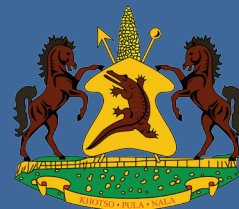


# Lesotho National Human Development Report: Summary

2015

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*Leveraging the Power of Youth to  
Promote Human Development*



Empowered lives.  
Resilient nations.



**Published for the United Nations  
Development Programme, UNDP Lesotho**

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The cover page designs were drawn by Sekhalo Shale, a Design Student at Limkokwing University of Technology, Lesotho campus, for an NHDR cover page design competition. It is a reflection of the spirit of the youth, in silhouette and wearing Basotho hats.

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# Lesotho National Human Development Report: Summary

**2015**

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*Leveraging the Power of Youth to  
Promote Human Development*

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# Introduction

“

**The National Human Development Report (NHDR) is a flagship publication of the United Nations Development Programme (UNDP) whose primary purpose is to enhance awareness on human development, create dialogue on critical human development issues and foster evidence-based policy-making, as well as to flag early warning signs of possible conflict or future challenges.**”

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# Overview

The theme of the NHDR 2015 is 'Leveraging the power of youth to promote human development'. It focuses on youth and issues pertinent to the youth in Lesotho in the context of sourcing their energy and resourcefulness for national processes targeted at human development. The publication is aimed at bringing forth diverse aspects of youth in Lesotho's growth, to contribute to evidence-based policy recommendations based on demographic changes, purposeful judgement over young people's progress and deprivations in relation to health, education, employment, participation in politics and civic engagement, environment and climate change, as well as highlighting gender, disability and rural-urban disparities.

The implementation of the global Human Development framework, the Millennium Development Goals (MDGs), came to an end, and the successor programme, the Sustainable Development

Goals (SDGs) was adopted by the international community in September/October 2015. The analysis made for this report was used in the formulation of the national positions during the consultations that led to the global agreement on SDGs, and the policy recommendations will also be critical in the consolidation of the national implementation Framework of the SDG agenda.

At the national level, the implementation of the National Strategic Development plan ends in 2016/17 and that of the National Vision 2020 in 5 years' time. This report will therefore be useful in undertaking the review of the two key national development frameworks and informing policy direction. The implementation of the agreed policies could lead to a paradigm shift in Human Development, and take the nation one big leap forward in realising the National Vision 2020 goals.

**THE NHDR:**



The National Human Development Report (NHDR) is a flagship publication of the United Nations Development Programme (UNDP).

ITS PRIMARY PURPOSE IS:



To foster human development globally



To facilitate development of strategic, evidence-based policies



To enhance development awareness among policy makers

**THE THEME IS:**

*Leveraging the power of youth to promote human development.*

This means empowering young people and assessing their progress and deprivations in:



Health



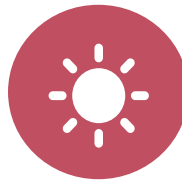
Education



Employment



Political and civic engagement



Environment and climate change



Rural-urban disparities



Disability



Gender

**GRAPHIC: GLOBAL AND NATIONAL FRAMEWORKS**



**GLOBALLY**

In September/October 2015:

- The implementation of the Millennium Development Goals (MDGs), came to an end.
- The Sustainable Development Goals (SDGs) were then adopted internationally.

**NATIONALLY**

- The implementation of the National Strategic Development plan ends in 2016/17.
- Implementation of the National Vision 2020 ends in 2020.



**This report will be useful in reviewing the two key national development frameworks and informing policy direction toward these goals.**

## THE HUMAN DEVELOPMENT APPROACH

It conceptualised 25 years ago by the UNDP and revolutionised how development was measured and framed.

### IN THE PAST...



Development was measured in financial terms.

### BUT THE HUMAN DEVELOPMENT APPROACH...



Places human welfare at the centre of development.



*'People are both the beneficiaries and the drivers of human development, as individuals and in groups.'*

- Amartya Sen, co-creator of the Human Development approach

## THE MAIN HUMAN DEVELOPMENT INDICES



The Human Development Index is the most common measure of development in terms of health, education and income.



The Inequality Adjusted Human Development Index adds the dimension of inequality.



The Multiple Poverty Index measures the income and basic needs perspectives of poverty, with a greater focus on capabilities.



The Gender-related Development Index and Gender Inequality Index have been adapted to include indices like gender equity.

# The National Context

“

**The challenge ... is how to create policies and institutions that adapt to the unique opportunities and development challenges in an attempt to increase the net benefits ”**

- UNCTAD<sup>3</sup>



# Overview

The Lesotho population is estimated at 1.89 million, with male to female sex ratio of 1.03 (97 males to 100 females), occupying 30,555 km<sup>2</sup>. The country is very young demographically, and nearly 40 percent of the people in Lesotho are aged between 15 and 35 years and constitute a youth bulge. More than 70 percent of Lesotho's population resides in rural areas and engage in agriculture in varied degrees though agriculture accounts for only around 7 percent of GDP, which in part explains high-income inequality, with Palma ratio of 3.9.

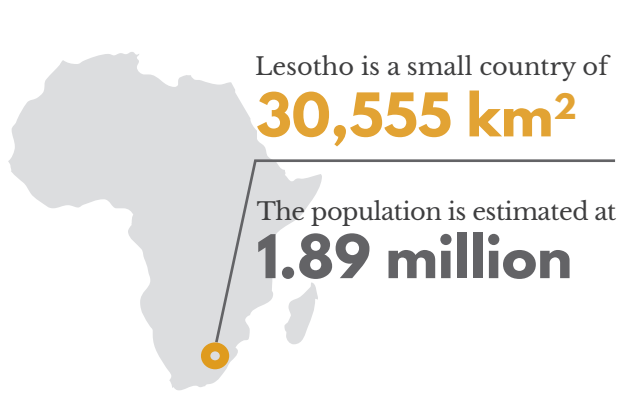
Lesotho's real Gross Domestic Product (GDP) is about 2.5 billion dollars, and the economy grew on average by 4.5 per cent in the last 5 years, but is likely to slow down to around 2.5 percent in the medium term. The share of the main economic activities as the share of total GDP are as follows: real estate and business services (12.6 percent), manufacturing (10.3 percent, 6.8 percent of which is textiles), wholesale and retail (8.6 percent), public administration (8.4 percent), financial intermediation (7.2 percent), agriculture (7 percent), education (5.8 percent), post and telecommunication (5.4 percent), and mining and quarrying (5.2 percent). The fastest growing sectors are mining, financial intermediation, construction and public administration. Since the global economic crisis set in, Lesotho has not been able to generate significant new jobs, hence high Youth unemployment at 30.5 percent. The growth trajectory reflects an urgent need to adopt policies that will propel growth and result in mass job creation in the private sector.

## National Human Development at a Glance in Lesotho

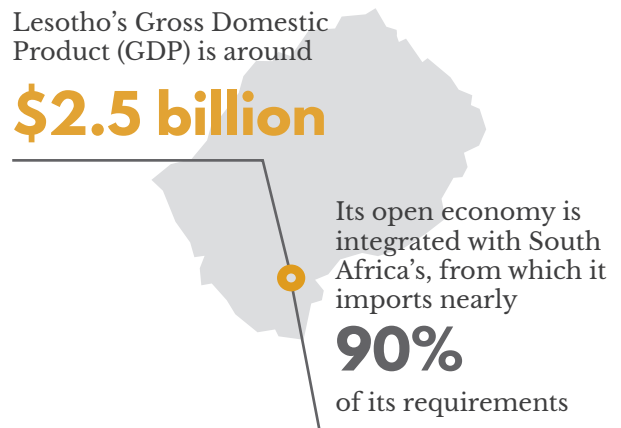
In sum, Lesotho has made slight Human Development progress in the last 10 years, though still in the category of low Human Development countries. It is ranked (2014) 162 out of 187 countries in terms of Human Development Index, with an HDI score of 0.486 (0 is the lowest score and 1 the highest). HDI reflects human progress in terms of health measured by life expectancy, knowledge and education are gauged by mean and expected years of schooling, whereas the standard of living of the population is captured by the per capita Gross National Income. Other key National Human Development metrics are Inequality Adjusted Human Development Index (AHDI), Multiple Poverty Index (MPI), Gender Development Index (GDI), Gender Inequality Index (GII) and Youth Development Index (YDI), where Lesotho scores 0.313, 0.227, 0.973, 0.557 and 0.52 respectively.

The MPI value reflects that Lesotho has high population living in poverty in its multiple facets. The proportion of the population that is living in multi-dimensional poverty is 45.9 percent, and 56.6 percent live below the national poverty line, while 43.4 percent live below \$1.25 (PPP) per day. The weight of deprivations for health, education and standard of living are: 33.8 percent, 14.8 percent and 51.4 percent respectively. While GDI (0.973) indicates that in general Human Development status of females and males is not significantly different, considering life expectancy, schooling and income together, GII (0.557), on the other hand, shows that female deprivations are quite high in terms of health, taking into account the high maternal mortality ratio of 1,024 maternal deaths per 100,000 live births.

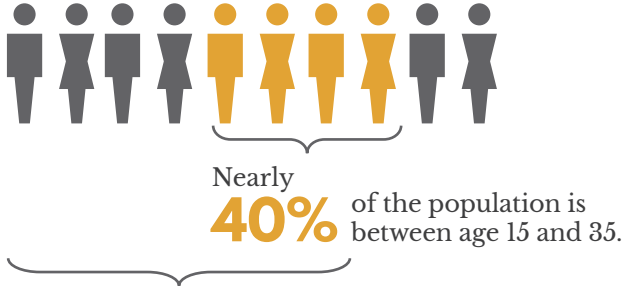
## THE NATIONAL CONTEXT



## THE ECONOMY



### THE COUNTRY IS EXPERIENCING A YOUTH BULGE



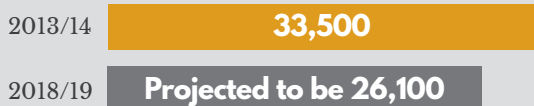
More than **70%** of the population lives in rural areas and engages in agriculture.

ADULT LIFE EXPECTANCY IS LOW AT: **49.4 years**

ADULT MORTALITY RATE IS HIGH AT:

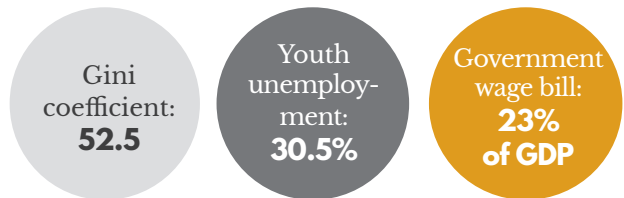


The number of mine workers from Lesotho in South Africa declines every year.



