

Exploring the Terrain and Challenges of Youth Entrepreneurship Development in Ramotswa, Botswana

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Abstract

This study seeks to explore the terrain of youth entrepreneurship development in Botswana. It was carried out in Ramotswa in 2016. The objectives were to examine challenges faced by youth entrepreneurs with the view of proposing possible permanent and sustainable solutions. A cross-sectional descriptive research design was adopted. The data was collected using questionnaires containing structured and semi-structured questions. Data analysis was conducted, and the results were presented using descriptive statistics. Purposive sampling was applied to select study respondents. The study findings show that young entrepreneurs face challenges requiring further research to understand the attendant dynamics of funding in other parts of Botswana. The study recommends increase of funding by the government of Botswana for capacity building and to support training and development of young entrepreneurs through relevant targeted programmes.

Key words: Youth entrepreneurship; job creation; youth unemployment; youth development

Introduction

In recent decades, the promotion of entrepreneurship as a possible source of job creation, empowerment, and economic dynamism in a rapidly globalising world has attracted increasing policy and scholarly attention. Despite this, there has been no systematic attempt to look at this issue from the perspective of the youth in Botswana. The tendency has been either to subsume the youth into the general adult population or to ignore their efforts to forge a livelihood through entrepreneurial activities. This has resulted in a lack of adequate understanding of the potential benefits of youth entrepreneurship to improve livelihoods of the youth in Botswana. African policymakers have increasingly recognised productive entrepreneurship as an important driver of economic development through fostering growth, job creation, technological development, and innovation as well as poverty alleviation (Assan, 2012; Themba and Josiah, 2015).

In the context of Botswana, Magang (2015) asserts that the country's overdependence on non-renewable diamonds and failure to diversify the economy has resulted in extreme levels of unemployment. He further cites the country's high levels of poverty and economic disparities as consequences of failure to create gainful and sustainable employment despite the country's mineral resource endowments. Therefore, for many of Botswana's unemployed graduates and out of school youth, productive entrepreneurship offers an opportunity to build sustainable livelihoods and a chance to integrate them into the country's mainstream economy. Hence, understanding the opportunities and constraints regarding youth entrepreneurship in different settings is critical for driving and successfully implementing youth development. Despite the importance assigned to entrepreneurship and youth in national development strategies, systematic research on the topic, especially in Botswana, has been limited.

Globally, youth entrepreneurship has emerged as a development strategy to address a host of issues catalysed from an estimated 81 million jobless youth aged 15-24 (ILO 2013). According to Page (2012) youth entrepreneurship development models are rooted in the notion that entrepreneurship will address systemic causes of poverty through the integration of youth into domestic and international markets. Hence, by doing so, the youth become agents in the institutional and structural frameworks of poverty reduction

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plans, national economic growth, and youth unemployment programmes (Motlaleng and Narayana 2014).

Youth entrepreneurship programming is meant to spark wealth creation and self-reliance premised on the innate skills and attributes of the youthful generation (Baumol 2010). In Botswana the government is contributing extensive resources towards the entrepreneurial development of its people, with a particular focus on the youth. A cornerstone programme of this strategy is the Youth Development Fund (YDF) which was established in 2009 and administered by the Ministry of Youth Empowerment, Sports and Culture Development. However, prior studies detailing the successes associated with this fund are nonexistent as there is not enough evidence regarding successful projects funded by the YDF in the country. Consequently, the absence of robust, empirical research and impact assessment cannot be established as challenges or factors affecting the programme's viability in the entire nation still need to be documented. Noticeably, William (2012) conducted a study on the Young Farmer's Fund which is administered by Ministry of Investment, Trade and Industry, and the research did not comprehensively address the challenges and prospects of youth entrepreneurship in Botswana. As a result, a gap has been noted for further research to establish the challenges and prospects of youth entrepreneurship development in Botswana.

Problem Statement

Botswana, like most developing countries, is faced with a myriad of problems and harsh realities in relation to youth entrepreneurship development. In the Afrobarometre poll of 2017, South Africa, Botswana, Swaziland, Iran, Iraq, and the Palestinian Occupied Territories have among the highest unemployment rates in the world. Employment in Botswana, however, is lower (20-29%) than that of South Africa and even Zimbabwe where 30-39% of their able-bodied citizens are employed full time. Noticeably scholars in Botswana (Kemiso and Kolawole 2017; Lesetedi 2018; Diraditsile 2021a) have identified youth unemployment as the single biggest problem facing the country. Keetile (2014) has also affirmed that Botswana is faced with the complex challenge of poor economic participation by young people. Moreover, Nthomang and Diraditsile (2016) share similar sentiments and note that youth unemployment is a major policy concern that deserves urgent attention because it threatens the social, economic, and political stability of the country.

