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ENRI-working paper 01/2016

# Tracing study in Namibia: A survey on entrepreneurship among young adults

by

Vegard Johansen  
Kristine Lundhaug

**Notat**

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Telephone 61 26 57 00  
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<http://www.ostforsk.no>

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## PREFACE

The working paper “Tracing study in Namibia: A survey on entrepreneurship among young adults” is empirically oriented. It presents findings from a survey about entrepreneurship among young adults in Namibia. The purpose is to learn about young Namibians experiences with the subject called Entrepreneurship in secondary school, and to learn about their involvement and interest in entrepreneurial activity later on. The data used is from an online survey answered by 701 Namibians between 18 and 25 years of age.

The study was commissioned by the Namibia Association of Norway (NAMAS). We thank NAMAS for very good cooperation.

We also thank Oktan Hamar for their involvement in the project. Oktan was responsible for the advertisements and the Facebook campaign to recruit respondents.

Finally, we thank all the respondents for their efforts in making this study possible.

Empirical results are presented in chapter 3, but we would also like to recommend reading attachment 3. In attachment 3 there are 400 short stories/short reports from the respondents on their intentions and experiences as regards setting up an enterprise, and also their experiences with the subject Entrepreneurship.

Lillehammer, January 2016

  
Trude Hella Eide  
research manager

Vegard Johansen  
project manager



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## SUMMARY

The working paper “Tracing study in Namibia: A survey on entrepreneurship among young adults” is empirically oriented. It presents findings from a survey about entrepreneurship among young adults in Namibia. The purpose is to learn about young Namibians experiences with the subject called Entrepreneurship in secondary school and to learn about their involvement and interest in entrepreneurial activity later on. The data used is from an online survey answered by 701 Namibians between 18 and 25 years of age who have an interest in entrepreneurship.

To recruit respondents we used a Facebook campaign made by Oktan Hamar. In theory, 200 000 young Namibians had the opportunity to see the survey on Facebook and were offered the chance to participate in the survey. The problem with this non-probability sampling technique is that we have no evidence that the net sample is representative of the populations we are interested in generalizing to. The results presented are definitely not representative for the whole population of young adults in Namibia, but they give indications on the experiences and views from young Namibians between 18 and 25 years who have a particular interest in entrepreneurship.

55% of the respondents answered that they intend to start an enterprise in the near future, while 41% have entrepreneurial experiences (in the process of starting an enterprise or own/previously owned an enterprise). 52% of the respondents said that they intend to start a voluntary organization in the near future and 21% already have this experience (in the process of starting a volunteer organization or own/previously owned a volunteer organization). Of course the oldest respondents (24-25 year old) had more experience with entrepreneurship and social entrepreneurship than the younger respondents (18-23 year olds).

The respondents also felt highly competent for entrepreneurship and wanted to engage in entrepreneurship. 97% of the respondents felt they possessed the skills and the knowledge necessary to start and run a new enterprise. Moreover, 97% of the respondents in the study preferred self-employment to being an employee. The top three reasons for this choice were “to contribute to society”, “want interesting work”, and “want to be in charge/be responsible”.

*According to the respondents, participation in entrepreneurship education has had a positive impact on their later interest in entrepreneurship. 7 out of 10 reported that they had participated in the subject Entrepreneurship, and 93% of them reported that the subject Entrepreneurship was significant for establishing their own enterprise or their wish for establishing an enterprise. Likewise, 5 out of 10 reported that they had participated in other entrepreneurship education or training, and 89% of them reported that this training was significant for establishing their own enterprise or for their wish for establishing an enterprise. Moreover, those that participated in the subject Entrepreneurship more often reported that they had intentions and experience starting voluntary organizations than those who did not participate, and they more often felt that they possessed the skills and the knowledge necessary to start an enterprise.*

Results are presented in chapter 3, but we would also like to recommend reading attachment 3. In attachment 3 there are 400 short stories/short reports from the respondents on their intentions and experiences as regards setting up an enterprise, and also their experiences with the subject Entrepreneurship.

# 1. BACKGROUND

The working paper "Tracing study in Namibia: A survey on entrepreneurship among young adults" is empirically oriented, and it presents findings from a survey about entrepreneurship among young adults in Namibia. The purpose is to learn about young Namibians experiences with the subject Entrepreneurship in secondary school, and to learn about their involvement and interest in entrepreneurial activity later on. The data used is from an online survey answered by 701 Namibians between 18 and 25 years of age.

This chapter introduces the subject called Entrepreneurship in Namibian Secondary Schools and the method used in the study.

## 1.1 Background information on Namibia

Namibia is geographically situated along the south-western coast of the African continent, and the country share borders with Angola, Zambia, Botswana and South Africa. The Namibian economy is centered on agriculture, fishing and mining. Namibia has 2.4 million inhabitants, and they include 88% black, 6% white, and 6% mixed. Half of the population belongs to the Ovambo tribe, and other ethnic groups include Kavangos (9%), Herero (7%), Damara (7%), Nama (5%), Caprivian (4%), Bushmen (3%), Baster (2%), and Tswana (1%). The mean and median age in Namibia is relatively low. 31% of the population are below 15 years of age, 60 percent are between 15 and 54 years, and only 8 percent are 55 years or older (CIA World Factbook 2014).

Colonised by Germany in 1884, Namibia was administered by South Africa from 1917 to 1990. In 1990 Namibia became independent, and there have been huge improvements in sectors such as health and education and transportation systems (roads) over the past two decades. However, there are also many unresolved issues, including HIV/Aids, distribution of land, high unemployment, and high level of inequality. There are some densely populated areas in the North, while areas in the South are very sparsely populated (CIA World Factbook 2014).

Following their independence the Namibian education system was transformed. Education was now supposed to be offered to every child, and ten years of schooling was to be obligatory (primary school and secondary school). However, there is still a long way to go before all Namibian children complete ten years of education, but the situation with regard to education is improving according to the Human Development Index (UNDP 2014).

## 1.2 Background information on the subject Entrepreneurship

Most attempts at classifying entrepreneurship education (EE) include aspects like: identifying potential entrepreneurs and preparing them to start their own businesses, stimulating personal development (willingness to take risks, initiative, cooperation skills, etc.), understanding entrepreneurship and entrepreneurship processes and training future teachers of entrepreneurship. There is, however, disagreement about how many categories should be included in the classification scheme: Jamieson (1984) includes three categories, Sexton and Kardasa (1992) differentiates between four different ones, and Johannisson (1991) includes five. In the following, we describe three different approaches to EE (Johansen & Schanke 2013):

- *Education about entrepreneurship* involves learning about entrepreneurship as a social phenomenon, that is, the role and significance of entrepreneurship for societal development.
- *Education for entrepreneurship* involves education and training for developing knowledge and skills to start and run businesses.
- *Education through entrepreneurship* refers to entrepreneurship as a pedagogical method, and that entrepreneurial processes are used as a means to achieve certain learning objectives.

The idea of Entrepreneurship as a subject in Namibian schools dates back to 1999, when the Presidential Commission of Enquiry into Education recommended that the development and implementation of Entrepreneurship should be accessible to all learners. In 2004, the Ministry of Education of Namibia decided to introduce Entrepreneurship as a new subject in secondary schools, and from 2008 Entrepreneurship was introduced in the 8th grade, followed by the 9th grade and the 10<sup>th</sup> grade.

The main motive for focusing on entrepreneurship education is economic. Namibia's economy is dominated by imports and by a few large companies owned by previously advantaged groups. Most school leavers and graduates with higher education prefer to hold a secure job as a wage earning employee. Introducing the subject Entrepreneurship was meant to promote innovation and creativity, and to increase the number of self-employed young adults. Thus, the importance of creating new SMEs for social and economic development, in particular for reducing unemployment and thus alleviating poverty is the main goal of the subject Entrepreneurship.

A second motive for focusing on entrepreneurship is to tackle drop-out rates, since a substantial proportion of Namibian youths leave school too early. The subject Entrepreneurship could reduce drop-out rates, since this subject is more practical than

other subjects, the teaching methods are innovative, and the learners are introduced to the business sector.

A third motive for introducing the subject Entrepreneurship is addressing personal skills important in business in the public sector or in private life. Traditionally, “soft” subjects have been considered as less important even though the school must address social, cognitive and communicative skills. The subject Entrepreneurship was an attempt to address different types of personal skills, because it focuses on the ability of the individual to spot opportunities, develop solutions and be creative and innovative.

The Namibia Association of Norway (NAMAS) is a Norwegian non-profit organisation and has played an active part in the development of the subject Entrepreneurship in Namibia. NAMAS` aim is to support the Namibian people and other people in Southern Africa working for democratic development, respect for human rights, and economic and social justice. In the preparation before the implementation of the subject Entrepreneurship NAMAS provided direct economic and strategic assistance, and also paid an expert group from Hedmark University College (HUC) and Hedmark County for their involvement in the process of pre-service and in-service training and development of teaching methods and curricula.

On behalf of Norwegian Agency for Development Cooperation (NORAD), the Eastern Norway Research Institute evaluated the assistance provided by NAMAS in the period 2006-2008. The evaluation was based on qualitative data gathered in Norway and Namibia, including individual interviews with two teachers involved in the pilot group, the chair of the steering committee, the Entrepreneurship coordinator (leading the pilot group), the director of NAMAS and the project leader from HUC. The evaluators also conducted three group interviews with learners and a group interview with representatives from a College of Education (Johansen & Schanke 2008). The evaluation can be downloaded here: <http://www.ostforsk.no/wp-content/uploads/2014/11/112008.pdf>.

The purpose of this study is to present findings from a new survey about entrepreneurship among young adults in Namibia and indications of the long-term impact of the subject Entrepreneurship in secondary schools. This study, therefore, builds upon our evaluation in Namibia from 2008 (Johansen & Schanke 2008). The study also builds upon ENRIs previous studies investigating the impact of various EE projects and programmes in secondary education (e.g. Johansen 2013; 2014; 2016; Johansen & Somby 2015; Johansen & Schanke 2013; Johansen & Foss 2013; Johansen & Clausen 2011).

### **1.3 Presentation of method**

The data in this study was collected through an online survey, and the respondents were recruited through a Facebook-campaign in November 2015. The data collection was

organized by Eastern Norway Research Institute and the Namibia Association Norway, while Oktan Hamar was responsible for the advertisements and the campaign. Both the advertisements and the survey were written in English, and were available for three weeks.

There were two steps in the data collection.

1. Namibians that were on Facebook and provided information that they were between 18 and 25 years of age were invited to participate in the survey. In theory, 200,000 young Namibians had the opportunity to see the survey on Facebook and were offered the chance to participate in the survey.
2. Those that were interested in partaking in the survey could click on a link and were then redirected to the online survey page.

The age group between 18-25 years was chosen since the subject Entrepreneurship was introduced in 2008, and the age group of the sample would then correspond to those that had the opportunity to participate in entrepreneurship education.

Since English is the official language of Namibia we chose to give all information and to carry out the survey in English. However, all Namibian ethnic groups have their own specific languages, and as many as 28 languages are spoken. Under the rule of South Africa the official language was Afrikaans, and most Namibians prefer to speak Afrikaans to English. Still, English became the official language following liberation, and most young people speak it well.

In general, researchers prefer random sampling techniques over non-probability sampling techniques, and consider them to be more accurate and rigorous. When using non-probability sampling, the results presented cannot be used to infer from the sample to the general population in statistical terms. In this project we have used a non-probability sampling technique, since a Facebook campaign was the only viable option for us to conduct the survey. The advantage of the sampling is its low cost and the possibility to reach out to a large (but skewed) sample.

Regarding the generalization about entrepreneurial activity and the impact of the subject Entrepreneurship, our Facebook campaign has its limitations. The problem with this non-probability sampling technique is that we have no evidence that the net sample is representative of the population we are interested in generalizing to. The results presented are definitely not representative for the whole population of young adults in Namibia, but the results are applicable as experiences and views from young Namibians between 18 and 25 years who have a particular interest in entrepreneurship.

To increase the number of respondents NAMAS offered a prize to one of the persons that participated in the study. The prize was N\$ 10,000 worth of professional coaching and was drawn among those who completed the form. The net sample consists of 701 individuals, and most of the respondents have answered all relevant questions. The persons that have responded to the survey, were all interested in or involved in entrepreneurial activity (see advertisements in the appendices). The data that we gathered was only used for the purpose of this project. On the front page of the survey, the respondents were notified that in the reports and publications from the project, all information would be made anonymous.

The survey consisted of 17 closed questions and two open questions. In the open questions respondents were invited to tell why they wished be an entrepreneur or about their experience of setting up a company, if they already have done that; and their experiences with the subject Entrepreneurship in secondary school. The questions are similar to other national and international surveys that we have conducted on entrepreneurship education and entrepreneurial activity, and they are presented in the results section.



## 2. RESULTS

This section presents the results from the survey. The reader should be aware that the results presented cannot be used to infer from the sample to the general population of young Namibians. But the results will give some indications on what young Namibians with a particular interest in entrepreneurship think about setting up an enterprise and how they experienced the subject Entrepreneurship in secondary school.

### 2.1 About the sample

Table 1 presents background information about the sample.

Table 1: Background variables. Percent.

	Percent
<i>Gender</i>	
Male	51
Female	49
<i>Age</i>	
18-20 years	19
21-23 years	43
24-25 years	38
<i>Educational level</i>	
Completed lower secondary school (10 years)	14
Completed upper secondary school	76
Completed a University degree	10
<i>Parents' entrepreneurial activity</i>	
No entrepreneurial activity	45
Yes, one parent	40
Yes, both	15

Gender is the most frequently used background variable within the social sciences. Traditionally, men have been involved in entrepreneurship activities significantly more often than women. The distribution in the sample is, however, even with 51/49% male/female.

Age is relevant since there is reason to believe that those that are 25 years old are more experienced in entrepreneurial activity than those at 18 years of age. 19% of the respondents are 17-20 years, 43% are 21-23 years and 38% are 24-25 years of age.

Level of education is of relevance, since various studies have found a correlation between level of education and entrepreneurial ambitions and activity (e.g. Bosma & Harding 2007).

The respondents have a very high education level compared to Namibians in general. 14% have completed lower secondary school, 76% have completed upper secondary school, and 10% have completed a university degree.

Parents’ experiences with entrepreneurial activity are important for the choices of their children: children who are entrepreneurs or run their own businesses often have parents who were/are entrepreneurs or who run their own businesses (Scherer et al. 1989, Matthews & Moser 1995). Our results show that 45% of the respondents have parents who are not running their own business, 40 % have one parent with self-employment experience, and 15% have two parents with self-employment experience.

## 2.2 Experiences with entrepreneurial activity

The respondents of this study have an interest in entrepreneurship or social entrepreneurship. We asked three questions about their experience with entrepreneurial activity.

Table 2: Experience with entrepreneurial activity. Percent.

	Percent
<i>Attempted to start an enterprise</i>	
No	4
No, but I intend to establish an enterprise in the near future	55
Yes, I am currently involved in establishing an enterprise	25
Yes, I own an enterprise	9
Yes, but the organization has been shut down/disposed of	7
<i>Attempted to start a volunteer organization</i>	
No	27
No, but I intend to establish an organization in the near future	52
Yes, I am currently involved in establishing an organization	11
Yes, I own an organization	5
Yes, but the organization has been shut down/disposed of	5
<i>Started an activity or project</i>	
No	6
No, but I plan to in the near future	46
Yes, I have been involved in such an attempt/establishment	48

Empirical studies have sought to develop a broad range of indicators for different levels and types of start-up activity. Some of the most frequently used measures include self-employment rates, business ownership rates and new firm start-ups, and they all have both advantages and limitations. In this study, respondents were asked the following question: “Have you, on your own, or in collaboration with others, tried to start a new enterprise?” The respondents answered as follows: 4% answered no; 55% answered that they intend to start an enterprise in the near future; 25% said that they are currently in the process of starting an enterprise; 9% own an enterprise; and 7% answered that they had been shut down/disposed of. The 24-25 year olds had more experience than the younger respondents

(18-23 years). Participation in the subject Entrepreneurship and gender did not have an impact on experience with start-up activity.