In the last five years, Real GDP grew on average by **4.5%**

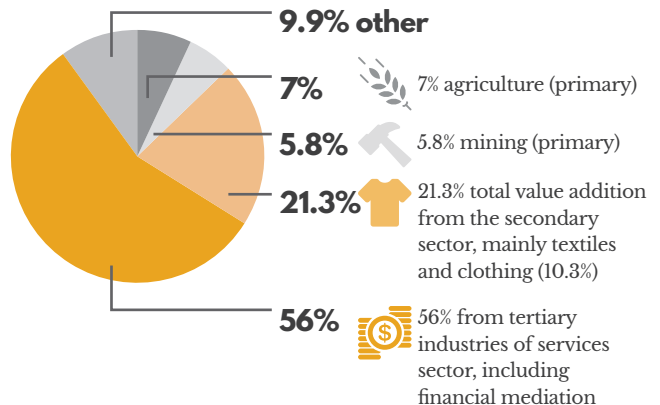
But economic challenges mean **growth is expected to slow to about 2.5%** in the medium-term



Lesotho is among the top 10 most unequal countries in the world

Highest relative to GDP in sub-Saharan Africa

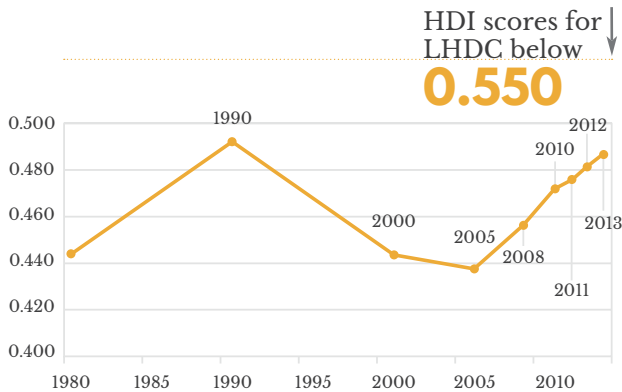
### GRAPHIC: PRIMARY INDUSTRIES ACCOUNT FOR 12.8% OF THE TOTAL VALUE ADDITION



## NATIONAL HUMAN DEVELOPMENT

The HDI has improved steadily, but Lesotho has not managed to move from the category of low human development countries (LHDC).

Human Development Index: Lesotho 1980 - 2013



### GENDER-RELATED DEVELOPMENT INDEX (GDI)

Lesotho ranks quite high in relation to GDI, at **43 out of 187 countries**

Global female to male ratio of HDI = **0.920**

Lesotho's female to male ratio of HDI **0.973** suggesting low gender disparities

**In 2013, parliamentary seats occupied by women constituted 26.8% (Comparable with very high human development countries)**

**Maternal mortality ratio is one of the highest in the world: 1,024 per 100,000 live births (2014)**

### MULTIPLE POVERTY INDEX (MPI)

Lesotho's MPI = **0.227**  
The highest among SACU countries

**56.6%** of the population live below national poverty line

**49.5%** in multiple poverty

**18.2%** in severe poverty

## NATIONAL BALANCE SHEET OF HUMAN DEVELOPMENT

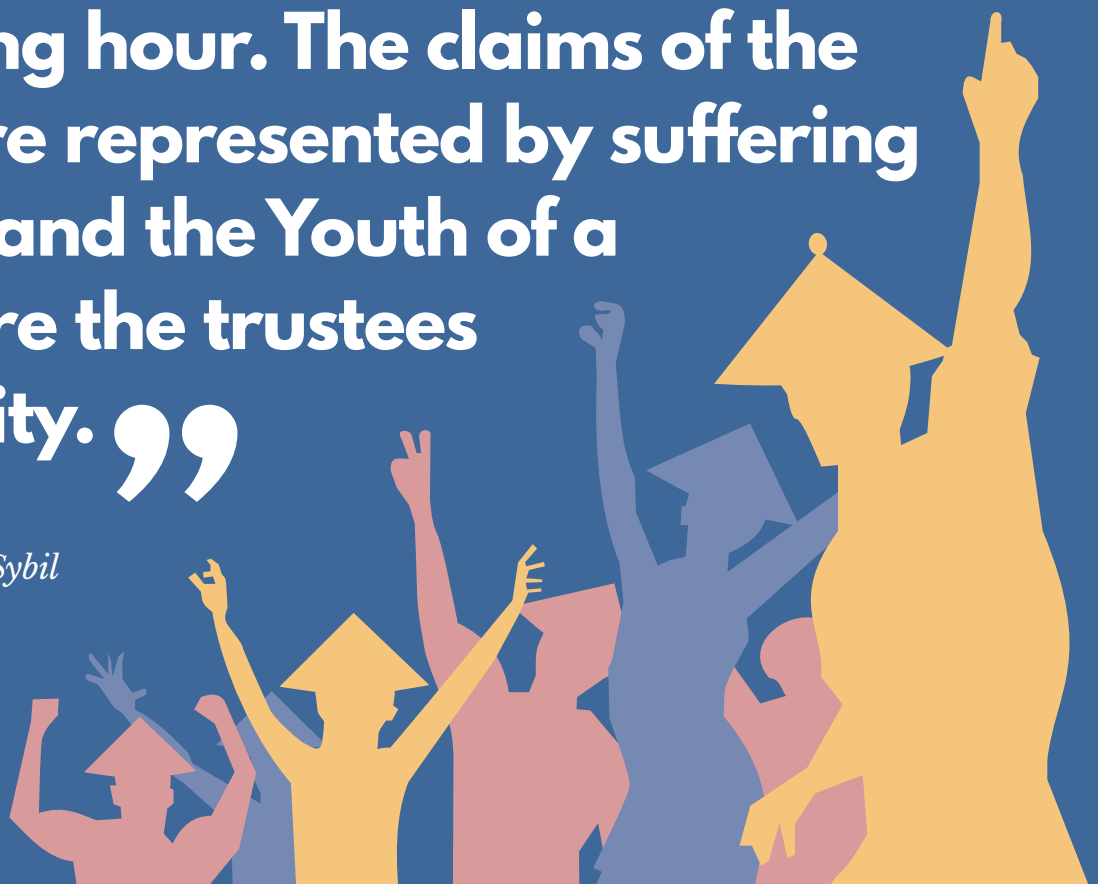
PROGRESS	DEPRIVATIONS
<p><b>Health</b></p> <ul style="list-style-type: none"> <li>✓ Adult ART coverage of all PLHIV increased from less than 2 percent in 2004 to 36 percent in 2014</li> </ul>	<ul style="list-style-type: none"> <li>✗ Lesotho now ranks 2nd in the world in HIV/AIDS prevalence</li> </ul>
<p><b>Education</b></p> <ul style="list-style-type: none"> <li>✓ Literacy rate is 75.8%, among the highest in Sub-Saharan Africa</li> </ul>	<ul style="list-style-type: none"> <li>✗ 20.9% of the population (25 and above) have at least secondary education; tertiary is lower and male enrolment lags behind female</li> </ul>
<p><b>Environment</b></p> <ul style="list-style-type: none"> <li>✓ Carbon emissions per capita are low at 805,000 tonnes</li> </ul>	<ul style="list-style-type: none"> <li>✗ 53% of the population rely on biomass for cooking and 51% of for heating</li> </ul>
<p><b>Human Satisfaction</b></p> <ul style="list-style-type: none"> <li>✓ 62% of population is satisfied with freedom of choice</li> <li>✓ Very low homelessness at 0.01%</li> </ul>	<ul style="list-style-type: none"> <li>✗ 62% of the population feel unsafe</li> <li>✗ 79% not satisfied with the labour market</li> <li>✗ 63% not satisfied with health services</li> <li>✗ 69% unhappy with standard of living</li> <li>✗ Only 40% have trust in national government</li> </ul>

# Youth, the Present and the Future

“

We live in an age when to be young and to be indifferent can be no longer synonymous. We must prepare for the coming hour. The claims of the Future are represented by suffering millions; and the Youth of a Nation are the trustees of Posterity.”

- Benjamin Disraeli, *Sybil*



# Overview

## Leveraging the Power of Youth to Promote Human Development

Nearly 40 percent of the Lesotho's population is under the age of 35. Youth is a broad and diverse group in Lesotho. Although the UN defines Youth as those aged between 15 and 24, in Africa/Lesotho, it covers those between 15 and 35. As a result, the challenges and opportunities of this broad spectrum of the population are quite diverse because they are at different transition phases.

Globally, Lesotho is ranked 115 out 170 countries with regard to YDI (0.52). Youth Development Index captures Youth (15-29 years) Development progress in five domains, and Lesotho's assessment is as follows: Youth Development outcomes are better in terms of education (0.688), employment (0.683) and political participation (0.583), but very low in relation to civic participation (0.336) and health (0.224). Lesotho is the worst performer on youth health in the Commonwealth.

The growing appreciation of the power of youth within the development process is the genesis of Lesotho's

second NHDR.<sup>3</sup> Lesotho's national policy framework, its Vision 2020 and the National Strategic Development Plan (NSDP) all regard youth as a central, dynamic force that must be included in every level of economic policy development. Lesotho's government has already achieved important milestones toward greater youth inclusion in public policy. These achievements include the formation of a National Youth Policy, the establishment of the National Youth Council Act and its accompanying regulations. The main purpose of the National Youth Council is for it to serve as an advisory body to the Government.

Nevertheless, there exists a wide gap between what is articulated at the policy level and the everyday realities of Lesotho's young people. Young people across the country have expressed an interest in being more actively involved in addressing societal and economic challenges. For this reason, Lesotho's NHDR focuses on 'leveraging the power of youth to promote human development'. By harnessing the energy, talents and resourcefulness of the nation's youth, the Kingdom of Lesotho plans to accelerate human development on a national scale.

<sup>3</sup> Lesotho's first NHDR in 2006 focused on The Challenges of HIV and AIDS, Poverty and Food Insecurity

## YOUTH: THE PRESENT AND THE FUTURE

The post-2015 development agenda recognises the contribution youth can make in achieving the ‘future we want’.

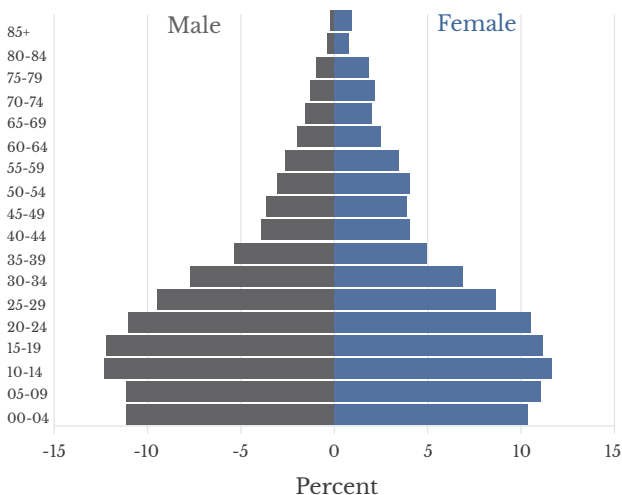
### IN LESOTHO:

**38.9%**  
of the population  
is aged 15 to 35



Total number of youth = **754,468**

### LESOTHO'S POPULATION PYRAMID



### THEREFORE LESOTHO'S NHDR FOCUSES ON:

*‘Leveraging the power of youth to promote human development.’*

Harnessing the energy, talent and resourcefulness of youth will help improve the country's growth.

