value in this case was to have foreseen this probable occurrence of inadequate job matching. This inadequate job matching, albeit minimal, could in itself account for future labour relations unrest depicting job-dissatisfaction. Therefore, to avoid panic button reactions in future, preparedness and probable policy formulation are necessary.

Considering that, the predicament of the CoLSoN rests squarely on the shoulders of the public sector than any other sector, sentiments point to the fact that the private sector, so far, did not throw in its weight to assist. Without discrediting this assertion, what comes into play here, is that a probability exists that not all fiscal policy options available to engaging the private sector were exhausted. For example, subsidising private employment services through tax incentives – tax cut fiscal stimuli for businesses that have the potential to employ those unemployed over the long-term, would offer an assistive role to the public sector. Not only will this alleviate the government’s burden of the plight of the CoLSoN, but sluggish job growth and job creation obstacles could be drastically eliminated in the economy. This, in essence, would render labour market participation sustenance to the CoLSoN throughout their working life and vindicate DPSH intervention programme from being referred to as a midstream-ranged remedy to the plight of the CoLSoN.

#### **8.4 Active qualification schemes**

Active qualification schemes (AQS) approved through a loan grant of the Namibia Student Financial Assistance Fund (NSFAF) under the auspices of the Ministry of Education (MoE) tenable at tertiary institutions such as the Polytechnic of Namibia (Poly), the University of Namibia (Unam) and the International University of Management (IUM). **Figure 8.1** below, results further indicate that the value of the AQS as an intervention programme is highest for Accounting qualifications – 28% B.acc or Bachelor of accounting at Unam and partly within the

B.tech or Bachelor of technology courses, 19%, at the Polytechnic. This could be a deliberate policy drive toward developing chartered accountants within the CoLSoN and the country at large. A significant investment of the AQS is also directed toward Information systems – 67% BIS at IUM – and 18% in Economics studies at the Polytechnic as well as science qualifications or Bsc (19%) at UNAM. Remarkably, AQS investment is moderate in legal studies (B. juris 8%), Engineering (B.Eng. 9%; Elect Eng. 6%); consistently moderate in business administration studies across two of the tertiary institutions (BBA UNAM-5%; BBA POLY-6%); but modest in Radiography (4%) and Office management studies (3%). By large, this could be attributable to the CoLSoN’s choice of study.

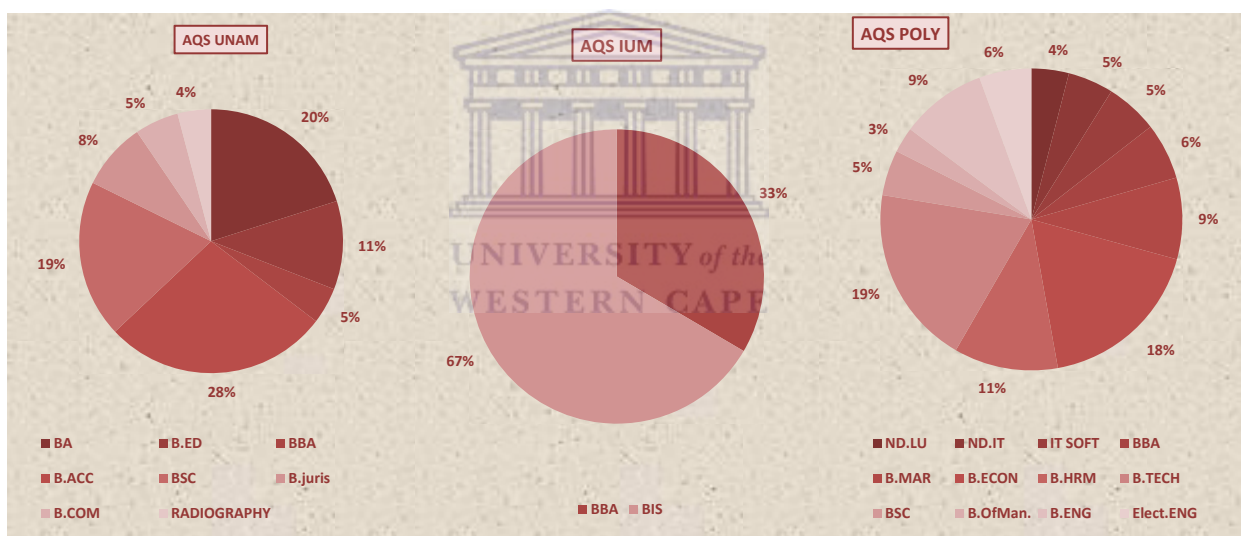


Figure 8.1 AQS by qualification

The study found no evidence that the AQS dictates to invest in particular qualifications as a governmental intervention programme. What could change the situation to the better would be the implementation of a transformative policy, specifically directed to the labour market and education sector. This could be found in the synchronisation of the education policy with Active Labour Market Policies.



## **8.5 Protection from flexible employment**

The study did not find any evidence of an intervention instrument specifically designed for the CoLSoN geared toward protectionism from flexible employment. However, it is worth mentioning that, protection from flexible employment is enshrined in the Labour Act of 2007 (Act No. 11 of 2007) which, in terms of s128, states that “no person may, for reward, employ any person with a view to making that person available to a third party to perform work for the third party”. This, as indicated earlier, has been legally contested in the Namibian economy, and a post-contest amendment seems to be currently legally challenged as well. Since we know from the labour market features which show that 6% of the CoLSoN indicated previous employment with flexible employment or labour hire as an activity of labour market experience; the study wants to believe that it is exactly this labour market activity the government exercised national protectionism through the amendment of the Labour Act, 2007 that outlaws the practice of flexible employment or labour hire. This follows that in the event there are CoLSoN found depending on flexible employment as a means of economic sustenance, the benefit of the said amendment, if sustained, would in all probability extend to them as well.

## **8.6 Reduced taxation on individual income**

Analogously, considering that the CoLSoN indicated previous labour market experience, the study did not find any evidence of reduced taxation directed to them specifically. However, in Namibia, reduced taxation on individual income is provided for by the Income Tax Amendment Act of 2011 (Act No. 3, 2011) in terms of s8 (a) whereby the rates of normal tax carry no tax payable where the taxable amount does not exceed N\$ 40 000. Considering a probability that posts at entry level in which the CoLSoN are being currently recruited could be within the exempted income tax bracket, it therefore appears sensibly fitting to reason that many of the CoLSoN would enjoy the afore said exemption to their benefit.

## 8.7 Supply-side strategies

### *Targets for the hard-to-employ*

As results point to the presence of the hard-to-employ among the CoLSoN specifically in terms of long-term joblessness in the majority, specific targets activated in terms of the supply-side policies include:

#### *Job opportunities at entry level*

Job opportunities at entry level in government are introduced to eradicate the long-term joblessness. As illustrated in **Figure 8.2** below entry-level job recruitment is highest in institutional worker jobs, followed by workhand and cleaner jobs. This signals the fact that no prior work experience and high educational levels were required. However, of concern would be a futuristic difficulty for the government to facilitate promotional opportunities. This possesses the potential of another protest later over traps in the lowest level of an institution. This is not to say that the government is practising a lenient recruitment process in its attempts to aid the socio-economic dilemma it faces. Rather, it is to say that, with the current mass recruitment a readily responsive multifaceted promotional plan ought to be in place to avoid a secondary social grievance among the CoLSoN that would lead to vocational inactivity in the future.

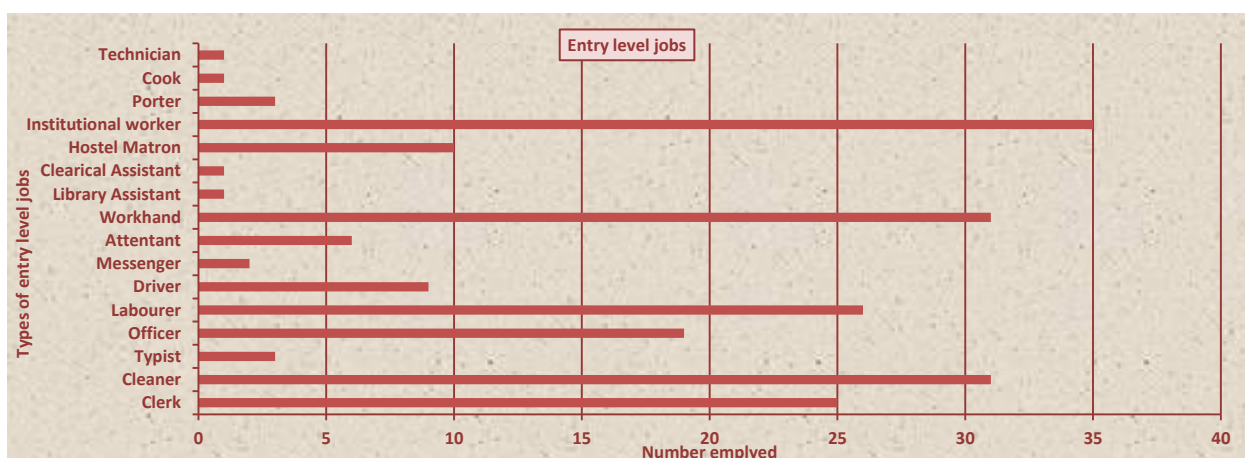


Figure 8.2 Entry-level jobs

Similarly, the same is presumable for the clerical and labourer jobs that also portray a relatively high recruitment upshot amongst the CoLSoN. Notably, the low recruitment in occupations of Technician and Library assistant may signal an extreme lack of interest in skilled work in the former case and careers of future librarians, archivists and other documentation collection and record keeping professions required nationally in the latter case.

Evidently, yet unsurprising, as portrayed in **Figure 8.3** below, the entry level jobs of Cleaner, Institutional work, Clerk, and Labourer absorbed more female CoLSoN than their male counterparts: being 19%, 19%, 17%, and 14% than 8%, 14%, 3% and 11% in that order. This pleads the duty upon, especially, the female CoLSoN, to become less comfortable with the entry-level jobs, but work harder toward self-improvement to progress and alleviate themselves in the world of works. Otherwise, longer-term repercussions in terms of inferior earnings might plague them with a prospect of the ‘working poverty’ especially in times of unfavourable economic outcomes.

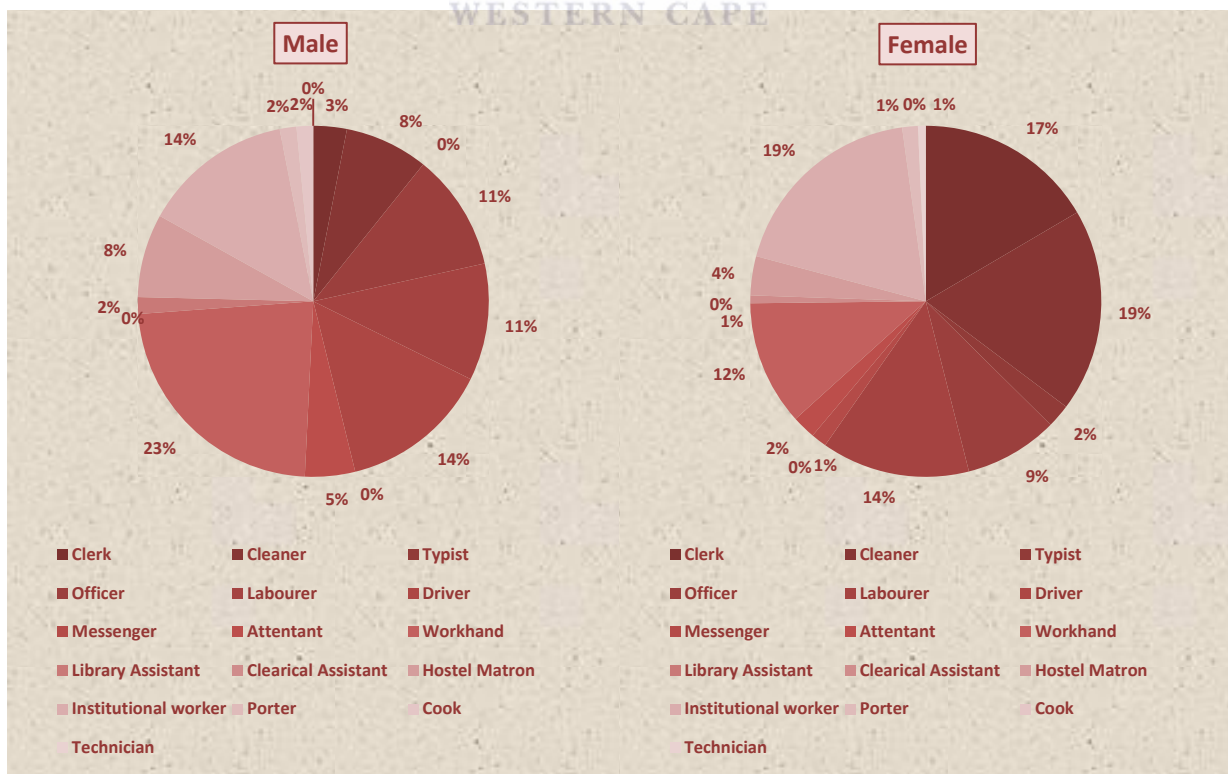


Figure 8.3 Entry-level jobs by sex

Another striking upshot is the Library Assistant position that only absorbed the male CoLSoN (2%). Of implication here is that, not only will the male CoLSoN acquire knowledge of books through participation in reading and background in literature, but will also grow in dealing with the general public and to maintain the much sought-after human relationships through tactful interactions. Similarly, the role of Officer – Taxation Officer – that has been more male entrée (11%) than female (9%) can potentially beget the holder fiscal expertise and financial proficiency if carefully nurtured.

It is clear that through DPSH the economic status of the CoLSoN will change to the better. However, it is unclear how the government will deal with the psychological side of the CoLSoN now that some of them have entered the world of works.

*On the-job-training:*

On the-job-training is another important aspect noted. Its undertaking is to raise skills of the CoLSoN through practical training on the job. Results show that a considerable number of the CoLSoN recruited in the Namibian Police Force are presently receiving police basic training at Ondangwa and Pius Joseph Kaundu Training centres respectively. The profile of these trainees, as can be inferred from **Figure 8.4** below, is made up of both male and female CoLSoN, but highest in the female (80) than the male (59) in 2011 – representing an insignificant decline of about 0.1% from 81 female trainee recruitment and a considerable drop of 31% in the male trainee (90) recruitment from 2010. This adversely affected the overall on-the-job training recruitment by about 23% in 2011. A variety of reasons responsible for these variations are rather given as CoLSoN-circumstances propelled than policy driven, specifically residing in unmet criteria in terms of proof of national identity and non-reporting for scheduled interviews.

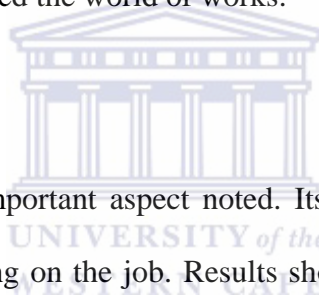




Figure 8.4. CoLSoN profile for On-the-job training programme

When the on-the-job training programme is considered per geographical region as depicted in **Table 8.2** below, results indicate that candidature for basic police training were mainly sourced from the Khomas region, representing 19.4% and 21.6% of overall on-the-job training for 2011 and 2010 respectively of which the male members (2011 = 10.0%; 2010 = 11.7%) emerged highest compared to their female counterparts (2011 = 9.4%; 2010 = 9.9%).

This upshot is however unsurprising in view of the fact that the Khomas region is one of the regions with the highest registered CoLSoN in the country. Similarly, the Karas region among the regions with least CoLSoN registrations gave rise to a least on-the-job training absorption score of just above 1% for both 2011 and 2010. This could be attributable to the CoLSoN's interest in the Police as a career, irrespective of their employment needs. On the other hand, the reasons cited for the variations as impelled by the CoLSoN's circumstances and the slow process of the CoLSoN placement could be held responsible for the slight on-job-training absorption results.