In brief, one might say that social entrepreneurship refers to creating organizational tools to further social goals. We named this “voluntary organizations” and asked whether the respondents have attempted to start a voluntary organization. The respondents answered as follows: 27% answered no; 52% said that they intended to start a volunteer organization in the near future; 11% said that they were currently in the process of starting a volunteer organization; 5% own a volunteer organization; and 5% answered that their organization had been shut down/disposed of. Those that participated in the subject Entrepreneurship reported that they had intentions and more experience starting voluntary organizations than those who did not participate (75% and 66%). Age also matters for starting a voluntary organization, while gender did not have a significant impact.

In addition, we included a broader question about social entrepreneurship: “Have you initiated or started on your own or in collaboration with others an activity or a project which lasted some time (e.g. sport club, music, theatre group, youth NGO, political organisation, children activity clubs, environment activities etc...)? 48% answered that they had been involved in such an attempt/establishment; 46% reported that they planned to do so in the near future; and 6% said no. Participation in the subject Entrepreneurship together with gender and age did not have an impact on this broader question about social entrepreneurship.

Furthermore, we asked two questions to learn more about the respondents` competence and intention for entrepreneurship.

First, 97% of the respondents felt they possessed the skills and the knowledge necessary to start and run a new enterprise. Those that participated in the subject Entrepreneurship felt more often that they possessed the skills and the knowledge than those who did not participate (98% and 92%). Neither gender nor parents` entrepreneurial activity had a significant impact.

Second, 87% were determined to create an enterprise in the future. Participation in the subject Entrepreneurship did not have an impact, but males reported more often that they were determined to create an enterprise in the future as compared to the women.

### **2.3 Reasons to prefer self-employment**

97% of the respondents in the study prefer to be self-employed rather than being an employee. Table 4 sums up the distribution of the reasons that the respondents prefer to be self-employed.

Table 3. Reasons to prefer self-employed to being an employee. Percent.

	Unimportant	Less importance	Important
To contribute to society	5	4	91
Want interesting work	6	12	88
Want to be in charge/be responsible	5	10	85
Better income prospects	5	17	78
Want autonomy (freedom, be my own boss)	7	15	78
Exploit a business idea/opportunity	12	10	78
Flexible working hours	12	18	70
Lack of attractive employment opportunities	19	13	68
The current economic climate is favourable for a start-up	11	22	67
Will join or take over family business	36	31	33
Other reasons	12	24	76

The top three reasons that were reported (85-91% find important), are in the first group: to contribute to society; want interesting work and want to be in charge/be responsible. A second group of reasons that many respondents found important, are (78% find important): better income prospects; want autonomy and exploit a business idea/opportunity. Moreover, many respondents also found these reasons important (67-70% find important): flexible working hours; lack of attractive employment opportunities; and that the current economic climate is favourable for a start-up. 33% stated that they will join or take over family business, and 76% commented that there were also other important reasons than those mentioned in the survey.

Those that participated in the subject Entrepreneurship reported more often better income prospects; flexible working hours; want to be in charge/be responsible; want autonomy; and that the current economic climate is favourable for a start-up than those that did not participate in this subject.

Surprisingly, there were few significant differences between men and women with regard to reasons to prefer self-employment. The only difference was that men reported more often that they wanted to contribute to society.

## 2.4 Experiences with entrepreneurship education

An important part of the survey was to find out whether or not the respondents felt that participating in the subject Entrepreneurship and other entrepreneurship education activities had an impact on their interest in entrepreneurship.

Table 4: Impact of entrepreneurship education on later entrepreneurial activity. Percent.

	Percent
<i>The subject Entrepreneurship</i>	
Yes it was significant	93
No	7
<i>Other entrepreneurship training</i>	
Yes it was significant	89
No	11

71% reported that they had participated in the subject Entrepreneurship. Among these respondents 93% reported that the subject Entrepreneurship was significant for establishing their own enterprise or for their wish for establishing an enterprise.

49% reported that they had participated in other entrepreneurship education or training. These include the JA Namibia Company Programme and other entrepreneurship training at secondary school, entrepreneurship education at university level, and entrepreneurship training after they finished their education. Among these respondents, 89% reported that participation in other entrepreneurship training was significant for establishing their own enterprise or for their wish for establishing an enterprise.

Sections 2.3 and 2.4 also told us about the impacts of the subject Entrepreneurship on entrepreneurial activities and attitudes.

As seen in Section 2.3 participation in the subject Entrepreneurship did not have an impact on experience with entrepreneurial activity, but those that participated in the subject Entrepreneurship reported that they had intentions and more experience starting voluntary organizations. Also, those that participated in the subject Entrepreneurship felt more often that they possessed the skills and the knowledge necessary to start and run an enterprise than those who did not participate.

In Section 2.4 we investigated reasons to prefer self-employment. Those that participated in the subject Entrepreneurship reported more often better income prospects; flexible working hours; want to be in charge/be responsible; want autonomy; and that the current economic climate is favourable for a start-up than those that did not participate in this subject.



### **3. RESULTS FROM THE OPEN QUESTIONS**

This section presents the results from the open questions. They give some indications on young Namibians intentions and experiences as regards setting up an enterprise, and also their experiences with the subject Entrepreneurship. 117 respondents have reported about their intentions for setting up an enterprise, 119 respondents have reported about their experiences when setting up an enterprise, and 163 respondents have reported about their views and experiences with the subject Entrepreneurship. Please read attachment 3 for all the short stories/short reports from the respondents.

#### **3.1 Intentions for setting up an enterprise**

In the answers to the open questions we find that many of the respondents want to set up an enterprise to create job opportunities to be able to reduce unemployment in Namibia. In other words, they intend to start an enterprise not only for their own good, but they want their efforts to benefit the whole community. Many respondents also report that their intentions are, in the long run, to contribute to the country's economy.

*"To set up a company in Namibia would be my pride of an African youth. The reason to set up my own company and become my own boss is to help unemployed youth out there in the country to make a better future for them to support their family as well for me to help my family and future generations to co-operated with the government in business to help our country for a strong leadership and generations for tomorrow".*

The idea of making a contribution to others is important for many of them; some want to help young people and to inspire other youths, while others hope to contribute to reduce poverty.

*"I will change the living standard of every youth and reduce unemployed by creating my own company and employ my fellow youth into a better future to reduce poverty over Namibia".*

*"I want to make a difference in my country".*

Other often mentioned comments are that respondents wish to be their own boss and to be creating something. We also find examples of respondents commenting that they want to set up an enterprise to make profit, provide good services to the customers and to be independent.

### 3.2 Experiences when setting up an enterprise

Many of the respondents who were experienced with entrepreneurial activity report that setting up an enterprise in Namibia is difficult. The main problem is the lack of capital to start the business.

*“The hardest part of setting up a startup company is the lack of funding or excess to financial institutions which provide that funding”.*

Some respondents also mention that they had problems during the registration phase when they were setting up a business, and that there is insufficient information available.

*“The paperwork was immense, but I learned much about what it takes to register a company. Afterwards it was mostly marketing and networking to gain a client base”.*

Some respondents mentioned that it is hard to start a business and to introduce new unknown ideas or products, when you are new in the market and lack credibility and trust from costumers.

*“Starting up a business in Namibia, the major problem is funding and mentorship”.*

*“I had a brilliant business idea. My business plan was already drawn up the only problem was I did not have the financial backing to turn the idea into a viable business which is a problem for young entrepreneurs in Namibia. We have great business ideas but we lack the financial backing to turn them into a business and banks require collateral for a loan that is the problem we have in Namibia”.*

A final point is that many of the respondents list a number of important steps that one must go through to start up and enterprise in Namibia. These respondents advice others to have market research (a survey with certain questions related to the business idea), a good and detailed business plan (a written document that describe the aim, the mission and vision of the business), a unique company name, and, finally, to pay the registrations and register the business to the Ministry of Trade and Industry.

### 3.3 Experiences with the subject Entrepreneurship

Almost all respondents reported satisfaction with the subject Entrepreneurship. They found it both interesting and informative. Some reported that they had attended the subject Business management, but that the name was changed to Entrepreneurship.

The respondents reported that through the subject Entrepreneurship they gained in sight on how to run a business, the characteristics of an entrepreneur, and what kind of challenges the entrepreneurs face and how they can solve them. Moreover, they were taught the

difference between good and bad risk taking. The respondents reported that through the subject Entrepreneurship they improved their innovative thinking, their communication skills and their problem-solving skills.

*“Studying entrepreneurship I learned how to come up with a business plan by describing the production plan, cost and regulation and target market of the business. I learned how to be a practical problem solver, having analytic skills, negotiation and communication skill”.*

*“Risk-taking is one of the chief dimensions of entrepreneurship”.*

*“The subject taught me about the basics of being an entrepreneur and running a business successfully. It somewhat played an important role in leading me to the decision that I wanted to be self-employed and create jobs for others. It also helped me realize that I had all the characteristics required to be a successful entrepreneur”.*



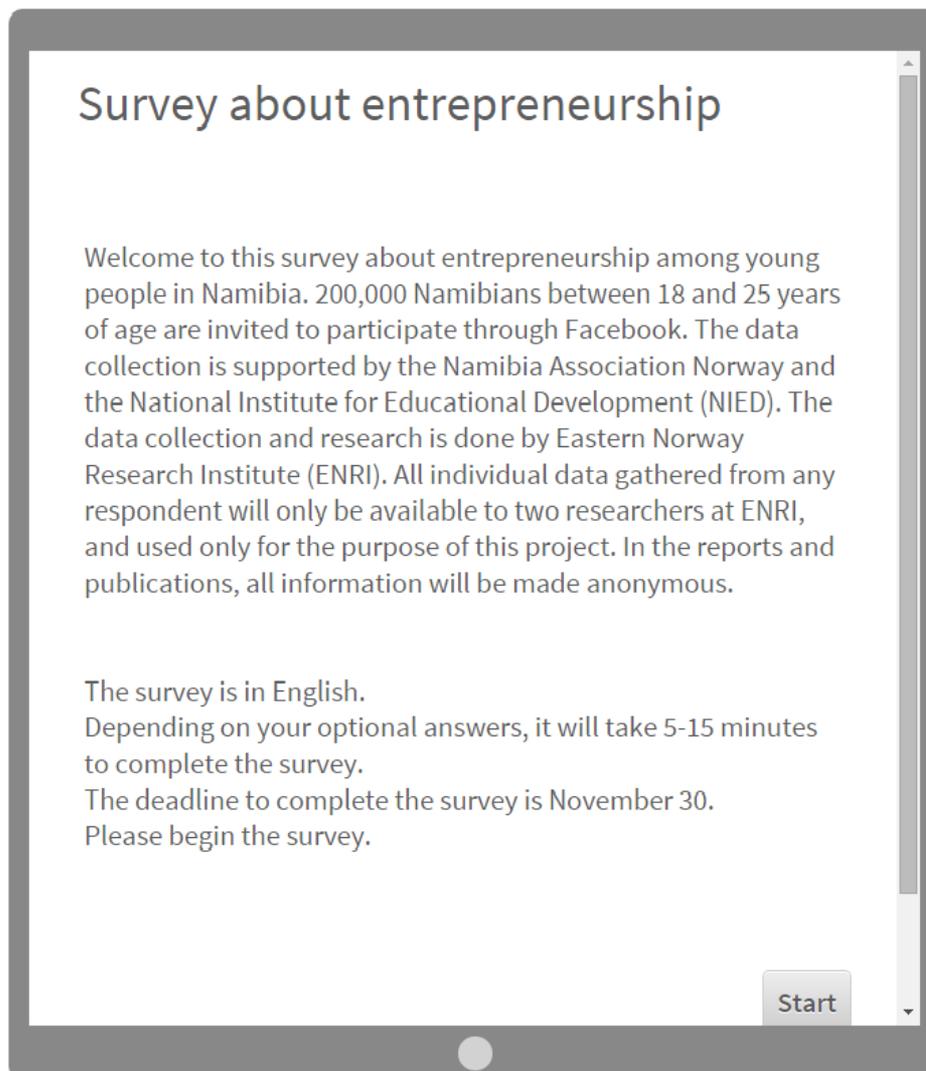
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## ATTACHMENTS

### A1. Survey about entrepreneurship



# Survey about entrepreneurship

## 1. Gender

- Male
- Female

## 2. How old are you?

- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25

## 3. What type of education do you have?

- I have completed junior secondary school (10 years)
- I have completed senior secondary school
- I am now studying for a University degree
- I have completed a University degree

## 4. Have your parents/guardians ever been self-employed?

- No
- Yes, father
- Yes, mother
- Yes, both

## 5. Do you feel like you possess the skills and the knowledge necessary to start and run a new enterprise?

- Yes
- No

## 6. Have you, on your own, or in collaboration with others, attempted to start a new enterprise?

- No, and I have no intention of establishing an enterprise
- No, but I intend to establish an enterprise in the near future
- Yes, I am currently involved in establishing an enterprise (during the last year)
- Yes, I own an enterprise
- Yes, but the enterprise has been shut down/disposed of

## 7. Have you, on your own, or in collaboration with others, attempted to start a volunteer organization?

- No
- No, but I intend to establish an organization in the near future
- Yes, I am currently involved in establishing an organization (during the last year)
- Yes, I own an organization
- Yes, but the organization has been shut down/disposed of

## Survey about entrepreneurship

9. Did you participate in the subject Entrepreneurship in secondary school?

- Yes
- No

10. Was participation in the subject Entrepreneurship significant for establishing your own enterprise or your wish for establishing an enterprise?

- Yes
- No

11. Did you participate in any other entrepreneurship training?

- Yes, the JA Namibia Company Programme
- Yes, other entrepreneurship training at secondary level
- Yes, other entrepreneurship training at university/university college level
- Yes, entrepreneurship training after I finished my education
- No

12. Was participation in any other entrepreneurship training significant for establishing your own enterprise or your wish for establishing an enterprise?

- Yes
- No

13. Do you agree or disagree with the following statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I am determined to create a company in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have very seriously thought about starting a company	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I intend to start a company some day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. If you could choose between being self-employed and being an employee, what would you prefer?

- Self-employed
- Employee

15. Why would you prefer to be self-employed?

	Unimportant	Of little importance	Somewhat important	Important	Very important
Better income prospects	<input type="radio"/>				
Flexible working hours	<input type="radio"/>				
Want autonomy (freedom, be my own boss)	<input type="radio"/>				
Want to be in charge /be responsible	<input type="radio"/>				
Want interesting work	<input type="radio"/>				
To contribute to society	<input type="radio"/>				
Lack of attractive employment opportunities	<input type="radio"/>				
Will join or take over family business	<input type="radio"/>				
Exploit a business idea/opportunity	<input type="radio"/>				
The current economic climate is favourable for a start-up	<input type="radio"/>				
There are other reasons that I want to be self-employed	<input type="radio"/>				

## Survey about entrepreneurship

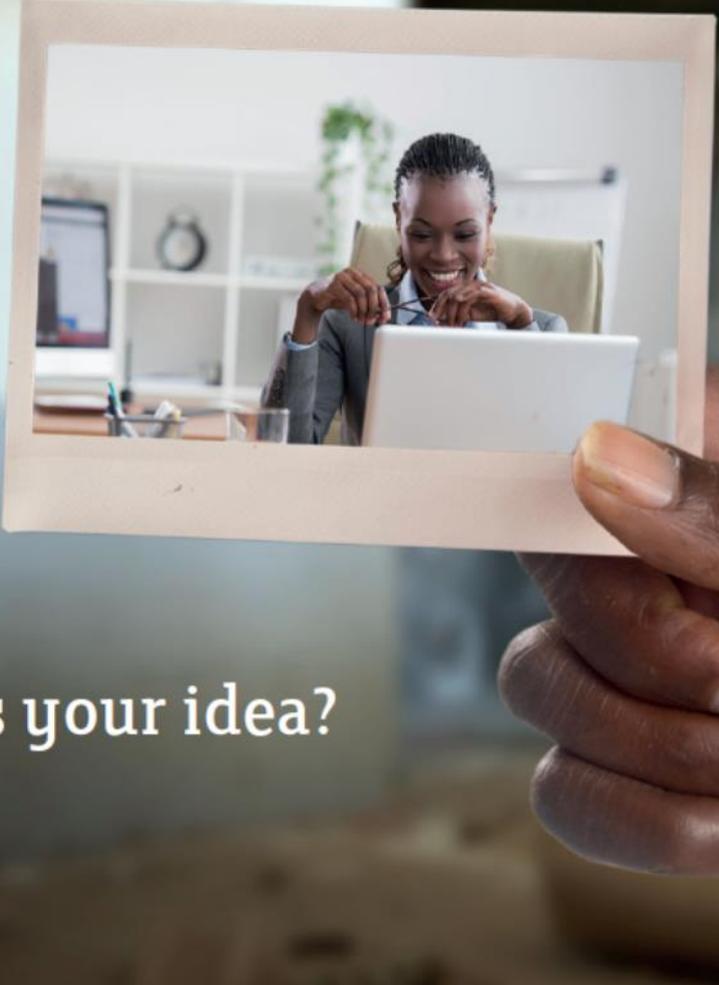
### Optional

16. Could you please tell us a little bit about your experiences when setting up a company in Namibia (max. 200 words). English please.