## LESOTHO'S YOUTH BULGE

*Youth bulge...*

A situation where youth comprise **more than 20%** of the total population.

### PROJECTIONS SHOW THAT:

Lesotho's youth bulge will peak at **40.8%** in **2015**

Then drop to **39.3%**  
in **2025**

### DEMOGRAPHIC DIVIDEND, OR BOMB?

The youth bulge presents Lesotho with certain opportunities and risks.



**OPPORTUNITY**  
*‘Demographic dividend’*

The opportunity for rapid economic growth and poverty reduction due to the energy and productivity of a great many young people.



**RISK**  
*‘Demographic bomb’*

If the expanded labour force is not absorbed, the youth bulge can lead to an economic disaster with potential for widespread hunger, unemployment and instability – to which youth are more vulnerable.

## TRANSITION PERIODS FOR YOUTH IN LESOTHO



**Age 15**

- Defined age for inception of youth
- Customary admission for young initiates
- Age of criminal responsibility



**Age 16**

- Girls are marriageable with parental consent
- Legal age of employment



**Age 18**

- Able to vote
- Boys marriageable with parental consent
- Common graduating age from post-primary schools



**Age 21**

- Age of majority
- Parliamentary candidacy



**Age 25 to 35**

- Young adults

## YOUTH AND DEVELOPMENT POLICIES

In recent years, Lesotho has been greatly influenced by three documents that recognise the importance of youth as drivers and beneficiaries in development:



Lesotho's Vision 2020



National Strategic Development Plan (2012-2017)



National Youth Policy

### GOVERNMENT MILESTONES INCLUDE:

- National Youth Policy, 2003
- Establishment of National Youth Council Act, 2008
- National Youth Council Regulations, 2009

### THE NATIONAL STRATEGIC DEVELOPMENT PLAN (NSDP) SAYS YOUTH SHOULD PARTICIPATE IN ITS OBJECTIVES TO:



Pursue employment-creating economic growth



Develop infrastructure



Enhance skills, technology adoption, innovation



Improve health, combat HIV, reduce social vulnerability



Reverse environmental damage, adapt to climate change



Promote peace, democracy and effective institutions

# Youth and Health

“

Prevention is cheaper  
than treatment”





# Overview

## **Stemming the tide of HIV and AIDS, Reversing high youth maternal mortality, and combating non-communicable diseases through youth-oriented prevention and management strategies:**

The country score on youth health and wellbeing is 0.224, the lowest amongst the Commonwealth countries (CWC). Major challenges to address include a high prevalence of HIV and AIDS as well as tuberculosis (TB) and sexually transmitted infections (STIs). These are mainly fuelled by slow behaviour changes in risky practices

*In Lesotho youth health outcomes could be improved by:*

- Developing and facilitating the implementation of a comprehensive and integrated HIV and AIDS Youth Strategy that follows best practice and efficiency, and targets properly the different youth groups, especially adolescents and LGBT community;
- Adoption of effective social mobilisation programmes to discourage early marriage and sex, to empower youth, especially adolescents, on sexual and reproductive health, and to improve access to contraception to prevent teen pregnancy;
- Increasing the quality of services based on youth requirements, and widening the coverage of adolescent health corners and youth resource centres;
- Promotion and development of age appropriate formal sex education programmes;
- Development of a comprehensive plan to combat maternal and child mortality rate by improving household food security, ensuring secure supply of micronutrients/vitamins especially for vulnerable groups, and promoting proper nutrition to reduce obesity;
- Promotion of physical exercise and diverse sporting codes to improve physical and mental health;
- Improvement of professional capacity for mental health and psycho-social services, especially at primary health-care level;
- Improvement of knowledge and coverage of services for early detection of cervical and other types of cancer;
- Education on prevention and services for early detection of disability, especially for young parents and increased access to assistive technology
- Enhancement of the skills of health personnel to handle different Youth Groups, especially the LBGT and those living with disability;
- Keeping on the national health system radar global health threats such as Ebola and Evian flu as well as the increasing risk of climate-related diseases.

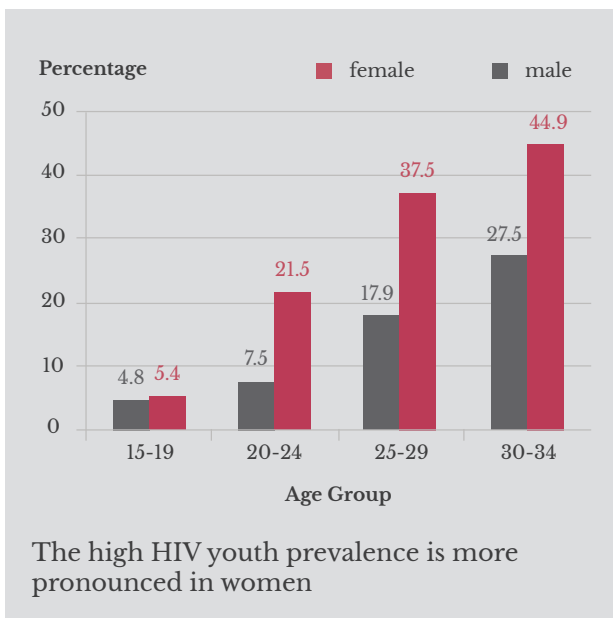
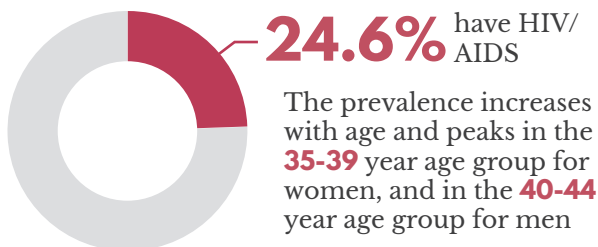
## YOUTH AND HEALTH

Statistics on youth vulnerability indicate that young people in Lesotho are generally healthy, but that challenges and behavioural risks exist.



### HIV AND AIDS IN LESOTHO

OF THE POPULATION AGED 15-49:



### PLUS, HIV OFTEN COHABITS WITH:

- **Tuberculosis (74%)**. Lesotho is among the 15 countries in the world with the highest TB prevalence.
- **Sexually transmitted diseases (47.9%)**, which also constitute an epidemic in Lesotho.

### HIV DRIVERS AND VULNERABILITIES

THE MOST VULNERABLE YOUTH GROUPS TO HIV INFECTION ARE:



Economically dependent or poverty-stricken



Married: There is a higher prevalence of HIV/AIDS among married men and women.

### LESOTHO'S HIGH HIV PREVALENCE AMONGST YOUTH IS DRIVEN BY:



#### 1. Multiple and concurrent sexual partnerships

- The primary mode of HIV transmission in Lesotho
- **33.8%** of youths (age 15 to 35) report multiple partners.
- More common among young men – **57%** young men compared to only **15.5%** young women.
- Concurrency highest in people who are married or living together – **31.1%** among men and **7.1%** among women.



#### 2. Low and inconsistent use of condoms

- Among men and women (aged 15-49) who had two or more partners in the preceding year, **54%** of women and **65%** of men reported using a condom during their most recent sexual intercourse.



#### 3. Early and unprotected sex debut

- Modal age of sexual debut is 16 to 18 years accounting for **46.5%** of all youths.
- **17.4%** of youth had their sexual debut younger than 16, the legal age of consent.



#### 4. Risky sexual behaviour

- High poverty creates practices of prostitution and transactional sex (sex in exchange for gifts or status).
- Intergenerational sex is also culturally and socially common.

## MATERNAL MORTALITY

Lesotho's maternal mortality rate:

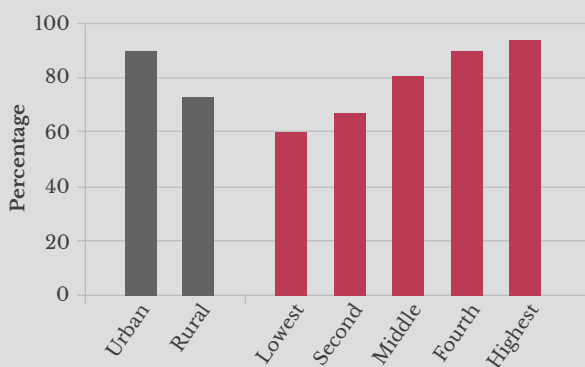
**1,024** deaths  
per **100,000** births

Two important contributing factors are:






-  1. Access to healthcare
-  2. Cultural practices

Inadequate healthcare for females is clearly implicated. There is also a critical link between urban-rural services, wealth and maternal mortality.

**Percentage of births delivered by a skilled provider according to urban/rural location and wealth quintile, 2014**



## OTHER SEXUAL HEALTH ISSUES

-  **Teenage pregnancy**
  - 19% of mothers aged 15 to 19 had started childbearing, and only 15% had live births.
-  **Illegal abortion**
  - The leading cause of female hospital admissions in Lesotho – been fluctuating between 10% and 16% from 2010 to 2013.
-  **Sex talk is taboo**
  - Sex is a taboo topic for conversation within families, churches and schools.
-  **Contraception**
  - Prevalence has increased by more than 20% over the last decade, but there is still an 18% unmet demand for family planning services.
-  **Cultural beliefs**
  - The onus is exclusively on girls to resist sexual advances and carry the burden of pregnancies or STIs resulting from unmarried sex.

## RURAL-URBAN DISPARITIES

Health differences in Lesotho's rural and urban areas are due largely to:





Differences in attitude and behaviour





Disparities in cost, access and quality of health services

## HEALTH FACILITIES VISITED DURING ILLNESS, 2012

	 URBAN	 RURAL
Clinic	42.9%	64.7%
Hospital	44.3%	27.7%
Private doctor/sister	6.6%	1.8%

More hospitals and private healthcare facilities are found in urban areas than in rural.