Accordingly, youth unemployment in Botswana is compounded by substantial levels of underemployment and poor-quality jobs in the informal sector. Youth are confronted with other social problems such as poverty, HIV and AIDS, drug and substance abuse, crime, and violence. This situation renders most of the youth needy, helpless, and unprepared to make any significant contribution to national development. Consequently, the youth are marginalized in national policies as their voices are not heard. Based on the foregoing, the government of Botswana and the private sector have instituted measures to curb high unemployment levels among the youth. One such strategies entail the YDF; Kgalagadi Brewery Limited-Kickstart (KBL); Youth Entrepreneurial Fund (YEF) and Enterprise Development (ED), which are all run independent of each other. However, these strategies have not been successful in solving the problem of youth unemployment in the country (Diraditsile 2017 and 2021b). Most of the youth living in villages in Botswana continue to experience high levels of poverty and poor living conditions and most young entrepreneurs are unable to manage successful enterprises (Molefe 2020)

Objectives

The study seeks to explore the terrain of youth entrepreneurship in the village of Ramotswa, one of Gaborone's peri-urban centres. In particular, the study seeks to identify the nature of businesses operated; length of time the youth ran the business; availability or non-availability of complimentary services provided by the government, private sector as well as state-owned enterprises (parastatals) and lastly, to examine the challenges to youth entrepreneurship with a view to proposing sustainable solutions.

Conceptualisation of Terms

Youth

Defining youth in terms of age often becomes the most sensible standard of classification on the grounds that, such a definition often has an implication for the design of different programmes. Hence, many countries around the globe define youth differently based on their national youth policies. In the Pacific, some countries consider youth up to the age of 40. The United States Agency for International Development's (USAID) Youth in Development Policy also presents a strong case for not limiting the definition to 25 years. The United Nations (UN) has defined youth as persons of between 15-24 years (UN 2013).

In the African context, the African Youth Charter, define youth as people aged between 15 and 35 years. In Botswana, as in other African countries, the National Youth Policy of 2010 defines a youth as a person between 15 and 35 years of age. This diversity of definition shows that there are many ways to define youth given programmatic and political priorities, which range from demographic to bio-psycho-social and sociological definitions (UN 2013).

Youth entrepreneurship

Drawing upon the above definition of youth, and for the purpose of the present study, youth entrepreneurship is defined as the practical application of enterprising qualities, such as initiative, innovation, creativity, and risk taking in the work environment (either in self-employment or employment in small start-up firms) and using the appropriate skills necessary for success in that environment and culture (Chigunta 2012).

The application of these qualities is a process known as entrepreneurship leading to ventures in the social, political, or business spheres. According to Llisteri *et al.*, (2006) young entrepreneurs can be divided into two broad groups; those who become entrepreneurs by necessity because they are unable to find other forms of formal employment or to continue their education, and what can be termed 'vocational entrepreneurs' who envisage a business opportunity.

Literature Review

Youth entrepreneurship in developed countries

Sharma and Madan (2014) note that governments and local communities across the world have recognized that key to building prosperity and stimulate regional growth is fostering entrepreneurship among their people especially youth. As such, it worth to note that youth entrepreneurship has become a topic of interest for research scholars and a subject of major concern for many governments. There is a substantial body of evidence indicating that promoting youth entrepreneurship will not only help in reducing unemployment but more importantly make young people understand that they have alternatives to create their own destiny by starting their own companies and they need not keep waiting to get a job.

Page (2012) posits that many young people in the Organisation for Economic Co-operation and Development (OECD) and European Union (EU) cannot find employment. This became particularly acute since the onset of the global financial crisis in 2009. EU figures suggest that around one-in-five young people in the EU were unemployed in 2011 whilst youth unemployment in countries such as Greece and Spain were over 40% (World Bank 2012). In many OECD countries, youth unemployment is either at, or close to, the maximum level ever experienced (OECD 2010). The OECD also notes that the NEET population (those not in education, employment, or training) grew, on average, by more than 2% across the OECD over the period of 2008-2010 so that NEETs constitute around one in eight of young adults (OECD 2010).