17. Could you please tell us a little bit about your experiences with the subject Entrepreneurship (max. 200 words). English please.

18. Please write your e-mail address and/or cell phone number to take part in the competition of winning N\$ 10 000 worth of professional coaching regarding entrepreneurship and start-up of business.

## A2. The Facebook-campaign



**What is your idea?**

Entrepreneurship is about starting a business - formal or informal. It could be to open the restaurant you always wanted, fixing computers, start a car wash or building homes – or if you are really clever: Give advice on how people could start their own business. Entrepreneurship is to do something for your community – like opening a kindergarten for those families who are struggling without one. Entrepreneurship is to see an opportunity and do something about it. In the end it is about help building a Nation.

If some of this sounds relevant for you - and you are between 18 and 25 years old - then we want to hear what you have to say. And you do not have to be an active entrepreneur. We are just as interested if you are still only thinking, planning or dreaming.

Please go via the link below and answer some questions. There will be a prize of N\$ 10 000 worth of professional coaching drawn amongst those who complete the form.

[www.namas.net](http://www.namas.net)

**NAMIBIA**  
ASSOCIATION  
NORWAY

PS: This is a study to promote and find out more about young people's entrepreneurship. You only give as much information as you want to, and if you like you can stay anonymous.



## What is your idea?

Entrepreneurship is about starting a business - formal or informal. It could be to open the restaurant you always wanted, fixing computers, start a carwash or building homes - or if you are really clever: Give advice on how people could start their own business. Entrepreneurship is to do something for your community - like opening a kindergarten for those families who are struggling without one. Entrepreneurship is to see an opportunity and do something about it. In the end it is about help building a Nation.

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[www.namas.net](http://www.namas.net)

**NAMIBA**  
ASSOCIATION NORWAY

PS: This is a study to promote and find out more about young people's entrepreneurship. You only give as much information as you want to, and if you like you can stay anonymous.



## What is your **idea**?

Entrepreneurship is about starting a business - formal or informal. It could be to open the restaurant you always wanted, fixing computers, start a car wash or building homes - or if you are really clever: Give advice on how people could start their own business. Entrepreneurship is to do something for your community - like opening a kindergarten for those families who are struggling without one. Entrepreneurship is to see an opportunity and do something about it. In the end it is about help building a Nation.

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## What is your idea?

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[www.namas.net](http://www.namas.net)

**NAMIBIA**  
ASSOCIATION NORWAY

PS: This is a study to promote and find out more about young people's entrepreneurship. You only give as much information as you want to, and if you like you can stay anonymous.

### **A3. Results from the open questions**

#### **1. Could you please tell us a little bit about your intention for setting up a company in Namibia**

When starting up a company, you have to look at some certain things. What type of company will you start? Company name, or trading name, registration of the company with the registrar of companies, arrange insurance for your company, tax registration, employee taxes, foreign exchange considerations with bank, industry specific with municipality, and also you have set up record keeping and accounting system, and set up governance structure too. It is essential to know the difference between a business and a hobby. It is good to know your customers and do some research to your potential customers and their habits by checking out who will be buying or using your service. Understand your customer's base and how to direct them to your business. Know what product or service your company produces. Without a good idea of what service you'll offer, it can be very hard to move forward with plans and marketing your company. But before you start your company, you have to find out if people are interested in buying your service and find out who is your competitors are and if the market can also sustain your company. Above all, you have to have the skills to start the company and follow the regulations of the government.

When you realize your dream but don't have anyone to help you achieve it sucks. Culinary is an expensive untapped market and there are people that need someone to believe in them.

When trying to start a business one starts looking for sponsorship. The previously disadvantaged groups are given a head start, I believe my people were previously disadvantaged, but still we do not receive any sort of acknowledgment. That's why I even do not try to start a business although I want to give back to society and also try and change someone else's life.

When setting up a company you have to decide on the company name, its vision and mission. You incorporate all these in your business plan that you have to draw up. And then company registration with the Ministry of Trade and Industry. Give a detail of human resources (the number of people you are going to employ) and financial resources (how much is needed to startup the business). Decide on town and location was the business is to be setup at. Decide on your target market and how you will reach them.

When setting up a company one should think of where, what, how and why because we live in different communities with people of different age groups. For instance if I have to set up a business company in Okahandja park I would open up a butchery, there is no electricity there so people would want to eat fresh meat every day and they will have to by meat every day. If I would open up a company in places like Wanaheda I would open up a restaurant that's where most of the young working aged groups are situated the nose that won't always have the strength to cook will always herd to my restaurant. Now here it will benefit me and my community as it will also provide employment.

When setting up a company it has to be registered with the ministry of Trade and Industry, the company has to be registered with the ministry of Finance for tax-paying reasons. Furthermore the company has to be registered with the social security commission. When setting up a company the business plan should highlight what really you want to do.

When setting up businesses you should be willing to work toward achieving your businesses goal in order to be successful. You should be self-determined, self-oriented. First of all in Namibia there is a lot of unemployment among youth, but we cannot eliminate that through government. We need at least us youth to do something productive to meet the government halfway by giving job to other youth that have no access to entrepreneur knowledge. I believe if I startup a company today and recruit 3-4 youth it will make a difference in Namibia.

When setting up a business there are factors that need to be overseen before setting it up. You have to take some things to consideration e.g. competitors, customer demands, water and electricity supply, place of starting the business, startup capital and so on. You need to see that all aspects are covered before settling at a place and starting a business.

Namibia like all southern African countries like to inform and help people to start their own businesses but the help is limited so not everyone get the help they need to start and run this business effectively. Startup capital or the financial assistance is given to people who do not really need it.

Well in my eye's to start a company in Namibia is not that difficult if you have the startup capital "money to start with". I want to start a company that will be a Holdings, Group or Enterprise limited, but for me to start I must have money to begin with.

To set up a company I will need partnership, a stakeholder to add ideas together. I will need a business plan of the company. I may need sponsor or a loan, the organization to sponsor or offer a loan would consider the plan of the company. The aim of the company would be to reduce unemployment, which would create job opportunity, as well as providing services regarding health.

To set up a company in Namibia would be my pride of an African youth. The reason to set up my own company and become my own boss is to help unemployed youth out there in the country to make a better future for them to support their family and as well for me to help my family and my future generations to co-operated with the government in business to help our country for a strong leadership and generations for tomorrow.

It is very important that one need to now the vision and mission of the company you would want to start up. One needs to have the strength to be a co-owner of a new upcoming business. One should have a capital to run the business or one can be in partnership with others.

This is actually a process and you need passion to be a business starter. First step you must know what you really want to do after you have done a market research on the products that are needed by customers on a niche market. Then make a business plan to make sure everything about your business is recognized, look for a name then submit a form to Ministry of trade to register your name. After that they will ask you to look for an accountant to review your books annually whilst you continue to seek for a certificate, Social Security certified because you will need to employ people to work for you as time passes.

There are a lot young people that have grade12 which have finished their studies. Starting a business will reduce unemployment. Most people are becoming thieves because they are unemployed but I know I have what it takes to be a success.

The Namibian climate is somewhat suitable for establishing a company, but some aspects have made it very difficult to enter some industries in the market, such as the property and industrial industries, because of its expensive nature and banks and other financial institutions not being entrepreneur friendly.

The idea is still fresh in my mind; I want to open a shop to create employment for my unemployed family. The challenges which I'm facing currently are getting information on the legal aspects related to setting up SME enterprises. There is a lack of information transparency from the ministries responsible and the local authorities.

The following are steps to starting a company in Namibia through my knowledge. 1. Come up with a unique company name 2. Pay the registration fees and buy revenue stamps at the Receiver of Revenue 3. Hire an attorney to register the company with the Registrar of Companies and obtain the certificate of incorporation and the certificate of business commencement 4. Deposit the initial capital in a bank account 5. Receive fire and health inspection 6. Obtain the certificate of fitness from the local municipality 7. Register for VAT with the Receiver of Revenue at the Ministry of Finance 8. Register employees with the Social Security Commission 10. Register employees with the Workmen's Compensation Commission.

The first things required are, the idea and a proper plan. Second are Capital (Money to start the business) and a budget (Calculation of income and expenditure). The calculation of loss and profit is also important with a consideration that profit should outweigh loss. The last but not least is creativity (depending on the type of business) to attract customers and later investors because you need your business to grow. Namibia is a developing country hence business opportunity are a lot and they can be created.

The capacity and willingness to develop organize and manage a business venture along with any of its risks in order to make profit. The most obvious example of entrepreneurship is the starting of new businesses.

So far I haven't started a company yet in Namibia, but hopefully in the future I will have the funds and the experience to open a functional business which will support my country and support my community. I have always had this strong dream to open a business big enough to support those who cannot find a job easily because of their qualifications.

Setting up a business you would like to open, and how many employees do you need, how much is the salary of your employees per month. How many competitors are you having and what type of challenging are you experiencing. You must know about customer care and you must also listen to a little bit of complain from your customer.

Setting up a company nowadays requires contacts. You need to know people to help you when it comes to recommendations. But when you are passionate about something, no recommendations are a threat, you only got to do what you have to do and all will go well! Confidence, faith and hard work.

Setting up a company means having enough capital to start a business. Having the skills to do the job, being dedicated and putting all your efforts in the business to make it a success. You need to network with other business owners so you can gain more knowledge.

Setting up a company in Namibia is good thing because this will create job opportunities to the society, in order for one to set up a company you need to have a business plan that will guide you through your business. Setting up a company requires some steps to follow, where you first apply for approval of the company name to ministry of trade. So this procedure may make someone to give up since it will need a lot of things to be done. People may criticize that you will never succeed but once you know what you're doing then you will keep on until you get there. So setting up a company you need a broad knowledge in business.

Setting up a business in Namibia isn't really a problem. It is quite a straight forward process of registering a company. Registering with the revenue service it is best (more expensive but way less stressful and time consuming) to just get a financial advisor service to do this for you.

Registration a company in Namibia is a tedious and time consuming exercise!!

People always do not seem interested at first; it takes them a while to open to new things.

One need to do a well-structured market research before anything else, if there's opportunity and need for your type of business then all will run smoothly.

Need to be 100% Namibian citizen with all necessarily requirements through Ministry of Trade and industry. You must have a good reason or purpose for starting this, it must create job opportunities and it should not be violence or have any bad effect on the environment. You must know why you want to start or open that kind of company.

Namibia is a small community and therefore getting your name out to the public is important to get started. Since Namibia is still a developing country, the business opportunities are unlimited. Yet our low currency provides a complex situation that is difficult to overcome. But with the right support, work and ideas, this can be managed. The main problem that I've noticed with entrepreneurs in Namibia is that most are determined but lack the commitment and business experience. I've witnessed numerous people starting a great business, but lost control over it because of small mistakes piling up and setting back the system, therefore give up on their dream because of lacking education and determination. What the Education high-schools offer is a start, but it is nothing compared to the real world. Many lack the funds to support secondary studies, and therefore lack the knowledge to become successful.

I am a hard worker, a people's person. I am very responsible and love working with children. When you not have a lot of experience or education it's hard to start up your own company because there are not a lot of people open to helping each other and it becomes hard to start up on your own.

2 years ago I started working on a project selling custom made unisex sweaters, under the theme of violence against woman. Setting up a business in Namibia you have to have a strong determination, face many challenges. One thing I came across is how some entrepreneurs handle rejection, it's quite hard finding suitable investors to invest in your project, the image of the door being shut in front of your face, your calls not being answered or you are being told your project is not good enough for finding. One might have a brilliant idea to start a business but due to the lack of theoretical aspect of entrepreneurship, one may not know where to get start-up capital or potential funding.

My company will be creating so many opportunities within the working industry, bringing a network chain between companies, and creating a platform of completing the sales task for their products to be sold in. Namibia is rich in Minerals but do we have the necessary equipment that we need? Surely there's an opportunity to create a platform for raw materials in Namibia to give it its final product in Namibia, meaning my Company can somehow contribute toward saving from our raw products to be exported to other countries to be a final product.

It's very tough to start a business in Namibia due to corruption and lazy people currently occupying top job positions. Financial or start-up capital is also hard to find, those that say their willing to help usually just try to find a way to exploit you for their own benefits. Those that were supposed to help are usually too busy to even attend an appointment. So in Namibia if you're not born rich it's hard to start a business.

It's very challenging for me I had to seek information from successful people. I was willing to learn, I never rest and I learn to develop skills such as leadership skills, communication as I become a more out spoken person.

It's quite easy since there are certain companies that do consultancy. You can have your business registered while at home.

It's a bit challenging setting up a company taking into account all the details/factors you have to take into consideration. Deciding if a company structure is right for me or not, choosing a company name, deciding how to operate my company, understanding my legal obligations as an officeholder, getting the content of those involved in my company, and more importantly registering my company.

It's difficult, one needs space and finances to start up a company, both of which are difficult to get, 1. The lack of land and 2. Being of an under privileged group finances are hard to obtain, meaning it's only easy if you take over the family business.

It's a wise idea to start up a company in Namibia. Since I have grown up I have dreamt of owning a business on my own. I love marketing. I know starting up a business especially by young people is a big challenge but I'm ready to face any challenge. Starting up a company will not only be my own benefit but will benefit the whole community, starting from the creation of job opportunities which will reduce unemployment which will also lead to the contribution of the growth of our country economy.

It was not easy setting up a business, because I didn't have enough money to buy all the materials that I need. In Namibia, you need to have a business that has all the equipment. It's really not easy to start up a business, but if you put it all in God's hands, anything is possible. So I believe that next year, I will be able to put up my business, and I will be able to create more jobs and an opportunity in our country.

It's not easy because if you don't have a registered company it will be difficult for you to acquire start capital. To register a company and also to acquire all the legal documents it also requires money and for me as a student it's hard to get that money. My wish is to someday before 2016 get a part time job and get the money I need for registering my company or a close corporation. I also started selling some things in order to get this money but business is not going so well.

It is a lot of hard work, and it is not easy to do it all by myself. I have a plan in my head of what I want the end result to be like, but I have no idea how to get there.

It is a bit of a challenge to start up a business in Namibia, as consumers are scarce as compared to producers. Another reason is that it is hard to acquire startup capital.

It is not easy since there are few people that have an income. I personally would like to invest in agricultural, producing food and providing agricultural equipment's/materials. Our country imports food because most of the people are interested on studying and graduate with high qualification and get a decent job. I will come with an idea of growing crops to feed my neighbors before I turn it into an income. I have a dream of Namibia becoming self-reliance when

it comes to food. My idea is to empower my community and educate them on how to plant different kind of plants in one field instead of only one or two. My plan is to stop Namibian from buying products that they can make/produce with their own hand. My ideology is to argue that one doesn't need a degree to be considered as rich or intelligent in fact we cannot all follow to tertiary industry. We need food but we cannot continue eating in shoprite forever. We are having our hands and brains.

You always have to start with a Market research, followed by a business plan and then to evaluate and review to know if it will be successful to run it. It is about the desire and love to do something and be able to manage it. Have in mind that you're able to face any challenge and solve it at the time.

I need to have a startup capital to establish it. I need to decide on goods to deliver and the place and people to target when I start up my business.

In Namibia businesses prosper well when an entrepreneur is innovative, persistence and have ideas to overcome challenges. If you would want to start up a business you must not give up on anything that comes your way.