Table 8.2: Regional on-the-job training programme-based CoLSoN profile

[2011-139] [2010-171]	2011			2010		
	Male	Female	Total	Male	Female	Total
CAPRIVI	1	5	6	4	-	4
% region	17.0	83.0	100.0	100.0	-	100.0
% overall	0.7	3.6	4.3	2.3	-	2.3
ERONGO	5	3	8	7	5	12
% region	62.5	37.5	100.0	58.3	41.7	100.0
% overall	3.6	2.2	5.8	4.1	2.9	7.0
HARDAP	-	3	3	2	-	2
% region	-	100.0	100.0	100.0	-	100.0
% overall	-	2.2	2.2	1.2	-	1.2
KARAS	1	1	2	2	-	2
% region	50.0	50.0	100.0	100.0	-	100.0
% overall	0.72	0.72	1.44	1.2	-	1.2
KAVANGO	5	4	9	9	9	18
% region	55.6	44.4	100.0	50.0	50.0	100.0
% overall	3.6	2.9	6.5	5.3	5.3	10.6
KHOMAS	14	13	27	20	17	37
% region	52	48.0	100.0	54.0	46.0	100.0
% overall	10.0	9.4	19.4	11.7	9.9	21.6
KUNENE	2	1	3	2	-	2
% region	67.0	33.0	100.0	100.0	-	100.0
% overall	1.4	0.7	2.1	1.2	-	1.2
OHANGWENA	5	8	13	9	13	22
% region	38.5	61.5	100.0	41.0	59.0	100.0
% overall	3.6	5.6	9.4	5.3	7.6	12.9
OMAHEKE	1	1	2	2	2	4
% region	50.0	50.0	100.0	20.0	50.0	100.0
% overall	0.7	0.7	1.4	1.7	1.7	3.4
OMUSATI	12	10	22	7	14	21
% region	54.5	45.5	100.0	33.3	66.6	100.0
% overall	8.6	7.2	15.8	4.1	8.2	12.3
OSHANA	4	12	16	12	13	25
% region	25.0	75.0	100.0	48.0	52.0	100.0
% overall	2.9	8.6	11.5	7.0	7.6	14.6
OSHIKOTO	7	14	21	2	2	8
% region	33.3	66.7	100.0	50.0	50.0	100.0
% overall	5.0	10.0	15.0	1.2	1.2	2.4
OTJOZONDJUPA	4	4	8	5	4	9
% region	50.0	50.0	100.0	55.5	45.5	100.0
% overall	2.9	2.9	5.8	2.9	2.3	5.3

### *Targets for the disabled*

Results show that targets for the disabled among the CoLSoN are considered through the intervention programme. It is authorised that the CoLSoN who turned out to be disabled due to the war, should be aided to retrieve the disability grants. While it is clear from the verification exercise performed on the CoLSoN that among them the disabled can be found and that some of the origin of such disabilities are as a result of the war that liberated Namibia, of concern is that there are no statistics to accompany the rhetoric. If records or a databank were present, it would have been good to learn of the demography of the disabled CoLSoN. For example, how many CoLSoN are disabled; the exact categories of such disabilities, and who is chiefly affected – male or female, young or older, the educated or school going; and how severe such disabilities are and where the affected live and by what socio-economic conditions.

Critically, the study finds the intervention plan or imparted resolution above, enormously broad and insufficiently delineated to respond to the specific disability categories that probably exist among the CoLSoN. This is not to say that the CoLSoN disability status is not intervention-programme-targeted. It is to say that the targets ought to be specific, but more so, specifically responsive to explicit conditions of disability per specific persons experiencing or affected by such disability. Therefore, the statistics thereof ought to be in place to aid accurate fiscal allocation and application, and further policy formulation if need be.

While the study appreciates the provisions of the National Disability Council Act of 2004 (Act No. 26, 2004) as a legal machinery, the current intervention programme makes no mention of probable targets of sheltered employment and possible workplace adaptation or workplace layout modifications as well as technical aid in terms of work ergonomic related arrangement efforts directed toward the plight of the disabled CoLSoN. Similarly, the intervention programme is silent on unique support programmes in terms of special education or training –

on-the-job or vocational – specially designed for the disabled CoLSoN. The uniqueness of the plight of the CoLSoN calls for definite targets in terms of the supply-side policies.

### ***Targets for self-employment***

The study found that the government offers self-employment tools to the CoLSoN. These targets are in line with internationally accepted labour market standards. Similarly, the target to assist with business plans signals the government's seriousness toward skills training among the CoLSoN that has the potential to produce reputable entrepreneurial quality.

A concern with respect to self-employment financial assistance is that, it seems to suggest that such support is rather open to those CoLSoN who have established businesses. This could be interpreted that those CoLSoN who have non-established businesses, but interested to starting up businesses might remain at a periphery as they have no start-up capital for their businesses. Additionally, dialogical interactions showed that that there seems to be some difficulty to consider home-based income generating activities as employment. For example, one of the participants said:

“I also want a job in government because what I do now is just plating hair and relax and the money is not enough. I want a better job in government. May be I can plate hair after that job, but to plate hair only is not work. You stand for long time and then the money is not enough”<sup>70</sup>(sic).

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<sup>70</sup> Mentina, April 2011, *Windhoek*.



### *Targets for job matching*

The study finds that the target for job-matching for the CoLSoN is partly self-selection and partly administrative. The registered CoLSoN as potential jobseekers had to indicate, through active personnel or staff assistance the institutions they desired to work for. Subsequently, a list with the aforesaid indication was sent to the respective OMA who in turn indicated the available vacancies for which the CoLSoN had to apply and subsequently screened for suitability. However, as touched on earlier, this process produced some difficulty. However, study recognises the fact that the DPSH is a once-off project and may be completed in a few years.

Considering job-seeker-job-matching, and looking at **Figure 8.5** below plotting the overall and regional user rate and job seeker registration inflow data of the CoLSoN, it becomes clear that with a high inflow of registration of the CoLSoN an accelerated job matching would be required, mostly at a rate of not less than 87%. This is mainly in the most populous regions of the country such as Khomas, Ohangwena, Omusati and Oshana for which the user rate (ur) is consistently above 10%. More precisely, these regions require precautionous job matching application than any other region, failure that would give birth to secondary job request protests in the future. However, for every job seeking individual among the CoLSoN in the less populous regions such as Hardap, Karas and Omaheke, there is a chance that not more than five percent of the CoLSoN would be matched to the jobs they desire. Both these scenarios signal similar results for the job matching services with respect to the attempt rate of use in view of the fact that the labour market participation is anticipated for all members of the CoLSoN. There are therefore no proposed placements, but all would be considered and placed into the entry level jobs until the process of labour market absorption among them is complete.

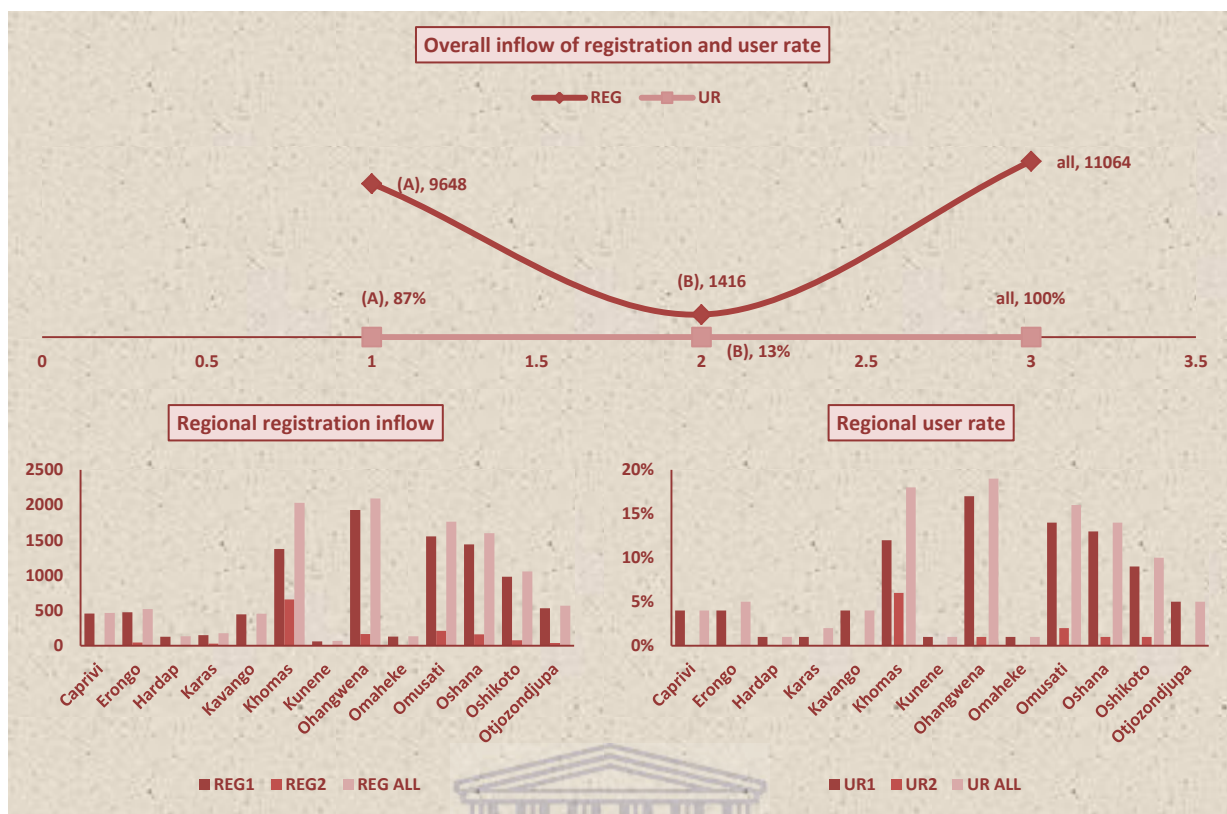


Figure 8.5 User rate and registration inflow

More so, when job-matching projections are applied on the current direct public sector hiring as shown in **Table 8.3** below, results show that, with the current partial self-selection-administrative job matching, the likelihood of labour market absorption of the CoLSoN through institution 12, institution 10, and institution 9 may be anaemic at a successful attempt rate of 0.0% for each.

The probable information and education gaps about the operations and possible careers at these institutions could explain this low success rate. This is the same for those institutions with a 0.1% SARU. At the SARU of 3.0 and 4.0, the same job matching approach indicates that institutions 1 and 2 are the preferred governmental branches to work for among the CoLSoN. This prefigures the probable division of government that would account for the highest labour market absorption of the CoLSoN compared to any other governmental branch. Similarly,

considering a SARU of 0.6 in the case of institution 5, it may imply that the CoLSoN may be unlikely to be disinclined to serve the Namibian economy as prospective fiscal specialists.

Table 8.3: Public Sector Hiring and job matching

	DPSH	Success rate of use (SARU)
Institution 1	16	0.1
Institution 2	436	4.0
Institution 3	38	0.3
Institution 4	35	0.3
Institution 5	69	0.6
Institution 6	23	0.2
Institution 7	13	0.1
Institution 8	7	0.1
Institution 9	5	0.0
Institution 10	5	0.0
Institution 11	310	3.0
Institution 12	2	0.0

(Provided during interviews from source: employment records)



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### ***Targets for employment with parental responsibilities***

The study finds that primary care giving among the CoLSoN received ample governmental attention and intervention. However, of concern here is that this intervention does clearly indicate the employment of the expectant mothers among the CoLSoN with parental responsibilities. What therefore becomes apparent is that there may be a shortfall of labour market supply from the part of the female CoLSoN compared to their male counter parts. Therefore, if the employment and uninterrupted service of the female CoLSoN with parental responsibilities ranks prominently or even less prominently, it would be sensible to pursue the provision of childcare services as a policy instrument. This is in agreement with what Valadez (2008:1) advocate would deter the perpetuation of inter-generational poverty transmission as also recognisable in the tone of the following participant:

“I was six year old when I came to Namibia from exile. My mother is dead; my father works in the Ministry of Defence. He does not care about me. He’s there. I have a grade 10 with 22 points. The government said they will employ us, but no job. I have a kid. She stays with her father’s family, because the father works and I don’t work”<sup>71</sup> (sic).

In some circumstances parental responsibilities is found to induce economic dependency among some of the CoLSoN as noted in the expression above and another interview passage below:

“I know it is not easy to look after a baby while I am not employed, but it’s part of life, the father works”<sup>72</sup>

### ***Targets for school-to-work transition***

The study finds that the intervention programme aimed at offsetting the dilemmatic situation of the CoLSoN contains no school-to-work transition policy. While the study recognises the fact that study incentives are directed toward the plight of the CoLSoN, and that on-the-job training for cadet constable in the Namibian Police Force could signal this target, of concern is that the intervention programme does not reflect an institutional linkage specifically designed to address the school-to-work-transition of the CoLSoN.

Interactional dialogue revealed that spiritual care and upliftment, and socio-family-health could have a direct link with the care-giving organisations. Therefore under this target, predictable is the probability that the impact of these assistive or care-giving organisations would be in a position to prepare the CoLSoN against employment obstructions such law intolerance.

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<sup>71</sup> Veroo, April 2011, *Windhoek*

<sup>72</sup> Tafana, August 2012, *Windhoek*

## **8.8 Mismatch management**

In view of structural imbalances between job characteristics and employers' requirements, skills in the former instance and qualifications and experience in the latter case, the labour market absorption of the CoLSoN became a difficult issue to deal with. In view of the pertinent technological-biased requirements such as computer literacy from some employing institutions, it appears that the mismatch position is inevitable for the CoLSoN's labour market desperateness. This explains the intervention of the government as fitting to try to reserve entry-level position jobs for the CoLSoN and to continue placing them in such jobs until the process of recruiting them is completed – one way of managing the mismatch experienced. A partial administrative-self-selection process complimented this. Most importantly, what became apparent is that nothing can be done except to wait until all CoLSoN are employed.

## **8.9 Conclusion**

The intervention programme activated by the Namibian government toward the plight of the CoLSoN is admirable. Apart from its undertaking to integrate the CoLSoN into society, applied direct public sector hiring into entry-level jobs has been responsible for the labour market absorption of a significant number of the CoLSoN. The foreseeable development with this scenario is its potential of a secondary labour relations remonstrance over probable modest progression in view of the mass recruitment into entry-level jobs. This is especially challenging when a position such as 'Cleaner' seems to be one of the generously absorbing jobs of the CoLSoN into the labour market. In fact, so far, job creation as a response option to the plight of the CoLSoN did not materialise. Of concern is that not all fiscal avenues may have been exhausted in inspiring and engaging the private sector to assist the government with the predicament of the CoLSoN – hence the probable non-manifestation of job creation. As far as targets for the disabled are concerned, noteworthy is the fact that the CoLSoN's disability as a

result of the war would be considered for disability grants. However, no data enumerating the categories of disabilities to measure target specific fiscal allocation is available. The self-employment target would be a stronger labour market participation enhancing tool if it extends its assistance to the identifiable CoLSoN who value and desire self-employment as a labour market participation avenue, rather than targeting only those who have established businesses. The synchronisation of the education policy with ALMP's should be an important policy move for government to deter the unemployment situation in the country, especially among the youth such as the CoLSoN.



## **Chapter 9 Results discussions**

### **9.1 Introduction**

This chapter discusses all the results obtained from the data analysed, which were discussed in the earlier chapters on employability, employment prospects and vulnerability to unemployment and policy intervention. These include the discussion of the demographic analysis that shows that the majority of the CoLSoN are relatively young. It also shows that a significant number of the CoLSoN are mainly trapped in the mid-secondary level of their education. In addition, the chapter discusses the estimates on generic employability and presents the differentials on the employability traits of the CoLSoN. The chapter also discusses the results arising from the correlation test and accompanying multiple regression on the statistical relationship of the chosen variables. Further, the chapter discusses the results on the policy intervention programme by the government of Namibia, as well as the results of the interviews.

### **9.2 Discussion of the results of the demographic analysis**

The results on *sex* did not feature notable demographic concerns except for the fact that we can conclude that there was an equal representation of both sexes in this research. For example, 50.1% and 49.9% represent the male and female respectively for this study. The slight percentage change in favour of the males could be representative of the current demographic statistics of the CoLSoN. One such example is that, in 2009 the MYNSSC recorded 6 449 unemployed CoLSoN still requiring assistance which of 3 319 and 3 130 were males and females respectively. Similarly, in terms of marital status, 91% of the CoLSoN indicated that they are single compared to 7% and 2% who are co-habiting and married respectively.

In terms of *age*, the study found that most of the unemployed CoLSoN are relatively young as they are between 21 and 25. This means that the highest number of the unemployed CoLSoN is somewhat youthful. This finding is consistent with what LaRRI (2011:8-10) reports, that it is

exactly in this age category that the Namibian labour market experience high rates of unemployment. Therefore, the finding of this research has a balanced outcome with the current macro-level issues of the labour market functioning in Namibia, specifically, the labour supply-side of the labour market.

In terms of *education*, the study found that 51% of the unemployed CoLSoN largely possess a mid-secondary level of education. Thus, not many of them progressed much to the tertiary level of their education. This finding is consistent with the study by LaRRI (2011:9) that there are “high grade 10 drop-out rates” in the Namibian economy. Thus, it could be the reason for the unemployment problem of the CoLSoN in general. This is supported by what LaRRI (2011:9) articulates further “in the formal economy, one is required to possess certain skills to get a job and, therefore, having no education makes it difficult to even have access to the job market.”

When we set the education levels of the CoLSoN next to the postulation of the HCT the study finds a negating effect. For example, there is no evidence on the researched CoLSoN to measure their workforce output in the Namibian Labour Market. However, the study, submits that the work knowledge base and skills of the CoLSoN possess the potential to provide and improve their earning in general. This has specific reference to the manufacturing products they produce. An example of that is the wooden cup referred to earlier. Other manufacturing activities include the hair activities that the female CoLSoN perform in informally. Another measurable knowledge is their driving skill. If expended well in the economy it has the potential to provide earnings over their lifespan.

Another important demographic factor is in terms of the *dependents*. The study found that more than 20% of the unemployed female CoLSoN have more than one dependent child. This finding is consistent with what Kapere (2011:iii) articulates that added to unemployment, “primary



caregiving is part of a double burden that society places on our young women” and that it needs to be dealt with relevant labour market policies in Namibia.