In the United States of America, thousands of young people across the country participate in youth entrepreneurship (UN 2013). In Canada, the OECD report indicated that self-employment among youth (15-

24) rose rapidly in the 1990s (ILO 2013). In 2000, it reached 7% as a percentage of the working population from 5% in 1996. The same source shows that, in Australia, 6% of the self-employed, on average, are aged between 15 and 24 years. However, youth are involved in a limited range of enterprises. Almost 70% of the youth entrepreneurs operate in four sub-sectors: construction, personnel and other services, retail trade and property, and business services. Older youth aged 20-24 years tend to predominate, while those aged 15-19 years play only a small role. The above data suggest that, although there is a flourishing youth enterprise culture in the OECD, overall, the participation of young people in self-employment in developed countries is very low.

Youth entrepreneurship in developing countries

Evidence abounds showing that the demographic pressure and the youth bulge in the developing world pose a major employment challenge. This situation is exacerbated by insufficient job creation, scarce formal wage employment opportunities and vulnerability in the workplace which continues to worsen since the occurrence of the Covid-19 pandemic. For these reasons, fostering youth entrepreneurship has gained importance in the global and national development policy agenda. Consequently, entrepreneurship is increasingly being promoted as a key tool to combat the youth unemployment crisis and as one of the main drivers of economic and social transformation in sub-Saharan Africa (World Bank 2012). Considering their limited possibilities to gain formal sector jobs in the public or private sector, young people are being encouraged to be job creators rather than job seekers, thus becoming self-employed entrepreneurs (Langevang & Gough 2012)

According to Chigunta (2012) survey data from Zambia shows that a quarter (25%) of the youth are self-employed. Most of these young people, especially in the younger cohort, tend to be concentrated in marginal trading and service activities. However, there is significant variation according to the age category of youth. The survey results show that only 9.6% of younger youth aged 15-19 years were engaged in enterprise activities in the informal sector as proprietors. The level of youth participation in the informal sector increased to 33.4% among young people aged between 20-24 years and 57.7% percent among those aged 26-29 years, respectively. This trend continued among higher age categories, although, unlike in the case of developed countries, it began to decline amongst those aged 40 years and above.

Evidence from developing countries also suggests that the proprietary participation rate of youth varies significantly according to gender, with young men more likely than young women to be self-employed. The data for Zambia shows that only 5.4% of younger female youth in the age category 15-19 years were engaged in running enterprises as proprietors compared to 15.1% among male youth. In the age group 20-24 years, only a quarter (25%) of female youth were involved in running enterprise compared to just under half (40.3%) of the male youth. Even among young adults aged between 25-29 years, slightly more males (60.9%) than females (53.6%) were engaged in enterprise activities (Chigunta and Mwansa 2016)

Botswana has had active programmes of government support ranging from small to medium and micro enterprises (SMMEs) since the 1970s, but none of these have reached microenterprise level to a significant degree (Themba and Josiah 2015). Part of the reason could be that there are not many financial products and Business Development Services (BDS) that are appropriate or affordable enough for micro business. Magang (2015) also notes that the government's attempt to drive economic development through SMMEs is mainly challenged by inadequate seed capital and in some instances mergers with no demonstrable synergies. In 2009 the World Bank and the Botswana Institute of Development Policy Analysis (BIDPA) carried out a pilot sample survey of 800 micro enterprises in the Eastern part of Botswana, the country's most populous region. The findings of the survey showed that youth owned enterprises as potential participants in new markets for financial products and active microenterprises constitute a very

diverse group in terms of capabilities and constraints (BIDPA 2013).

Pansiri and Yalala (2017) note that, following the Task Force established by the government of Botswana to comprehensively address SMME issues and steer their development, the government passed a policy on SMME and the Small Business Act in 2004 to address problems and constraints facing SMMEs. Among others these are: high failure rates among start-up businesses, lack of access to finance, lack of entrepreneurial skills, bias of the educational system against self-employment, lack of business start-up training, shortage of business premises, excessive government laws and regulations (bureaucratic red tape), lack of data on SMMEs, and inherent bias against SMMEs.