I'll share on some of the procedures of starting a company. Reserve a unique company name  
Agency: Registrar of Companies Company name search and reservation is done at the Registrar of Companies within the Ministry of Trade and Industry. If the proposed name is acceptable, it will be reserved for 60 days. Pay the registration fees and buy revenue stamps at the Receiver of Revenue Agency: Receiver of Revenue Annual duty varies depending on number of shares per Companies Act. The fee is ND 4 per 10,000 share capital and ranges between a minimum fee of ND 80 and maximum fee of ND 100. There is also a stamp duty of ND 100 to buy the annual return form CM23. Hire an attorney to register the company with the Registrar of Companies and obtain the certificate of incorporation and the certificate of business commencement Agency: Registrar of Companies Section 63 of the Companies Act stipulates that the memorandum and articles of association must be filed and uplifted by a subscriber or by a local accountant or company attorney. The following documents must be filed for the registration and incorporation of a company: Deposit the initial capital in a bank account Agency: Bank. The funds for the initial capital deposit must be paid into a bank account. - Authorized share capital: 4,000 ordinary shares of ND 1 each. - Issued share capital: 100 ordinary shares of ND 1 each. No legal requirements are mandated for the minimum startup capital for a private company. The experience is very hectic and tiring because there are a lot of steps that need to be followed.

I wouldn't say I have an experience in setting up a business or company. I've learned more about setting up a company or business in my society and worldwide. I would say setting up a business or company is a big challenge. Setting up a company is hard work, learning and requires a lot of determination, it's also stressful, much demands and it also pays off in long terms.

I would not really say I have experience but from what I have seen from my dad it has challenges from various corners but you have to remain focused to avoid making decisions that could cost you! You also shouldn't believe everything you hear you might fire potential workers it's better to analyze the situations critically. Happy employees results in happy customers.

I would love to start up my own chili garden and planting them and supply people around the area. And later expand it to be able to process my own chili into many finished products.

I would like to set up a business in Gym. Most of the people in our society would love to exercise and gain healthy education. I live in a small town and there are lots of government employees, and the few NGOs I know will love the project.

I would like setting up my company as self-boss and hard work to make income. I will like to put up a budget to help me in the future with the needs of the company working hard to express customer to come support the business.

I will change the living standard of every youth and reduce unemployed by creating my own company and employ my fellow youth into a better future to reduce poverty over Namibia.

I want to start up my business, so I can be my own boss. I want to employ other Namibian, contribute to the Namibian economy and to care for the Namibian environment. I want to reduce poverty through the employments I will create. I also want to encourage my fellow youth out there to do what is right for them. Business is the heart of the economy; we should start up our businesses so we can export to other countries.

I want to be an entrepreneur because I want to make a living and offer employment and to help out in the community. I want to be my own boss and a good and understanding one for that matter. Many people sit around doing nothing and wait for our government. I want to be one of the people who will bring change to our country and take off a number of unemployment. Entrepreneur helps us to help others.

I really like to have a farm. I would like to work with a farming project, to produce food and take it to the market for sale. I would also like to be an employee to recruit people and do business with and create some job opportunity.

I never tried to set up a company even though I would like to, however I have seen and heard others who tried to some failed and some made it. I understand that many failed since they didn't research their market before their penetration. They were ready to establish an organization but were not ready to be part of the market. However those that didn't underestimate the market managed to successful and effectively adapt to it.

I do not have any experiences of starting a business. But from what I have observed starting a business in a developing country like Namibia helps eradicate poverty as well as reducing the

high unemployment rate. Starting a business also motivates others who want to start up their own small businesses. This does not only bring in income but it provide to the economy as well.

I just want to have my own business so I can be my own boss because I don't want to work for other companies I just want to experience my own knowledge and build our Nation. Because there are lot of people who are still looking for work and still have poverty.

I intend to start up a company but I don't really have experience. I know it comes with a lot of costs which demand responsibility and strategic planning that favors the economy of the country and the society in general which in the end give good results if followed accordingly.

I have a diploma in Adult Education and community development plus I completed my study towards a B.Ed. Adult education (Honors). I did Business management in my first year and with that little experience I do believe that one day I will be a successful entrepreneur because apart from learning business management at school I also do business at home after classes with my big sister. My sister owns a bar and we sell fresh fish, cooked fish and fat cakes. Apart from that I have been selling sweets at school from my first year till this year. I gained so much knowledge and skills on how to be a successful entrepreneur I would like to set up a business in Namibia because I want to be a job creator not a job seeker. As a community developer I want to reduce the rate of unemployment among the youths in this country.

I haven't had many experiences. But I know I have the best ideas that could help our country. I know that there will be a lot of jobs available.

I have to first carry out market research and do a survey, then I analyze the information I got. Once everything is good, I have to look for sponsorship and register my company to the government.

I have personally discovered that market in Namibia lacks originality, so I would start something (projects) that will link people back to their roots (tradition, culture) but in fashion (following) the elements of the new trends but making it my own.

I have or had a business idea, I've asked advice from certain people who all agree it's a good idea but it always came with a but. With my experience there is negativity and I've written down a small business idea including name, description of the business and so forth. Asked for a market research, and there is a fear the more people I expose the idea to the more the chances are that someone may steal it. Everyone who says they want to help or can help are taking their own time to do so.

I have only been involved in door to door selling of other already established brands therefore I am not in a position to say that I have any experience setting up an enterprise of my own.

I have no professional experience in setting up a company because the company which I have volunteered to start is not yet grow due to lack of capital. To run a company is a bit complicated if one has no experience of dealing with problems. It needs someone who is strong and has organisation skill. Weekly checkup of work done is also needed to see if everything is done according to the objectives of the company to avoid failure.

I have no experience in setting up a company. I have never set up a company, but would like to gain the experience.

I have never had/owned a business in Namibia. I usually ask people who have started theirs it is a little bit of work but nothing is impossible, your dreams can come true. I am looking for a platform to start my own business to lift up others and helping elderly people and the disadvantaged ones.

I have had several business ideas that I wanted to start but a lack of funding was the main reason for not starting yet. I currently have some ideas that I'm exploring and also in the process of registering a Close Corporation. I have on previous occasions had meetings with potential investors, prospective clients and distributors which were successfully but the no funding and having to find a job to earn a living have been the obstacles.

I have had Ideas about setting up a business. I have tried creating ventures such as a typing service, and computer fixing and maintenance service, but I didn't do enough research in creating a successful venture.

I have experience in entertainment, this is the field that youth learn, and my intention is becoming a stand-up comedian, and I have experience in being and MC at crucial events, so I can be hired.

I have done thorough research on what the market needs and I have found various means to supply the demands of my target market. Having done this type of thing in the past it has taught me a lot.

I have been working in a glass store and also in a cellphone shop. It made me more anxious to start my own business because I don't like working for people. I'm not bossy either I just have a passionate feeling towards starting my own business. I have learned that you should be able to know what business a certain area needs and what age group you would like to attract.

I don't really have a lot of experiences but I am willing to get as much training as possible. I know a lot about business because I have worked for some very successful companies like Namibia breweries.

I don't have much experience in setting up an enterprise, but in my point of view there are certain things to think about. A business plan which indicates the capital you need to use in

different ways like for buying equipment's you need, number of employees and salary. And you also need authorization where you will build up your business by looking at the population at that place or products you are going to sell.

I do not really have much experience in the business industry, but there are a lot of business opportunities in Namibia. I, as a young boy, always had a passion for cooking. I failed my grade 10. I spent half of 2013 trying to sell cooked food at home, mostly in lunch hours. Everything was going very smoothly until the middle of the year when the costs was too high. I could not afford to buy all kinds of ingredients. I closed down because I did not get any kind of financial support. In 2014 I enrolled at African Hospitality and Tourism Training Centre (AHT). There I learned more about cooking, dealing with customers, etc. Starting my own business is a dream come true, have been dreaming of owning my own 4 star hotel. I can start with owning a small and powerful business which can grow into a 4 star hotel.

I do not have experience on setting up a company but I have intend to own one in future once I acquire all the necessary knowledge and once I am certain in which industry to venture into. But as far as I know one needs to register the company with the Ministry of Trade and Industry and the name should not be in conflict with others that exist already. The company must be a registered VAT vendor if it exceeds \$200 000.00 annually. If not then it is optional thereafter. One must draw up a business plan and will only be able to operate after getting a certificate to operate.

I do not have any excellent experience about setting up a company because I never involved in starting up a big company yet. To start up a company you have to set goal and objectives which you are working to achieves so that your company succeed. Being in company is a bit complicated if one do not have strong passion of running business because each and every week you have to record the work that is done to investigate if the work are done according to the mandates of the company.

I currently run a freelance graphic and web design business. My experience this far has been that you really do have to promote yourself. Through the use of social media and although a majority of my work is digital, some of the customers ask for dozens of revisions and prefer seeing their product on paper rather than on a digital screen.

I believe one needs to know exactly what they want to venture into, have enough industry knowledge and be able to take calculated risks. You need to have passion for whatever business you are trying to venture. Do a lot of research in relation to products or services to render, set prices that are smart, and be on top of your competitors to retain your market. Focus more on marketing and promotion especially in the early stages of establishment, respect your clients and treat them well and always deliver above the expected standard.

I am still working on setting up a company, so I do not have the above stated experience. I am currently studying for a Bachelor of Engineering in Mining and I am looking forward to do a short course in Entrepreneurship after my studies.

Going through millions of steps and its time consuming.

From my experience I know for success requires a little bit of grit and hustle. Hustle which involves taking risks and sacrificing. When setting up a company. Evaluate your business plan to ensure that as you continue sticks to the plan. For example I startup a company, budgets need to be set out, resources need to be gatherer, advertise and hear customers opinion. Create ideas to set out a clear description of your business. Launch ideas and hear comments and be destined to it. I know about evaluating my skills to identify gaps, finding a mentor, always listen to what your customer's want to say. Create good habits and find the right resources to start a business, as setting up a company leads to a growth in the economy as well as your society. Creating employment, and much more. Success comes from hard work.

Frist of all setting up a company it not something that is very easy I would like to have a company based on buildings.

For some of us that's don't have enough money to start up a business it's very hard, is not easy, I see how people are struggling for their businesses to make it, people with good ideas that knows they can make it, and there's no way you can get a loan if you are unemployed.

For people like me, it is very difficult to acquire sufficient startup capital. I tried many times but in vain. There are a lot of other setbacks as well, such as obtaining licenses before you become operational. Other thing is, people who are in charge of granting us loans have a lot of doubts on especially innovative new business plans and in some cases, they disapprove your loan application with reasons of stealing your idea.

For one to set up a company in Namibia you have to register a name of your company to the ministry of trade and industry. You also need to register with the ministry of finance for you to obtain good standing certificate which is good for you when applying for tenders or tendering and paying tax to the government, you should also register with the social security commission for benefit of your employee and your company.

First, I have to register the company with the Ministry of Trade and Industry, plus with the revenue services. Getting financial advisor service is one of a vital step in setting up a company, as you need to know how you have to spend your startup capital. Second, have to decide on the type of a business I want to major in, which can either be sole trade, partnership, private, public. I need to have a name of the company including a logo.

Namibia is a peaceful country therefore this makes a good place to start a business. I would want to locate my business in the Zambezi region because it is between two borders which make it a

wonderful place for the business. The lodge is a kind of business I can come up with there because it's close to the borders meaning the flow of visitors is unlimited which can make the business a profit. The setting of a company in Namibia would mean that both the country and its people receive some benefits whether direct or indirect. After making the company I was also planning to open an orphanage to support those street kids I use to see.

I have no experience in setting up a company in Namibia. I do however feel that after my studies I would make a difference in my country. I also feel that I would decrease unemployment rate in Namibia even without having any experience in setting up a company in Namibia.

First, you have to save up as much money as you can before starting up a business. Sometimes borrowing a loan from someone is not good because your business might not succeed and it's going to be very difficult to pay back the loan. Second, make a business plan, creating a business plan help you to determine when your project start up are and how will you reach customers to make sales.

First, I need a plan. Decide about the type of business, location, how it will benefit the community and entire nationwide. Have to think about the motto and vision. That's my opinion.

First of all I will create a company that can able to compete with others company. Changes my company will offer in community are for example to reduce unemployment and provide good service to the community. I need to choose a good place to build my company attractive and making research for potentials customers and many others.

Establishing a business in Namibia is pretty easy, but keeping it running is the hard part.

Entrepreneurship is the process of designing new business, i.e. a startup company offering a product, process or service. The entrepreneur perceives new business opportunity and often exhibits their perception and subsequent decision to exploit the opportunity.

When you start a company it is easiest to use the agency. This is basically someone you're charging to go through the procedures for you.

Company has to be registered with the Ministry of Trade and Industry, and approved by them as well. It also has to acquire some documents from the social security office and Ministry of Finance.

Before setting up a company in Namibia, one needs to do a study and identify the target group (customers). The product, the suitable place to locate/build a company as well as understand the economic level of his/her target customers. Do the math and find out and estimate of production costs before deciding on the goods/services price and identify the type of skills required to produce the goods and see if there are skilled people available and if not find out how much it will cost him/her to either hire skilled laborers or train them.

What is important is the capital to cover all expenses covering machines and materials as a carpentry I will make products like chairs and tables out of palette. After I completed my grade 12 I found myself getting involved with wood work. My potential was good but my product was too expensive.

I am a young intelligent girl, well-mannered and have goals and objectives that I want to achieve in future. I am studying a course of CECD (early childhood development) and currently doing a certificate, and I would like to use my knowledge that I have acquired through my studies to start up my own ECD center in my community to educate and sharpen young future generation and prepare them for pre-primary education.

Although I have not set up my own company I strongly believe as a young person I'm driven by the will to do business and don't see myself doing anything else I am currently in my registration phase.

Although I have never attempted to start a company, but by the look of things and the economic situation in our country starting a company is hindered by the following; Lack of financial assistance-I have a feeling that the financial institutions have not done enough in this regard. More needs to be done to empower the nation, especially the youth and all those that are capable of setting up and running a business. We need to have access to the capital input if we are to start successful businesses. On the other hand our people do not have access to information, not all of us can read, not all of us understand English. Language while ignored by many in the business industry has a role in business, hence the need to print information in all languages and mostly in our mother tongue. The other problem is lack of training opportunist, coaching earlier in order to develop potential business owners of tomorrow. We have unutilized resources in our environments that if well explored, can change the situation, create job for many and increase the national economy. Those successful in business want to protect the industry and keep their businesses competition free. Financial literacy, knowing how to manage business finance separately from own money is something young people does not know. Help us to transform ideas into businesses!

All one have to do is have your business idea in paper, register your company name with the ministry of trade and industry, have your starting capital, and know exactly how to go about the idea you have.

Actually I got experience to start a company from my brother who own a construction company. I ask him questions on how starts a company and he explained everything to me mouth to mouth. He encourages me to start a page of my company name on Facebook as a method of advertising. I started a page and invite friends to like the page.

A company to be set up, must have members of their maximum of 20 members, and a business plan, there business have to be registered for recognition by their government and yet paying

VAT tax to their government, a company can require more money for registration that's it that it must have enough members to manage those funds.

1. Job creation 2. make profit 3. provide goods and services needed by customers 4. help to economic growth 5. to be independent.

Passion should be the main drive and then researching on the area you would want to start your business. Estimate the future of your business and you can start following entrepreneur guidance and skills as you start your business.

As an entrepreneur when setting up a company of any kind in Namibia, you need to take the following things into consideration before making a business. First you need to have a market research, this is a survey that one carry out with certain questions in relation of the business idea you have in mind, because through this research you tend to know whether that specific business idea is relevant or it is needed in that specific surrounding where the business need to be built. Second, you need to have a business plan, which is a written document that describe in detail to what the business is all about, including the aim, the mission and vision of the business.

## **2. Could you please tell us a little bit about your experiences when setting up a company in Namibia**

Your business idea/plan must be very convincing and flexible. Your business research should be done for successful operation of the business. You must make sure to have enough startup capital.

You need money to make money.

You have to register the name, and the activities of the business, with the ministry of trade, industrialization and SME. Register income tax, VAT with the ministry of finance. Register with social security commission and with the employment equity commission. Get a certificate of conduct from the municipality, council or any relevant governing local body for you to conduct business in that district (conduct certificate) etc.

When setting up a business I had problems at the registration phase. The process is not linked in such a way to allow for something failing. You would go to one office just to be told you missing a document which waste of time and money.