*Income* is another important factor of demography and in the labour supply component of labour market functioning. This study found that 48% of the CoLSoN, who have worked before, earned an income of between N\$100 and N\$500. This finding is consistent with the current labour market earnings in Namibia. In the Namibian labour market, the main “source of household income” consists of wages and salaries as Jauch et al. (2009:41) informed earlier. The income earned by the CoLSoN reflect exactly that of people, who Jauch (2009:44) referred to as “lowly paid workers.” This suggests that there is a very high probability that many of the CoLSoN who have worked before, fell in the lowest income level of the “three-tier” Namibian Labour Market as Jauch (2009:43) informed.

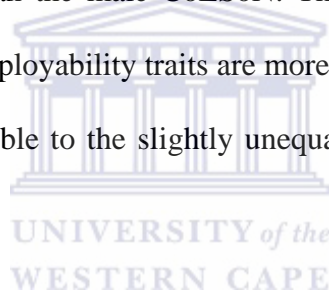
In terms of *previous employment*, 36% of the CoLSoN worked in the public sector. This finding is consistent with Jauch (2012:6) that the highest employing sector in the Namibian labour market is the public sector. In terms of the *duration of previous employment*, the study found that 68% of the CoLSoN had an employment duration of between 0 and 12 months. This means that the previous labour market participation of the CoLSoN was mainly characterised by short-term labour market activity. This finding is consistent with that of (LaRRI, 2011:9) that the labour market situation of Namibia shows that employment duration among the youth is mainly for less than a year.

### **9.3 Discussion of the results of the employability analysis**

The estimation result, arising from the multiple regression which tested the proposition whether or not sex has a negative impact on the generic employability of the CoLSoN, was not significant at  $B = -.016, p > 0.05$ . There is therefore sufficient evidence to conclude that sex has

a negative impact on the generic employability of the CoLSoN. This is true for the female members of the CoLSoN. This could be attributable to the role of family responsibility for family caring highest among the female CoLSoN. This finds nexus with the actual problem in the Namibian economy that Kapere (2011:iii) refers to “primary caregiving is part of a double burden that society places on our young women.” The CoLSoN may, therefore, need a labour market-specific intervention by way of incentives to reduce the burden of family responsibility and increase the viability to improve their employability.

However, it is important to note that at  $t(302) = 51.7, p = .00$  for male, and  $t(301) = 52.7, p = .00$  for female, the study could not sustain the postulation that the low employability traits are more prevalent in the female than the male CoLSoN. These showed that there is insufficient evidence to conclude that low employability traits are more prevalent in the female than the male CoLSoN. This could be attributable to the slightly unequal representation of both sexes in the research study.



At  $F(2, 605) = 1.307, p = .271$ , the study sustained the postulation that low employability traits are not equally prevalent in all the age groups of the CoLSoN. There is therefore sufficient evidence to indicate that low employability traits are not equally prevalent in all the age groups of the CoLSoN. For example, it is clear from the results that the older age groups present some levels of low employability traits, though small. This, as the results show, reside more in low skills component of employability predominantly for the 31-35 and 26-30 age groups. These findings find nexus with what McQuaid (2006:416) found in the study of ‘job search success and employability in local labor markets’ that for employability, “... physical skills may fall at older ages.” This speaks directly to the work knowledge base of the CoLSoN as a skill. This has implication for the labour market especially when we consider the macro-level issues of labour

market functioning in Namibia. For example, Jauch et al. (2009:43) confirmed a skewness of the Namibian Labour Market that a “vast majority of Namibian workers fall into the category of unskilled and semi-skilled workers.” Therefore, the current situation of small low employability traits with their current work knowledge base has a direct connection with the above.

The results show that the CoLSoN, are unemployed over a long time of more than 12 months. This means that, much of the deterioration in the employability of the CoLSoN reside in their *prolonged labour market inactivity* over the years. This is not only a problem of the CoLSoN especially, if we consider the macro-level issue in labour market functioning. For example, Jauch (2012:6) indicates, “unemployment in Namibia is of long-term nature as 72.2% of the unemployed have been without a job for more than 2 years.”

The study further found that 70% of the CoLSoN indicated that the employers require too high qualifications. This seems to suggest that many of the CoLSoN are unemployed because they do not possess the qualifications required by the employers. In their study of ‘bringing in the excluded, aesthetic labour, skills and training in the new economy’, Nickson et al. (2003:186) support the finding of this study that the employers require high qualifications at times. They add that the employers have a greater part of responsibility in making job opportunities obtainable and accessible in recruiting the excluded. When we consider further macro-level issues in labour market functioning, we see that this demand-led approach is present in the current labour market situation of Namibia. For example, the study of Jauch (2012:6) supports the finding of this study with much detail that “there is a clear link between unemployment and educational attainment. Amongst those with no education, primary education and junior secondary education, the unemployment rate stood at 50%, reaching 62% -67% amongst females. Unemployment rate were significantly lower (around 5%) amongst those with a tertiary education”. When considering the case of the CoLSoN, the postulation of the Human Capital Theory with respect

to training intervention and education is worth considering in view of the potentiality for trainability among the CoLSoN.

*The job-seeking* methods are also prominent factors of the employability of the CoLSoN. Results show that 87% of the CoLSoN rely on Newspapers as a job-seeking instrument. This is what Hozer (1988:15) referred to that “the use of specific job search methods varies across individuals with different opportunities in the labour market ...” However, it also became apparent that many of the do not have CVs at hand when searching for jobs. This notion alone could be responsible for their current employability outlook.

The study further found that 96% of the CoLSoN belong to a people network. However, such network consists mainly of non-corporate networks and friends from exile who are also unemployed. This scenario has a negating effect on the employability of the CoLSoN based on the study of David et al. (2008:10) on social capital. They stress that social capital consisting of friends and relatives increases the likelihood of unemployment in the short-run.

Overall, the study found that the employability skills of the CoLSoN are rich in basic skills required for participation in the labour market. In essence, this means that they can read and write. Therefore, they have the required literacy. This finding speaks to the work of Curtis and McKenzie (2001:51) that a prospective employable person should be in a position to demonstrate basic employability skills such as numeracy, reading, and writing.

Results show that 97% of the CoLSoN have access to a reliable mobility carriage. However, the distant geographic areas may inhibit the access to areas of employment. 18% of the CoLSoN indicated this concern. This result interconnects with the work of Green et al. (2006:107) on the importance of geographic access for employability. This study also found that 51% and 49% of

the CoLSoN showed a preparedness to work for long hours and under all types of conditions. This is what Gore (2006:104) refers to that a person would move toward obtaining a targeted job if the necessary flexibility is exercised, despite the limitations.

#### **9.4 Discussion of the results of employment prospects and vulnerability to unemployment**

The study tested six hypotheses in reporting the results of employment prospect and vulnerability to unemployment.

The first correlation results arose from the hypothesis between administrative dynamics and employment prospects. It postulates that there is no significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN. The alternative hypothesis states that there is a significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN. The result was significant. This statistical evidence stands at  $r_s = .508$ ,  $p < 0.05$ . This means that there is insufficient evidence that there is no significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN. As a result, the study rejected the null hypothesis and accepted the alternative hypothesis. The decision to accept the alternative hypothesis is mainly informed by Trochim (2006:1) and Ghauri (1995:155) that usually when a null hypothesis is rejected, a researcher would accept the alternative hypothesis. One such study in the South African context that followed this principle is by Nyengane (2007) on leadership.

The study has sufficient evidence to conclude that there is a significant statistical relationship between the administrative dynamics and the employment prospects of the CoLSoN. Such relationship is substantial, strong and moves in the same direction. The study further employed

the multiple regression technique to assess the previously mentioned relationship with the sub-dimension of the administrative dynamic. The results show that three sub-dimensions of the administrative dynamics are important in their relationship with the employment prospects of the CoLSoN. These are the computer-based application system, distant registration points, and human error. At  $\beta = .053$ ,  $p = .00$ , the results show that an augmented unfamiliarity to operate the computer-based application systems on the part of the CoLSoN would augment their low employment prospects by about 5.3% with significant effects. Similarly, high levels of negative administrative forces could result in high levels of low employment prospects for the CoLSoN. In specific, at  $\beta = .047$ ,  $p = .00$ , the results suggest that alleviated presence of human error in the handling of job applications of the CoLSoN, would heightened the low employment prospects of the CoLSoN by approximately 4.7%, but with significant effect. At  $\beta = 0.39$ ,  $p = 00$ , the results suggest that the far-removed the employment registration points are, the greater the likelihood of low employment prospects for the CoLSoN by about 3.9% with significant effects. These results have a direct connection with the work of Calvó-Armengol and Zenou (2003: 131-145), and Lindsay (2006:131).

The second correlation results arose from the hypothesis between the environmental dynamics and the employment prospects. The null hypothesis states that there is no significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN. The alternative hypothesis states that there is a significant statistical relationship between the environmental dynamics and the employment prospects of the CoLSoN. The results were significant at  $r_s = .564$ ,  $p < 0.05$ . These show that there is insufficient evidence to conclude that there is no significant statistical relationship between the environmental and the employment prospects of the CoLSoN. The study rejected the null hypothesis. The study concludes that there is a significant statistical relationship between the environmental and the employment prospects

of the CoLSoN. In terms of the results ( $r_s = .564$ ) the said relationship is strong. In further analysis, it is clear, for example, that high levels of recurring floods and recurring droughts could result in high alleviated levels of low chances to obtaining employment. This is what Zimmerman (2012:11) referred to that “natural disasters and climate change not only cause ecological damage, they also harm global economy and local labour markets.”

The third correlation results arose from the hypothesis between the health dynamics and the employment prospects of the CoLSoN. The null hypothesis states that there is no significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN. The alternative hypothesis states that there is a significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN. The results show that  $r_s = .028$ ,  $p > .05$ . This result is sufficient evidence to indicate that there is no significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN. The study failed to reject the null hypothesis. In essence, we could say that those CoLSoN with a disability, for example, will have employment prospects that are not statistically and significantly different from those CoLSoN who have no disability. We find the empirical evidence of the conclusion in the provisions of the National Disability Act, 2004 (Act No. 26 of 2004)<sup>73</sup>

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<sup>73</sup> S3.7 states “The Government employment policy is based on the principle of equal opportunity for all citizens. The state shall ensure that persons with disabilities have equal opportunities for productive and gainful employment in the labour market. An affirmative action programme when developed should ensure that person with disabilities have equal employment opportunities and are equitably represented in a workplace. This will include the identification and elimination of employment barriers and making reasonable accommodation to the limitation of disabled people. Persons with disabilities will be provided with technical aids and assistive devices which they need to perform their job. In order to ensure equality of opportunity in employment for people with disabilities, measure shall be taken to combat all forms of discrimination in obtaining and keeping a job and in remuneration and career prospects. Therefore, the state shall ensure that labour related legislation does not discriminate persons with disabilities and will ensure that obstacles to their employment are removed. To permit the fullest possible vocational integration of people with disability, whatever the origin, nature and degree of their disability, and thereby promote their social integration and personal fulfilment, measures shall be taken to enable them to work, whenever possible, in an ordinary working environment as salaried employees” (National Disability Council Act, 2004:19).

The fourth correlation results arose from the hypothesis between the infrastructural dynamics and the employment prospects. The null hypothesis states that there is no significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN. The alternative proposition states that there is a significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN. The result was significant. At  $r_s = .419$ ,  $p = .000$ , there is insufficient evidence to conclude that there is no significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN. As a result, the alternative, which suggests that there is a significant statistical relationship between the infrastructural dynamics and the employment prospects of the CoLSoN, was accepted. The said statistical relationship is strong and, in further analysis, indicates that the lack of basic infrastructural amenities could result in high levels of reduced employment prospects of the CoLSoN. This is more true for newspapers, telephone services and internet services. This finding has an interconnection with the work of Siebert (1999:99-193) that highlights the information communication technology amenities as important infrastructural components that play a role in the prospects toward employment.

The fifth correlation results arose from the hypothesis between the market & economic dynamics and the employment prospects. The null hypothesis states that there is no significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN. The alternative hypothesis states that there is a significant statistical relationship between market and economic dynamics and employment prospects of the CoLSoN. The results show that  $r_s = .451$ ,  $p = .000$ . This suggests that there is insufficient evidence to indicate that there is no significant statistical relationship between the market & economic dynamics and the employment prospects of the CoLSoN. The indicators that play an important role in the alternative hypothesis are the rarity of self-employment opportunities and the requirement of



high-level skills. The more the labour market demands high-level skills, the higher the chances that the CoLSoN would be subjected to low employment prospects. This result is in nexus with the work of Sullivan and Sheffrin (2003) in which they highlight the impact of institutionalised markets on employment prospects and vulnerability to unemployment on individuals.

The sixth correlation results, arose from the hypothesis between the social dynamics and the employment prospects. The null hypothesis states that there is no significant statistical relationship between the social dynamics and the employment prospects of the CoLSoN. The alternative hypothesis states that there is a significant statistical relationship between the social dynamics and employment prospects of the CoLSoN. The results were  $r_s = .112$ ,  $p = .006$ . This suggests that there is insufficient evidence to indicate that no significant statistical relationship exists between the social dynamics and the employment prospects of the CoLSoN. When the alternative hypothesis is considered, the results show that such relationship is slight or weak – almost non-existent. This means that there is not much to rely on that the employment prospects of the CoLSoN are determined by a great deal of their social behaviour. The issues on the socially undesirable behaviour of the CoLSoN are subjective. This is what Clayton (1992:15-47) stresses that the underprivileged is usually at the core of adverse social dynamics, even in dialogue.

## **9.5 Discussion of the results of the policy intervention**

The results show that the Government of Namibia activated a socio-economic programme to deal with the plight of the CoLSoN. This constitutes two broad spectrums, namely the demand management policies and supply-side strategies of the labour market.

In terms of DPSH, results show that the government employed more than 900 CoLSoN in the various ministries by the year 2011. This is what Snower (1997:23-24) suggests that a

government can respond to unemployment by transforming the unemployed into an employable force through public sector strategies. The study did not find any job creation strategy from government side to deal with plight of the CoLSoN. This finding speaks directly to the work of Taylor (2004), that there are times when job creation is minimal or almost impossible.

Results also show that, as part of its intervention programme to the plight of the CoLSoN, the government extended AQS schemes to deal with the plight of the CoLSoN through formal training. This action is in direct standing with what Schmid (1996:770) suggests that the application of training has a significant role to play in the labour market and that it can lead to labour market success in various ways. A particular labour market success in the case of the CoLSoN would be the employment outcome as deduced from Schmid (1996:770) who suggests supplementary education as an important tool.

The study found that the government used specific labour market targets to address the plight of the CoLSoN. The specific one was the offer of entry-level jobs and on-the-job-training. This suggests that the government did not require prior work experience from the CoLSoN. It also suggests that the government did not require the CoLSoN to possess any high qualifications. This is what Erhel (1996:276-277) brings into focus that people need to be given the opportunity to enter the labour market by dealing with the “structural imbalance between job characteristics and employer’s requirements.”

The study further found that the government extended self-employment schemes through financial assistance and assistance with business plan compilation to respond to their demand for employment. This is what Meager (1996:494) suggests that employment possibilities grow with the nurturing of small business commencement through business knowledge support.

The study found that the target for job-matching was partly self-selection and partly administrative. The registered CoLSoN as potential jobseekers had to indicate, through active personnel or staff assistance the institutions for which they desired to work. The government will therefore continue with this until all the CoLSoN are absorbed into the labour market. The government will use this target as a once-off project to deal with the plight of the CoLSoN. This is what Ryan and Büchtemann (1996:309) suggest that the labour market programmes can be remedial and supportive in nature to improve skills and reduce joblessness.

## **9.6 Discussion of the results of the interviews**

Interviews brought to the fore that, for the few who possess driving skills, employment as chauffeurs for the VIP's is foreseen. Similarly, public transportation such as 'taxi driving' could assist with self-sustenance. However, the drawback here is found in the breakdown of automobiles, which placed a threat on the continuation to earn of income. Similarly, the low trust levels between taxi owners and the taxi drivers threatened the continuation of taxi driving as a means of employment. On the other hand, for those who would prefer 'taxi driving as a self-employment tool, sustaining resources such as finances are a threatening factor. The CoLSoN due to poor customer turnout, on the other hand, views hair plating, as generating inadequate income. Similarly, it is an energy-draining exercise, as people have to stand for too long. Whilst hair plating could generate income for self-sustenance, formal employment in the public sector is preferred, and hair plating could be exercised as a side product of income generation.

Whilst many can read and write, the CoLSoN declared that, they understand that mere reading and writing is insufficient to secure employment in view of robust labour market pre-requisites or work requirements. Vocational training is also another way that the CoLSoN felt could assist with labour market participation. One essentiality aired is that they consider themselves as honest people. Another aspect brought out by the interviews is that, the CoLSoN are prepared to

do anything to earn income for self-sustenance, however their desperateness for and willingness to work should not be confused with indignifying work. It also came to the fore that short-term and precarious work contracts increased their need to seek for employment or rather, permanent employment.