Still in Botswana, Diraditsile (2017 and 2021a) notes that in order to address challenges facing young people and more specifically unemployment and empowerment, efforts have been made by the government to initiate youth intervention programmes through policy documents such as: The Youth Policy of 1996, and the Revised Youth Policy of 2010; the Out of School Youth Programme (OSYP); the YFF; the YDF; the Botswana National Internship Programme (BNIP); the Youth Empowerment Scheme (YES); the Botswana National Service Programme (BNSP); the Job Creation Initiative (JCI); and the Graduate Volunteer Scheme (GVS). All the interventions were meant to respond directly to the problems facing the youth in Botswana; however, it is very difficult to ascertain whether they have been able to meet their intended purpose on the grounds that there has never been any critical and coordinated approach to assess their impact (Nthomang and Diraditsile 2016). Notably, of all the interventions, the YFF and YDF are meant to deal directly with youth entrepreneurship development in Botswana. Therefore, it is worth noting that although the study was on youth entrepreneurship development in general, many youths who participated have benefited in larger numbers from the YDF as compared to YFF.

Method

Research design

The study adopted a descriptive research design, and this was a cross sectional quantitative study. The sample included 93 youth participants operating businesses in Ramotswa aged between 16-35 years. Out of the 93 participants, there were more males as represented by 67% and 33% for their female counterparts.

Survey instrument

The survey questionnaire for the study consisted of six sections: (a) demographic details; (b) nature of business operated by participants; (c) the length of time participants have been in business/operation; (d) challenges faced by youth entrepreneurs; (e) government services available to youth entrepreneurs in the district; (f) other services provided to youth entrepreneurs in the district.

Nearly all the questions were closed ended, yet there were small sections where participants were asked to describe their experiences of entrepreneurship in detail. It is worth noting that, the questionnaire also included a few vignettes accompanied by a series of closed ended questions.

Data collection

This study used the survey data collection method, and data was gathered using self-administered questionnaire. To test the reliability of the questionnaire a pilot study was undertaken before the main study. The questionnaire was administered to 15 youth entrepreneurs still in Otse village and the findings of the pilot study were utilised in making improvements to the questionnaire. Thereafter, the final questionnaire was used to collect data from the youth in Ramotswa village.

Sampling technique

Since a complex sample design was employed in this survey, the use of standard statistical procedures

cannot be used to compute estimates of the desired parameters. The survey used a multi-stage stratified sampling design dictating that the analysis should use a complex sample module to account for the multiple stages of sampling. As mentioned previously in the paper, this was a case study Ramotswa; hence not all the youth operating businesses could be studied. Generally, it is impossible to study the entire population, as a result the researchers relied on sampling to acquire a section of the participants to observe.

It was difficult to find a current database with all the youth in Ramotswa that could be used as a sampling frame. Therefore, purposive sampling was adopted. Only selected sample elements that showed the desire and passion for entrepreneurship and those that started or had tried to start their own business ventures were selected. Participants were in the youth category of 15 to 35 years as defined by the Botswana Revised National Youth Policy of 2010.

Data analysis

Quantified data was analysed with descriptive statistics in the form of frequencies, percentages, and charts. This was achieved by using Statistical Packages for Social Sciences (SPSS). Furthermore, the author identified underlying meanings for open ended questions and summarised all the data with the aim of identifying major themes for a presentation of the findings and conclusion drawn.

Ethical considerations

It is worth noting that the participants were informed that the study was voluntary. They were not coerced into providing information as they were fully informed about the nature and purpose of the research. The participants were assured that all the information they provided would be kept confidential. To adhere to anonymity, information from each participant was analysed in such a way that it could not be traced to any specific individual. For example, the names of participants were not used but they were given numbers instead.

Presentation of Findings

This section presents the findings of the study to inform research, policy, and practice interventions regarding youth entrepreneurship development in Botswana. During the analysis of the findings, five major themes emerged in the coding process. Following demographic characteristics, the themes have been presented as follows: the nature of business operated by the youth in Ramotswa; the length of time operating the business; the challenges they face in operation; and lastly the services available to support of their businesses.