When setting up a company in Namibia there is very little resources to turn to, like market research or getting advice. Professional assistance is hard to find and if found very expensive. Trying to meet all legal requirements is also a challenge as there are no fixed guide lines for each industry and its very much a case of learn as you go which can hamper growth. Getting financing from any institution is also extremely difficult.

When setting up the company, one has to look at the demand and supply, in a sense that if demand is too low your company might not even break even, and if there are too many suppliers in a country competition is going to be tough, which is not good for the growth of the company. Namibia is a very small country which makes business to grow at a very low rate, but if u target a certain population and you are good at what you do than business will grow very well.

When setting up a company there are a lot of things to put into consideration, First of all you need to have your company registered under the ministry of trade and business Industry, you need to have a starting capital, you need to have the business ethic, you need to choose a nice place to put a company, the place needs to be close to water source and electricity, you need to find out what the products mostly needed by the people in the community where you want to set your business. You must have a good marketing strategy to market the company but most of all caring for the customer, the company needs to have a good formation / management as well as good control of cash flow in the company.

When I start a company I want to improve the economy of Namibia by giving jobs to unemployment people.

Well it was a little stressful because Namibia is a small country. It can be an advantage, but also a disadvantage, the challenge I had was getting an audience and customer base, it took a little longer as expected but I ended up selling all items planned to be sold and more. My business since I'm 21 years of age was just to earn pocket money, however I would love to build more and establish my own company and build a national and international brand, representing my country.

Well I would start by saying that I'm impressed by how our country is increasing in Entrepreneurs. My experiences when me and my partner first registered our company name was that is where incredible risky but awesome at the same time because it's a start to something huge. As young entrepreneurs we have tried to do little business here and there e.g. with catering we have sold hot dogs at the campus as well as being part of the innovation society I have experienced a lot more of what being entrepreneur is. During the course of the year we travelled to the innovation harbor and I brought some ideas that I would like to apply here in my country.

Well I have not successfully set up a company yet. However I am trying to. I find it somewhat difficult especially as a young person, most people don't tend to take me serious, and suggest that this is merely something to keep me busy. However it is fascinating to take on this challenge. I like to work hard and take on new challenges and responsibilities. So to conclude it's a life altering experience with the rewards and challenges.

Well I have a registered company just not operating yet as due to funds. How a business in Namibia start is quite hard due to funds and different resource which are very hard to get. As a young female I would love to build my firm and employ locals so that we can all help each other and the economy at large.

Very tough to introduce new unknown ideas or products due to a lack of credibility and trust from consumers. Attitude from consumers tends to be more negative to products due to a high increase in self-centered behaviors.

To have your own company it helps also to build up the community and also to create jobs for the unemployed people. Not only for you, but also to help people.

Throughout my life time I have been very much kin on starting my own business. I have an uncle that does business and tells me all the necessary details on how to run a business and sometimes I fill in his contract papers to get the necessary knowledge. I have a lot of business ideas but due to financial difficulties they just remain ideas.

There is very little information out there about the steps one needs to take to set up and own their own company. For example, I only recently found out about the patents (which I still don't know much about) and the steps one has to go through to register their company name and then some. I believe Namibia has so many opportunities but a lack of information or public awareness when it comes to entrepreneurship. I have not had any formal education on being an entrepreneur and

to be honest I have found it very difficult to be one in my country. I have major plans and I am a bit of a perfectionist so I really do not want to do anything without knowing what I am getting myself into. I have taken it upon myself to learn the art of entrepreneurship from reading books by master entrepreneurs and subscribing to very helpful email lists. I have acquired a massive amount of knowledge that I will be happy to share with the masses but there is the wildcard of not knowing how all this will apply to my country's economy or economic framework.

The registration process is not that of a headache you must do a proper research and marked thereafter. Small business owners find it hard to get funding because they don't have collateral or standalone assets.

The process is faster when you pay agents to register the business for you and the procedure is always delayed.

The paperwork was immense, but learned much about what it takes to register a company. Afterwards it was mostly marketing and networking to gain a client base.

The Namibian economic is very good for business set up and the development for better income and strong economic growth in Namibia. I will help poverty in our country.

The initial stage of discovering the idea was very exciting and I couldn't wait to start, not only because of its high potential but because it was an opportunity that anyone could grab and take advantage of and also how quickly I could lose my chance. The most daunting part was finding a partner and people who believed in me and my idea. Of course my parents didn't really care because they don't really believe in my entrepreneurial potential. I eventually found a partner but the process was very slow because we both had no idea how to go about starting the process and how to approach people as we both just finished our final grade twelve exams, and we did not have the necessary funds and contacts. We didn't know the first thing about starting a business. We felt that people would not take our idea seriously. Sadly now the opportunity has already been taken by various organizations because we were too slow. We have learned from this.

The hardest part of setting up a startup company is the lack of funding or excess to financial institutions which provide that funding. More so, creating a business plan is very challenging and I think business plans are very outdated because nothing goes according to plan when establishing a company.

The experience has been exciting. I'm still in the process of registering a business. I decided to do it myself and not go through agents. It's been fun and sometimes I get nervous and I can't believe that I'm finally registering my business to realize my dream. And I must say that the Ministry of Trade is very efficient and reliable. It's an awesome experience.

The company I started was born from an interest /passion that turned into a lucrative hobby, photography. I did not take the usual route for starting a business - I did not do any market research or anything related to marketing apart from mild promotions. I was lucky enough to have a product that could survive from word of mouth and managed to build a great brand in a short period of time. Improvements I would suggest are mainly around education. We need more education about regulations on running a business (tax etc.), registering businesses, market research, product development, branding, accounting, how to manage finances and so forth.

The basic experiences that one encounters when setting up a company in Namibia is factors that influences it or affects it, like target market, location , startup capital , size of company, products you should sell and should bring forth a profit those are basically most but not all the factors that contribute when setting up a company. Namibia is one of the best countries you can start a business because it's in the developing stage, so for you to succeed in order to win customer satisfaction you need thorough planning.

When starting up a business in Namibia, the major problem is funding and mentorship. In a country where not a lot of people decide to actually start their own business as a young person with neither parents as entrepreneurs, I certainly find it difficult to know where to go next. Where do one start and essentially what important things should you focus on having advisors on how to acquire funding, the options available and what would ideally work for you given our economy is something not to be taken lightly. Setting up a business in my opinion is a lot of risk taking, though we have ideas we don't pursue them at the risk of failure.

Starting up a business in Namibia all you need is just Money (capital). You only need to register your company with ministry of trade and industry, register with Social security and other certificates. Once you get money then you can employ people to work for you and start your business in a formal way.

Starting up a business can be difficult at the beginning since people do not know your products well. But as time goes it can be very easy. It's was not easy to get the experiences employees, and also the raw materials were a bit hard to find.

Starting a business is a very complicated and you need to have a plan. A plan is a map that you can use to draw up your business structure and in which image your business will be present. Setting up a business you need to consider the place, type of products to be sell and financial to start with.

Starting a business in Namibia is very easy as the process of registering does not take long like before, but the biggest challenges remain coming up with a business idea that is viable and will run for many years to come. The other challenge is the startup capital, as an upcoming entrepreneur you will struggle with the startup capital this is because it is very hard to acquire a bank loan, as they require collateral which most upcoming entrepreneurs do not have. But the SME bank is in the process to help solve the above mentioned problem.

Setting up an organization or company in Namibia is not easy; especially there is a lot of paper work for a business or organization to be registered. The level of business knowledge is low, therefore it is not easy to set up a business and partner with people who have no idea about owning a company. Financial challenges are also a major issue and it plays an important role in starting up a company, usually capital money is hard to come up with.

Setting up a small business is a bit challenging at first. You will encounter a lot of interruptions but the more you work hard, the more you achieve what you want. Little flaws are a stepping stone to succeed.

Setting up a company takes a little bit of time, but it is worth it. You have to register your business with the ministry of trade and industry, where they give you application form to fill out. The first application form is of the proposed name, after the name has been approved, you get two blue forms where you also apply for an accountant, one is sent to ministry of trade and industry and the other ministry of finance. The first application form cost about N\$ 50 to post it and the other N\$100 for posting also. The accountant is paid an amount of N\$ 300 vary from organisation to organisation.

Setting up a company in Namibia is easy but a bit challenging due to insufficient support both financially and the means to get you to the top. You truly have to work extra hard just to get your business recognized. At times clients tend to undermine little businesses since they doubt that this business can successfully complete a job or any given project. However, I do strongly believe that there is great potential for growth for newly developing businesses.

Setting up a company in Namibia is challenging from the start, but depending on the type of business it will start going well when you build a better customer base.

Setting up a business in Namibia is very flexible and cost friendly as you are required little documentation. I remember the last time I registered my agency firm I spent plus minus N\$ 1000 in inclusion with the relevant supportive documents (good standing certificates) however the registration process is very reasonable as it takes less than a month to get your registration license and VAT.

Setting up a business in Namibia is somewhat tough since you need finance. I registered for my company name and was accepted. Then I officially registered my company. Then registered the business to Ministry of revenue for tax and by social security. Now I have a low profile due to financing.

Setting a company in Namibia is very tough and costly mainly because some of us don't own our own transport. You have to drive to Social Security and from there even the staff might be rude and send you back to the ministry of finance or ministry of trade and at the end of the day you have used a lot of taxi money and you are still not registered, and second it is because of not being aware where to start first when registering a company. I think Namibia should have an

agency which you just give you information and they register for you, this will save time and money for entrepreneurs. There are funds provided to start a business but it requires you to have a stable account and assets which most of us don't have.

Reserve a unique company name Agency: Registrar of Companies Company name search and reservation is done at the Registrar of Companies within the Ministry of Trade and Industry. If the proposed name is acceptable, it will be reserved for 60 days. 2 Pay the registration fees and buy revenue stamps at the Receiver of Revenue Agency: Receiver of Revenue. 3 Hire an attorney to register the company with the Registrar of Companies and obtain the certificate of incorporation and the certificate of business commencement Agency: Registrar of Companies Section 63 of the Companies Act stipulates that the memorandum and articles of association must be filed and uplifted by a subscriber or by a local accountant or company attorney.

Registering a company can take a while, there are companies that help make the timeframe shorter but they are costly. After that it's just marketing that needs to be done right and you are well on your way to success. Provided of course your idea is one that is trending or needed by the proposed target market.

Registering a business in Namibia is not easy, there are no funds, and loans that are offered by the national youth service and the SME bank take long to be approved. But everything is quite well just the financial problems.

Personally I did not study Commerce field but I did science, I only did entrepreneurship grade 8-10. Basically, I don't want to do as many of my fellow youths are aiming to. But I want to own a business and be an investor. The first thing I would like to consider when starting up a company, I will first seek financial education as I have started it already by reading Robert Kiosaki books and watch his videos online. The other thing is to seek leadership education because my aim is to be a job creator and through this I have to work with different people. There are already wonderful leaders I am connected to just to keep my self-motivated and become a successful entrepreneur. The other thing is to find out who your competitors are, then you come up with something a bit different from what they are doing because they have been there for a long time and each and every customer know them.

One has to start with a research (primary). Second draw up a business plan. Collect more information about the type of business you would love to start. Engage yourself with experienced people. Find the qualities of being an Entrepreneur and practice them all, especially information seeking, risk taking etc.

Namibian they are only interested in one type of business e.g. catering, construction and cleaning service. We don't explore the world and see favorable business ideas. That's why most business shut down because of competition.

Namibia is a small country by population. You have to know what the majority like. I would recommend an online business because I have tested it. It was successful but I lost due to lack of needed materials. I wanted to be a YouTuber. I made 7600 videos in 6 months with 62 000 subscribers. I wanted to make money by helping Namibia Company to use my YouTube channel as their advertisement platform. I lost the game to Americans due to I didn't have a recording to make quality videos for my channel but I will be back once I get money to buy one. When establishing a business always try to come up with something new. I have seen a lot of our brothers and sisters failing by trying to join Namibian music industry. Our music industry is too stubborn. Be initiative.

My idea is to start a business in Namibia is broad-based. I have explored the business environment and studied it very well, I have found it conducive for business practice even though the working class is very low that can support the growth of the business in terms of capital. I also learned that if you want to come up with a successfully business in terms of growth in Namibia then you need to try to come up with something new, that is not being practiced already or being offered only by few individuals. For example if you are an explorer or geologist then you can come up with a company that is responsible for extracting and purifying underground water, packaging it and sell it to the markets. This is one of the major and of utmost importance that we Namibians need to pay more attention to.

My experience in starting a Business has been an emotionally draining journey. I have a concept, and a plan of what I would like to put in the market. I however do not have startup capital; the other problem is to get the business registered in order to get a loan from the bank etc. It's a difficult process for me because they require you to have a business plan and I do not know how to write one. The Ministry of Trade does not offer any assistance or guidance to new entrepreneurs.

My cousin and I began a brick manufacturing business. None of us had any experience or knowledge about running a business and ended up losing money through our manager. I had another business which made t-shirts, but we later ended up pursuing other opportunities.

Just as setting up a company anywhere else, it's not easy. There are a few steps that you have to take but 1-2 steps at a time will get you there. Perhaps the only challenge is getting the necessary documentation and funds to build your company.

The hardest part is getting funds for starting a business. I register my company but it never function because I don't have the capital money. I have no idea where to go and get an assistant. It's hard for a new entrepreneur like me to win tenders in Namibia.

It's not that easy to set up a company in Namibia because a person is required to go through many process and one might even fail to open up because of corruption, which is very high in Namibia. The application for legal documents for opening a new company might be denied or rejected because of favoritism.

It's not easy setting up a business in Namibia because of all the capital that is needed and coming from a low class family there is little support capital wise. Second you need a target group, those who would be buying or make use of you services. The most important one is you need to be dedicated, patients, be creative in ever thing, and be the best in what you do, and this are hard characteristics to come by.

It's not all black and white but it's not impossible either. The market in Namibia is small but it's rapidly increasing as development does grow. Starting up a company in Namibia is a risk worth taking, even though we have a lot of companies we still need a lot of things in Namibia, to stabilize the economy and the more supplies there is, the stronger our economy gets and the prices will drop in a range affordable by everyone.

It's fairly easy to start-up a business (registration), but it takes a lot of determination to keep it running, because one usually faces financial challenges to the big corporate competition and a limiting/limited market.

It's difficult to find people with the same business passion to collaborate with. One needs to provide security to raise startup capital which many of us unfortunately do not have. Last business location is a struggle. Rent is expensive and don't even think of buying a premises because you will not afford it. Therefore demotivate upcoming entrepreneurs to follow their dreams and rather settle for an 8 to 5 job.

It was not that easy, it's difficult to have the capital. I and my partner had to save up money. The equipment we use is borrowed from the work shop of my friend's father. For an unemployed person who owns nothing that we can use to get a loan from banks or other financial institutions. When it comes to the paperwork of the firm it is not that difficult at all. The ministry of trade and industry do allot of outreach programs to help people with the paperwork. They basically educate people on the different types of businesses so I would say it's easy to start up a business in Namibia as longest the you have access to the necessary resources.

It seems easy when it's just an idea to start a business, but the truth is it's very hard to start a business. In my experience you feel like giving up and the only thing that kept me going is the same thing that inspired me in the beginning.

It is tough. Especially getting the funds to produce a finished product and scale it. Investors want the whole project.

It is quite a challenging decision and the lack of fund makes it more difficult but by associating me with the right people and by being on the lookout for new and interesting ideas everything will be well.

It is not very difficult to set up a business in Namibia, the only thing is a lack of funds and the banks require collateral and not all of us have it.

It is not a hard approach. 1. You need to plan 2. You work on a budget of the business you want to start 3. You register your company at the Ministry of Trade and Industry 4. Provide the best customer service in order to win all the customers in the community 5. Namibians like the best service. 6. Make sure that the business is a suitable and reachable place to all customers. 7. Look for the best trustworthy employees in the community. 8. Management in the business plays a major role to the customers. Community miners should suggest suitable time when the business should open and close.

It is a great experience, especially letting people know about it and the great moment when you first send out your first branded quotation than they become 2, 3 and so it grows. The most challenging part is getting all the papers/documents together when registering, and especially when you have to be over charged by the company registered just because you have no background idea of how it is done. If only the Ministry of Trade can look into coaching those who want to open up business just to know the basics and the good and bad part of it. Otherwise doing business of your own legal registered company feels great and gives confidence to the entrepreneurs to penetrate through the market freely.