## HEALTH INDICATORS, 2012

	URBAN YOUTH	RURAL YOUTH
 Alcohol drinking	28.0%	13.3%
 Substance abuse	7.5%	2.3%
<b>STIs</b> Sexually Transmitted Infections	18.5%	7.2%
<b>HIV±</b> Knowledge of HIV status	59.2%	63.6%

## RURAL HEALTH CARE ISSUES ALSO LEAD TO:

- Lower uptake of family planning services
- Higher teenage pregnancy
- Higher maternal mortality

# Youth and Education

“

**The central motif of a vision of the future... one sustained by excellence, technological literacy, skills training, performance and enterprise. ”**

*- Journal of Educational Enquiry, 2001<sup>4</sup>*



# Overview

## Getting the skills right

The Youth education index is relatively high at 0.688 and Lesotho is rated 32nd out of 54 CWC. The index captures overall performance in relation to literacy rates, mean years of schooling, and education spending as a share of GDP. While more needs to be done to improve outcomes, quality, relevance and efficiency in the education system are needed.

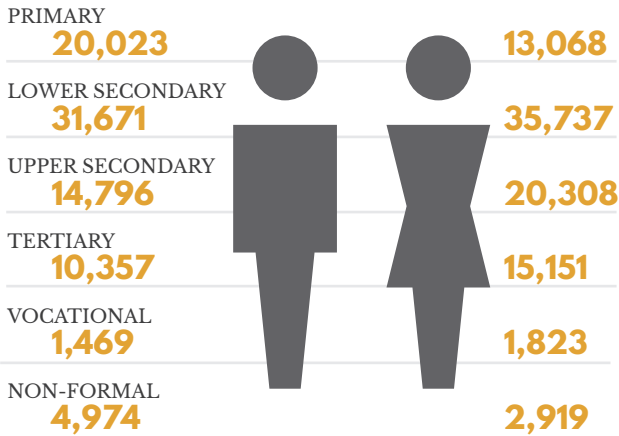
*The key action areas concerning Youth and Education are:*

- To identify changes and address major underlying causes of late enrolment and high repetition, especially among males, and provide training of teachers and learner materials for 20,000 pupils (19 percent of which are 15 years and above) with special needs at primary level;
- To increase quality and access to secondary education by determining the viability of available options including extending free basic education, providing more bursaries and lowering school fees in public schools;
- To increase diversity of fields, quality and volumes of technical and vocational skills, including art and design, through enhanced capacity at secondary and tertiary levels and through community vocational schools and programmes;
- To introduce innovative pedagogical approaches in formal and non-formal training to promote life-long and self-learning, as well as to increase critical thinking and problem solving skills;
- To enhance computer and digital literacy at different education levels and job categories;
- To rationalise programmes in training institutions and transform curricula to meet international standards and local labour market needs, including the integration of a broad range of critical skills at different levels and building the capacity of teachers in, among others, entrepreneurship, life skills, creativity and innovation, sex education, environment and civic education;.
- To build good foundation and competencies in maths and science, encourage enrolment at tertiary level, and increase capacity for research development;
- To reverse the high mismatch between available skills and requirements in the labour market and close the critical-skills gaps through reskilling, industry-specific training, proper short-, medium- and long-term planning, and creating linkages with all critical players;
- To develop appropriate apprenticeship and internship programmes to prepare youth adequately for the place of work;
- To develop trades-testing and innovative qualifications/certification system to recognise skills mastery outside the formal education system;
- To remove barriers and facilitate progression of people with disability in the education system;
- To reduce significant gender disparities that exist at all levels of the education system, mostly in favour of females and harness the skills for economic empowerment of women.

<sup>4</sup>Michael Peters, JEE, Vol.2, No.2, 2001

### ACCESS TO EDUCATION BY GENDER

#### Youth Enrolment in Education



Overall, there are more females than males in schools.

### SCIENCE, TECHNOLOGY AND INNOVATION

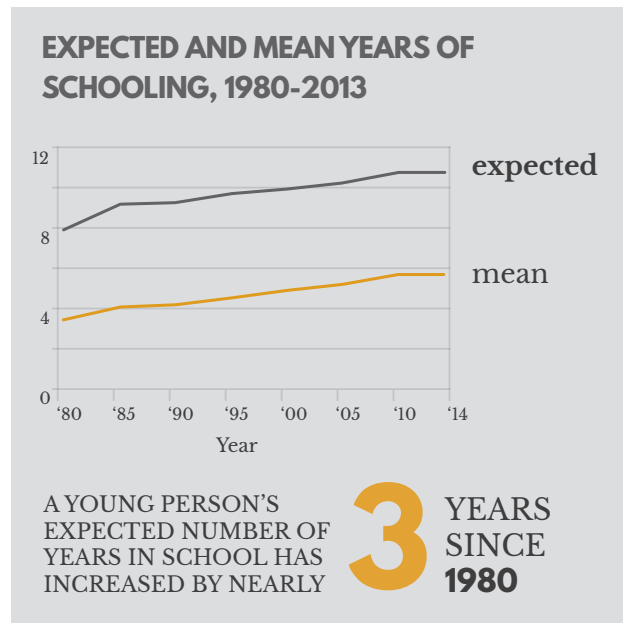
Mobile cellular subscriptions:

**1.2 million**



Network readiness index ranking:

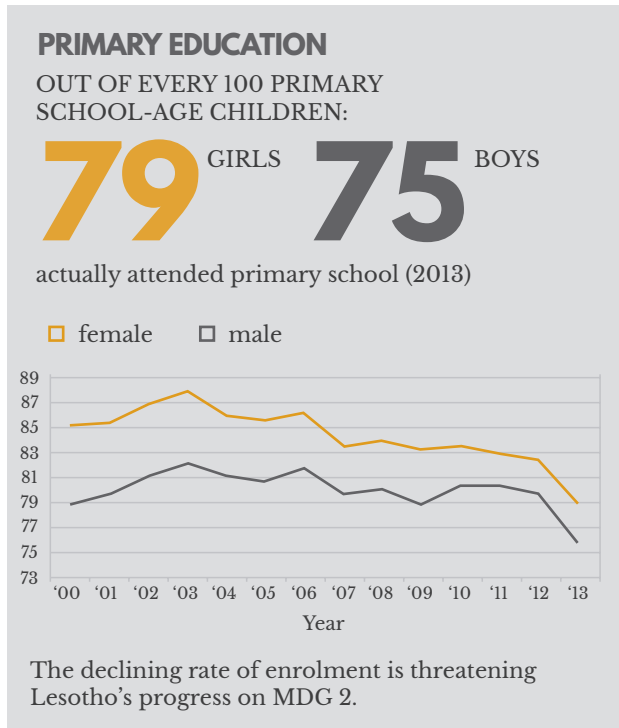
**133** out of **142** countries (2013)



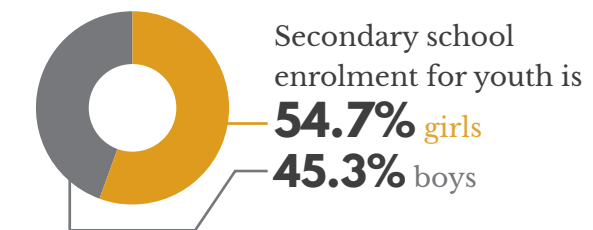
### STUDENTS WITH SPECIAL NEEDS

**6.1%** of secondary school students have special needs (2013)

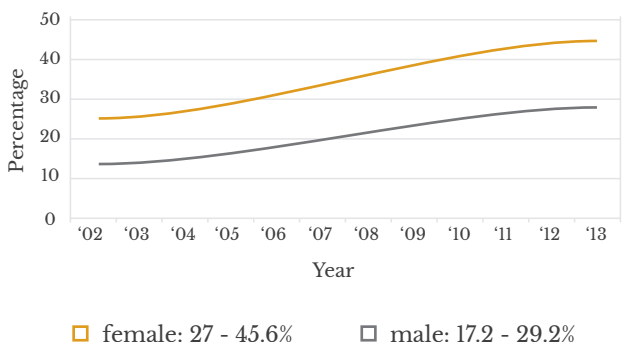
**2<sup>of</sup> 13** higher learning institutions admit students with disabilities



### SECONDARY EDUCATION



The net enrolment rates:



**VOCATIONAL TRAINING**

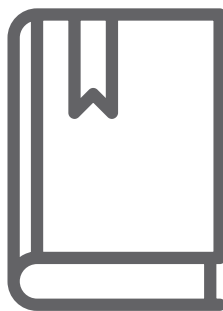
**28** The number of technical and vocational schools in Lesotho

**TOTAL ENROLMENT IN VOCATIONAL TRAINING:**

**3,292** pupils (2013)  
Of these, **56.1%** were female

**NON-FORMAL EDUCATION**

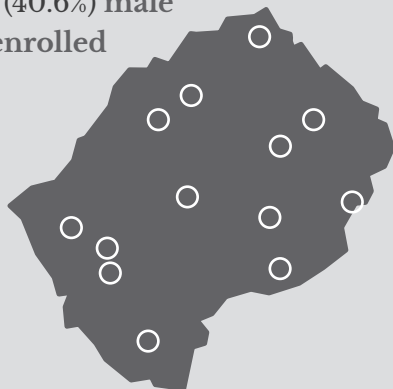
As of **2014**, a total of  
**8,398**  
pupils were enrolled in non-formal education



**TERTIARY EDUCATION**

**13** INSTITUTIONS OFFER TERTIARY LEVEL EDUCATION

**15,151** (59.4%) female  
**10,357** (40.6%) male youth are enrolled



**RURAL-URBAN DISPARITIES**



	RURAL	URBAN
Percentage of youth who attended school (in any form)	<b>97%</b>	<b>98%</b>
Youth who only attained primary school education	<b>43.6%</b>	<b>18%</b>
Youth who had no educational qualification at all	<b>18.2%</b>	<b>9.2%</b>
Youth who read English with ease		
MALE	<b>47%</b>	<b>84%</b>
FEMALE	<b>53%</b>	<b>83%</b>
Youth who read English with difficulty		
MALE	<b>24%</b>	<b>13%</b>
FEMALE	<b>35%</b>	<b>13%</b>

**GENDER DISPARITIES**

**64%** of those with only primary school education were female

In rural areas gender disparities in education are more pronounced than in urban areas.

# Youth and Employment

“

**We all hold the tools to thinking,  
drawing and building a  
brilliant future for our  
youth. Let's use them  
wisely.** ”

*- Christine Lagarde, IMF*





# Overview

## Nurturing entrepreneurship and unlocking underlying comparative advantage through competitive investment climate and value-chain development

Youth employment Index is also quite high at 0.683 and the country is placed at 22nd out of 54 CWC. Though the Index suggests relatively good performance, unemployment among youth is high and a potential source of social and political unrest. Therefore high-impact short- and long-term measures need to be identified urgently to arrest youth unemployment. Many young people are vulnerable to being overworked, underpaid, in short-term contracts without workers' benefits, and manoeuvring at the margins of the formal economy. A lot of young women are confined to unpaid housework to take care of the aged, sick and children and therefore not economically active.