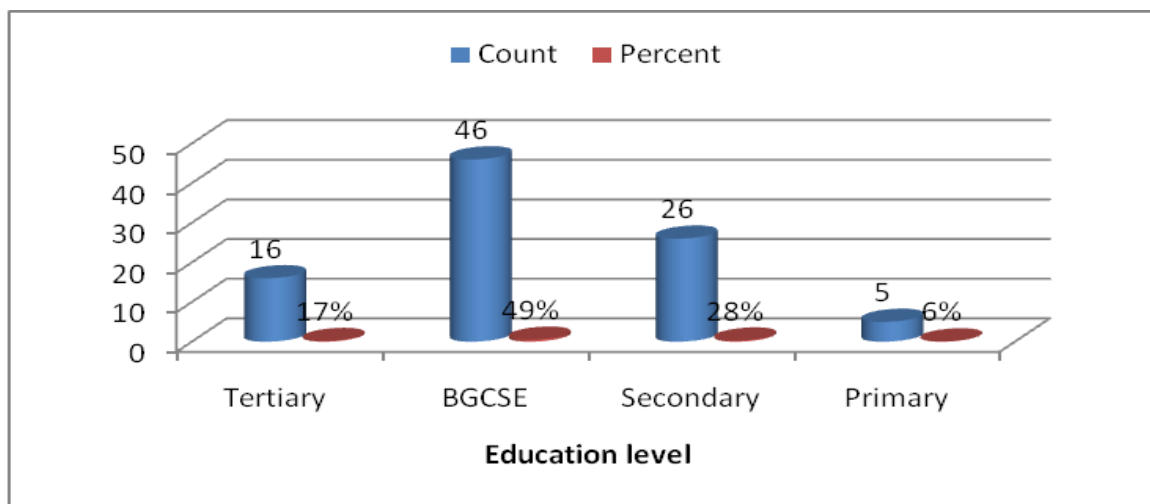
The study established the age distribution of the young entrepreneurs who participated. Most participants (39%) were in the age bracket of 31-35 years. The age bracket 16-20 years constituted the lowest number of participants represented by 9% of the young entrepreneurs operating in the study area. The findings show that, a large percentage (71%) of participants who were engaged in business activities were above 26 years of age. The study also sought to identify the gender composition of the young entrepreneurs who participated in the research. Table 1 also shows that 67% of the participants were male while females accounted for only 33% of the total. This reveals a wide disparity between males and females in terms of business ownership.

Table 1: Age and Gender

Age	%	Gender	%
16-20	9%	M	67%
21-25	20%	F	33%
26-30	32%		
31-35	39%		

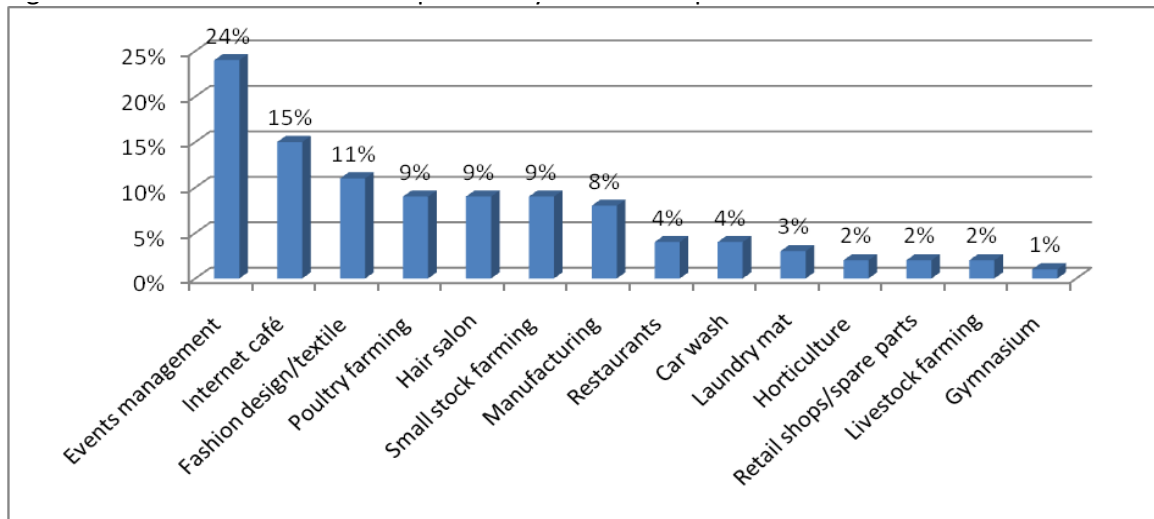
The study also sought to establish the level of education of participants. As Figure 1 shows, the findings reveal that a majority (49%) of the youth entrepreneurs had attained a Botswana General Certificate of Secondary Education (BGCSE); followed by 38% with Junior Secondary level education (JSE). Those with tertiary education were represented by 17% of participants while 6% had Primary School Leaving Education (PSLE). It is apparent from the results that, of the participating young entrepreneurs only 17% had obtained the highest academic qualifications which show that the youthful graduates from tertiary institutions do not consider engaging in business as an option, but only perhaps as a last resort.