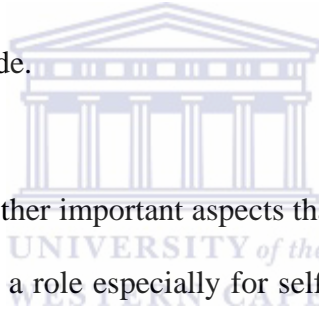
In seeking jobs, some of the CoLSoN have readily available curriculum vitae; many do not. On the other hand, enabling social network is limited; therefore, many of the CoLSoN may need to be abreast with developments in the world of works rather than only remaining closely tied to their acquaintances from exile and close relatives. The high qualifications required by employers are relayed as a problem in finding jobs. Some of the CoLSoN felt that, even though they have tertiary qualifications, the fact that such qualification were not obtained at the traditional tertiary institutions could play a role in their predicament of not securing jobs.

Interviews also revealed the perception on the part of the CoLSoN that jobs were advertised for them. However, people placed their children in those jobs instead. This particular administrative problem was confirmed by the institution and was therefore marked disloyal. The complaint from the CoLSoN was therefore no mere irritations on their part for not having jobs, but it indeed transpired that there were manoeuvred undertakings in the handling of job related administration of the CoLSoN. Further administrative problems are, according to the interviews, characterised by the improper handling of job materials that are not kept together.

An adjacent problem with the above shows that, even when people take the initiative to look for jobs and not wait for the Government to supply them with jobs, probable actions in the world of works dictated undesirable influences. A particular example here was when a member of the CoLSoN attempted to apply to other institutions, but was responded to, to wait for the Government to supply him with work since he is a 'Child of the Liberation Struggle.

The reality of the effects of changes in the ecosystem surfaced. In the efforts to ensure the labour market participation of the CoLSoN through job offers, it became apparent that many of the CoLSoN could not do so. This was as result of the occurrence and duration of atypical floods, which caused infrastructural damage to the extent that the employing institutions had no option, but to wait until the water has lessened. Some weather patterns are also attributed to as responsible for ill health such as colds. However, it also surfaced during the interviews that dusty surroundings and unhygienic common facilities play a role in the health of the CoLSoN.

The results of the interviews also show that infrastructural facilities included the media whereby, for example, the CoLSoN saw their names or the names of their colleagues in the newspapers when calls for job offers were made.



Market and economic issues are other important aspects that came out during the interviews. For example, financial resources play a role especially for self-employment. This aspect has been a recurring issue during the interviews. Other economic issues are of affordability nature that it is difficult to submit a job application if a person does not have the monetary means to afford stationary charges and to service other basic needs. Socially, the CoLSoN brought afore that it is possible that they suffer some reputational risk due to the exaggerated socially undesirable behaviour by the word of mouth in the public domain.

The institutions indicated clearly that the CoLSoN hold skills that are functional and valued in the labour market. This, in the cases of some, resides in the ornaments they manufacture, and such ornaments are saleable. An irritable factor is that, it appears that the CoLSoN demonstrated an undependable job-to-job movement by not remaining for longer in their jobs in the public sector. Here, it became clear that the CoLSoN are required to exercise more responsibility in

retaining jobs when they are given jobs. The interview results also show that the burden of servicing the plight of the CoLSoN rests squarely on the shoulders of the government. This is because other sectors of the economy such as the private sector did, so far, not assist with the plight of the CoLSoN. So far, direct public sector hiring took place. Similarly, active qualification schemes were applied under the auspices of the Ministry of Education. Proof of entry level jobs were also provided, as well as on-the-job training profiles of the CoLSoN to attest to recruitment placements of direct public sector hiring. Interviews also brought afore and proved that supply-side targets were applied on the plight of the CoLSoN. Further, interviews brought to the fore the role of intergenerational poverty traps and intergenerational poverty transmission. The continual reference to the absence of their parents because of the war and the reality that their parents left no heritage for them also links to the issue of intergenerational poverty traps and transmission. Similarly, since many of the CoLSoN lost their parents while very young, their heritage is what the government can do for them now, by providing employment, especially in, for example, the Defence Force, to be able to follow in the footsteps of their parents.

## **9.7 Conclusion**

The purpose of this chapter was to discuss the results of the research. These results were discussed in combination as they are fully discussed in chapters six seven and eight. Demographic analysis showed the majority of the CoLSoN are relatively young. Estimates indicate that there is sufficient evidence to conclude that sex has a negative impact on the generic employability of the CoLSoN. Macro-level labour market issues showed that the previous employment of the CoLSoN was in the public sector, which is the highest employing sector in the Namibian labour market. It also shows that the short-term duration of the previous labour market participation of the CoLSoN is consistent with that of the labour market situation

in Namibia, especially, among the youth. The chapter also showed that the more the labour market demands high-level skills, the higher the chances that the CoLSoN would be subjected to low employment prospects. The chapter further showed that the government used specific labour market targets to address the plight of the CoLSoN. This relates to the offer of entry-level jobs and on-the-job-training. This suggests that the government did not require prior work experience from the CoLSoN. It also suggests that the government did not require the CoLSoN to possess any high qualifications. This brings into focus that people need to be given the opportunity to enter the labour market by dealing with the underlying disequilibrium between vacancy attributes and what the employer require. The next chapter offers the conclusions of the research.



## **Chapter 10 Conclusions**

### **10.1 Introduction**

The salient feature of this chapter is its delivery of the conclusions and concluding inferences flowing from the premises of this research. At the onset, the chapter integrates the objectives of the research and the research questions together with their accompanying hypotheses. The conclusion makes specific reference to the demography of the CoLSoN. Then, the chapter brings into focus and concludes upon the employability of the CoLSoN. Further, the chapter concludes upon the dynamics responsible for the low employment prospects and vulnerability to unemployment of the CoLSoN. In addition, the chapter concludes upon the typologies of the policy response options by the government to the plight of the CoLSoN and the referent mismatch management arising from the demand-supply-side effort. Furthermore, the chapter stages the potential value of the research study and sets forth the limitations and implications for the research. Similarly, the chapter reflects on the research process and makes suggestions for future research. The chapter concludes that the state of employability skills and attributes of the CoLSoN is no sufficient rationale for their restrained labour market participation. Rather, it is a convenient defence mechanism of the demand side of the labour market to escape the noble duty of human resource development in an economy. A well administered restorative socio-economic programme should be in position to erase the adverse effects of aided human error and inadvertent socio-economic-politico thoughtlessness for the CoLSoN to rebuild their lives.

This research concludes its findings with the advice of Ghauri et al. (1995:136) and Saunders et al. (2003:423-424) in mind – to revert to and reflect on the focal themes of the research, and the study objectives be turned to, to make judgement and inferences. The focal themes of this research are established in three central premises: the employability of the CoLSoN for labour



market participation, low employment prospects and vulnerability to unemployment, and policy intervention.

The objective of employability for labour market participations was to identify the employability traits that the CoLSoN offer to the labour market and to estimate their generic employability. The objective of looking at employment prospects and vulnerability was to establish the dynamics responsible for low chances of getting jobs among the CoLSoN and to learn what made them vulnerable to unemployment as some of them were working. The objective of looking at policy intervention was to uncover the typology of the intervention programme by the government in the quest to meeting the plight of the CoLSoN and to establish how the mismatch from the demand-supply-side effort would be balanced.

As results show, the employability traits the CoLSoN offer to the labour market are rich in basic transferable skills. Further their problem for labour market participation positions multi-dimensionally at the nexus between long-term labour market inactivity and existent employability imperfection. For instance, the majority of the CoLSoN are unemployed for years. This is a problem underscoring the minimum international labour market inactivity measure of 12 months. It is exactly this particular problem that presents them to the labour market as being in a state of employability disrepair. Additionally, an astronomical degree of competitiveness in the labour market is another attribute that affect their employability negatively, even when they employ appropriate job seeking methods resolutely.

With respect to low employment prospect and vulnerability, malice administrative error plays a substantial role in diminishing their chances of employment. The downside risk as a result of the market and economic dynamic is mainly driven by fierce labour market demands and aggressive

financial market lending requirements that inhibits envisioned self-employment. On the other hand, infrastructural aspects drive the low employment prospects of the CoLSoN through remoteness from business centres and infrastructural facilities such as media prints and telecommunications amenities.

On the policy side, the government responsiveness to the plight of the CoLSoN is measured by two major constructs. These are the application of direct public sector hiring and the offering of active qualification schemes. The former raises concerns of probable promotional barriers in the future as a result of a mass recruitment in the lowest level of the entry-level jobs. Further, the policy measures for the disabled cannot be commented on. This is because a databank on disability information on the CoLSoN is yet to be compiled by the institution tasked with the assignment on the CoLSoN. That is why the study could not find information on the type of the disabilities among the CoLSoN. In addition, the Government may need to look at specific policies for the CoLSoN with parental responsibilities before the situation breeds the 'Grand Children of the Liberation Struggle'. An oversight of this can potentially induce a situation whereby unemployment-led protests could extend to the offspring of the CoLSoN.

## **10.2 Focus on the research objectives**

This study looked at the employability, low employment prospects and vulnerability to unemployment of the CoLSoN in Namibia. It further looked at the policy intervention programme of the government of Namibia to the plight of the CoLSoN. In looking at the above, the study focussed on objectives and questions of the research.

The first objective aimed at estimating the employability of the CoLSoN. The study found sufficient evidence that indicates that sex has a negative impact on the generic employability of the CoLSoN. This is true for the female CoLSoN. Their family roles substantiate this outcome in

view of the dependents that they have. When the study considered the macro-level functioning of the labour market in Namibia, it became clear that the issue of family roles with labour market constructs are not just a CoLSoN' predicament. This was substantiated by Kapere (2011:iii) that the burden of family roles doubles the misery on the labour market outlook of the youth in Namibia. This is specifically in terms of primary care giving, also noted on the part of the CoLSoN of this study, specifically the female. However, the study did not find evidence to indicate whether low employability traits are more prevalent in the female than the male CoLSoN. However, the study sustained the postulation that low employability traits are not equally prevalent in all the age groups of the CoLSoN.

The study also found that the specific employability skills the CoLSoN offer to the labour market are rich in basic skills. This is sufficient for labour market participation. Curtis and McKenzie (2001:51) confirm this by saying that a prospective employable person should be in a position to demonstrate basic employability skills such as numeracy, reading, and writing. It is however important to indicate that education interventions can improve these basic skills of the CoLSoN. This is what the Human Capital Theory advocates that through education people labour force outlook alleviate (Becker, 1964).

The second objective aimed at uncovering the underlying forces liable for the low employment prospects of the CoLSoN. The concern of the study was as to what dynamics are responsible for the low chances of the CoLSoN to getting jobs and what made them vulnerable to unemployment when they were employed. Based on the responses of the CoLSoN, the study sustained the hypothesis that there is no significant statistical relationship between the health dynamics and the employment prospects of the CoLSoN. This suggests that those CoLSoN with a disability will have employment prospects that are not statistically and significantly different from those CoLSoN who have no disability. We find the empirical evidence of the conclusion in

the provisions of the National Disability Act, 2004 (Act No. 26 of 2004). It is geared toward raising awareness of the disabled in the employment environment of Namibia. This reduces the level of prejudice on the disabled and places them on equal foot in the labour market with those that are not disabled.

The study did not sustain the postulation of a significant statistical relationship between the low employment prospects and the various socio-economic construct. However, further estimates made an exception. For example, the study found that factors of the administrative dynamics are important in their relationship with the employment prospects of the CoLSoN. These are the computer-based application system, distant registration points, and human error. An augmented unfamiliarity to operate the computer-based application systems on the part of the CoLSoN would augment their low employment prospects. Similarly, the alleviated presence of human error in the handling of job applications of the CoLSoN could heighten the low employment prospects of the CoLSoN with significant effects. This is what Calvó-Armengol and Zenou (2003:131-145) warn that human error and information communication technology have a negating role on the labour market outlook of people.

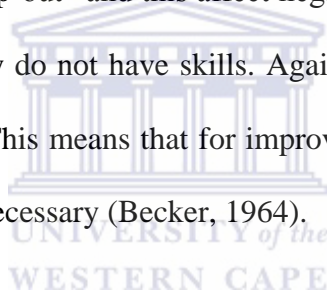
The third objective aimed at finding out what demand management strategy and supply-side machinery the Namibian Government was likely to activate in response the demands of the CoLSoN and how it would deal with the mismatch arising from the demand-supply-side effort.

The study found a commendable intervention policy programme by the Namibian Government to the plight of the CoLSoN. The study also found that the Government leans on the traditional mode of mismatch management. This has reference to the fact the government indicated that it would deal with the mismatch by waiting until all CoLSoN are absorbed in the labour market through public sector hiring. Here, fiscal interventions by way of tax incentives to the private

sector could assist the government with the problem of the CoLSoN. This is what Pollin et al. (2007:79) advises.

### **10.3 Conclusion on the demography**

The demography of the CoLSoN is consistent with the demography in the labour market of Namibia. For example, in this study, many of the unemployed CoLSoN are between the age of 21 and 25. In the Namibian labour market the youth hardest hit by unemployment is also in the same age group (LaRRI, 2011). As far as education is concerned, the unemployed CoLSoN are predominantly in the mid-secondary level education. The Namibian youth hardest hit by unemployment are also in their mid-secondary level of education. LaRRI (2011:9) confirms this that there is a “high grade 10 drop-out” and this affect negatively the youth’s outlook for labour market participation because they do not have skills. Again, here, the provisions of the Human Capital Theory come into play. This means that for improved skills in the youth, education and training interventions would be necessary (Becker, 1964).



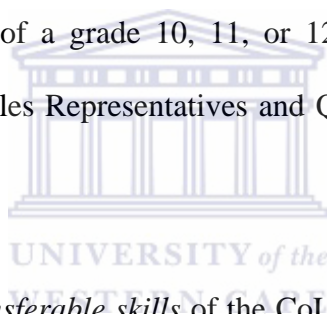
### **10.4 Conclusion on employability**

One important aspect that emerges from the employability examination and estimations is that the CoLSoN offer employability traits to the labour market though, at the furthest, very small. This is not a sufficient condition to dismiss the employability of the CoLSoN in a labour market. These are people who subsisted their lives at the peripheries of societal civilization and part of the basic levels of their employability is induced by exogenous labour market related entities rather than endogenous individual factors. This is what Devins and Hogarth (2006:54) and Nickson et al. (2003:186) refer to that there seems to be an over emphasis on the employability side requiring high skills and attributes from the jobseeker, but the employer need to exercise greater responsibility to accommodate the socially excluded as a result of the high demand of the labour market for skills.

Within the individual factor sphere, in the presentation and deployment aspect, *job-seeking methods* by way of the utilization of newspapers is key in finding a job. However, not every member of the CoLSoN can afford newspapers due to their difficult circumstances. Many CoLSoN find it easier to attempt to seek jobs using newspapers. Hozer (1988:15) recognize this, “the use of specific job search methods varies across individuals with different opportunities in the labour market ...” However, as a job seeking technique, the use of newspapers presents high competition for jobs despite their role in communicating labour market openings to the majority of prospective labour market entrants. A more tolerant labour market would rather adopt a prolific vacancy announcement policy that accommodates those members of society at societal periphery. This can be done by embracing simple vacancy advertisement mechanisms such as billboard postings in the city or town remote areas and communal places. This would appeal high-priced to cost minimising and profit driven employing institutions. However, a human development oriented labour market would design, develop and implement ALMP’s to contain these effortless and financially less constrained mechanisms to curb a restrained labour market participation culture of its citizenry – in this case that of the CoLSoN.

*Mobility* is another exogenous concern affecting the employability of the small number of the CoLSoN especially when they have to foot for longer distances. Even if the CoLSoN obtain jobs and become a part of the labour force, mobility will still be a setback, especially for those in areas remote from the business districts. Similarly, the desperateness to obtain a remunerating job subjects the CoLSoN to the eagerness of *adaptability*. Their willingness to work under any condition at whatever length of time demonstrates this. This appears as a commonality in labour market functioning because, Gore (2006:104) states that a person would move toward obtaining a targeted job if the necessary flexibility is exercised, despite the limitations.

By now we know that what the CoLSoN offer to the labour market in terms of *assets* or *skills* is a rich basic transferable skill. As indicated, this finds a nexus with the work of Curtis and McKenzie (2001:51) that a prospective employable person should be a position to demonstrate basic employability skills such as numeracy, reading and writing. For the CoLSoN, it means that with those basic skills they have an adequate knowledge of the official working language of the country. In other words, they hold and exhibit the competence to comprehend fundamental assertions and requests, and can impart elementary actualities and offer ripostes to demands. Simply put, this means that they possess a sufficient verbal vocabulary for uncomplicated regular interaction and consultation, and can give straightforward instructions and directions, and convey contentment or displeasure, and can perform elementary mathematical calculus. Therefore, adding an education of a grade 10, 11, or 12 level to this profile, justifies their appointments of Bank Clerks, Sales Representatives and Quantitative Data Recorders, just to name a few.