*The key action areas to create jobs for youth are:*

- Adoption of affirmative, decent youth employment policy and promotion of voluntarism;
- Accelerating investment-climate reforms to improve competitiveness, and to determine and develop Minimum Infrastructure Platform (MIP) for private sector;
- Unlocking the potential in high job-creating sectors (agriculture, manufacturing, tourism, creative industries and retail services) through value-chain and local and international market integration (Youth Trade), as well as closing the skills gaps
- Establishment of youth entrepreneurship and business financing development facility;
- Increasing labour-based conservation and infrastructure development projects and secure youth participation;
- Provision of practical entrepreneurship training and business support services including enterprise-incubation infrastructure and capacity, and an ecosystem that provides knowledge (e.g. technical,

regulation and markets), and financial (grants, loans, local and international) and social (mentors, customers, potential partners and contracting opportunities) capital. Tertiary institutions are a good base for all these;

- Creation of different desks/units focusing on specific technical areas in ministries supporting entrepreneurship-development; -
- Initiating re-skilling programmes aligned with industry needs to facilitate absorption of graduates into industries that have potential for growth;
- Improving access to finance through grants, and creation of innovative financial products through public-private partnerships and micro-finance development;
- Promotion of the e-economy through technology hubs;
- Improvement of labour-market information system, creating linkages between skills development agencies, labour bureaus/registries of employment seekers, and employers;
- Renegotiating migrant labour agreements with South Africa and other countries to expand employment opportunities especially for semi-skilled, to allow safe mobility, protection of rights and decent employment;
- Ensuring informal sector representation in national and local planning and providing infrastructure solutions that address its needs;
- Promotion of partnerships between local and foreign firms to facilitate skills and technology transfer
- Ensuring that all skills and employment programmes include people with disability to ensure integration in the mainstream economy.

The Caveat: the youth bulge will disappear, and in the future, new social programmes will be needed to address the high-dependency ratios from children and aging population when youth has to migrate for work. Secondly, child labour has detrimental effects on child development, is an abuse of human rights and perpetuates poverty and social disharmony later in life. Effective strategies are needed to eliminate child labour.

## YOUTH AND EMPLOYMENT

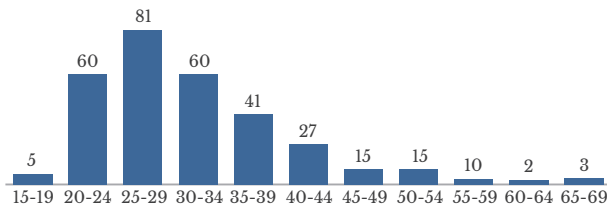
Access to employment is a key driver for developing youth and allowing countries with youth bulges to turn them into demographic dividends and economic growth.

In Lesotho, the Human Development Index (HDI) = **0.486**

But the Youth Development Index (YDI) = **0.282**

A major contributing factor is the standard of living of Lesotho's youth (0.098), significantly lower than that of the entire population.

### NUMBER OF JOB-SEEKERS BY AGE, 2013:



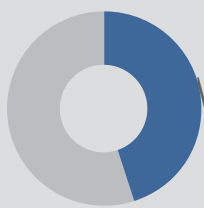
**25.3%**  
National unemployment average

**30.5%**  
Youth unemployment

**54.7%**  
of unemployed youth have been so for more than a year

**25.5%**  
of youth work in subsistence agriculture or the informal sector due to low education

### YOUTH IN THE LABOUR FORCE



**402,915**

individuals or **45%** of Lesotho's labour force is aged 15 to 35.

- Young men and women make up the **largest proportion of the labour force**, and experience the **highest unemployment rate**.
- Overall, unemployment is **higher for young women** as men mostly work in subsistence farming while **more women are looking for jobs**.



## WHY YOUTH LACK JOBS

### 1. LESOTHO'S ECONOMY



Few employment opportunities



Low access to labour market information and services



Declining job opportunities in South Africa, especially in the mines

### 2. SKILLS MISMATCH



Low levels of employable skills amongst the youth



Lack of work experience



Education system skewed towards academics not skills training

### 3. LOW ENTREPRENEURSHIP



Low aspiration for self-employment



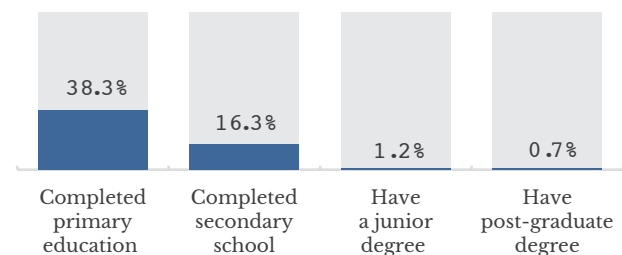
Limited support to start and run businesses

### LACK OF EMPLOYABLE SKILLS

**20%**

of large firms in Lesotho think the country's workforce is inadequately trained

### Of the youth, only...



## WHERE ARE YOUTH EMPLOYED?



### IN URBAN AREAS, YOUTH EMPLOYMENT IS AS FOLLOWS:

**31.4%**  
in manufacturing

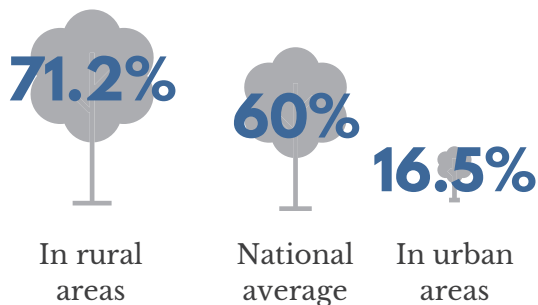
**17.8%**  
income-generating activities in homes

**12.8%**  
wholesale and retail

**6.4%**  
construction

**3.4%** community, social and personal service

The labour force survey(LFS) 2008 shows high youth participation in agriculture and forestry:



The country produces only **8.4%** professionals, mostly in the age group **33 to 35** years.

**✘ Plus the education system is not geared for training professionals** in fields like mining, civil engineering and construction, the primary contributors to Lesotho's GDP. The private sector is therefore forced to hire foreign professionals.

## YOUTH AND ENTREPRENEURSHIP

Only **7.5%** of Lesotho's youth own a business

**✓ 49%** want to start a business, but don't have the funds or skills

**✘ 43.5%** do not want to start a business

**✎ 73.6%** say lack of capital is the main constraint to starting a business

Despite partial credit guarantee schemes set up by the government and loan schemes run by commercial banks, youth still have limited access to financial capital.

- 1** They do not have enough information on how to access credit.
- 2** Requirements like proposals and collateral are often beyond their capacity.
- 3** Apathy due to consistent negative feedback limits the ability to formulate business plans.

## MIGRATION AND WORK

In recent years, the number of Basotho mine-workers employed through The Employment Bureau of Africa (TEBA) has declined:

**FROM 111,000 TO 30,000**

*Fewer young men are migrating to South Africa for mining. But more women are going for domestic work and various professionals have left for employment, leading to a brain drain from Lesotho.*

# Youth Political Participation and Civic Engagement

“

**Every young person shall have  
the right to participate  
in all spheres of  
society. ”**

*- Article 11 of African Youth Charter*



# Overview

## Empowerment of youth through education and facilitating engagement

Lesotho scores 0.583 in terms of youth political participation and is ranked 14th out of 54 Commonwealth countries (CWC). The key dimensions for assessing political participation in determining YDI are the existence of youth policies and level of representation in political structures, voter education, and opportunities to express political views. With regards to civic engagement, she scores 0.336 and is ranked 21st out of 54 CWC. The level of civic participation is determined by the extent of volunteering and its frequency. There are a number of structural and cultural gender-based practices that need to be addressed to improve youth political participation and civic engagement.

*Therefore efforts should be focused on:*

- The review of national youth policy and the architecture of the National Youth Council (NYC) to address the concerns of youth and toned-down political party alliances. The NYC should have different chapters based on priority development areas, determined by youth, to get the necessary support to draw and operationalise their own implementation agenda;
- Development of public participation policy and law, complemented with civic engagement strategies at national and local level to use existing and new institutionalised mechanisms to ensure youth consultation in development processes;
- Development of policies and codes of good practice for political institutions and social organisations to promote youth representation, gender equality, and participation in policy development, law-making and decision-making;
- Extensive education programmes for young males and females on human rights, including gender equality, leadership, advocacy and communication, policy formulation, law-making, planning and budgeting cycles and other social and economic empowerment programmes based on local needs defined by youth;
- Enhancing the curriculum to include the development of leadership skills within the education system and ultimately establish a leadership academy;
- Riding on the wave of social media for social and political engagement by public and private institutions through effective e-strategies and use of local media, including Lesotho Television (LTV) for educational youth-centric programmes;
- Providing support to CSOs to promote political participation and civic engagement;
- Strengthen capacity of youth leagues to influence strategic decision-making within their own political parties and general political decision-making processes;
- Review what other countries are doing to facilitate participation of young experienced civil servants in national and local elections without having to relinquish their posts, whilst preserving the neutrality of the public service; and to facilitate talented and competent young people up the ranks of government.
- Introduce and support different sporting codes for recreation, to promote social cohesion and good health.

## YOUTH AND POLITICAL GOVERNANCE

### FORMS OF POLITICAL ENGAGEMENT INCLUDE:

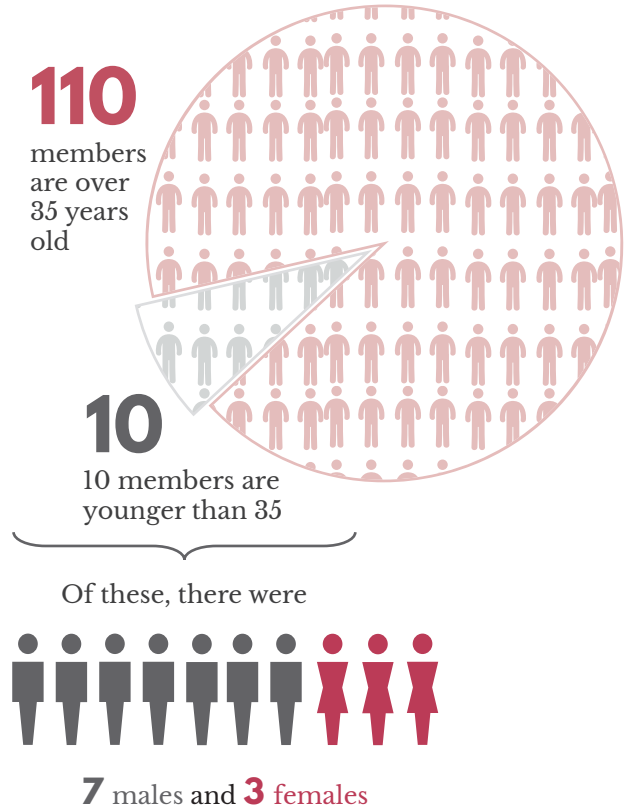
-  Voting
-  Involvement in political campaigns
-  Gathering information on political parties
-  Attending community gatherings
-  Interacting with local authorities and political representatives
-  Lobbying and advocacy
-  Attending policy sessions
-  Participating in civil protests
-  Signing petitions
-  **CSO** Joining civil society organisations

### NATIONAL YOUTH COUNCIL (NYC)

*Although elections for the NYC were held in 2012, the body remains non-functional as a result of legal battles over representatives of Political Party Youth Leagues and the interpretation of related legal frameworks.*

## YOUTH ENGAGEMENT AND REPRESENTATION IN PARLIAMENT

### YOUTH PARTICIPATION IN THE EIGHTH PARLIAMENT:

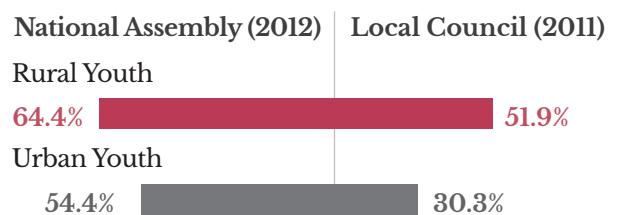


### PARTICIPATION IN POLITICAL PARTIES

The highest number of youth participating in political parties is found in the **15 to 17 year** age group at **55%**. The lowest participation is found among **21 to 23 year olds** at **24%**.