Figure 1: Participants' level of education



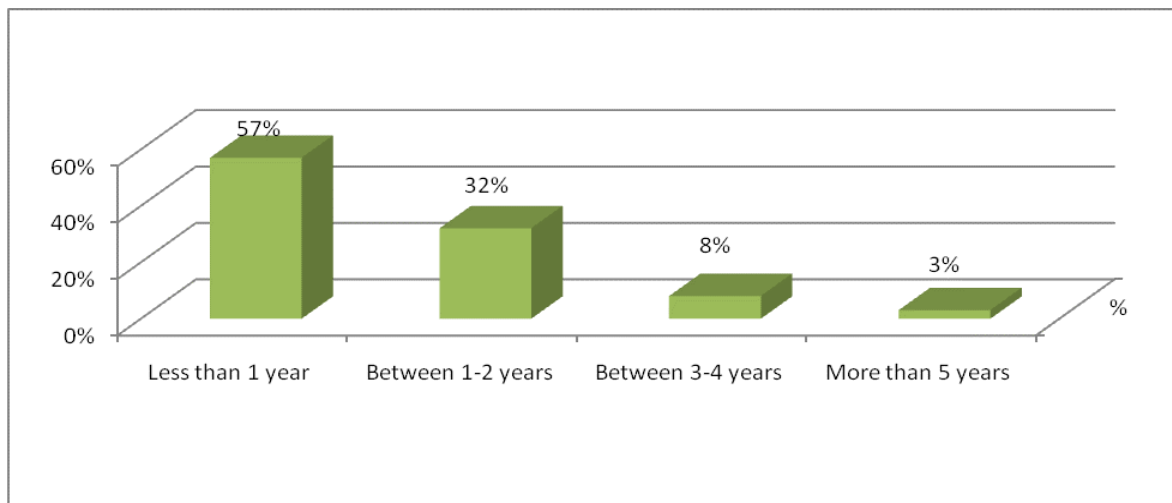
The results in Figure 2 indicate that a majority (24%) of the participants operate in events management businesses, followed by those that operate internet cafés, represented by (15%) of the participants. Establishment of a gymnasium was the least operated, only represented by a very small percentage (1%) of the participants.

Figure 2: The Nature of Business Operated by Youth Entrepreneurs



As indicated in Figure 3 below, many participants (57%) stated that they had operated their businesses for a period of less than a year, followed by 32% of the participants who had been in operation for one to two years. Those who had operated for between three to four years constituted (8%), while (3%) had been in operation for more than five years. Another important finding was the fact that most of the businesses (89.1%) had been in existence for less than two years.

Figure 3: The Length of Time Operating a Business



The results in Table 2 show that 79.8% of the participants indicated high rental as the immediate impediment they face. Lack of government support system was the second (46.2%) followed by 45.2% who cited inadequate capital as a challenge. Lack of suitable business premises was indicated by 30.1% of the participants. High transportation costs, cultural and societal expectations were not pressing impediments as these were indicated respectively by 15% and 4.3% of the participants.

Table 2: Challenges Faced by Youth Entrepreneurs

Challenges	Count	Percent
High rental	65	79.8%
Lack of government support	43	46.2%
Inadequate capital	42	45.2%
Increased competition	33	35.4%
Loan component	30	32.2%
Lack of suitable business premises	28	30.1%
Lack of experience/relevant skills	22	23.6%
High transportation cost	14	15%
Cultural orientation	4	4.3%

Table 3 indicates that bookkeeping training, provided by the Local Enterprise Authority (LEA), was the most widely provided complementary service with 22.5% of youth entrepreneurial involvement. It was followed by monitoring business performance (18.2%); business plan training (17.2%); business development advisory services (11.8%); market information (10.7%); financial management (8.6%) and savings and investment awareness (7.5%).

Table 3: Services available to youth entrepreneurs

Services	Count	Percent
Bookkeeping training	21	22.5%
Monitoring business performance	17	18.2%
Business plan training	16	17.2%
Market information	10	10.7%
Business development advisory	11	11.8%
Financial management awareness	8	8.6%
Savings and investment awareness	7	7.5%
Others	3	3.2%

Findings presented in Table 4 show that the LEA led in the provision of complementary services to the young entrepreneurs in Ramotswa with 22.5% of the participants indicating LEA as the main provider of such services. The South-East District Council were second with 16.1% of the participants indicating their involvement, followed by 13.9% indicating the Ministry of Youth Empowerment, Sports and Culture Development; 12.9% for Social and Community Development; 10.7% for the Ministry of Agriculture; 8.6% for Micro-Finance Organisations; 7.5% for Non-Governmental Organisations (NGOs), and Community Based Organisations representing 6.4%.