It is a challenge one need to embark on. It is always a road full of sampling blocks, uneven hills one need to travel through. You need to do a lot of paper work before you starts calling it a company. One needs to sacrifice precious time, energy and money without any prospective returns. It is a matter of thinking logically and to forgone some of your crucial moments in order to make a success out of it. Entrepreneurs need to be patient and creative and smart.

It is not easy but one needs dedication and self-esteem.

It has been exciting because there isn't much competition; however, the small market that we have here (2.2 million populations) makes it hard to break in to the market because of loyalty, and customers wanting to stick with what they know. Corruption when it comes to tender boards also makes it hard to make a profit because you aren't part of the clique, or a relative to the board members, which means you hardly get any tenders irrespective of how suited and qualified for the job your business is.

In terms of the registration I feel that the process is too long. Being a young entrepreneur there isn't enough help or assistance for our SME's from more established businesses.

I have experience that whatever company I want to set up there are always things you should consider and that you should be standing 100% behind what you want to start.

In Namibia the market is so large but extremely difficult to pursue and penetrate the market in terms of financial unstable or lack of capital contributions. The rivals are so hard to defeat when you don't possess capital then you will be powerless in terms challenges and competitions.

In my mind starting a business was like a walk in the park. As soon as I and my partners registered it with the Ministry of Trade, it started getting real. We did not have much experience in registering the business with so many bodies and this posed as a challenge. Getting projects was or is still another but challenge in setting up a business, but I would encourage our youth that as soon as you start something the process becomes smoother as you learn from your everyday experience.

First find a problem that your company seeks to solve. Then the most important is to get a full dedicated and diverse team together. Hardest of all is putting ideas into action. Once this is done, consistency is the key to a sustainable and successful company.

In 2007 my parents refuse to send me back to school. I decided to register my own company in 2015 because getting a job isn't really easy because I only have grade 9. I did company registrations from our library in our town as I don't have my own resources now but I will in future when the company grows. I believe that I will achieve my dreams through hard and honest work.

If you want to start up a company in Namibia first of all you have to think of what type of business you want to start up, is it a construction company, manufacturing any work that you think you got experience. Second you need to have capital to start up your company and your type of work you want to put in your company depends on how much money you have or how far you want to go to keep your company going, but what's more important is how creative you are. You must be able to come up with a business plan and financial institution e.g. the banks they can be able to help financially. You must know how to work with people and people's interests at heart not just to improve your own life. Any person willing to start a company in Namibia knows that it is not easy, many have started and quit.

If I start a company I want to create employment, be a source of income, be my own boss and invest in the community.

I'm a big believer in the idea that you shouldn't listen to someone unless they have both succeeded and failed at what they are giving you advice about. Why both? It's obvious why you should not take advice from someone who has only failed at something what do they know about doing it right? But it's not obvious why you should not take advice from someone who has only succeeded. I didn't understand this until I read an interview by Paul Graham where he said one of the best variables that predict the success of a start-up is one of the founders having a previous failed start-up. He explained that if someone has only succeeded and never failed, they probably don't really know what they're doing, they only know how to keep repeating what they've been doing. Nothing crystallizes and teaches like failure; it forces you to face the consequences of your decisions and learn from them. Beyond that, if someone has failed, but got up and tried again, you know they are resilient, and resilience + willingness to learn from and correct mistakes are how one gets real wisdom and knowledge. I started thinking about this in the context of my life, and it made perfect sense; this is why almost every good manager/coach of

sports teams was very mediocre players. They had to understand everything about the sport to eke out every advantage just to compete with the great athletes. And it made sense in social terms; this is why so many people who are super popular in high school never progress beyond that in life. They just kept repeating what made them popular in high school, but the real world doesn't reward those behaviors, and they don't know what else to do because they never learned how to adapt and learn from failure.

I'm still in the process of setting up a business plan but so far it's pretty hectic. I have so many places I have to be at once, do so much research. I'm currently doing marketing research which is very important for me because I need to find the perfect group of people I can cater to.

I would like to create job opportunities for others as well

I want to open a salon and make people beautiful.

I want to employ other people so that they can earn something and get any experience.

I think that in Namibia because it is developing, if you are in a hundred percent and dedicate yourself fully you will succeed I haven't done that but I want to begin because I have seen a number of young people start their own initiatives.

I started my small business when I failed my grade 10 in year 2007. I started selling sweets, \$1 sugar teabags and \$1 sweets outside our house. I even sell empty bottles.

I see potential in our country but to start a company one needs money and guarding in a lot. If you have a unique idea one needs to be careful. I have a unique idea.

I plan on starting a business but soon, but getting simple information on how to legalize small and upcoming businesses seems to be an occupation in itself. Namibia is ripe for the picking, especially for those who don't mind hard work, but how is a fellow Namibian, especially one with little to no education meant to move forward when something as basic as information is kept on book shelves accessible to a limited few. I have met bright minds burning with extraordinary ideas that never take root, not for a lack of desire or perseverance, but due to the lack of information. How is Namibia going to move forward when its people don't know the direction it's headed. Information is key to success. Starting a business isn't the challenge in our country, it's the lack of knowledge, understanding and know how, that's a stumbling block for entrepreneurs in our country. No business has ever thrived in ignorance.

I would like to explore my experience in opening my own enterprise and provide for people who are just starting as well in the community. Create employment and reduce unemployment.

I have seen that Namibia has many places of importance, and has different suitable environments that would affect a newly set up business or company positively. Places in the north of the

country, have lots of people, mainly the youth. These people are into fashion and are trying very hard to keep up with new trends, so these people need a company that will bring goods closer and help them evolve along with time.

I have not yet set up a company but I'm already operating my business it takes a while for one to register a company in Namibia.

I have no academic experience however; I believe Entrepreneurship is not only encountered in school but in life. Over the years, I have nurtured a willingness to develop, organise and manage a business venture with the intention of making a profit even despite the risks involved. When I was younger, I used to sell sweets, pop-corn, ice and chips in my neighborhood. Having an informal business is usually the best way to learn how to be a great entrepreneur. It has taught me how to analyze risks and also make decisions under financial constraints. Thus, at the end of the day, business management and networking skills are formed from the basic entrepreneurial practices. Once one can humble them to start something small, the business ideas and initiatives also develop into a very business minded and driven person. That is Entrepreneurship, making your business succeed no matter what.

I have little experience about setting up a company. I just started with charity organisation and up until this level the only thing in the way is money. Starting capital is very important and a working team that has the same goals as you do.

I have been in different workshops on how to start up a business, where I was told that important ideas on how to start up a business like capital, location. Capital is a little amount of money you are supposed to have when starting up a business. Location is the area or a place where you are going to put up your business.

I don't have a company yet but I want to register my own company next year when I finish my first degree and targeted areas are fishing industry and agriculture.

I am innovated and a self-starter. My dream has always been to make a difference in society I have gained a lot of experience in my current job. I have been exposed to tough deadlines. I work with passion and dedication and want to invest all this wealth into myself and into my society. Where I come from and to give back through starting a business and employ and engage in sport and developing our youth through a bigger spectrum.

I am taking part in markets. I bake cookies and do needle work and also sell other people's stuff at my markets. I've been doing it for 3 years now and really enjoy it.

I had a brilliant business idea. My business plan was already drawn up the only problem was I did not have the financial backing to turn the idea into a viable business which is a problem for young entrepreneurs in Namibia. We have great business ideas but we lack the financial backing

to turn them into a business and banks require collateral for a loan that is the problem we have in Namibia.

Getting your company registered by going through all legal steps e.g. registration at social security for safety. Make Research on company and gathering advices from professional entrepreneurs. Choose the best employees to work for your company.

First you need to do marketing research in order to know that the type of business/company is needed in the area. You also need to look at who are your competitors. You need to have an attractive area of work, visible and hygienic. The costs prices should be affordable to the community according to the market research. Employees should be well trained, trust, honesty and cooperation and hardworking should be the motto to any business/ company.

Because of the whole centralized process in Windhoek it was hard to register a company because if you make one mistake on the forms they send it back sometimes without saying the real problem. Second most of the institutions that give help to SMEs require you to have a business plan, and this creates problem in-terms of motivation to really startup a company. Sourcing for funds to start a company is very challenging as most institutions want some sort of collateral. The other thing is the planning for the company; it's a very serious challenge as we find it very hard to do that.

The first thing you have to do is market research, what are the needs and wants for the community. Once you are done with that, you must have a business plan. Take it to someone who knows financial that can support your idea or business plan. Go to the ministry of trade and ask for application for starting up your company. Look for partners that have the same ambition. Once you are done with that the only thing you can do to succeed is hoping for the best.

First of all people love to buy on credit and are lame to pay back. The other thing is little towns have potential customers but are overpowered by bigger businesses. It's a hassle out there and sometimes you can get nothing. But if you have perseverance and determination you can stand the hard times.

Find the reason why you want to start that company, find advantage, disadvantages as well as the place where to locate the company and find out who are and will be your most targeted customers.

Establishing an enterprise was a challenge for us because it was our first attempt and during the process it was not easy. There was a point where everything was just too much for us; the paper work, getting the right supplies/on time, capital, balancing school with business, accounting systems, and mainly customers complaining. The experience was necessary because we could look back and adjust our current situations based on past experiences in order to avoid failure/ mistakes. Our business is mainly about buying, adding value and selling. Going back to the production process was challenging. We had to make sure we had everything that is needed,

supervise the process carefully to avoid mistakes because business is all about making the customers happy for one to succeed. All in all, we managed to get it off the ground even though we still meet obstacles here and there. In the near future we intend to diversify. We want to positively impact the Namibian economy by being employers in the near future.

Early this year my friend and I have launch a business and currently I am working on educational system innovation which aimed to add value to the community and the overall experience is that you will only tell if your idea will work through trying. Starting up a company has never been an easy task because it involves a lot of hardworking, commitment and takes risk so stay focus to your objectives. Also when you are starting up a business people are there to discourage you from progressing ahead, but these same people can build you so one you are ready for criticism. The other existing things about setting up a business is that every day you are experience different challenges so by doing that the more you learn new things in the business market also like myself its giving me experience on the similar field which I am studying. The more I work on this project the more I am getting greater understanding in the IT industry, the market and how it is done while finding opportunity for growth.

Customer Service is very poor throughout the business sector in Namibia. If you establish a business/company and provide good customer service in Namibia, you are more than likely to succeed and be successful.

Capital to start with, dedication, commitment, patience, you must be passion ate about your business otherwise thing will not go according to plan. Most people/ entrepreneurs don't have most of these characteristics.

Businesses opportunities in Namibia are a lot as long as one understands the whole process of starting up a business than all is ok. It takes a creative person to run a business; I don't just wake up today and start up a business within an hour. There are steps to follow. An entrepreneur has to draw up a business plan first, a business plan is very important because it's a guiding book. You must know the type of product or service you will offer, know all your marketing strategy. It's very important to estimate you start-up expenses accurately. Know all your competitors and the types of methods you will use to promote your product/service. I have learned all this at school. I did accounting and finance but too bad I was unable to finish my course due to financial difficulties. I believe in myself and I'm self-confident that one day I can build up an empire or even an orphanage home to help out street kids in my country. If I can get capital or financial assistance to finance my business then I can start up a successful business that will benefit a lot of people in my country.

Being in a business world for some time has taught me that starting a business is not easy but requires commitment, good skills and spirit of not giving up.

Before I start my company, I have to look at my target audience for the production or business that I'm about to begin. I have to look at the population, you can't produce something for the

sake of it but keep in mind the main aim of it and how will it benefit the rest. Have a business plan layout, make research on the business and apply for fund if you are not fully pocked with money. Think of your long and short term goals and work towards them. Work with best business ethics. Be self-determined and hardworking and able to solve conflicts and have confidence. Always lead by example, last but not least always register your business to the government to obtain legal protection and pay tax so you at least contribute to the economic growth and poverty reduction.

Because Namibia is a mixed economic country, it helps us to follow our dreams. I manage to start a business and lack capital at the time and currently I am in pursuing it. But the registration of the business took time for close to 2-3 month because of their staff with the registering office.

At first I will do the market research on the business or the product I would want to produce/sell and see how many customers I will get and write my business plan that will help me to complete and get all the equipment's and material. I need the start capital.

Although I haven't set up my company yet, the registration process is quite easy and fast. The main problem is the capital to start which is not easy to source.

I am planning to start a business one day, and the experience or difficulties will be the lack of finance to start a business, infrastructures, cheap labor, cheap land, machines and the most important thing skills because without skills you will not be able to produce or to manage your business.

### **3. Could you please tell us a little bit about your experiences with the subject Entrepreneurship**

With entrepreneurship subject you will never go wrong as long as you know all the characters of an entrepreneur. As long as you know who is an entrepreneur and what entrepreneur entail to have.

What I have learned is that to be an entrepreneur one has to take calculated risk to be successful. This subject mostly is a combination of modules such as economic issues, innovation, marketing and finance. The main thing is to align and integrate all this aspects in to one workable system that will make it easier to efficiently and effectively manage an enterprise.

Well the subject broadens my understanding in regard to job opportunity. I realized that your dreams can become a reality and as an individual you can influence/contribute to your community in a positive/negative way and this is all by the new strategies, products, services etc. that you will introduce in the local market as a whole.

Well I only learn the subject in school so I have not experience it. But from what I have understood it is the ability to identify and start your own business and be able to make it profitable.

Well I haven't had much experience with the subject but I have always enjoyed business and I have always enjoyed the fact that owning a business is a possibility if you work hard enough and push towards your goals.

Very interesting and informative. But it leaves you with worries when you believe you're good in business but it is very difficult for you to acquire startup capital.

Unfortunately we didn't have entrepreneurship when I was in high school but I had business study. To support my idea I did agriculture and geography, that subject equipped me with knowledge of how different kind of soil, what type of soil is good for which plant, I learned how to plant difference kind of plant in different circumstances especially at places where there is no irrigation facilities. How to get water from underground. I learnt how to use different irrigation equipment, I learned learnt four seasons of the year and their importance in an Agriculture industry. I have learnt different kind of business how to handle money. The difference between the employer and employee. I have learned the most important basic skills and I believe I can start my project with confidence.

Unfortunately, the subject of Entrepreneurship was only introduced in the Namibian curriculum when I was in grade 9. I did Business Management and we covered a chapter of Entrepreneurship in that subject. The subject introduced me to problems that Entrepreneurs are facing especially in developing countries like Namibia. Being introduced to these problems, I still have a passion to come up with a company which will help to reduce unemployment in Namibia.

The process of starting a business, it deals with different characteristics of entrepreneurs, the nature of entrepreneurship and factors influencing them.

This subject introduces you to the business world; it gives you an idea or overview of how an entrepreneur has to be like. It opens up student's mind and tries to broaden their thoughts when it comes to entrepreneurship. What I have learned most from my business modules is that success starts from within, it doesn't happen overnight, entrepreneurship involves a lot of stages and it may takes some time before you realize profit. You need to be content and possess a high level of perseverance. Industry knowledge is quite vital, it helps you to improve you products and/or services and beat you rivals.

This subject helps you to gain relevant skills and knowledge. You will also develop a deeper and more critical understanding of entrepreneurs as a result you will be better placed to develop your own venture and engage with other entrepreneurial organisations.

This subject equipped me heavily; it taught me how to become self-dependent and what it means to be a business person. I learned the importance of being an entrepreneur in the field of business. I learned how to be a good leader, how to solve conflict and how to use ethic. I learned how to negotiate in business and how to set up goals. This subject was a door opener towards my bright future and it made me disagree to the fact that education is the key to a success life because entrepreneur is the universal symbolic and best logo mark to modern life. One can become self-employed even if he could not read or talk. In addition it also trained me on how to write a successful business plan and how to carry out a marketing research.

The subject was very nice, it focuses more on the definitions concept used in entrepreneur.

The subject taught me about the characteristics of an entrepreneur and when it comes to taking risks, there is good and bad ones and it's up to me to make sure I take the "good" risks.

The subject taught me about the basics of being an entrepreneur and running a business successfully. It somewhat played an important role in leading me to the decision that I wanted to be self-employed and create jobs for others. It also helped me realize that I had all the characteristics required to be a successful entrepreneur.

The subject is great but the teachers at the secondary schools only focus on the academic aspect and practical are not emphasized on.