### VOTING IN ELECTIONS

#### Rural and urban youth voter turnout in National Assembly and local council elections

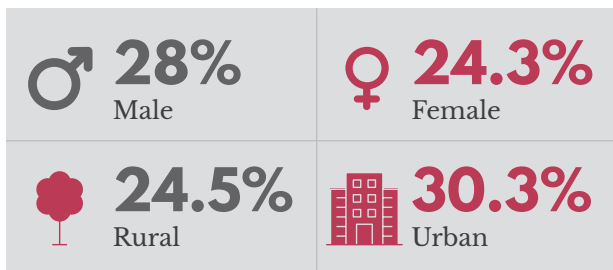


## PARTICIPATION IN LOCAL COUNCILS

*In order to encourage greater diversity in local governments, Lesotho amended the Local Government Elections Act in 2004 to promote the participation of women by reserving one-third of the seats in local government councils for women.*

## MEMBERSHIP IN ISSUE-BASED CIVIL SOCIETY ORGANISATIONS

### Youth participation in civil society organisations



## MEMBERSHIP IN ISSUE-BASED CIVIL SOCIETY ORGANISATIONS

### Number of females and males in the Youth League Executive Committees

	MALE	FEMALE
All Basotho Convention	10	2
Basotho National Party	12	4
Lesotho Congress for Democracy	8	3
Democratic Congress	8	5

*Despite the absence of any legal prohibitions, there are still gender inequalities in youth participation.*

## CONCLUSIONS AND RECOMMENDATIONS



- 1** Improve education and promote civic engagement
- 2** Encourage gender equality and youth participation in political parties
- 3** Make the National Youth Council more functional
- 4** Create and claim space in leadership structures
- 5** Build the social capital of youth
- 6** Increase the participation of educated and experienced youth in politics
- 7** Participation and Consultation in Policy Formulation, Making Laws and Political Decision
- 8** Enhance civil society support

# Youth, Culture and Gender

“

*Bocha ke palesa*  
– youth is like a  
blossoming  
flower.”

*- a Sesotho adage*





# Overview

## Engender youth development and eliminate cultural practices that subordinate women

Lesotho is signatory to international instruments that promote gender equality and has the supporting policy and legal frameworks, but these instruments are not always compatible with customary law or some cultural practices. Patriarchy and customary law promote male superiority and this is reflected in subordination of women in decision-making at family level, and extends to economic and political spheres, despite legal reforms upholding gender equality.

There are signs of cultural disintegration, with increasing incidences of seizure of property by family members where there are double orphans or the surviving spouse is a female, of rape of elderly women by young men, and increase in casual inter-generational sex. Nonetheless, there are clear indicators of changing forms of masculinities for the better in Lesotho, which are reflected in language, music and general discourse.

*Therefore desirable social and cultural change shall be driven by:*

- Creating awareness, education, and undertaking research on harmful cultural gender practices;
- Facilitating the elimination of laws and practices that are discriminatory and subordinate women;
- Strengthening the social intergenerational contract, through creating a subculture of charity and voluntarism among young people as well as promoting mentorship programmes for different categories of youth;
- Combating gender-based violence, and development of domestic violence legislation;
- Promoting the use of cultural resources on national media (music, poetry, film, art and others) to transmit information and education messages to different youth groups, especially marginalized and vulnerable sections;
- Developing creative industries and promoting cultural exchange programmes as the means of enabling the Lesotho youth and their counterparts to learn about each other's cultures and to value cultural identity;
- Eliminating stigma associated with disability and the LGBT community, and prevent marginalisation through education of the public, schools, health service providers and other sections of society. Geo-cultural differences should be appreciated and taken into account in designing programmes.

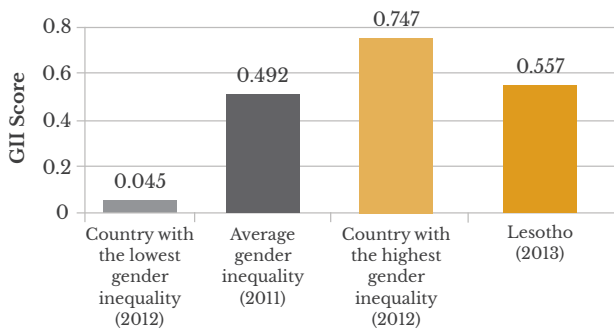
## YOUTH, CULTURE AND GENDER

*In Basotho culture, females are the homemakers – they bear children and care for the household and community.*

### GENDER INEQUALITY INDEX (GII)

In the 2012 GII, Lesotho was placed

**125** out of **148** countries for **GENDER INEQUALITY**



### CULTURE, REPRODUCTIVE ROLES AND HEALTH RIGHTS

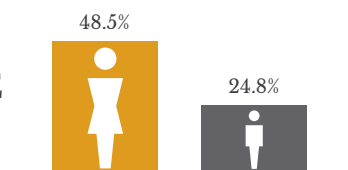
*The Constitution has clauses that allow the practice of personal and customary laws with a strong gender bias.*

Basotho are expected to marry by the age of **25**. It is culturally acceptable for women to marry **before they turn 18**.

#### THIS IS WORRYING BECAUSE:

- It contributes to a **High level of dependency** among young women
- Young mothers in Lesotho are particularly at risk for **childbirth-related death**
- Young mothers have **limited time to participate** in public affairs

### PERCENTAGE OF MARRIED YOUTH

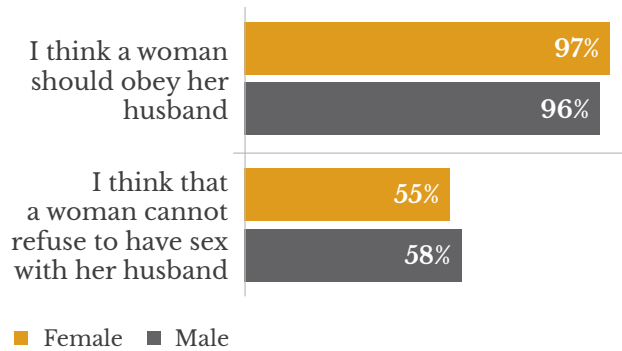


## GENDER IDENTITIES AND GENDER-BASED VIOLENCE

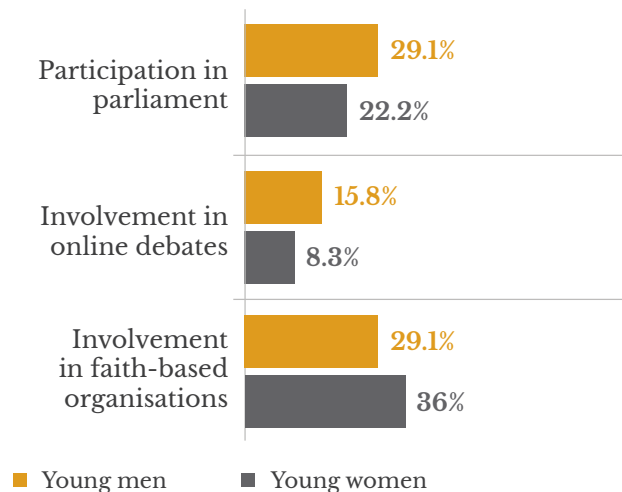
Violence against women (VAW) is common. It predominantly occurs as intimate partner violence (IPV).

	Female	Male
VAW	86% of women surveyed had experienced VAW	40% of men surveyed had perpetrated vaw
IPV	62% of women had experienced IPV	37% of men perpetrated IPV

### THE MAJORITY OF MALES AND FEMALES STRONGLY AGREED WITH THESE STATEMENTS:



### GENDER STEREOTYPES AND THE PUBLIC SPACE



## LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) YOUTH



**MEMBERS OF THE LGBT COMMUNITY ARE AT INCREASED RISK OF:**



Various health threats



Violence



Suicidal thoughts



Substance abuse

## YOUTH, GENDER, DISABILITY AND CULTURE

DISABLED PEOPLE ARE PARTICULARLY VULNERABLE BECAUSE:

Culturally, disabled people are seen as unfit for marriage and parenting

Disability is often associated with bewitchment

There is little opportunity for schooling

Families feel shameful and helpless



Disabled people are more likely to be culturally, physically or financially dependent on their partner

## LESOTHO HAS SEEN AN INCREASE IN:



Rape of aged females



Intergenerational sex



Property grabbing away from youth and female spouses

## GENERAL RECOMMENDATIONS



- 1 Enhance awareness, education and research
- 2 Eliminate discriminatory cultural practices and laws
- 3 Encourage use and preservation of cultural resources
- 4 Promote cultural exchange
- 5 Promote civic engagement and social contracts
- 6 Mentor the youth
- 7 Combat Gender-Based Violence
- 8 Reduce legislative inconsistencies
- 9 Prevent marginalisation of the disabled
- 10 Provide support and appropriate services to LGBT youth
- 11 Reduce gender inequality in rural and urban contexts

# Youth, Environment and Climate Change

“

Meet the needs of the  
present generation without  
compromising the ability  
of future generations  
to meet their  
own needs ”