Table 4: Service providers to youth entrepreneurs

Services providers	Count	Percent
Local Enterprise Authority	21	22.5%
South-East District Council	15	16.1%
Ministry of Youth	13	13.9%
Social & Community Development	12	12.9%
Ministry of Agriculture	10	10.7%
Micro-Finance Organizations	8	8.6%
Non-Governmental Organisations	7	7.5%
Community Based Organisations	6	6.4%
Others	1	1.0%

Discussion

The results show that the youth in Ramotswa are engaged in various business activities. However, there is duplication among many businesses as the majority invests in events management, internet café and fashion design which seem to compete. One of the interesting but also disturbing findings is that youth businesses collapse before they can even celebrate their first anniversary in business. This may explain the reason why most financial institutions tend to shun young entrepreneurs and limit loans to them as they are considered too risky and that their enterprises may not survive the subsequent years.

Nevertheless, the challenges faced by young entrepreneurs in Botswana can be compared to those faced by young entrepreneurs in other African countries. This, therefore, means that these challenges are not only limited to Botswana. Lack of entrepreneurial skills is not a challenge peculiar to Botswana when it comes to youth entrepreneurship development. It has been documented in other African countries such as Swaziland, South Africa, and Kenya. For instance, a study conducted in South Africa by Fatoki and Garwe (2010) revealed that the problem of access to and availability of finance to youth entrepreneurs in South Africa was ranked second after lack of entrepreneurial and management competencies in most aspiring and existing entrepreneurs (in the SMME sector).

In Africa, young people are striving to achieve economic independence and find their identity in the context of globalisation, weakening community structures, and an educational system that does not always equip them with skills needed in competitive environments (Pheko and Molefhe 2016). It does not seem unreasonable to suggest that the lack of entrepreneurial skills amongst young people in Botswana is exacerbated by an absence of structured business mentorship programmes for the out-of-school youth. Most of them may not have read business subjects and/or been exposed to Entrepreneurship Development Programme such as Junior Achievement Botswana (JAB). Notably, reluctance on the part of the few successful local entrepreneurs to mentor aspiring young entrepreneurs is not helping the situation (Diraditsile 2021a).

Based on evidence obtained from numerous government reports in Botswana, it has been a cause for concern that the school curriculum has not fully incorporated entrepreneurship development as a subject resulting in graduates willing to sell their labour as opposed to venturing into business and creating employment opportunities. Young people who have a strong entrepreneurial urge tend to access short courses offered by the LEA and other small business development organizations (Themba and Josiah 2015). A high number of business closures are recorded, not because of the lack of technical skills to engage in production but rather the lack of basic knowledge on requisite business systems and ethics. The foregoing has a huge impact on youth entrepreneurial performance. The study findings also reveal a wide disparity between males and females in business ownership, with males dominating in this regard. These results are also in line with other studies (Okirigiti 2015 and Sitoula 2015) that show that not only do women have lower participation rates than men, but they also generally choose to develop enterprises in different industries than men.

Given the findings, it does not seem unreasonable to suggest that no concerted effort has been made to harmonize policies geared to promoting the active participation of youth into the country's economic affairs. Quite often a one-size-fits-all approach is adopted, while the reality on the ground indicates that each demographic group has its own unique characteristics and/or needs that should be incorporated when crafting these policies. Interestingly sectoral policies always rightly identify the youth as one of their targeted groups but fail to adequately create programmes specific to this group. However, it is worth mentioning that, in 2008 the government assigned youth development to all line ministries. This arrangement is yet to bear required fruit mainly due to poor coordination by the Ministry of Youth Empowerment, Sport and Culture Development which has failed to exploit the prevailing political will to develop comprehensive programmes for the youth.