The subject gave me an experiences in many ways, how to be creative and innovative. It also gave me a business idea, this leads to uplift the standard of the society and I, it teaches young people to be responsible and be good people who can be good leaders of tomorrow. I now cannot trouble my parents/guardians to give me money for toiletries, why? Because of entrepreneurship I did in school. After my senior secondary school, I decided to involve myself in businesses as an entrepreneur. I really enjoyed the subject a lot because it shows me the brightness of the darkest part of the world. I am now having a business of making handbags out of beads.

The subject Entrepreneurship has basically told me that an entrepreneur should always be intuitive and spot opportunities where there aren't any. Be hard worker, honest and trustworthy.

The most important thing when it comes to entrepreneurship it is to know how to plan. How to spend your capital in such way that you don't spend more than you have. Entrepreneurship has made it easy for to make valid plans.

The exploitation of entrepreneurial opportunities may include design actions such as to develop a business plan, acquired resources, and to be responsible for its success and failure. Entrepreneurship may operate within an entrepreneurship ecosystem which includes government programs and service that promote entrepreneurs, entrepreneurship resources, entrepreneurship education, training and financing.

The capacity and willingness to organize and manage a business venture along with any of its risks in order to make a profit. Example of entrepreneurship is the start of new businesses. Benefits of entrepreneurship: Creates job opportunity, reduce poverty in the country, contributes to the economic growth of the country, entrepreneurship is a key driver of our economy. Wealth and a high majority of jobs are created by small businesses started by entrepreneurially minded individuals, many of whom go on to create big businesses.

The ability to create job opportunity, know how to manage a company and how to open your own company.

Studying entrepreneurship I learned how to come up with business plan by describing the production plan, cost and regulation and target market of the business. I learned how to be a practical problem solver, analytic skills, negotiation and communication skill. Knowing the needs of customer and customer care I have learned it through entrepreneurship. Besides I also learn to be creative and innovative to be a successful entrepreneur and always use budget to know difference between income and expenses to avoid loss.

Starting up or you want to penetrate the business industrial in Namibia you should have a lot of knowledge, skills and have a good research on entrepreneurship. Not all can succeed. Entrepreneurship is not an easy thing, one need to focus on confidence and self believe that you can achieve anything you put your mind to.

Since I was in grade 9, I have been having idea of starting up a business. This idea is still growing because each month I am planning to open a business but I don't have start-up capital. All the ideas I am getting from entrepreneur and business study subject but I don't have anyone to help me to progress with my planning. I hope you will able to assist me to start-up my company even it's really challenging.

Since both my parents were entrepreneurs I think I was born with a business orientated mind i inherited from them. Entrepreneurship as a subject to me was something I always concentrated on. I always understood the content and competencies very well, my performance in the subject was great. I learned a lot especially the challenges when starting up a business.

Risk-taking is one of the chief dimensions of entrepreneurship. Entrepreneurs are found to be more risk takers than the managers and salaried employees. They are willing to put their homes on mortgage, jobless and can work for years without any earning. Another important characteristic it measures is the lack of control. It is an ability by which an individual makes a perception about the underlying main causes of events in his life. If individual believes that he/she has control over the outcomes though their own abilities such as attributes, hard work and decision making then it is known as internal locus of control whereas, In case of external locus of control, individual believes that they don't have any influence on the outcomes and believes in external forces such as fate and luck (Rotter 1966). According to (Rotter 1966), individual who has higher achievement motivation show more characteristics of internal rather than external locus of

control. Creativity is a key part in the entrepreneurial process. It is the ability to invent something new or change something (Webster, 1976). According to (Cromie, 2000), Creative people show some particular characteristics. They find problems very interesting and are not afraid of obstacles; rather, they try to find out the solution of those problems. Moreover, they have the ability to stick to their work and plan, and make little alteration to it. They never change their idea completely. Entrepreneurship has been a beneficial subject. It has taught me ethics and how to be a leader.

People who are in business for themselves depend on their own creativity and willingness to work hard to achieve their dreams. Entrepreneurs take risk to start up their own ideas and turn it into a profitable organisation that in turn helps them and their community. My entrepreneurship motto is that it's about being able to turn 1000 dollars into an N\$110,000

Entrepreneurship is an eye opening subject for most of the business minded people who lack a bit in other subjects. Entrepreneurship taught me the disadvantages and advantages of being self-employed as well as its contributions to the socioeconomic factors it has to the communities as well as the country at large. It brought me in a situation that I could not think about anything else but owning my own company.

My teacher didn't really explain much, he had little insight and lacked depth in the subject matter so I didn't really learn much. What I have learned I mostly watched how my mother and father operated their business.

My experience with Entrepreneurship as a subject has been exceptionally great and rewarding at the same time. I used to pass it with distinctions and it motivated me to become a business person one day.

My experience with the subject entrepreneur is that it is challenges you have to face as an entrepreneur, than you have to find out how to overcome them. After all if you manage to overcome your challenges then success will come into your way. I don't think you will succeed without challenges.

Made me realize there is more to gain from the subjects itself as you feel confident and active. Makes you realize there's more to the subjects, you will find out your call in life. It's the best subject with more detail and objective and motivation for any person to want and be pursued to be a successful entrepreneur have the feeling of a business and opportunities that is out there to kick start.

Lucky me, I specialize in this subject meaning my training at university was on economic and business study in which entrepreneurship was one of the modules. I can clearly say I am well fed regarding this subject that's why I like it and hoping to prosper in it in future. I am currently teaching entrepreneurship grade 8-10 and with such wide experience I would one day plant this knowledge into my students by means of seeing project/company run by me.

Like every other subject you'll learn a lot from it but I noticed it won't define who you are as an entrepreneur, one can make it without it.

It's the best. It shows you never to give up. Teaches you how to start even if you begin small.

It's make me understand the ways and tools to run the business. It makes me understand the relationship between me and customers. It gives me the proper idea of customer service and how to manage the income and generate profit.

It's a very useful subject. I used to take it serious because I knew that if I don't make in to university I will have to make a plane and starts my own business.

It's actually much of a general knowledge subject because its things we discover daily in Namibia. Mostly teaches you what type of attitude you should have when you want to become an entrepreneur e.g. being faithful, honesty, healthy, and hardworking.

It was very fun and exciting thinking how easy it was to start a business and be a businessman theoretically. I learned a lot and it gave me the confidence to try and achieve. And also the impact on my society. Having entrepreneurship as a subject on high school was the starting point.

It was quite interesting at first but due to the lake of practical lessons it led to being boring in the end.

It was one of my favorite subjects in school; I enjoyed it a lot to the level it inspired me to write my first two well-structured business plans. The subject gives you a great exposure to the real world where demands are supplied by innovative people who are willing to take a risk in investing their money and time into making their venture a successful one.

It was interesting and great opportunity to know much about business and exploit our idea of what business is all about. I gave us an opportunity of knowing how to work with people and in return to get self-satisfaction on what we love to do most.

It opened me to the world of business. It taught me benefits and challenges that come with owning and running a business.

It is an eye opener; it is clarify everything about business and give the most important business understanding.

It is a nice. Just because of the subject entrepreneurship one day I will be an entrepreneur. I am inspired by this subject to become business women. I will be my own boss helping others through employing them.

It educated me about the steps I should take when starting up a business and the risks involved.

The process of setting up a business, managing existing business and considering all the risks involved, good entrepreneurs take calculated risks.

It is all about starting up a business, typically Startup Company offering an innovative product, process or service. Entrepreneur perceives an opportunity and often exhibits biases in taking the decision to exploit the opportunity

In entrepreneurship I learned about the difference between an entrepreneur and a small business. I learned about the different stages of how a product is made and how they end up on the shelves in shops. It also helped me be innovative and have ideas form up in my head. It helped me become motivated as I realized that great businessmen and women also started their business with just an idea.

In economics, entrepreneurship combined with land, labor, natural resources, and capital can produce profit. Innovation, risks-taking an essential part of nation's ability to succeed in an ever changing and increasingly competitive global marketplace.

I wouldn't say I gain experience from it, but it mainly teaches of the qualities and values an entrepreneur should have. To be honest in school learner's only saw it as an add on subject not as subjects like physics and accounting which they took seriously. Either way it was fun for most but didn't really give that urge and excitement for learner's to want to become entrepreneurs.

I would say Entrepreneurship it's a subject that teach us on how to run or manage a business in a competitive way or in a certain way, place that's constantly evolving, it also teach us on how to deal with our goods, markets and how to handle our customers, clients or employees and businesses partners.

I was part of the Entrepreneurship in high school and a friend and I entered a competition and we won 1st place and from that moment I knew I had it in me. I have learned to think things through before coming to a final decision. I won't give up until I have my company up and running.

I was one of the first learners to be teaching Entrepreneurship in Namibia. It's a fun and educative subject. I enjoyed the Entrepreneurship days as you get to experience how it feels in the real industry.

I was never in class.

I always obtained A\* in Business Management whilst at Junior and Secondary School, I continued to work hard and managed to obtain a Distinction at tertiary level. I love the subject

itself. Anyway we knew it as business management but the name just changed to Entrepreneurship.

I really do enjoy this subject at the school. It opens my eyes of being a business owner. How to start a business and how to save the money. How to draw up the cash book, how to draw your cash flow and how to draw up your cash for the day and much more.

I never taught entrepreneurship in school I taught business management. Since business management is replaced by entrepreneurship I started to like it just as I had liked business management. Since entrepreneurship was introduced to me in high school as entrepreneurship day where the learners have to sell their product this attracted my interest in business. I like the subject so after I left high school I took entrepreneurship as my major.

I loved entrepreneurship in school. I always looked forward to it. It inspired me to step out of my shell and to take the risks. It taught me business skills and life lessons as well. It's a subject that builds character and self-confidence which a lot of young people lack.

I liked the subject so much because it inspired me as a Namibian youth and I have a strong courage to start my own business. Because of Entrepreneurship as a subject I have strong feelings to start my own company and thus I know much about business and how to become an entrepreneur.

I like to define it as a groundbreaking study opportunity for the evolving of business structure, ethics and ideas.

I learnt to believe in myself, be optimistic, persistent, and be loyal, punctual and determined.

I learnt some skills like management, risk taking, problem solving to list a few. Customer care is a factor that I have seen in entrepreneurship that you have to manage in order to win potential customers. I learn also a skill of how to make money through campaign, fundraise and even being involved in the process of selling and buying itself. Creativeness is also the factor that can be of great importance especially to the leader coming up with new ideas outside of the box is very important as it exposes you and your worker to new environment.

I learned this subject from grade 8-10 and it was a very interesting subject. We used to have entrepreneur day at school every trimester. I decided to be a self-employed person in my life, the subject has given me strength to reduce unemployment in society and I want to do so.

I learned a lot from the Entrepreneurship Company in terms of customer service, budgeting and etc. But the reason why I am a business oriented person is because I grew up in a family with business and from I was a small boy I watched and observe and learn a lot from my family business. I worked at our shops during holidays. It gave me a platform to be exposed by real experience rather than just reading in books. I am ready to change the world. Especially to create

employments opportunities for others in order to eradicate poverty out of our society at large. I have aims and goals trying to reach my destiny.

I have two family members that are/were entrepreneurs. My mother is a successful hairdresser for 30 years now, my brother tried two times to start a fitter and Turner company. He has the qualifying papers and experience, yet his business management was not successful. His customers were always satisfied, sadly customers are not trustworthy when it comes to payments, and that's how my brothers business collapsed twice. I take him and my mother for a great example and try to learn from their mistakes and successes. So I know what can be expecting in my future career.

I have taught Entrepreneurship as a subject grade 8 - 10 for a period of two years now. I have a lot of knowledge about Entrepreneurship and I have learned it from school as well. I have helped my learners practice their experience or knowledge on the Entrepreneurship days at school. I have also helped people with drawing up research and business plans.

I have not had any experience with the subject in school (if that's what you are asking) but i had Business management as a subject in my Junior High school. I love selling, from a very young age. I started off with biscuits and moved on to making my own jewelry and of course many other ventures. Street selling is the basic knowledge I have of entrepreneurship.

I have learned that a social and commercial enterprise plays an important role in today's society, often in partnership with larger corporations and public sector organisations. This subject provides rich, experience-based insights into the distinctive challenges of creating and developing entrepreneurial ventures. It helps you to gain relevant skills and underpinning knowledge. You will also develop a deeper, and more critical, understanding of entrepreneurial practices by connecting your experiences to relevant concepts and research evidence. As a result, you will be better placed to: develop your own venture, engage with other entrepreneurial organisations, and take part in wider debates about entrepreneurship in the twenty-first century.

I have learned that Entrepreneurship is a very important link for societies to generate economic growth and ensure economic and socio-economic. Hence nation's competitive advantage is determined by Entrepreneurship activities. This implies that a large pool of Entrepreneurs is required to benefit a society by increasing jobs, income, and better service.

I have learned how to deal with a business and how to be a responsible reader, how to take stock control as well as cash flow of the business. I have learned more on how to deal with employees as well as the customers.

I have learned a lot in this subject about establishing a business or company. After that I studied business in my senior grade and it gave me more knowledge on how to control a massive business. I learn how to pick the right brand. I understand it was included in my business subject.

I love this subject and with the little things I have learned from it, I am sure and confident that I can manage a business and be able to establish it.

I have learned a lot. I learned about what to look at when starting up a business is: Challenges, competitors, the weakness of the market and how to improve, how to market and sell your products and as well as branding.

I have learned about the business research, business plan and the type of business you want to have e.g. sole trader, company or close cooperation. Your business should be registered with the ministry of trade. I have also learned that as an entrepreneur you should be able to take risk for the successful of the business. You must be innovative, positive and a problems solver.

I have known about entrepreneurship since high school. I was brought up in school subject "commerce". And I have learnt from my parents how the investment of assets works, how to turn ideas into reality and how to manage businesses. I did entrepreneurship at university level in business management. It has helped me realize the potential of how to become an entrepreneur.

I have had entrepreneurship since grade eight and since I started with the subject I have been eager to learn more and how to be independent as a person so I would say it contributed tremendously to me wanting to own a business. I have taken with me what I have learned since secondary school to utilize it here at university and I'm busy currently with my Bachelor of business administration honors and I must say I'm glad I did entrepreneurship it has improved my skills and my knowledge to start a business.

I have gained a lot of knowledge and it encouraged me to start up a business in the future. As of now I have a business idea and I am waiting for the right time to establish it. I also learned the basic characteristics that I need to possess in order to be successful in my business.

I have been doing business for as long as I remember. I was born in a business environment. Entrepreneurs are born. It is a passion you can teach anyone, but it's the passion that keeps the business running when times are hard.

I had the subject in grade 10. I sold sweets and chips. It was an awesome experience as I could afford my own cosmetic as I was in high school. Selling was not easy but I managed to make profit.

I had the subject for three years in high school and it taught me a lot on business related matters since that is its core aim. I gain knowledge that people start businesses with the main aim of making a profit. And be able to cover costs incurred during operation of business. It taught me the different types of business such as sole trader, partnership, close corporation and companies. It was really helpful because through it I learned the challenges faced by entrepreneurs and how to overcome them. I also learned the characteristics that a typical entrepreneur should possess.

For example an entrepreneur must have good communication skills, must be a problem solver, critical thinker and a risk taker.

I had entrepreneurship only till grade 10 which created in my desire to be my own boss. I ended up doing a Diploma in Entrepreneurship at the University of Namibia which was filled with more theory than practical. I feel you get knowledge a repetition of the same questions in assignments, test and exams particularly in Entrepreneurship the subject. No guidance or practical examples on how to start a business or where to go. The textbooks are copied or referenced from other textbooks not original or practical for us to understand as young Namibians.

I had entrepreneurship for 4 years in high school, my experiences were phenomenal. I have learned that being or wanting to be a business owner is not all about opening a business and running it, there are certain aspects you as an entrepreneur have to possess. Before starting a business as an entrepreneur you have to know the right business ethics, who are your potential customers, you have to know the laws and regulations when establishing a business in Namibia, who are your likely competitors, in what type of a business are you venturing in. Just to mention a few those are some business values I learned in school, not to forget how important it is to draft a business plan and carry out a market research. I'm truly grateful for the knowledge I gained through this wonderful subject. I look forward knowing and learning more.