# Overview

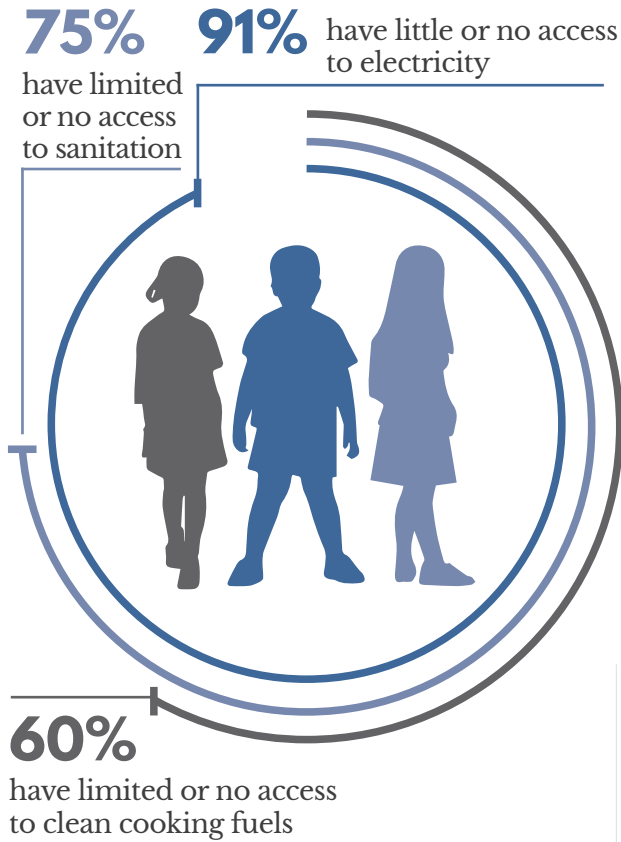
## Capitalising on the unique bio-heritage and water resources and stimulating a national response through environmentally competent youth

Lesotho has rich biodiversity that forms 70 percent of the globally-recognized hotspot known as the Maloti Drakensburg. Of the 3,094 plant species, 30 percent are endemic and unfortunately some are near extinction. The collage of these plants and animals, the scenic mountain landscapes, clean air and minerals offer a variety of opportunities for youth. The biodiversity is, however, continuing to be depleted by the heavy reliance of the rural communities on it, particularly for grazing livestock, and for fuel for cooking and heating. This valuable national resource heritage has to be protected from the vagaries of climate change and unsustainable exploitation, for the benefit of current and future generations. Although climate change poses a threat for human development in Lesotho, it also creates opportunities for youth and the country through climate-proofing and adaptation programmes.

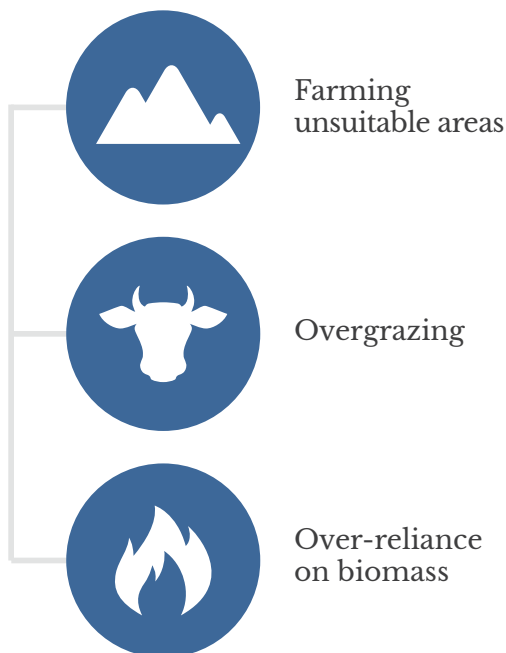
*Therefore the focus should be on:*

- Enhancing administrative capacity at national and local level to implement laws, policies and programmes for environmental management and Climate Change adaptation, and involving youth in environmental planning and execution of programmes;
- Combining conservation projects with income-generating projects to sustain the efforts;
- Improving youth disaster-risk management capacity through support for development of appropriate infrastructure;
- Climate-change proofing of different sectors, including agriculture, health and physical infrastructure to avoid a fiscal risk accounting for 5-8 percent of GDP per event;
- Augmenting awareness and education programmes on extinction of species, importance of environmental conservation and adaptation to climate change, and development of youth skills across the broad spectrum of environment and climate change;
- Building capacity to tap the potential of greening of the economy in agriculture and fisheries, ecotourism, water, energy and production of green technologies;
- Building the capacity of youth and public institutions to mobilize Environment and Climate Change Funds, including participation in carbon trading;
- Promotion of water-sector research and development, and plan for the projected water scarcity;
- Acceleration of clean energy production plus rural electrification through cost-effective technologies, and building youth skills to install and maintain the infrastructure;
- Increasing access to improved sanitation and biogas production;
- Developing quality standards and promoting the production/assembly and use of appropriate solar technology;
- Promoting green consumerism and voluntary community-level conservation and climate adaptation projects;
- Involving people living with disability in climate discourse, planning and implementation of programmes.

## YOUTH, ENVIRONMENT AND CLIMATE CHANGE



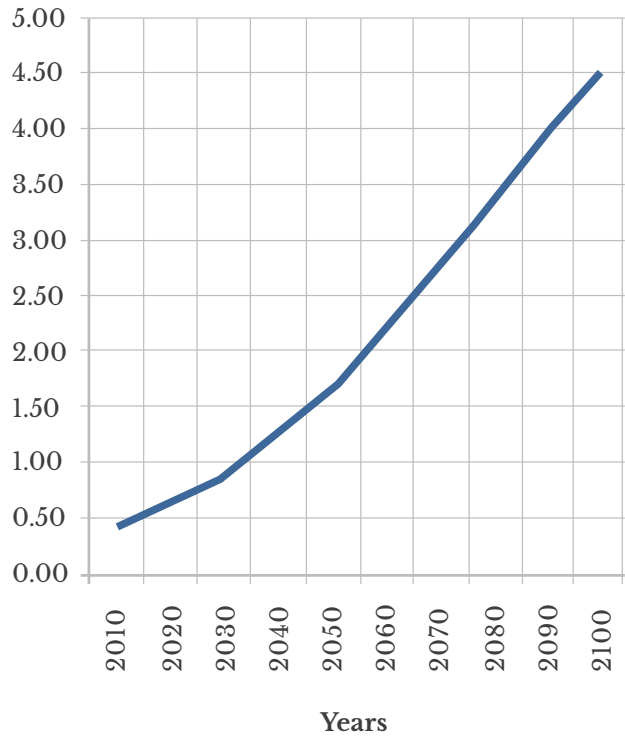
### LOSS OF BIODIVERSITY IS A MAJOR ISSUE, CAUSED BY:



## BY THE YEAR 2100 TEMPERATURE IS EXPECTED TO HAVE INCREASED BY ABOUT 4.50°C

### ANNUAL TEMPERATURE SCENARIO FOR LESOTHO

Temperature change °C






### CLIMATE CHANGE MODELS PREDICT:



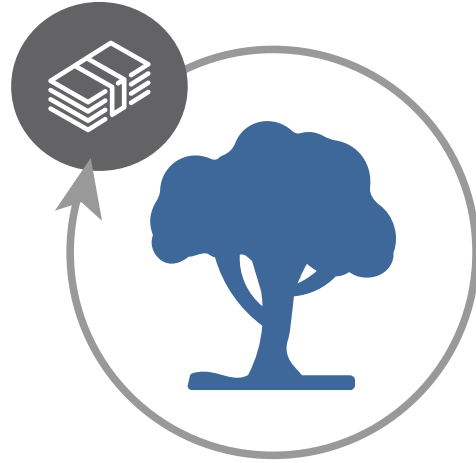
**50mm to 100mm**  
decrease in rainfall by 2050

## ENERGY USE

	 ELECTRICITY	 WOOD	 GAS AND PARAFFIN
<b>COOKING</b>			
Urban	36.8%	10.5%	44.3% (gas)
Rural	3%	61.8%	18.8% (gas)
<b>HEATING</b>			
Urban	13.6%	7.5%	64.5% (paraffin)
Rural	2.3%	58.9%	20.1% (paraffin)

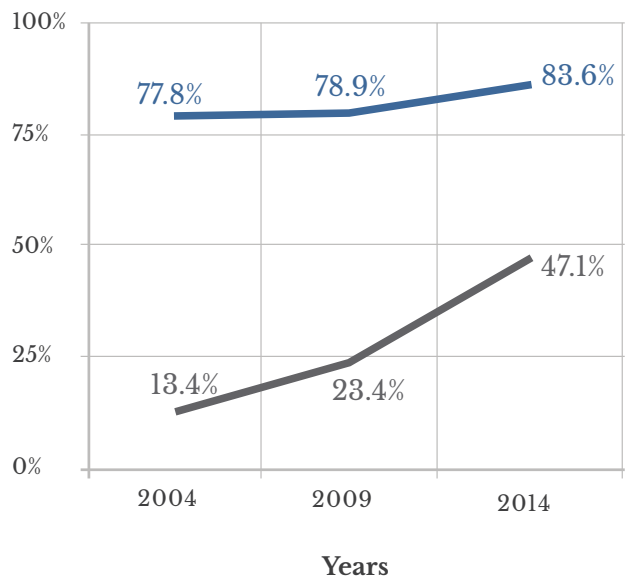
## GREEN AGRICULTURE

Adopted by approximately 5,000 households in 2010, green farming systems are promising prospects for youth empowerment in Lesotho.

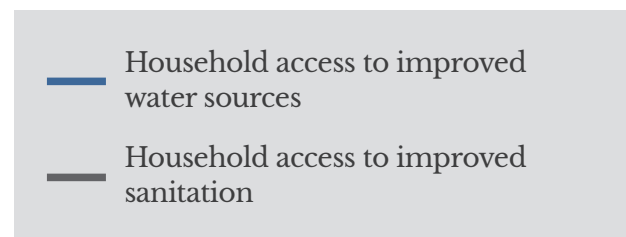
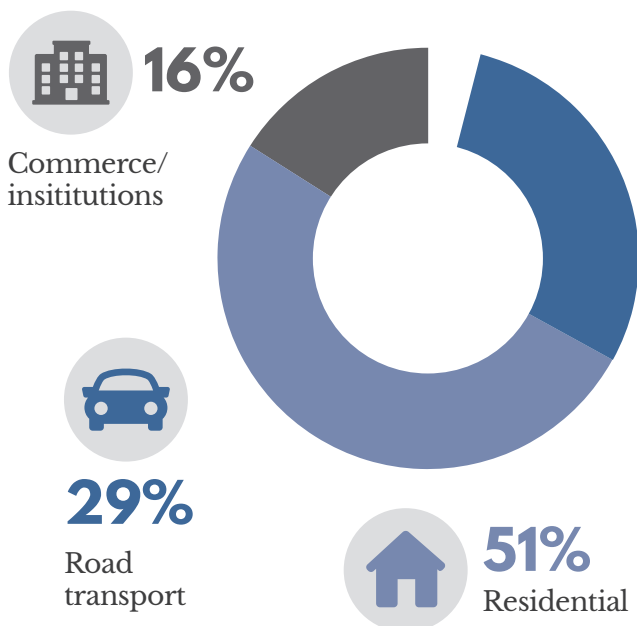


**5,000** households in 2010

## HOUSEHOLD ACCESS TO WATER AND SANITATION



## GAS EMISSIONS PER SECTOR IN LESOTHO, 2011:



# Action for Change

“

**There are already a number of good plans and policies, but implementation is minimal and cross-sectoral linkages could be improved.** ”



# Overview

A number of challenges and policy gaps have been identified, but the country is faced with a slow growth trajectory and serious shocks in government revenue. There are already a number of good plans and policies, but implementation is minimal and cross-sectoral linkages could be improved. There is also paucity of data in different Development domains.