Recommendations

This section is based on the study findings as well as evidence derived from several official documents on youth entrepreneurship development in Botswana. Regarding research findings, it became clear that the government has yet to establish enabling institutions to reach the disadvantaged and marginalised young entrepreneurs who operate in Ramotswa. There is a need to reassess and re-evaluate the way in which the government disburses funds to support young entrepreneurs. This study has found that, it is difficult to ascertain the impact of youth entrepreneurship because monitoring is weak, there is no systematic evaluation of youth businesses, there is a real risk of saturation of the same line of business, and there are insufficient organisations for youth entrepreneurship development especially in villages such as Ramotswa. Based on the findings, the following recommendations are suggested to influence research, policy, and practice intervention in this regard.

Firstly, the unavailability of relevant research related to youth challenges such as unemployment and possible solutions may be due to lack of data in Botswana. Although data generation may be a costly process, it is crucial for the effective implementation of sound policies and programmes informed and guided by research. Without authentic data, policies passed may have unintended negative consequences. Notably, having perused the literature, few developing countries have reliable data on youth unemployment rates. This study, therefore, proposes public-private partnerships in data generation and intensive; more rigorous research in Botswana to guide policy implementation. It recommends that further research be conducted, perhaps at national level to describe and elucidate in greater detail challenges of youth entrepreneurship development in Botswana covering more geographical areas both urban, semi-rural, and rural or remote villages in different districts. This will help to identify which impediments have more impact than others and which area or problem needs to be urgently addressed.

Secondly, Diraditsile (2021b) notes that the successful implementation of government-led youth policies and programmes is also undermined by failure of the state to provide pre-finance training and mentoring on business management to programme beneficiaries. For example, with the YDF, training is provided after approval of the beneficiaries' application and subsequent funding. On this basis, it is strategic that the youth in Botswana be equipped with entrepreneurial knowledge and skills through entrepreneurship training, pre-funding capacity building through exchange programmes to provide aspiring semi-urban youth entrepreneurs with support and business exposure. This is crucial because as young people finish secondary school, some will not proceed to tertiary institutions. Furthermore, not all those graduating from tertiary institutions are able to access employment opportunities (Pheko and Molefhe 2016). Vocational training centres around Botswana may have been set up, but there is still a need to investigate the extent to which they equip youth with entrepreneurial competencies. There is also a need to assess the extent to which tertiary institutions equip youth with relevant entrepreneurial skills.

Thirdly, the government should consider designing robust social policy agenda for youth through the promotion of entrepreneurship activities among the youth in a more sustainable manner, that will not encourage the youth to be dependent on the government. Only youth with the potential to grow their businesses need to be supported and provided with resources. Youth in Botswana should be encouraged to be independent and take responsibility for their success or failure. They need to seek the necessary skills establishment and growth of their profitable businesses. It is imperative to establish why many of youth entrepreneurs' businesses collapse within a year of operation as has been identified in the study. This may explain why many businesses are abandoned and others displaying poor performance.

The government needs to invest in resources geared towards encouraging youth entrepreneurship activities. Training and education on venture creation and management may be one such sustainable investment with possible future and long-term benefits. The MYSC should intensify exposure of youth who

intend to venture into entrepreneurship as opposed to one- or two-days business trainings that are currently conducted by programmes officers. Partnerships with government departments and non-governmental organisations should be promoted as the study findings indicate that these organisations play a crucial role in youth entrepreneurship development in Ramotswa. On the other hand, the government should strive to undertake mass campaigns to promote youth entrepreneurship among peri-urban dwellers by enlisting the support of leaders in their communities to encourage the youth to aspire to entrepreneurship and self-employment rather than relying on state provision.

Fourthly, the study recommends that local authorities which are councils, should work to promote entrepreneurship in their respective areas as this also contributes to the development of districts and the nation. Local authorities should work with government agencies and ministries that support youth entrepreneurship in a way that will benefit the youth in their respective districts. They should also work hand in hand with young people to provide real solutions to the challenges they are faced with, as the study findings show that youth entrepreneurs appreciate the assistance and support; they obtain from the South East District Council. Lastly, there is a need for female specific programmes to boost the ability of young women to develop opportunistic enterprises.

Conclusion

Entrepreneurship can be a solution to the challenges faced by youth in Botswana, in particular unemployment. There are also other roles that various stakeholders need to play if youth entrepreneurship is to be a success in Botswana. Taking everything into consideration, the government's introduction of entrepreneurship development with a view to encouraging the youth to venture into self-employment is a very generous and commendable move which deserves maximum support from the private sector and other stakeholders. That the YDF programme is relevant is not in dispute. Long term measures like continuous entrepreneurship training should be put in place to improve chances of success.

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