Noted is also the modest *key transferable skills* of the CoLSoN for labour force participation of which the implication is that the CoLSoN, to some extent, require key transferable skills of employability particularly in the area of information technology. This balances the understanding that a prospective labour market entrant, who anticipates promotion from one job to another, should be in a position to demonstrate that what is learned in one context can be applied in another locale (McQuaid & Lindsay, 2006). Here again, a plexus of individual and socio-economic factors come into play with regard to the CoLSoN. For example, as labour markets developed information technology skill bias owing to globalisation, this development did not run proportionately with human training in ICT in all geographic regions and the education curricula. It is exactly this consequence that is somewhat more to blame for the level of key transferable skills' employability of the CoLSoN. Education-specific labour market

policies that are harmonised with AMLP's would alleviate this problem. An example of this would be for Namibia to synchronised generic and emergent labour market demands with instructional curricula of the country at both lower and higher level of education.

*High-level transferable skills* of the CoLSoN are mainly inhibited by the low prospects of further learning. This employability feature is required in a more high-ranking corporate and leadership angle of the labour market. The preventative strategy here would be to alleviate the current status of the CoLSoN with a pragmatic response. This means that enabling support need to be provided to them. This can be done by influencing the education system to offer the typology of learning that is required for labour market participation. It can also be done by ensuring that the prospective incumbents yield the acquired learning in a right corporate environment or any area of self-employment. This will improve the labour market outlook of the CoLSoN, increase their employability, and prepare leadership acumen among them that possess a rich personal competency. This finds nexus with what Curtis & McKenzie (2001:51) refer to that high level transferable skills offer an individual superior opportunities for better preparedness in the world of works.

Whilst some subjectivity in the *attributes* of the CoLSoN is notable, specifically with respect to essential qualities and personal competency, a more realistic picture is that the CoLSoN hold a concretely demonstrable work knowledge base for labour market participation. For example at the modest, a considerable number possess driving traits that could be used in the labour market to earn them a living and invest in themselves, others, and the economy at large. These driving traits could be engaged in all areas of the civil service of the country. Alternatively, some private commercialisation, which many refer to as 'taxi driving' could assist with their labour market participation. It is, however, in the latter part that the CoLSoN experience a scarcity of enabling financial resources to commence and sustain such employment projects. Overall, it is clear that



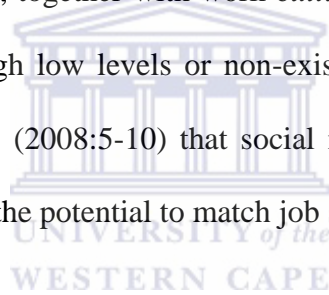
the work knowledge base they possess can be applied to other contexts in which they are seeking employment. This also demonstrates that their learning or work knowledge in one context can be applied to locales for employability which (McQuaid & Lindsay, 2006) refer to as generic employability.

Much of the deterioration in the employability prospects of the CoLSoN reside in their *prolonged labour market inactivity* that spans years of unemployment. While this could be attributable to the individual factors of the CoLSoN in terms of educational attainment a more realistic consideration is that it could signal a long-term defect of employment creation in the economy. In other words, an insufficient state of employment creation in an economy has the potential to subject its citizens or a fraction of a potentially employable group of its population to long-term labour market inactivity. For many of the CoLSoN, their labour market inactivity exceeds the international standard of the long-term unemployment limit of 12 months or 52 weeks. This contributes to the body of knowledge, specifically to the work of Abraham and Shimer 2001. In addition to providing jobs at entry level, the Namibian government would also be commented if it considers the application of a restorative intervention programme to rebuild the lives of the CoLSoN.

Considering personal circumstances, *household circumstances* play an important, but less significant role in the employability of the CoLSoN. However, their employability could be improved with an application of a social protection grant or a monthly allowance to those CoLSoN with family responsibilities. This would enable them to afford the services of child-minders to utilise the daytime to look for work. This would also assist them to have sufficient time to engage in activities that would improve their employability. One such activity is to attend ICT programmes. This will remain an indispensable part of the CoLSoN employability even if they find employment. This contributes to the body of knowledge, particularly to the work of

McQuaid and Lindsay 2006. The specific contribution here is in terms of the burden of childcare and other family responsibility that can reduce the chances of a person's employability when there is no assistance offered to alleviate the said burden (McQuaid & Lindsay, 2006).

With respect to *access to resources*, it is worth concluding that, the *financial capital* component plays a bigger role in the employability of the CoLSoN than the *social capital*. The former requires a CoLSoN-directed financial infrastructure through existing financial intermediaries or otherwise, to improve their employability through entrepreneurial establishment. This facility will develop the CoLSoN considerably if it considers every single one of them who shows a strong passion and interest in self-employment rather than considering only those with established businesses. The latter, together with work *culture*, is indirectly responsible for their labour market detachment through low levels or non-existing corporate social networks. This adds to the view of David et al. (2008:5-10) that social networks play a fundamental role in conveying information that have the potential to match job seekers to potential employers.



With respect to external factors, clearly the *demand-led* labour market dynamics are at the most the rejecting causes of labour market participation of the CoLSoN, high above the *reinforcing* market conditions. This is analogous with Devins and Hogarth (2006:54) that fierce labour market demands play a role in the employability of prospective labour market entrants. This scenario is embedded in the traditional conduct of the labour market. This comes about mainly by the demand of high qualification irrespective of consideration of the periphery of potential labour market entrants like the CoLSoN (LaRRI, 2011). A continuation of these fierce labour market demands will potentially, even if many of the CoLSoN become employed, suppress their employability by subjecting them to a category of the working poor. A consequential outcome here is a probability of a plurality of socio-economic impairments such as inequalities. It would

be, therefore, proper that the demand-side of the Namibian labour market carefully reconditions itself to consider people like the CoLSoN who lived at societal margins. This can be done by relaxing unavailing and unserviceable macro-economic factors such as preferring job seekers with short-term unemployment spill-over over those with long-term unemployment spill-overs. Similarly, abolishing the tradition of demanding impracticable work experiences would optimally improve the employability of the CoLSoN.

### **10.5 Conclusions on the employment prospects and vulnerability to unemployment**

By now, we know that administrative dynamic of intentional human error comes forth as a barrier to the employment of the CoLSoN. In the final analysis, this administrative aspect suggests two scenarios. The first scenario is that there seems to be a concealed prejudice directed toward the CoLSoN as a particular group of people in some part of the ‘world of works’ as some could not have their application considered, but told to wait for the government to provide them with work. The second scenario is that there is a clear presence of nepotistic behaviour in the ‘world of works’ that diminished the prospects of the CoLSoN to secure employment. The latter case is what the NLL (2003:28) refers to as “undue favour in giving employment or promotion to one’s relatives, friends or fellow members of the same ethnic group or political-, religious- or cultural affinity; any unjustified unfair discrimination in employment favouring a person from one of these categories”.

More often than not, job placement mandates administered by the ‘intermediary’ have the potential to induce administrative difficulties. This had been the case with the situation of the CoLSoN. Put concretely, if only the CoLSoN themselves were charged with the responsibility of direct connection with prospective employers or employing institutions, the resultant administrative problem, especially that by intentional human error, would have been significantly averted. This is a matter speaking directly to the national ALMP’s, to implement

audit functions in the administration of matching services in the labour market. In doing so, the occurrence of administrative problems, especially by premeditated human error would disappear drastically and the prospects to obtain employment would improve significantly for the promising labour force participants.

Moreover, the fact that the dubious actions from the part of the administration were noted subsequent to being pointed out by the CoLSoN, suggests either a non-existent or weak auditing function within the departments concerned. In the final analysis, a significant concern with respect to the administrative aspect – a dynamic that impacted the labour market entrance of the CoLSoN negatively by delaying and denying them timely participation as prospective active members of the labour force – is more a matter of deficiency of trust in the world of works that requires intense high level reflexion, dialogue and action.

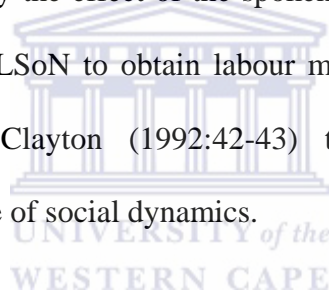
The environmental dynamic, which emerged as one of the important pointer of diminished prospects for employment of the CoLSoN suggests the need for labour market specific climate change policy. Despite of its seasonality, which accounted for small-scale results, the strategic option to postpone employment offers to the CoLSoN until the water has submerged is, in the view of this study, a slow strategic move in the economy. This is in view of the fact the existing unemployment status of the CoLSoN and the challenges of infrastructural inaccessibility because of the floods doubled their misery of not transforming into labour market participants. This is exactly what Zimmerman (2012:11) referred to, “natural disasters and climate change not only cause ecological damage, they also harm global economy and local labour markets.” It is exactly here, where labour market specific climate change policies (LMSCCP’s) need to be developed and synchronised with the ALMP’s. Coherently, this ought to be a product of the Ministry of Labour and Social Welfare and need not misperceived with the proposed climate change policy of the Ministry of Environment and Tourism.

Actual responses brought to the fore that infrastructural aspects also accounted for the diminished prospects for employment among the CoLSoN. It points to the reality that cutting-edge micro and macro national infrastructure do not necessarily meet the immediate need of people for employment. A classic example of this is in the living experiences of the CoLSoN relocated to Berg Aukas. There, transportation as a result of remoteness and other essential infrastructural supplies such as the internet and postal services are an absolute deficiency. Siebert (1999:99-193) highlights the information communication technology amenities as important infrastructural components that play a role in the prospects toward employment. As long as infrastructural facilities are devoid of responding to the individual needs of all citizens, notably those in dire need of labour market participation to earn a living, the effects of unemployment and frailty will remain. This calls for a more individual-specific citizenry infrastructural response. This could include ensuring that the awareness of labour market opportunities is created among the CoLSoN by availing newspapers. As a minimum, moving the CoLSoN from Berg Aukas will improve the negated infrastructural likelihood and their chances to obtaining jobs.

Precarious and short-term contractual employment offers no competitive advantage in the labour market. Additionally, high skills requirement supplemented by occupational experience and experiential period prerequisites and benchmarks in the skill-biased labour market put the CoLSoN at odd and keep them at an inevitable downside probability of labour market participation. In the financial market, the fierce lending requirements with their accompanying terms and conditions of collateralised loaning, makes it harder for the entrepreneurial inclined CoLSoN to enter the labour market by self-employment. This supply of finances is also an important factor in the work of Swedberg 1994. All-encompassing, their long-term labour market inactivity is a significant down-side risk of their defencelessness against the harsh labour

market condition. While this seems to invoke a condition of labour force disrepair on the part of the CoLSoN, the incubation business interventions can be applied to improve the diminished chances of securing employment. This will also help them to grow skills for labour force contribution throughout their working life.

Outcomes point to the fact that the social dynamics considered affect the lives of the CoLSoN. However, there is not much to rely on that the employment prospects of the CoLSoN are determined by a great deal of their social behaviour. Another element of complexity is the injurious spoken words against them. These CoLSoN centric-critiques are not without inaccuracies. The subjective appraisals of those opinions generated a collection of ill repute through the spoken word. Largely the effect of the spoken word can be seen as a barrier to the potential and abilities of the CoLSoN to obtain labour market participation. This can also be deduced from the work of Clayton (1992:42-43) that those who are economically underprivileged can be at the core of social dynamics.



The study indicated early that in terms of the health dynamic, we could say that those CoLSoN with a disability, for example, will have employment prospects that are not statistically and significantly different from those CoLSoN who have no disability. What is important here is that as part of the National statistics, the government needs to develop and maintain a databank containing the types of disabilities found among the CoLSoN, the nature, severity and duration thereof. This would assist the government to restore the life of people through specific fiscal arrangements and psychological counselling.

## **10.6 Conclusion on policy intervention**

In its quest to meeting the requests of the CoLSoN, the Government activated a special intervention programme grounded in ALMP's. These constitute the demand management strategies and supply-side policies.

### ***Demand management policy***

With respect to the demand management strategy, direct public sector hiring and active qualification scheme are the prominent public policy response options. The former option depicts a mass recruitment of the CoLSoN in the agencies, offices and ministries of the state or government. This is exactly where the concerns of the government's intervention programme commence. The principal concern here is that private sector hiring is substantially inactive in the effort to alleviate the plight of the CoLSoN. This is not to say that the private sector is unwilling to join in this worthy course, rather it points to probability that all fiscal avenues that could potentially encourage the private sector to assist with the plight of the CoLSoN, might not have been exhausted. Private sector encouraging measures such as fiscal tax and wage or cash incentives would have brought the private sector aboard the programme aimed at alleviating the plight of the CoLSoN. This contributes to the body of knowledge especially to work of Pollin et al. (2007:79) that the role of tax financing to firms is important in, amongst others, employment creation in an economy.

A further concern as a result of mass recruitment of the CoLSoN, notably in the lowest levels of the organizational structure, for example in the Cleaner job level, not only bars the future promotional opportunities for some, but is a precursor for labour relations unrests via further protests. In addition, it may not lead to the employability of an average CoLSoN over time. This means that such hierarchical dormancy has the potential to induce a notion of not remaining a potential labour market entrant vertically and anywhere else, because the bottommost labour

market participation of such CoLSoN member keeps them at a hierarchical level where they are unable to acquire the competencies required to meet the changing needs of, first, their current employer and second, other potential employers of the same or dissimilar industry.

Even if the CoLSoN are desirous of developing the skills and attributes that would enable them to remain potential labour market participants, they would not be able to participate in the labour market throughout their working lives, because of the lowest possible positioning in the hierarchy that is bottleneck-prone so much so that it becomes dis-employability progressive than employability advancing. Unless the government implements employability as an ALMP to promote investment in human resources, unemployment, especially among the youthful and productive sector of the economy, will never cease to be a worrying factor in the labour market.

In the latter option, the government is commendable for the loan grant to the CoLSoN through the NSFAP under the auspices of the MoE. This loan grant was tenable at institutions of higher learning by the CoLSoN who indicated to be assisted with funding for further learning. A major concern here is that such financial assistance reflects, at the most, support to the youngest members of the CoLSoN. This implies that the dissemination of knowledge and skills base might be confined to the youngest CoLSoN and those above a certain age i.e. over the age category of 30 may be left out.

### ***Supply-side policies***

With respect to supply-side policies, it is worth concluding that remarkable policy targets are being applied by the Government to mitigate the adverse socio-economic effects suffered by the CoLSoN. However, these do not come without foreseeable lateral challenges:



*Firstly*, job opportunities at entry level are a clear *target-for-the hard-to-employ*, because no prior work experiences and high educational attainment are required. Resultantly, this may cease the long-term labour market inactivity among the CoLSoN and accommodate the majority of them who possess low educational attainment. This has a connection and contributes to what Erhel (1996:276-277) refers to, the “... structural imbalance between job characteristics and employers’ requirements” deny people the opportunity to enter the labour market. Nonetheless, the problem of vertical immobility as a result of mass recruitments into entry-level jobs can be anticipated. In other words, promotional opportunities may become limited and invisible barriers to ascent to the upper ranks of governmental offices, ministries or agencies may be involuntarily created. Consequently, a secondary anti-poverty protest may develop, this time, over stagnation in entry-level jobs and wages. This is especially true considering the astronomical staffing in i.e. Cleaner jobs. It is further true considering that there is a probability that more female CoLSoN appear prominently in the said Cleaner job. It is exactly the latter truth that has the potential to create promotional problems; the female CoLSoN may be caught up in jobs that can potentially offer slight vertical mobility and modest earnings in the long-run. This requires the Government to introduce a multifaceted promotional programme to avoid, not only a secondary anti-poverty protest that can halt occupational activity in the future, but a waste of human resources as a result of boredom and low appreciation that could be reflected in the probable low wages.

*Secondly*, the CoLSoN-focused intervention programme contains policy targets for the disabled to retrieve disability grants. Also, most praise worthy is the fact that the Government makes no generality of the disability of the CoLSoN, but spells out compassionately that the CoLSoN who turned out to be disabled due to the war must be assisted to receive such disability grant. This is what Delson (1996:521) refers to about the integration of the disabled in employable services of the economy. Of concern here is that there is no indication and practicality of a restorative

disability grant toward the CoLSoN. In other words, the disability grant should, not only cater for the current socio-economic problems of the CoLSoN, but ought to reflect their re-establishment as well. Here, in light of the recognition of the disabilities that came into existence as a result of the war, the subject matter that needs to be addressed is as to what would have been the current socio-economic standing of the disabled CoLSoN had their disability status, that is now compounded by problem of unemployment, dealt with 21 years ago at the time of independence. If such socio-economic standing is unearthed, it follows that the CoLSoN may need to be rewarded backdating to 1990.

*Thirdly*, while the government is also commendable for the self-employment target set through which it endeavours to offer financial assistance to the CoLSoN with established businesses, many other members of the CoLSoN with businesses yet to be established are in need of the very same financial assistance. It becomes vital to invite the prospective business persons among the CoLSoN to submit their business concepts, and subsequently include them in the financial assistance programme. It would also be significantly important to concurrently run a business support programme to grow the business ventures of the CoLSoN and stabilise them for further employment capabilities. The business support programme should provide commencement guidance and survival plans such as service or trade knowledge and customer care training. In addition, business resilience strategies, such as the provision of accounting advice for the preparation of financial statements i.e. the balance sheet, income and cash-flow statement, should be mandatorily provided to the CoLSoN to be able to survive in the fierce business industry. This is what Meager (1996:494) refers to that a well natured business undertaking through the necessary survival strategies can grow employment possibilities. Finally, the business support programme should reflect assistance with national statutory pre-requisites such as business licence renewals, adhering to auditing requirements and fiscal taxation laws. In

doing so, the employability of the CoLSoN would be enhanced and unemployment among them CoLSoN would be curbed.