*It is important, therefore, to undertake the following:*

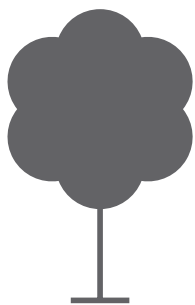
- Disseminate the report to youth, policy-makers, the international community, CBOs, the Church, the media, and the public;
- Prioritise within and across sectors, identify best practice, draw up implementation plans, and devise projects to mobilise private investment partnerships and donor support;
- Promote conscious effort to define youth roles in all policies and integrate youth programmes in all ministerial plans and budgets, and report at least annually on youth-specific activities and impacts;
- Develop a wide youth-statistical system and efficient youth Development- monitoring and evaluation system, including National Government, Local Government, Development partners, civil society, youth groups in different spheres and economic sectors;
- Institutionalise annual Youth Summit as a forum for dialogue on youth Development, to assess progress and for youth to contribute in general public policy development;
- Promote research on youth-related issues;
- Build capacity for management of change and knowledge;
- Develop a mechanism that connects education, employment and welfare programmes to improve complementarity and efficiency;
- Bring attention of all sectors to youth engagement in policy development and decision-making, including international policy development.

## ACTION FOR CHANGE

There are a number of good plans and policies, but also various challenges and gaps:

- 
**1** Policy implementation is minimal.
- 
**2** Cross-sectoral linkages could be improved.
- 
**3** Lesotho faces a slow growth trajectory.
- 
**4** Serious negative shocks in government revenue.
- 
**5** Lack of data in various development domains.

### Rural areas show higher:






- STI infection rates
- Teenage pregnancy and early marriage
- Use of health clinics
- Youth unemployment
- Incidence of no education, or of primary education only

### Urban areas show higher:






- Alcohol and substance use
- Use of hospitals and private practitioners
- Ability to read English with ease
- Use of electricity

## YOUTH DEVELOPMENT BALANCE SHEET

PROGRESS	DEPRIVATIONS
 <b>Health and HIV/AIDS</b>	
<p>There has been an increase in:</p> <ul style="list-style-type: none"> <li>✓ Adult ART coverage</li> <li>✓ Contraception use by women</li> <li>✓ HIV testing</li> <li>✓ Medical male circumcision</li> <li>✓ Family planning services</li> </ul>	<p>But still grappling with:</p> <ul style="list-style-type: none"> <li>✗ HIV prevalence</li> <li>✗ STI prevalence</li> <li>✗ Adolescent pregnancy</li> <li>✗ Maternal mortality</li> <li>✗ Illegal abortions</li> <li>✗ Youth consumption of alcohol and tobacco</li> <li>✗ Food insecurity</li> <li>✗ Obesity</li> </ul>
 <b>Education</b>	
<ul style="list-style-type: none"> <li>✓ High primary level net enrolment</li> <li>✓ Reduced primary level dropout</li> <li>✓ Increased transition rate from primary to secondary</li> <li>✓ Increased graduation from tertiary</li> </ul>	<ul style="list-style-type: none"> <li>✗ Half of youth only functionally literate</li> <li>✗ Low quality education</li> <li>✗ Increasing secondary dropout rates</li> <li>✗ Low computer and digital literacy</li> <li>✗ Low qualifications in maths, science, engineering</li> <li>✗ Many with tertiary qualifications struggle to find jobs</li> <li>✗ Low access to TVET at a high level</li> </ul>
 <b>Employment</b>	
<ul style="list-style-type: none"> <li>✓ Increasing number of young farmers</li> <li>✓ Inward migration of professionals in mining, manufacturing and health</li> </ul>	<ul style="list-style-type: none"> <li>✗ High youth unemployment</li> <li>✗ Child labour</li> <li>✗ Low youth entrepreneurship</li> <li>✗ High youth income-dependency</li> <li>✗ Increasing young illegal migrants exposed to abuse and manipulation</li> </ul>

## YOUTH DEVELOPMENT BALANCE SHEET

PROGRESS	DEPRIVATIONS
 <p><b>Gender</b></p> <ul style="list-style-type: none"> <li>✓ Young women are increasingly economically active</li> </ul>	<ul style="list-style-type: none"> <li>✗ Subordination culture of women in family, economic and political spheres</li> <li>✗ LGBT individuals more vulnerable to abuse</li> <li>✗ High rates of domestic violence towards women</li> <li>✗ Females are more income-dependent</li> <li>✗ Males often drop out of school early to help provide for families</li> <li>✗ Young men admitted to initiation schools without completing primary education</li> </ul>
 <p><b>Environment and Climate Change</b></p> <ul style="list-style-type: none"> <li>✓ Lesotho has low carbon emissions</li> <li>✓ Areas of the land are under conservation</li> <li>✓ Youth are involved in recycling</li> <li>✓ Majority of youth live in houses of acceptable quality</li> </ul>	<ul style="list-style-type: none"> <li>✗ Limited knowledge on environment and climate change</li> <li>✗ Many people live on degraded land</li> <li>✗ High percentage of youth have no/limited access to electricity, sanitation, clean fuel</li> <li>✗ Limited capacity of people to respond to disasters and climate change</li> <li>✗ Most infrastructure not climate-proofed</li> </ul>
 <p><b>Disability</b></p> <ul style="list-style-type: none"> <li>✓ Low percentage of the population is disabled</li> <li>✓ Increasing number of youth competent in sign language</li> </ul>	<ul style="list-style-type: none"> <li>✗ Youth living with disability cannot easily access public spaces, facilities or health information and services</li> <li>✗ Very few learners with disabilities at tertiary institutions</li> <li>✗ Most disabled youth are not employed</li> </ul>

## GENERAL RECOMMENDATIONS



- 1 Publicise and disseminate the Report to youth, policy-makers and the public.
- 2 Prioritise policy actions.
- 3 Draw an implementation plan, facilitate implementation, mobilise investment, partnerships and donors.
- 4 Integrate youth programmes in policy development, and ministry budgets and plans.
- 5 Develop a wide monitoring and evaluation system.
- 6 Institutionalise the Annual Youth Summit.
- 7 Identify and implement best practices.
- 8 Review innovation in ICT and its potential for building ecosystems in other sectors.
- 9 Promote a culture of innovation and research, knowledge and change management.
- 10 Develop a mechanism that connects education, employment and youth welfare programmes.
- 11 Build capacity of the National Youth Council.
- 12 Make globalisation and regional integration work for youth.











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*Lesotho: Leveraging the Power of Youth to Promote Human Development* is the product of an intensive national consultative process. This focused principally on eliciting the views, aspirations and challenges of the country's youth. The voices of Lesotho's young people were heard through focus group discussions on a wide range of issues including employment, civic engagement, post-2015 processes, health and education. The report is directed at policy-makers, youth, development practitioners, journalists, the private sector, civil society, development partners, and all the citizens concerned with Lesotho's human progress. The purpose is to solicit not only attention, but also action.

The growing appreciation of the power of youth within the development process is the genesis of Lesotho's second NHDR. Lesotho's national policy framework, its Vision 2020 and the National Strategic Development Plan (NSDP) all regard youth as a central, dynamic force that must be included in every level of economic policy development. Nevertheless, there exists a wide gap between what is articulated at the policy level and the everyday realities of Lesotho's young people. Young people across the country have expressed an interest in being more actively involved in addressing societal and economic challenges. For this reason, Lesotho's NHDR focuses on 'leveraging the power of youth to promote human development'. By harnessing the energy, talents and resourcefulness of the nation's youth, the Kingdom of Lesotho plans to accelerate human development on a national scale.

This report defines 'youth' as people living in Lesotho who are between 15 and 35 years of age. This definition reflects the demographic definition of youth used by the

Government of Lesotho (GOL), which is in line with the African Youth Charter. Lesotho has a demographically young population wherein 38.9 percent of Lesotho's population comprises youth (persons aged 15-35 years); in other words, Lesotho is experiencing a 'youth bulge' and a demographic dividend. Based on the economic capacity to create jobs, a youth bulge may result in a reduction of the dependency ratio and an increase in per capita income. Conversely, an economic inability to absorb the expanded labour force would transform the youth bulge into a 'demographic bomb' – an economic disaster with potential for widespread hunger, unemployment and instability. Demographic dividends do not occur automatically or spontaneously. They must be carefully planned and built into development policies.

The report identifies and analyses key areas that concern youth and that should be addressed to foster human development in Lesotho:

- Stemming the tide of HIV and AIDS, reversing high youth maternal mortality, and combating non-communicable diseases through youth-oriented prevention and management strategies;
- Getting the skills right;
- Empowering youth through education to facilitate political participation and civic engagement;
- Nurturing entrepreneurship and unlocking underlying comparative advantage through a competitive investment climate and value-chain development;
- Increasing awareness of gender-specific issues through youth development and eliminating cultural practices that subordinate women;
- Capitalizing on unique bio-heritage and water resources, and stimulating national response to climate change through 'climate-smart' youth.

*'This report has been written to encourage debate and policy discussions on what further steps are needed to ensure that the goal of inclusive growth and enhanced human development is achieved.... We hope that Lesotho's youth will take ownership of the report, and realise their full potential as catalytic agents of change.'*

– K. Hershey (UNDP Resident Representative) and M. Hloaele (Ministry of Development Planning)

*'Lesotho has made slight Human Development progress in the last 10 years. It is ranked 162 out of 187 countries in terms of the Adjusted Human Development Index (AHDI), with an HDI score of 0.486 (2014).'* – P6

*'The balance sheet of National Human Development reflects levels of progress in building human capabilities and the remaining deprivations that should be addressed at national level.'* – P6

*'The Human Development approach has guided the work of the UN and continues to have a profound impact on development thinking. Current discussions on the post-2015 development agenda reflect a holistic and integrated approach, which frames freedom of choice as the catalyst to realising human development.'* – P12