*Fourthly*, the government exercised a partial self-selection job-matching mode in providing the CoLSoN with employment. This is supported by the work of Walvei (1996:408-421). While job matching – an indispensable labour market facet and, to a large extent, appears to have materialised through the support of the governmental to the CoLSoN, its mismatch implication driven by peer-pressured selection for jobs and desperation for labour market participation was not thought of. Therefore it is likely that those CoLSoN who did not revert to the government for a change of job position after recruitment for fear of losing the just-landed-job, might at a point in time transform into a robotic work force that has the potential to result in a secondary labour related protest unless a deterring strategy is timeously put in place. An example of such strategies is to do job re-evaluations and job specifications to position the right candidate into a matching rank by qualification, experience and grade. In the event, such positioning becomes implausible due to the absence of the required qualification and experience, enabling on-the-job training should be considered to ensure acquisition of the required skills and experience.

*Fifthly*, the target on the CoLSoN with parental responsibilities, lactating and pregnant mothers, is vague on their labour market participation. This area requires further governmental regulatory debate. Such debate should focus on the economic empowerment of the CoLSoN with parental responsibilities through labour market participation. This would enable them to cut back their dependency from government, take responsibility and provide for their own lives and those of their offspring. As mentioned before, the omission of this has the potential to induce a poverty-led social grievance, this time, most probably by the ‘grand- and great-grand-children’ of the liberation struggle. This is also where the potentiality of intra-individual poverty traps

transforms into inter-generational poverty transmission as signalled by further poverty-led strikes.

### **10.7 Practical implications and recommendations**

As it surfaced that the bulk of administrative aspects are responsible for the low employment prospects or low chances of the CoLSoN to get jobs, this problem resides more in human error than in any other pointer. Therefore, it is vital that the Civil Service tightens administrative procedures that are directly linked to the receiving and processing of employment applications, and the recruitment of prospective employees, job placement, position grading and remuneration of those prospective labour market entrants. In addition, the introduction of a periodic independent audit would close the gap of system bias, the habit of self-service and probable nepotistic conduct. This would reverse situations whereby deserving prospective labour market entrants are administratively restrained toward labour market participation. At the onset, the elimination of the administrative intermediary with regards job-matching and shortlisting and its subsequent adoption of self-selection employment seeking methods would significantly reduce meditated administrative errors. A long lasting option for administrative problems is to inspire a culture of high trust in the world of works.

With respect to *environmental aspects*, it became apparent that the unprecedented floods during the recent raining season posed infrastructural challenges and, resultantly, fostered potential employment barriers. The fact that prospective employing institutions had to delay job offers to the CoLSoN in anticipation for the water to subside is suggestive of the absence of national strategies that ought to penetrate and overcome situations that come about as a result of the changes in the ecosystem. It is against that background the study recommends the development and implementation of labour market-specific climate change policies. These should be part of the national ALMP's. One such example of LMSCCP's is the development of standards

prohibiting the construction of institutional and other structures in flood risk areas. Where such structures already exist and the flood risk is more a factor of geographical location than climate change resilience, standardised flood protective surroundings would be necessary. The latter has a bi-directional labour outcome in that it supports job creation as well. These standards as strategies of the LMSCCP's would yield zero climate change resilience unless they are complied with by the construction sector. This, in turn, would call for an independent regulatory body to perform onsite inspections and observe violation of the said standards.

The burden of *infrastructural dynamics* can significantly, in part, be alleviated by the reduction of the distance between the residential locale of the CoLSoN and business districts where possible employment could be obtained. Of recommendation here is that, those CoLSoN residing at Berg Aukas require a less remote place of residence to an area where transport is easily accessible and where the infrastructural gaps could be closed by the availability of basic telecommunication facilities and daily newspapers. This would, to some degree, improve the prospects of the CoLSoN for employment.

As unearthed, both the labour and financial market poses a downside risk on the economic livelihood of the CoLSoN. The former, through requests for high skills. The latter, through vigorous lending constraints. The study recommends that the Government must adopt techniques to do away with the said downside risk. One such technique is the introduction of business incubator programmes specifically designed for the CoLSoN. For example an established firm or iconic business personality or recently booming corporation such as the technology magnets can be identified and targeted for fiscal aids such as subsidies if it is willing to take in one or a certain number of the members of the CoLSoN in its employ, train them over a reasonable period and grow their skills on par with the national labour market skills requirements. In turn, this would require a business incubator regulatory body to monitor and audit, whether the

operations of the incubator industry perform to the satisfaction and justify the fiscal investment. This in itself has the potential to create new jobs.

To ensure the *employability* of the CoLSoN, it is imperative to design, develop, and implement a prolific vacancy announcement strategy, as part of ALMP's to reach those members of society who may find themselves at the periphery. It becomes also important adopt and reflect in the ALMP's mobility impediments deterring strategies to encourage the employability of the CoLSoN throughout their working lives. The central focus of the ALMP's should be to emphasise human development first through transferable skills growth and work knowledge based attributes. Education specific labour market policies enshrined in the country's ALMP's are necessary to secure key transferable and generic skills. To secure high-level transferable skills, labour market responsiveness to its high education system is indispensable. While the CoLSoN are encouraged to remove a notion of waiting from the government to provide them with jobs by attempting themselves to secure those jobs, it becomes important that job seeking incentives are crucial to assist in securing mobility, consulting the internet, acquiring newspapers and to make use of job agencies.

On the *policy* side, the *public policy* response to the plight of the CoLSoN needs to reflect active *fiscal strategies*. This can be done by introducing cash and tax incentives aimed at getting the private sector aboard the effort directed toward the alleviation of the plight of the CoLSoN to reduce the burden on the government. *Monetary strategies* could include the redefinition of the qualifying criteria of loanable funds that should give the CoLSoN easy access to financial assistance, and extend the business financial assistance programme for self-employment opportunities to the aspirant business owners among the CoLSoN and run it concurrently with a business support programme to fortify their survival in the fierce business industry. Other policy strategies would be to consider a restorative reward system. A unique example would be the

introduction of a social grant that would positively impact the socio-economic status of, especially, those CoLSoN whose physical and psycho-mental being have been deformed as a result of the liberation war – thus a curative disability intervention that should re-establish the socio-economic well-being of the CoLSoN through a monetary compensatory measure. Other strategies such as anti-stigmatisation measures could be implemented to deter misrepresentations that the employment of the CoLSoN is rather anything than meritorious. Desired *labour relations strategies* and an appreciative working climate would stem from the introduction of a multifaceted promotional programme and supportive human resources development agenda in the Civil Service. This has also the potential to sidestep further anti-poverty protests in the future.

### **10.8 Potential value of the research study**

This study came at a time when the problem of the CoLSoN became a topic of socio-economic debate in Namibia and beyond. Much of the social criticism generated ill repute that do not compare with the lived realities of the CoLSoN in the face of the merciless socio-economic reality. As the study shows, a number of socio-economic intricacies are responsible for the current state of the CoLSoN. The study hopes that the situation of the CoLSoN would be treated with better understanding in the labour market, economic and political debate. Most importantly, the study hopes that the policy directed to plight of the CoLSoN would find something from the recommendations of this study to improve the current situation of the CoLSoN.

### **10.9 Limitations of the study**

While the study managed to delve into the cognitive data and to secure the research participants for further substantiation of facts and experiences, these did not come without limits. One such drawback has been the withdrawal of participants who, just like those who have participated,

could have rendered this study a rich subjective experience via face-to-face interactions. Their withdrawal came as a result of insecurity and fear of exposure emanating from unpatriotic misinformation that the research hails from the media world and could potentially produce another sensational newscast in the Namibian public. However, since many who have participated gave this research a rich foundation, such withdrawal has no effect, except for the time wasted in preparation and travelling. Another limiting factor has been the sensitivity of information about the CoLSoN that was hard to come by at the start of the research. The delays that occurred have been time consuming and elongated the research process.

Another limitation pertains to the scientific observation of the representativeness of the sample. Despite the statistical threshold of 0.05 set for this research, the latterly requirement in the sample size produced a larger sample for the study. This was beyond the recommendations or existing calculation to observe representation. As a result, the results of this study will only be generalised to the population of this study. This is because the inferences of this study stem directly from the sample that the research obtained from a population of 1 242.

With the pilot study in phase 1, the Researcher ascertained that the participants understood the questions. In exploring some of the sections of the questionnaire, it became apparent that it was possible that some of the participants completed the questionnaire without giving much attention to the specification. This could be attributable the desire to complete all questions required and as instructed. Here, the Researcher has no control over the participants' interpretation of the questions in the questionnaire (Frankfort-Nachmias & Nachmias, 1996; Saunders et al., 1997). The Researcher wishes to document that the responses of the participants were reliable because the questions of the questionnaire were simplified for understanding and easy reading.



### **10.10 Generalisation**

Methodologically, Saunders et al (2003:86-87) demonstrate the importance of generalizability of results by hypothetically depicting a retail store which exhibited “high employee absenteeism.” According to Saunders et al. (2003:86), it followed that hypothesis testing in the above regard related age to occupational length stating, “absenteeism is more likely to be prevalent among younger workers who have worked for the organisation for a relatively short period of time.” However, since only that particular store was studied, generalisation on “human social behaviour” could only be applied on that particular store and not on other organisations (Saunders et al., 2003).

It is, therefore, important to note that the results of this study cannot be generalised to the entire population of the ‘Children of the Liberation Struggle of Namibia’ in Namibia or elsewhere. Similarly, the results of this study should not be generalised to the entire exile-born children of Namibia. It would only be appropriate to generalise the results of this study to the population of this study. This is because only this fraction of the ‘Children of the Liberation Struggle of Namibia’ allows this study to make inferences about itself.

### **10.11 Suggestions for future research**

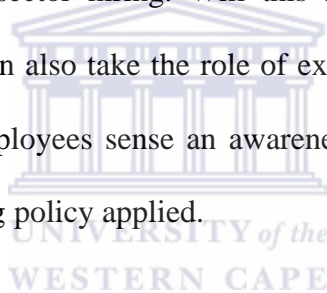
While the study managed to examine the employability and prospects for employment of the CoLSoN amongst other factors, it wishes to document that the results of this study are not all-embracing. Instead, they are pragmatic openings for further scientific exploration of the plight of the CoLSoN. This research could be broadened using larger sample sizes to test for employability jointly with areas such as the effects of mass recruitment, the impact of the CoLSoN employment on corporate attitudes, market and economic responses, entrepreneurial enterprise, fiscal component, sustainable employability and youth unemployment.

### ***The effects of mass recruitment***

Future research could explore the effects of the mass recruitment of the CoLSoN, emanating from the labour market principle of direct public sector hiring, on other unemployed youth in the country. This is because mass recruitments at times foretell future labour unrest based on promotional stagnation and low wages (Schiller, 2000).

### ***The impact of the CoLSoN employment on corporate attitudes***

Further studies could also examine the effect of the employment of the CoLSoN on other employees and the probable stigmatization as a result. This is in view of the fact perceptions may have a role to play in responses toward a job or organisation as a result of changes brought in by direct or indirect public sector hiring. Will this sustain the happy-worker-productive principle (Lawler, 1995). This can also take the role of examining the relationship between the degree to which the existing employees sense an awareness of allegiance to the public sector because of the public sector hiring policy applied.



### ***Market and economic responses***

Other studies can look at the relationship between market responses and the alleviation of the plight of the CoLSoN in light of the latest financial development in the country. Such development can take the direction of the financing of non-financial projects that could assist the CoLSoN. Similarly, the come into being of an SME bank could be looked at as to how it afforded to alleviate the plight of the CoLSoN. This is because the role of self-employment financing is important in an economy as it assist with the migration from unemployment to enhancing employability (Meager, 1996).

### ***Entrepreneurial enterprise***

Some of the employment areas in which the CoLSoN could be found are the hairdressing and the desire to transform into recognised chauffeurs. Therefore, further studies can look into the viability of governmental recognition and sponsorship of these kinds of entrepreneurial enterprise with relaxed requirements to accommodate the disadvantaged. In the Namibian economy many women are involved in trivial functions (Edward, 2004). If this receives strategic public policy direction, it would improve the employment prospects of many.

### ***The fiscal component***

Other studies can look into the relationship between taxation and taxable wage toward the plight of the CoLSoN. This is to document whether, in the case of public sector hiring, the payment of a taxable wage to the CoLSoN would account for the tax outflow that was initially applied to their plight. This is a construct in the economy proven by Pollin et al. (2007:79) that government spending is a public investment even in humans apart from buildings and machinery.

### ***Sustainable employability***

Another inquiry can investigate whether the mass recruitment of the CoLSoN would be a springboard into sustainable employability in the national, regional and other international labour markets. This takes this focus, because what is learned in one locale can be applied in other locales (Curtiz & McKenzie, 2001).

### ***Youth unemployment***

Another study can look at the plight of the CoLSoN in the light of youth unemployment and inter-generational poverty traps and transmissions. For example, (LaRRI, 2011:7) informs “the root causes of youth unemployment in Namibia are the structural limitations of the economy and the relatively low levels of skills and education.” It also appears that the absence of parental

figures played a significant role in the plight of the CoLSoN for labour market participation. Therefore, a relationship between the two above-mentioned strands can be explored.

### **10.12 Conclusion**

What the CoLSoN offer to the labour market are employability traits rich in basic skills. This explains the level of their employability skills. However, this is no sufficient justification to delay their labour market participation as they have the ability to grow skills through interventions such as training. The study recommends that employability be exercised as an active labour market policy.

Aided human error is one of the factors responsible for the low chances to getting jobs among the CoLSoN. This calls for the spearheading of investigatory searches and reinforcement of institutional audit procedures to unearth and control the inaptness of intentional administrative barriers to the labour market participation of the CoLSoN. Environmental problems that interfered with the employment prospects of the CoLSoN require labour-market-specific-climate-change-policies or LMSCCP.

On the *policy* side, clear strategies for the labour market participation of the CoLSoN require special attention from government. This will assist the government to prevent similar protests in the future by the offspring of the CoLSoN who can refer to themselves as ‘Grand Children of the Liberation Struggle’ or the GCoLSoN and as a result, place claims of socio-economic nature on the government based on inter-generational poverty transmission. The current mismatch arising from the demand-supply-side effort will be dealt with foreseeable complete labour market absorption of the CoLSoN. The government needs to consider providing the private sector with incentives such as tax rebates and subsidies to assist with the problem of the CoLSoN. The most

important factor is that the low condition of employable skills and attributes of the CoLSoN is no sufficient rationale for the demand-side of the labour market to restrain their labour market participation. Rather, it comes forth as a convenient defence mechanism of the demand side of the labour market to escape the noble duty of human resource development in an economy.



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## **APPENDIX A: INFORMED CONSENT: COLSON**

I, Shirley Euginia Ndahafa Shivangulula, am conducting research on the employability of the 'Children of the Liberation Struggle of Namibia' for academic purposes. I would therefore be pleased if you could answer questions contained in the attached questionnaire about your experience.

Kindly, note that your participation is free. Thus, you are not being forced to take part in this research. The questionnaire will take about 15 minutes to complete. Your name is not required on the questionnaire. Thus, your answers will remain confidential and no one will link you to the responses you provide.





## APPENDIX B: INFORMED CONSENT: INSTITUTIONAL

### INFORMED CONSENT

STUDENT: Shirley Euginia Ndahafa. Shivangulula  
UNIVERSITY: Rhodes University,  
Grahamstown  
South Africa.  
SUPERVISOR: Professor G. Klerck

#### **PARTICIPATION IN THE RESEARCH EXPLORING ASPECTS OF EMPLOYMENT DEMAND AND EMPLOYABILITY PERTAINING TO THE CHILDREN OF THE LIBERATION STRUGGLE OF NAMIBIA.**

I, Shirley Euginia Ndahafa Shivangulula, a PHD student from Rhodes University, South Africa, am conducting research on aspects of employment demand, employability pertaining to the Children of the Liberation Struggle of Namibia.

To that effect, I anticipate the following procedure for the research: 1. to obtain data, 2. conduct interviews, and 3. provide feedback.

As part of the research protocol, the anonymity and privacy of participants will be observed and strictly protected, and all data collected will remain absolutely confidential. Participation in this project is voluntary, and I respect your liberty to reveal or withhold information where you deem fit. Participants are also free to withdraw from this project at any time. Findings will be published subject to the requirements in respect of participants' confidentiality and anonymity.

I trust you will find this research worthwhile

-----  
*Shivangulula*  
**Student:** S. Shivangulula

-----  
  
**Dr. P. T. Shyphoh**  
**Permanent Secretary**  
**Ministry of Youth, National Service, Sport and Culture**

**APPENDIX C: CONSENT NOTICE: INSTITUTIONAL**



REPUBLIC OF NAMIBIA

MINISTRY OF YOUTH, NATIONAL SERVICE, SPORT AND CULTURE

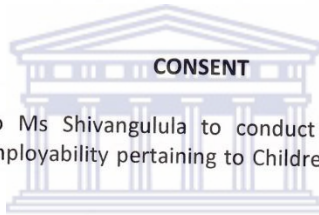
OFFICE OF THE PERMANENT SECRETARY

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NDC Building  
Goethe Street  
Private Bag 13391  
Windhoek, Namibia

Ms Shivangulula  
Doctoral candidate  
Rhodes University  
Grahamstown  
South Africa

28 March 2011



Consent is hereby given to Ms Shivangulula to conduct her research on, amongst others, employment demand and employability pertaining to Children of the Liberation Struggle (CLS) for her doctoral project.

We understand that anonymity and confidentiality of information will be upheld and information provided will be strictly for her academic project. Her research is valuable and we will do everything possible to assist her where we can.

We wish her success in her studies

Yours sincerely

.....  
Dr. Peingeondjabi T. Shipoh  
Permanent Secretary



**APPENDIX D: CONSENT NOTICE: INTRA-INSTITUTIONAL**



REPUBLIC OF NAMIBIA

MINISTRY OF YOUTH, NATIONAL SERVICE, SPORT AND CULTURE

OFFICE OF THE PERMANENT SECRETARY

Tel: +264 - 61- 2706528  
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NDC Building  
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Windhoek, Namibia

28 March 2011

To: All Permanent Secretaries  
All Ministries

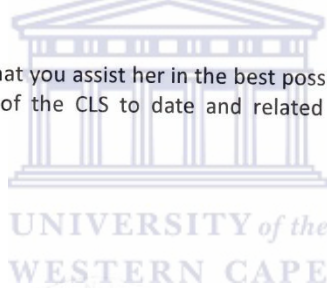
This serves to inform that Ms. Shivangulula – Doctoral Student – is conducting research on employment demand and employability of the Children of the Liberation Struggle of Namibia for her Doctoral Project.

I hereby wish to recommend that you assist her in the best possible way you can in that regard – as far as the employment statistics of the CLS to date and related information as demanded by her project.

I regard her research valuable

Yours Sincerely

.....  
Dr. Peingeondjabi T. Shipoh  
Permanent Secretary



## APPENDIX E: DEFINITION OF THE CHILDREN OF THE LIBERATION STRUGGLE OF NAMIBIA



REPUBLIC OF NAMIBIA

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Windhoek, Namibia

11<sup>th</sup> September 2013

### TO WHOM IT MAY CONCERN

In response to the protest of the Children of the Liberation Struggle of Namibia, the Government of the Republic of Namibia pledged to find a lasting solution to their plight through a comprehensive assistance programme. The process under the said programme takes time and all the Children of the Liberation Struggle cannot be assisted in one go. Those Children of the Liberation Struggle who are still requiring assistance will continue to be considered and assisted under the assistance programme. The term still requiring assistance does not mean, imply, suggest or denote that those Children of the Liberation Struggle are:

1. Left behind
2. Vulnerable
3. A less successful segment

The working definition of the Children of the Liberation Struggle of Namibia is: "Children of the Liberation Struggle are children of veterans (veteran as defined in the Veteran, Act No. 2 of 2008), inclusive of exiled children who, until 21<sup>st</sup> March 1990, were under the age of 18 years". In terms of the Veterans Act, 2008, Act No. 2, 2008: 4 a "child, in relation to a veteran, means a person aged below 18 years:


- a) Who is a biological child of such veteran;
- b) Who is a step-child of such veteran;
- c) Who is legally adopted child of such veteran; or
- d) Who is a posthumous child of such veteran?"

1 | Page

All official correspondence must be addressed to the Permanent Secretary

Therefore, the ministry is hereby giving Ms. Shirley Shivangulula its support in all her endeavours concerning this project.

Yours sincerely

  
.....  
**Dr. Vetumbuavi S. Veii**  
**ACTING PERMANENT SECRETARY**



## APPENDIX F: SURVEY INSTRUMENT

<p><b>THANK YOU FOR TAKING PART IN THIS STUDY</b></p> <p><b>PLEASE NOTE THAT YOUR NAME IS NOT REQUIRED ON THE QUESTIONNAIRE.</b></p> <p><b>PLEASE COMPLETE THE QUESTIONNAIRE BY PLACING AN 'X' IN THE APPLICABLE BOX.</b></p>
---

<b>QUESTIONNAIRE NUMBER:</b>

### 1. PERSONAL DETAILS

#### SEX:

Male	Female
------	--------

#### MARITAL STATUS:

Single	Married	Co-habiting	Windowed	Divorced
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#### AGE:

21-25	26-30	31-35	36-40	41-45
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#### DEPENDENTS:

one Child	More than one child	Other
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#### EDUCATION:

Grade < 8	Grade 10	Grade 12	Diploma	Degree
-----------	----------	----------	---------	--------

#### PREVIOUS EMPLOYMENT:

Private sector	Public sector	Labour hire	NGO	Self
----------------	---------------	-------------	-----	------

#### SECTOR OF PREVIOUS EMPLOYMENT:

Agriculture	Construction	Mining	Manufacturing	Services	Other: specify
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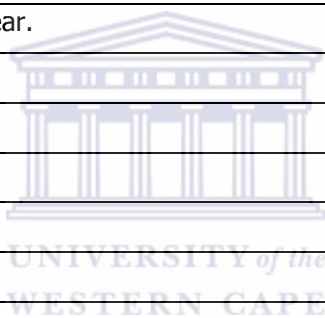
#### DURATION OF PREVIOUS EMPLOYMENT:

0-12 months	1-3 years	3-6 years	6-10 years	10years & >
-------------	-----------	-----------	------------	-------------

#### PREVIOUS INCOME (N\$):

100-500	500-1000	1000-5000	5000-10000	10000 & >
---------	----------	-----------	------------	-----------

<b>2. EMPLOYABILITY</b>	<b>YES</b>	<b>NO</b>	<b>DON'T KNOW</b>
1. I can read.			
2. I can write.			
3. I can work with a computer.			
4. I can operate a cell phone.			
5. I continue to learn/study.			
6. I love working with people.			
7. I am honest with others.			
8. I am always willing to work.			
9. I always take the initiative.			
10. I am aware of my rights.			
11. I can drive.			
12. I can type.			
13. I am or was unemployed for 6 months			
14. I am or was unemployed for a year.			
15. I always feel ill.			
16. I was in a psychiatric hospital.			
17. I am in a wheel-chair.			
18. I am blind or partially blind.			
19. I am deaf or partially deaf.			
20. I consult the internet for jobs.			
21. I look for jobs in newspapers.			
22. I visit employers personally.			
23. I research about jobs.			
24. I make use of job agencies.			
25. I have contacts in a company.			
26. I have referrals for jobs.			
27. I have a car.			
28. I have public transport.			
29. I use my neighbour's car.			
30. I use my friend's car.			
31. I foot for 500 meters.			
32. I foot for less than 5km.			
33. I foot for more than 5km.			
34. I can work under all conditions.			
35. I can work for long hours.			



36. I look after my own children.			
37. I look after the children of my extended family			
38. I look after children and the elderly outside my immediate family.			
39. I belong to a people network.			
40. I can got a loan from a bank.			
41. I always have transport.			
42. Work is encouraged in my community.			
43. Work is supported in my community.			
44. Too high qualifications are required by employers.			
45. Generally, most employers require people who have been unemployed for short periods.			
46. Advertised posts are entry level.			
47. The remuneration is attractive.			
48. I receive job seeking counselling			
<b>3. Employment prospects/vulnerability to unemployment</b>	<b>YES</b>	<b>NO</b>	<b>DON'T KNOW</b>
<b>My chances to get a job are/were low because:</b>			
1. I have a criminal record.			
2. I am addicted to drugs.			
3. I was a member of a gang.			
4. I was involved in domestic violence.			
5. Of distant registration points for jobs.			
6. Of Human errors in handling applications.			
7. My friend's application is better than mine.			
8. I cannot operate the computer-based application system.			
9. My applications do not reach the recruiter.			
10. Of a lack of internet services where I live.			
11. Of a lack of telephone services where I live.			
12. Of a lack of postal services in my area.			
13. Of a lack of newspaper availability in my area.			
14. I have a disability.			
15. I am constantly ill.			
16. Of recurring floods in the country or my area.			
17. Of recurring droughts in the country or may area.			
18. Of low level of livestock rearing in my sector.			
19. Of the threatened fish survival in our sea.			



20. Of high temperatures that threaten the food production industry.			
21. Most jobs that I come across require high level skills.			
22. Generally there are no jobs in the area where I live.			
23. I am or was unemployed for a very long time.			
24. Of my recurring unemployment status due to short-term employment contracts.			
25. Of the stigmatization of youth unemployment.			
26. Self-employment opportunities are rare.			
27. Self-employment financing is difficult to get.			
28. It is difficult to move from school to employment.			

**-END-**



## **APPENDIX G: INTERVIEWS: COLSON**

### **CoLSoN**

#### **1. Assets**

- If you can read and write, is it enough to be employable?
- What more can you add on reading and writing to make sure you can obtain employment?
- What other IT skills do you have apart from operating a cell phone?
- If you can work with a computer, will you be able to manage high volumes of data entry for a company.
- If you consider yourself to be honest with others, will you always reproduce what you heard previously even in difficult times?
- If you are always willing to work and take the initiative, will you be able to do manual jobs like sweeping the floors and help others who are doing the same in your group?
- Explain how your driving skills can help you to obtain a job.
- Explain what you can do with computer skills such as typing.
- What factors make you to remain unemployed for longer periods e.g. 12months.
- Kindly provide any general information which you think will assist in clarifying and or expand on the answers so far both in the questionnaire or during this discussion.

#### **2. Presentation and deployment**

- When you seek for a job, do you always have your CV at hand?
- Is your CV readily updated or do you work on it when you see a job advertisement?

- Do you always have references in your CV?
- Who are the references in your CV?
- What feedback did you gain from employers after presenting yourself for a possible job opening?
- Do you have friends in the companies were you look for jobs?
- How much care do you take in presenting a job application?
- How do you submit your application, open or closed in an envelope?

### **3. Labour market experience**

- Where you have been unemployed for longer than six months, what in your experience are employers looking for to provide you with a job?
- Do you think formal qualification is more required than skills?
- Do you think skills are more required than formal qualification?
- Do you think that technology plays a big role to leave you without employment?
- Do you have friends who are unemployed for shorter periods than yourself?
- What made them obtain the jobs they have, if they did?
- Are there other factors that you think can be suggested to ease your experience?

### **4. Thematic category of vulnerability: Education and training**

- Did you have incentives to move to employment after school?
- Did you previously, if you worked before, have a contract?
- Was the contract for more than 6 months?
- Was the contract for less than 6 months?
- Is there vocational training you qualify for?

- Did you enrol, if not why?
- If yes, what has it change?
- If you consider your education to be less than required what can you do?
- What resources do you consider to be helpful in improving your education, is it financial or existence of educational institutions in your area?

## **5 Health risk**

- Is your area dusty?
- Are there chances of smoke inhalation in your area?
- Do you have a permanent biological injury?
- If you frequently get ill, are there hospitals, clinics in your area?
- If you are wheel-chair bound, can you move easily with your wheel-chair or do you always require assistance?
- In the event you need to see a psychologist, do you always have to travel long distances?
- Do you know how to practise first aid if you experience respiratory problems?
- Other, please explain or expand.

## **6. Economic factors**

Explain and elaborate which of the price changes affect you more generally?

The price of:

- Obtaining a loan from the bank for self-employment projects.
- Transport
- Stationary
- Submitting applications for jobs

- obtaining internet services.
- Private employment agency services.
- Accommodation.
- Food.
- Medical attention.
- Communication technology.
- Self-directed learning.
- Continuing vocational training.
- Informal learning.
- Popular education.

## **7. Socio dynamics**

Reflect on the following and explain how it affects your employment chances:

- Drugs usage in your area.
- Alcohol consumption in your area.
- Domestic disturbances in your area.
- Youth organization in your residency.
- Youth dis-organization in your residency.
- Communal youth residency.
- Comradeship in your residency.
- The appeal of common goal in your residency.



## APPENDIX H: INTERVIEWS: INSTITUTIONAL

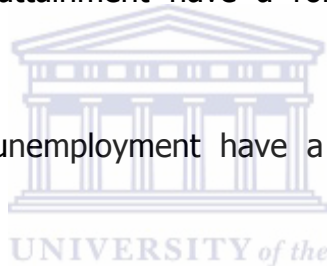
### Organisations

#### A.

- What informational verification was performed on the Children of the Liberation Struggle of Namibia?
- What did these verification produce?
- Was any recruitment placement performed?
- What is the current standing of these placements?
- Was any counselling offered to the Children of the Liberation Struggle?
- What was the nature of counselling?
- What was the effect of counselling?
- What was the purpose of relocation?
- How many Children of the Liberation Struggle were relocated?
- What motivated the relocation area?
- What is the current effect of such relocation?
- What economic product application was responsive to the plight of the Children of the Liberation Struggle of Namibia from Government side?
- Is this economic product currently running?
- What is the anticipated period of this economic product?
- Are there any corporative goods and services directed toward the plight of the Children of the Liberation Struggle of Namibia?
- What is the nature of these corporate goods and services?
- What is the anticipated running period for these corporate goods and services?

**B.**

- Has the government identified specific targets to deal with the plight of the Children of the Liberation Struggle of Namibia?
- What are these targets?
- Did you experience that the Children of the Liberation Struggle are difficult to recruit?
- What are the reasons for this recruitment difficulty?
- Does long-term joblessness play a role in this recruitment difficulty?
- Does youth unemployment have a role to play in this recruitment difficulty?
- Does low educational attainment have a role to play in this recruitment difficulty?
- Does recurring youth unemployment have a role play in this recruitment difficulty?
- Does flexible employment have a role to play in this recruitment difficulty?
- What specific targets does government have in place or likely to employ for this recruitment difficulty?
- Did the verification exercise indicate that there are disabled Children of the Liberation Struggle of Namibia?
- What are the various categories of disability?
- What is the origin of these disabilities?
- What support programme is considered suitable for the disabled Children of the Liberation Struggle of Namibia?
- What self-employment tools does Government offer to the Children of the



## Liberation Struggle of Namibia?

- What education configuration is available for the Children of the Liberation Struggle?
- What talent capital configuration is available for the CoLSoN?
- What tools are considered for those children of the liberation struggle who have parental responsibilities?
- Are there clear preventative programmes directed toward the Children of the Liberation Struggle of Namibia?
- Are there clear coping strategies directed toward the Children of the Liberation Struggle of Namibia?
- Are there clear mitigating tools directed toward the Children of the Liberation Struggle of Namibia?



### C.

- In the attempt to find job placement for the Children of the Liberation Struggle of Namibia:
- Did you experience any structural imbalance between job characteristics and employers' requirements
- What are these job characteristics?
- What do employers require?
- Are the jobs availability mostly skills-biased?
- Which skills are pertinent?
- Are the jobs availability mostly technology-biased?
- Specify these technologies.



- Are the Children of the Liberation Struggle synchronised to jobs by selection?

**D.**

- What are the jobs listing from potential employers per month/year.
- How many jobs are listed per month/year?
- What kind of jobs are these?
- What are the proposed job placement per month/year?
- How many of these jobs were filled by the CoLSoN per month/year?

**E.**

- How many Children of the Liberation Struggle of Namibia visited the country-wide registration points so far?
- How many of those who visited the registration points actually got listed for potential jobs?
- How many of those who got listed were proposed for job placements?
- How many of those who got listed actually obtained job placements?

## APPENDIX I: RECRUITMENT EXEMPLAR



# RECRUITMENT INTO THE NAMIBIAN DEFENCE FORCE

The Ministry of Defence invites young Namibians to apply for a career in the  
Namibian Defence Force (NDF)

### Enlistment requirements;

- Namibian citizenship
- Readiness to undergo a comprehensive medical test; including HIV/AIDS
- Qualifications: Grade 10 with minimum of 24 points with an E symbol in English and Grade 12 with minimum of 20 points with an E symbol in English
- Age between 18 and 25
- Good command of English language
- No criminal records
- Applicants must clearly indicate their Regions and Constituencies as well as the Size of their shoes on the application form

*Note:* Interested applicants are advised to complete the Public Service of Namibia Application Forms for Employment and attach certified copies of qualifications, ID's and mail them to The Recruitment Office, Ministry of Defence, Private Bag 13307, Windhoek or hand deliver them at Reception Office, Bastion 2, Defence Headquarter, Tal Street, Windhoek.

*Note:* Please note that only shortlisted candidates will be contacted and no documents will be returned. Enquiries will only be entertained by the below mentioned persons in this advert.

**Application closing date: 31 March 2011**

Enquiries: Lt Col DW Petersen Tel. 061-2042175 (W)  
Major JK Kameya Tel. 061-2042175 (W)  
(Only during working hours)



## APPENDIX J: RELATED SAMPLE T-TEST

### One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Male	303	1.2079	.40649	.02335
Female	302	1.1887	.39195	.02255

### One-Sample Test

	Test Value = 0					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Male	51.726	302	.000	1.20792	1.1620	1.2539
Female	52.706	301	.000	1.18874	1.1444	1.2331

## APPENDIX K: CORRELATIONS

### Nonparametric Correlations

**Correlations**

			sd2	PROSPECTS
Spearman's rho		Correlation Coefficient	1.000	.112
	sd2	Sig. (2-tailed)	.	.006
		N	605	605
		Correlation Coefficient	.112	1.000
	PROSPECTS	Sig. (2-tailed)	.006	.
		N	605	605

**Correlations**

			PROSPECTS	ad2
Spearman's rho		Correlation Coefficient	1.000	.508
	PROSPECTS	Sig. (2-tailed)	.	.000
		N	605	605
		Correlation Coefficient	.508	1.000
	ad2	Sig. (2-tailed)	.000	.
		N	605	605

**Correlations**

			PROSPECTS	id2
Spearman's rho		Correlation Coefficient	1.000	.419
	PROSPECTS	Sig. (2-tailed)	.	.000
		N	605	605
		Correlation Coefficient	.419	1.000
	id2	Sig. (2-tailed)	.000	.
		N	605	605

**Correlations**

			PROSPECTS	ed2
Spearman's rho	PROSPECTS	Correlation Coefficient	1.000	.564
		Sig. (2-tailed)	.	.000
		N	605	605
	ed2	Correlation Coefficient	.564	1.000
		Sig. (2-tailed)	.000	.
		N	605	605

**Correlations**

			PROSPECTS	med2
Spearman's rho	PROSPECTS	Correlation Coefficient	1.000	.451
		Sig. (2-tailed)	.	.000
		N	605	605
	med2	Correlation Coefficient	.451	1.000
		Sig. (2-tailed)	.000	.
		N	605	605

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**Correlations**

			PROSPECTS	hd2
Spearman's rho	PROSPECTS	Correlation Coefficient	1.000	.028
		Sig. (2-tailed)	.	.490
		N	605	605
	hd2	Correlation Coefficient	.028	1.000
		Sig. (2-tailed)	.490	.
		N	605	605

Correlations

		sd2	ad2	id2	hd2	ed2	med2
sd2	Pearson Correlation	1	-.020	.020	.077	.006	-.015
	Sig. (2-tailed)		.632	.620	.058	.886	.708
	Sum of Squares and Cross-products	12.071	-.526	.626	1.674	.172	-.275
	Covariance	.020	-.001	.001	.003	.000	.000
	N	605	605	605	605	605	605
ad2	Pearson Correlation	-.020	1	-.040	-.086*	.172**	.018
	Sig. (2-tailed)	.632		.328	.034	.000	.660
	Sum of Squares and Cross-products	-.526	60.057	-2.761	-4.191	11.366	.720
	Covariance	-.001	.099	-.005	-.007	.019	.001
	N	605	605	605	605	605	605
id2	Pearson Correlation	.020	-.040	1	.021	.030	-.026
	Sig. (2-tailed)	.620	.328		.609	.459	.521
	Sum of Squares and Cross-products	.626	-2.761	79.858	1.167	2.293	-1.213
	Covariance	.001	-.005	.132	.002	.004	-.002
	N	605	605	605	605	605	605
hd2	Pearson Correlation	.077	-.086*	.021	1	-.119**	-.065
	Sig. (2-tailed)	.058	.034	.609		.003	.112
	Sum of Squares and Cross-products	1.674	-4.191	1.167	39.176	-6.353	-2.100
	Covariance	.003	-.007	.002	.065	-.011	-.003
	N	605	605	605	605	605	605
ed2	Pearson Correlation	.006	.172**	.030	-.119**	1	-.050
	Sig. (2-tailed)	.886	.000	.459	.003		.221
	Sum of Squares and Cross-products	.172	11.366	2.293	-6.353	72.468	-2.200
	Covariance	.000	.019	.004	-.011	.120	-.004
	N	605	605	605	605	605	605
med2	Pearson Correlation	-.015	.018	-.026	-.065	-.050	1
	Sig. (2-tailed)	.708	.660	.521	.112	.221	
	Sum of Squares and Cross-products	-.275	.720	-1.213	-2.100	-2.200	26.919
	Covariance	.000	.001	-.002	-.003	-.004	.045
	N	605	605	605	605	605	605
PROSPECTS	Pearson Correlation	.175**	.535**	.425**	.039	.569**	.463**
	Sig. (2-tailed)	.000	.000	.000	.336	.000	.000
	Sum of Squares and Cross-products	1.792	12.191	11.151	.721	14.240	7.064
	Covariance	.003	.020	.018	.001	.024	.012
	N	605	605	605	605	605	605

## APPENDIX L: RELATIONSHIP STATISTICS: INDIVIDUAL

### Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	INFRA.Inpa, INFRA.Its, INFRA.Ips, INFRA.lis <sup>b</sup>	.	Enter

a. Dependent Variable: PROSPECTS

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.455 <sup>a</sup>	.207	.202	.107

a. Predictors: (Constant), INFRA.Inpa, INFRA.Its, INFRA.Ips, INFRA.lis

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.791	4	.448	39.228	.000 <sup>b</sup>
	Residual	6.848	600	.011		
	Total	8.639	604			

a. Dependent Variable: PROSPECTS

b. Predictors: (Constant), INFRA.Inpa, INFRA.Its, INFRA.Ips, INFRA.lis

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.902	.019		46.920	.000
	INFRA.lis	.033	.005	.224	6.122	.000
	INFRA.Its	.036	.005	.248	6.794	.000
	INFRA.Ips	.018	.006	.104	2.865	.004
	INFRA.Inpa	.063	.007	.311	8.488	.000

a. Dependent Variable: PROSPECTS

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	SOCIO.dv, SOCIO.g, SOCIO.d, SOCIO.cr <sup>b</sup>	.	Enter

a. Dependent Variable: PROSPECTS

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.195 <sup>a</sup>	.038	.031	.118

a. Predictors: (Constant), SOCIO.dv, SOCIO.g, SOCIO.d, SOCIO.cr

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.327	4	.082	5.901	.000 <sup>b</sup>
	Residual	8.312	600	.014		
	Total	8.639	604			

a. Dependent Variable: PROSPECTS

b. Predictors: (Constant), SOCIO.dv, SOCIO.g, SOCIO.d, SOCIO.cr

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.110	.005		227.175	.000
	SOCIO.cr	.066	.021	.137	3.177	.002
	SOCIO.d	.019	.022	.037	.878	.380
	SOCIO.g	.060	.030	.083	2.004	.046
	SOCIO.dv	.007	.022	.014	.339	.735

a. Dependent Variable: PROSPECTS



## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	ADMIN.arr, ADMIN.fa, ADMIN.cba, ADMIN.drp, ADMIN.humerr <sup>b</sup>	.	Enter

a. Dependent Variable: PROSPECTS

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.553 <sup>a</sup>	.305	.300	.100

a. Predictors: (Constant), ADMIN.arr, ADMIN.fa, ADMIN.cba, ADMIN.drp, ADMIN.humerr

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.638	5	.528	52.670	.000 <sup>b</sup>
	Residual	6.001	599	.010		
	Total	8.639	604			

a. Dependent Variable: PROSPECTS

b. Predictors: (Constant), ADMIN.arr, ADMIN.fa, ADMIN.cba, ADMIN.drp, ADMIN.humerr

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.833	.022		38.615	.000
	ADMIN.drp	.039	.006	.229	6.594	.000
	ADMIN.humerr	.047	.009	.187	5.376	.000
	ADMIN.fa	.027	.009	.105	3.053	.002
	ADMIN.cba	.053	.004	.413	12.061	.000
	ADMIN.arr	.026	.006	.156	4.529	.000

a. Dependent Variable: PROSPECTS

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	HEALTH.ci, HEALTH.d <sup>b</sup>	.	Enter

a. Dependent Variable: PROSPECTS

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.058 <sup>a</sup>	.003	.000	.120

a. Predictors: (Constant), HEALTH.ci, HEALTH.d

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.029	2	.015	1.018	.362 <sup>b</sup>
	Residual	8.610	602	.014		
	Total	8.639	604			

a. Dependent Variable: PROSPECTS

b. Predictors: (Constant), HEALTH.ci, HEALTH.d

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.112	.005		218.889	.000
	HEALTH.d	-.012	.022	-.022	-.532	.595
	HEALTH.ci	.014	.010	.053	1.302	.193

a. Dependent Variable: PROSPECTS

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	ENVIRO.hht, ENVIRO.tfs, ENVIRO.rd, ENVIRO.llr, ENVIRO.rf <sup>b</sup>	.	Enter

a. Dependent Variable: PROSPECTS

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.595 <sup>a</sup>	.355	.349	.096

a. Predictors: (Constant), ENVIRO.hht, ENVIRO.tfs, ENVIRO.rd, ENVIRO.llr, ENVIRO.rf

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3.063	5	.613	65.817	.000 <sup>b</sup>
	Residual	5.576	599	.009		
	Total	8.639	604			

a. Dependent Variable: PROSPECTS

b. Predictors: (Constant), ENVIRO.hht, ENVIRO.tfs, ENVIRO.rd, ENVIRO.llr, ENVIRO.rf

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.876	.014		60.606	.000
	ENVIRO.rf	.048	.005	.335	10.025	.000
	ENVIRO.rd	.039	.005	.256	7.689	.000
	ENVIRO.llr	.046	.006	.255	7.648	.000
	ENVIRO.tfs	.041	.006	.227	6.866	.000
	ENVIRO.hht	.019	.005	.144	4.308	.000

a. Dependent Variable: PROSPECTS

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	ME.ste, ME.ul, ME.rusec, ME.nj, ME.hls, ME.sef, ME.ser, ME.syu <sup>b</sup>		Enter

a. Dependent Variable: PROSPECTS

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.487 <sup>a</sup>	.237	.227	.105

a. Predictors: (Constant), ME.ste, ME.ul, ME.rusec, ME.nj, ME.hls, ME.sef, ME.ser, ME.syu

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.050	8	.256	23.187	.000 <sup>b</sup>
	Residual	6.588	596	.011		
	Total	8.639	604			

a. Dependent Variable: PROSPECTS

b. Predictors: (Constant), ME.ste, ME.ul, ME.rusec, ME.nj, ME.hls, ME.sef, ME.ser, ME.syu

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.730	.037		19.574	.000
	ME.hls	.039	.006	.255	7.059	.000
	ME.nj	.031	.007	.161	4.484	.000
	ME.ul	.023	.011	.079	2.179	.030
	ME.rusec	.026	.006	.165	4.558	.000
	ME.syu	.012	.008	.055	1.497	.135
	ME.ser	.042	.005	.284	7.796	.000
	ME.sef	.045	.009	.186	5.145	.000
	ME.ste	.021	.009	.082	2.275	.023

a. Dependent Variable: PROSPECTS

## APPENDIX M: ESTIMATES OF GENERIC EMPLOYABILITY

### Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	DUMpreemplo*pub, Dumemplo*2, DUMeduc*dip, DUMsexF, DUMmstatus*cohab, DUMage1, Dumincome*2, DUMdep*>1c, DUMsec*pub, DUMmstatus*s <sup>b</sup>	.	Enter

a. Dependent Variable: gen2kt

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.220 <sup>a</sup>	.049	.032	.357

a. Predictors: (Constant), DUMpreemplo\*pub, Dumemplo\*2, DUMeduc\*dip, DUMsexF, DUMmstatus\*cohab, DUMage1, Dumincome\*2, DUMdep\*>1c, DUMsec\*pub, DUMmstatus\*s

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.857	10	.386	3.028	.001 <sup>b</sup>
	Residual	75.662	594	.127		
	Total	79.519	604			

a. Dependent Variable: gen2kt

b. Predictors: (Constant), DUMpreemplo\*pub, Dumemplo\*2, DUMeduc\*dip, DUMsexF, DUMmstatus\*cohab, DUMage1, Dumincome\*2, DUMdep\*>1c, DUMsec\*pub, DUMmstatus\*s

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.041	.109		9.519	.000
DUMsexF	-.016	.015	-.045	-1.080	.281
DUMmstatus*s	.070	.106	.055	.662	.508
DUMmstatus*cohab	.033	.039	.070	.847	.397
DUMage1	-.048	.035	-.055	-1.346	.179
DUMdep*>1c	.036	.022	.068	1.642	.101
DUMeduc*dip	.111	.027	.163	4.044	.000
Dumincome*2	-.007	.015	-.019	-.459	.647
Dumemplo*2	-.002	.016	-.005	-.115	.908
DUMsec*pub	.016	.008	.095	2.075	.038
DUMpreemplo*pub	-.003	.020	-.007	-.147	.883

a. Dependent Variable: gen2kt



## APPENDIX N: ANOVA

### Univariate Analysis of Variance

#### Between-Subjects Factors

		Value Label	N
Age	1	21-25	464
	2	26-30	80
	3	31-35	61

#### Descriptive Statistics

Dependent Variable: EMPLOtraits2iEXCLUDE

Age	Mean	Std. Deviation	N
21-25	1.32	.138	464
26-30	1.35	.157	80
31-35	1.34	.155	61
Total	1.33	.142	605

#### Tests of Between-Subjects Effects

Dependent Variable: EMPLOtraits2iEXCLUDE

Source	Type III Sum of Squares	Df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	.053 <sup>a</sup>	2	.026	1.307	.271	.004
Intercept	518.158	1	518.158	25683.780	.000	.977
Age	.053	2	.026	1.307	.271	.004
Error	12.145	602	.020			
Total	1079.104	605				
Corrected Total	12.198	604				

a. R Squared = .004 (Adjusted R Squared = .001)

### Estimated Marginal Means

#### 1. Grand Mean

Dependent Variable: EMPLOtraits2iEXCLUDE

Mean	Std. Error	95% Confidence Interval	
		Lower Bound	Upper Bound
1.337	.008	1.321	1.353

## 2. Age

### Estimates

Dependent Variable: EMPLOtraits2iEXCLUDE

Age	Mean	Std. Error	95% Confidence Interval	
			Lower Bound	Upper Bound
21-25	1.323	.007	1.310	1.336
26-30	1.348	.016	1.317	1.379
31-35	1.340	.018	1.304	1.376

### Pairwise Comparisons

Dependent Variable: EMPLOtraits2iEXCLUDE

(I) Age	(J) Age	Mean Difference (I-J)	Std. Error	Sig. <sup>a</sup>	95% Confidence Interval for Difference <sup>a</sup>	
					Lower Bound	Upper Bound
21-25	26-30	-.025	.017	.146	-.059	.009
	31-35	-.017	.019	.373	-.055	.021
26-30	21-25	.025	.017	.146	-.009	.059
	31-35	.008	.024	.748	-.040	.055
31-35	21-25	.017	.019	.373	-.021	.055
	26-30	-.008	.024	.748	-.055	.040

Based on estimated marginal means

a. Adjustment for multiple comparisons: Least Significant Difference (equivalent to no adjustments).

### Univariate Tests

Dependent Variable: EMPLOtraits2iEXCLUDE

	Sum of Squares	Df	Mean Square	F	Sig.	Partial Eta Squared
Contrast	.053	2	.026	1.307	.271	.004
Error	12.145	602	.020			

The F tests the effect of Age. This test is based on the linearly independent pairwise comparisons among the estimated marginal means.



## Post Hoc Tests

### Age

#### Multiple Comparisons

Dependent Variable: EMPLOtraits2iEXCLUDE

	(I) Age	(J) Age	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Tamhane	21-25	26-30	-.03	.019	.455	-.07	.02
		31-35	-.02	.021	.796	-.07	.03
	26-30	21-25	.03	.019	.455	-.02	.07
		31-35	.01	.027	.988	-.06	.07
	31-35	21-25	.02	.021	.796	-.03	.07
		26-30	-.01	.027	.988	-.07	.06
Dunnett T3	21-25	26-30	-.03	.019	.453	-.07	.02
		31-35	-.02	.021	.794	-.07	.03
	26-30	21-25	.03	.019	.453	-.02	.07
		31-35	.01	.027	.988	-.06	.07
	31-35	21-25	.02	.021	.794	-.03	.07
		26-30	-.01	.027	.988	-.07	.06
Games-Howell	21-25	26-30	-.03	.019	.376	-.07	.02
		31-35	-.02	.021	.689	-.07	.03
	26-30	21-25	.03	.019	.376	-.02	.07
		31-35	.01	.027	.954	-.06	.07
	31-35	21-25	.02	.021	.689	-.03	.07
		26-30	-.01	.027	.954	-.07	.06

Based on observed means.

The error term is Mean Square(Error) = .020.

## APPENDIX O: CORRECTED COMPUTATIONAL EQUATION FOR Z

This sample size formula below was presented in the thesis to show the sample size proportion for generic employability only within the total sample size of the study sample.

To do away with possible confusion this formula was removed from the thesis. The formula is appended to demonstrate that the required correction was effected to it. .

### Generic employability

Level of confidence = 95%

$\alpha = .05$

$$Z = \sqrt{\frac{\rho - P}{pq/n}}$$

where:

$\rho$  = sample proportion

$P$  = population proportion

$n$  = sample size

$q = 1-P$