I had done entrepreneurship in the junior grade for three years from 2008 to 2010. It involved theory and practice. We have hosted entrepreneurship day in grade 9 & 10. We were certain a group selling goods at school. We were in the form of partnership since we were at school we could not start as sole trader. We had car wash, fast food in the form of a restaurant. The principal organized the parents in the same day as the entrepreneurship day, we drew up posters to promote our business's in order to attract customers. So parents whom attend the meeting were our target customer. I have done business management in the grade 11 & 12.

I had Business Management as a subject in high school. I further had an Entrepreneurship model during my 3rd year at the University. We had to start a small business and run it for a year, which was very successful.

I found it more interesting because it helped me more in being creative to establish something new and establish a business idea. It also helped me to understand what wants and needs are and what I should do before opening a business or choosing a business location. It taught me how to care for customers and the way to communicate with customers. It also helped me to understand the effectiveness of meetings and agendas in a business. Entrepreneurship is a very interesting subject that makes you understand about business or how to trade.

I experienced that business is fast growing in Namibia and it's contributing to the economic development of our country. Most people are employed in business sectors and it's their way of survival and feeding their families.

I do personal studies on the subject of wealth and read books like Think and Grow rich, rich dad, poor dad. So through this studies I try to employ what I read, but business is always challenging. My experience is that I have failed in business but it is the room for growth and expansion.

I did entrepreneurship from grade 8-10 and due to the fact that I want to be a business man someday I further continued with business studies and economics.

I did Entrepreneurship from grade 8 to 10 and found it very interesting and also inspiring me to study Commerce and continuing with Business Studies.

I did Entrepreneurship at varsity, where I get a chance to do a project on starting up a business; whereby I had to look at the factors to be concerned on when stating a business. The factor includes capital, location, products, climate, and the clients/market. In addition, I learned about the time of businesses which can either be sole trade, partnership, and private, public.

I did Business Studies; it was a total eye opener, especially the topic of the four P's and the SWOT analysis for any product or services. It taught me to look at all angles of the idea, possible successes and failures to eliminate unfavorable surprises.

I did Business Management which is quiet similar. I enjoyed it. Without having to go all the way to university and major in business, I have the basic skills I need to see my visions through.

I did business in grade 8 to 10. I know the disadvantages and advantages of the business. I got more experiences in business course since I was young I use to sell fat cakes with my aunt to earn a living. And at school in business subject more experience was added to my knowledge.

I consider entrepreneurship as a very significant subject as I only took it up at tuition level but I had business management in high school. It's the reason I decided to pursue business as course, but I still feel that entrepreneurship as a subject should be specialized as to the way we run business in our country as well. As this could increase and encourage entrepreneurship in our country. We only get to learn about registration documents and procedures to tendering once you have already entered the industry. This poses as a challenge to new entrepreneurs as they give up before they even start because of a lack of knowledge. I would request a special feature of business operations from a Namibian perspective.

I can't say a lot about the subject as I did not pay much attention to it in school but in life entrepreneurship is one of the key things is business world one has to be very stable in business. I am very into being one of Namibia's most powerful entrepreneurs.

Have management experiences which lead me to buy a mini market. Started small and did not go very well coz I'm employed by a company but do see potential in the business.

Entrepreneurship in high school, but the little it gives is not enough to actually let you run big business. After Entrepreneurship I have read a lot of books on starting business and books that successful people wrote, e.g. Rich Dad Poor Dad, by Robert Kiyosaki.

Found it interesting and provided me with the basic knowledge of business.

Entrepreneurship is the willingness to take risks and develop, organize and manage a business venture in a competitive global marketplace that is constantly evolving. It is a growing subject with a good academic network studies. Entrepreneurship are intended to give the students' knowledge about the development of young and growing companies as well as new business development within larger companies.

In my experience with the subject I would say that it's a process where you as a person see an opportunity grab it and make a difference where you can. Entrepreneurship as a subject is where you as a person would learn how to set up a company and how to make a success of your company.

Entrepreneurship to my understanding is the process of creating an enterprise or the act of transforming an idea or concept into a practical activity. However the subject of entrepreneur has to deal with creating new ventures and involves the operation of these firms by mobilizing resources.

Entrepreneurship opened my eyes and it helps me to always be positive. Take risk at times and also to be persistence, it taught me a lot and I am really grateful for that.

Entrepreneurship is an interesting subject I ever enjoyed when I was at school its good when you understand it and it will easily open your mind and give you a picture on what you can do in business.

Entrepreneurship: the process of creating a business enterprise capable of entering new or established markets, it involves the process of deploying resources and people in a unique way to form an organization. The above is all that first come to my mind whenever I look back to my entrepreneurship classes. It's like a vision, drive, enthusiasm to me, it gives me the courage and motivation that I as an individual can and will one day run a successful organization. I really enjoyed the class because of all the other subjects, entrepreneurship was the only subject that seemed to make sense to me, because everything we were taught are things one could see in everyday life; management, communications, leading, control, etc. I could visualize what we were being taught, so I started developing a passion for it. The weird thing was when I started running my life like an enterprise till today. High school, I ended up taking the commerce field and I excelled in it. I got to learn more about how the business world works and how different markets interact. Now that I am at university, studying Chartered Accountancy, a program that will give me working opportunities. I intend to use this in the near future to run one of the biggest enterprises in Namibia.

Entrepreneurship taught me that in order to succeed one must be willing to take a chance, to work hard and that you should be willing to wear a range of different hats, if you really want to keep your business afloat.

Entrepreneurship was my first step to getting a better picture of how to start up a business, what you need in order to run the business successfully for the benefit of the owner, employees and most importantly the customers. It taught me the ethics of a successful business.

Entrepreneurship was interesting as it involved the principles that govern a business and the consumer, supply and demand, chain of command, training, good relationships between employers and employees or leadership styles and how to work with and boost the country's GDP which would come in handy in the formation of a company.

Entrepreneurship was actually introduced after I completed grade 10 but instead I did Business Management grade 8 to 10 and then Business Studies grade 11 to 12 and again at University. I came to do Business Management and the experience was great. I can say that these two subjects added to my passion for business. We were taught what type of businesses are there, their advantages and disadvantages. We were also taught how important a market research is and how it can be contacted and also how customer satisfaction is vital in the survival of an enterprise. It also was interesting having to read business case studies and then answer questions on the case studies. Most of the times the case study are so interesting and makes you wish it was you having that business. I performed well in my tests.

Entrepreneurship to me is a practical subject because all the activities happening in business is being taught in this subject. This subject has taught me the criteria for the business idea to become an opportunity. I have witness many businesses failed because there was no opportunity in the market they wanted to operate. This subject if taken seriously it results into students to think out of box. If you have entrepreneurship skills the chances of perusing your career is high.

Entrepreneurship subject can be of Great help if you are a business orientated person because all what you learn no matter how big or small it will be of great help in future.

Entrepreneurship is the process of organising any other factors of production and taking a risk to start a company or a business, from the word entrepreneurship its where entrepreneurs are derived from, which means an individual who organise other factors of production and taking up a risk, the reward associated with the factors of production is profit.

Entrepreneurship is the process of coming up with initiative and creative Ideas and turn them into a profitable business. For someone to be an entrepreneur he/she has to be a high risk taker because starting up a business involves money to finance the business and many other things but the main is to make profit.

Entrepreneurship is the process of starting a business, typically a startup company offering a product, process or service. The entrepreneur perceives an opportunity and often exhibits biases in taking the decision to exploit the opportunity.

Entrepreneurship is the most important subjects in the world; either you want to be an employee or an employer. You will have to learn and understand what a business is and even know its objectives and its aims.

Entrepreneurship is the ability to identify business opportunities. This subject is more based on business where we learn tips on how to run a business, how to overcome challenges in business and what are those challenges faced with, and yet we still learn about what are the benefits of an entrepreneur, yet an entrepreneur is certain with his\her income, in this subject we learn about all type of businesses in Namibia such as Agri business, service business, manufacturing business and trading business.

Entrepreneurship is the ability to identify a business opportunity and start a new business enterprise.

Entrepreneurship is register in sale from sole and projects to major undertaking creating many job opportunities. They are carefully, flexible. They are self-confident.

Entrepreneurship is one of the subjects that I loved and did always do well in school. It is also one of the subjects that give ideas on how to start your own enterprise and in other words increase the standards of living in a community.

Entrepreneurship is more than just studying theory out of a textbook. The skills you read in books should be practically implemented, since practical experience teaches much more than theory. My advice for school children is to become involved in extramural activities where you can practically apply what you learn in textbooks. Children should get more practical experience at a much younger age.

Entrepreneurship is all about learning how to become a business person one day, especially, you should think smart and fast, know how to use money, how to treat workers in case one day you would have your own company. What's more important to understand the aim of starting up a business? Or if you will be an employee to know what you are doing, being useful to the business, have manners and try to understand any person wanting to contribute to the business. I have learned skills that I could use if I might start up my company or want to be a good employee one day, to listen, know how to use money, how to save money and how to work with people and many more. I have learned that you have to do something different since a lot of people are doing business there is big competition. What's more important is to know how to make profit in any business since that's every entrepreneurs aim.

Entrepreneurship is a very easy to learn subject that helps people with the understanding of what is lacking in their societies and how they can tackle those issues. I first fell in love with the subject when I took it the first time in 2009 that was during my grade 8 year. It is very easy to understand because it's about what problems we see in our community and how we are willing to change those problems into business ideas that can benefit you as an individual and the society. It made me see that there is a chance to become successful and do what you love at the same time. It also gave me the knowledge on how things work out in the business world it gave me the necessary equipment to understand a business set up.

Entrepreneurship is a skill only some individuals are born with, being an entrepreneur means being innovative, strategic, have the means to start your own business. Having an idea that's profitable in the long run. My business is profitable and I can say I am being a very profitable entrepreneur.

Entrepreneurship is a combination of 3 factors of production (land, labor and capital) to create a product or a service. Entrepreneurship as a subject helps students understand in details, how to establish enterprises/business. It helps them to think critically and enable them to solve business related conflicts arising from/between different parties involved in that particular business. Entrepreneurship also teaches people how to behave when they are working with others, it acts as a code of conduct for people at a working place.

Entrepreneurship is a business that you are having or that you really want to start or planning to have in future that is one of a good thing in our country Namibia. I always dream to have my own business and that is what I'm planning to do in future.

Entrepreneurship is everything you need to know about business summed up! It takes you through the life of an entrepreneur starting with what makes an entrepreneur, pros and cons and so forth.

Entrepreneurship in secondary school was one of my favorite subjects. I scored good marks in my tests and exams and always participated actively in all class activities and exercises. In University, we learned about the intricacies of running a business from identifying a gap in the market, doing market research, setting up a business plan, getting funding to starting and successfully managing and growing a business. It was quite fascinating. We also did an assignment where we had to come up with a business idea and go through all the necessary steps to establish the start-up, starting from identifying the gap in the market. We did a three day business simulation, which was a practical-based and we used software that helped us calculate how much we can spend on marketing and how much we could charge in order to break even and even make a profit. We learned how to do balance sheets as well as the profit and loss statement. It was really helpful, especially, since I have never done accounting before.

Entrepreneurship has taught me a lot about business, for example you have to be an independent minded or innovative business person, it's all about taking risk if you want to succeed in a business, and it's the risk of buying at a certain prices and selling uncertain prices that's business.

Entrepreneurship has been one of a contributing factor in my life. It has contributed to being who I am today and what I do. I've started an organization of my own; it's an organization that does charity work in helping the needy as to where we can. The organization also tries to do its best in promoting educational programs.

Entrepreneurship as a subject was only introduced at secondary after my time and I did not have it at school. I have however taken part in several business competitions and gotten an opportunity to take part in business management training. I am currently also taking entrepreneurship as subject at university and we had a very engaging and enlighten business simulation training.

Entrepreneurship as a subject introduced me to the business world, from the day I was taught entrepreneurship that it is a term means making or operating business (just to simplify it). I learnt a lot from its contexts in the books and I did research based on what I acquired from those knowledge books of entrepreneurship. It taught me how a business plan should be like, in order for a business person to acquire a loan from any financial institution- something that I highly appreciate that it gives self-knowledge and pave me the way forward.

Entrepreneurs perceive an opportunity and often exhibits biases in taking the decision to exploit the opportunity. Is the process of starting a business, typically a startup company offering a product, process or services.

Entrepreneurship is the capacity and willingness to develop, organize and manage a business venture along with any of its risks in order to make a profit. To be an entrepreneur you should have the right personality and entrepreneurial mentality which in fact can be taught. But having that doesn't guarantee success. In economics entrepreneurship combined with land, labor, natural resources and capital can produce profit it is an important engine of growth in the economy. The possible trials necessary for a business success need to be taught like passion, to be capable of seeing a tomorrow that's just a little bit better than today. Creativity, to be capable of creating a new way of doing thing differently, new ideas for your business evaluates new resources. Leadership is the most important, because a business gets its success through a successful leader that can use his skills towards the business. You need perseverance and high hopes, etc. Always aim for profits as you will seek your success that's a little bit about my experience with the subject.

Entrepreneur it's all about business and money. Planning, organizing, management, accounting, and training.

Entrepreneur is an enlighten subject that give useful knowledge and insight of what being an entrepreneur really mean. It provides a clear understanding of what business is and what come along with it.

Entrepreneur is a person who starts a business to earn money by making a profit and creates more employment opportunities to the country at large.

Entrepreneur taught me a lot of how to make your own money through self-employed, I learned the benefit solving challenges in business, benefit of self-boss and this gives courage to start up my business.

During my school time, we use to have a specific day called entrepreneurship day at school, where we use to sell a variety of traditional foods. I have learned how to maintain the business to move forward to succeed, how to work with customers and your employees at the same time. The knowledge development, information, education and training and research in your business. I learned how to do promotions, to promote my business, either through the newspapers, radios, TV or in all Medias. I cannot do that if I don't know which business structure that is best suit my circumstances, if I don't know about my chosen industry, if don't know whether I'll be importing or exporting my goods. And I believe that you can only achieve your goals in business if you're a hard work person, because hard works do pay.

During my entrepreneur study I learned the value and moral and respect among other employees that an entrepreneur is a person who is able to create a business opportunity.

Doing entrepreneurship in both high school and university I'm now able to spot new opportunities and finding different ways of utilizing this opportunities. I have also learned how to a successful entrepreneur like being able to take calculated risks as well as knowing how to compete in a given industry against competitors (to have a competitive advantage). I have also learned how to write a convincing Business plan.

As an individual I'm an innovative person, very determined in what I do best particularly in managing any business opportunity because my skills are already put at test. I intend to possess following characteristics: very persistent, risk taker, hardworking, very responsible and perseverance. I'm guided by this motto: "treat every opportunity like it won't be there tomorrow and grab every opportunity you have had in your life with both hands".

As a subject, Entrepreneurship is very interesting and fun. It opens up one's mind and gives you the ability to think positively and innovatively. This subject changed the way I used to think about business and made me realize that being self-employed is much more fun and better than being employed.

An entrepreneur is someone who takes his or her idea and put it in practice. Take the risk of failing in order to succeed. I am in that path.

After I started entrepreneurship my mind developed the passion of starting up a new enterprise. Ability of willing to overcome challenges and coming up with different ideas. I learn to set goals and objectives of the enterprise, the target market as well as the way of promoting products to the customer through the studying of business plan. The use of book to records income and expenses to estimate profit and loss. Understand the customer needs, communication and negotiation about different issue. Furthermore I have strong analytic skills, integrity, and self-driven individual, beneficial to maintain external and internal relationship.

A parallel trend in economic development has been the growing concentration of business and market power. Economic growth has provided the incentive to exploit nature. Being an entrepreneur is very hard work and to always be positive mind to help your business vision.

An entrepreneurial work-based experience should be a capstone experience for a student who has developed career and technical skills that he/she desires to use in a personal business venture. The student may have developed the business plan for their business in an entrepreneurship course. This entrepreneurial experience should complement the student's career objective. The entrepreneurial experience must be planned and supervised by the school and an adult mentor so that the experience contributes to the student's career objective/major and employability. Written business plans showing the business to be developed and the training opportunities to be gained must be in place prior to the experience beginning and should be updated periodically. It may be a supervised occupational experience, or it may be an entrepreneurial effort that is reported within the guidelines of the CTSO. The entrepreneurial experience may be short term by concentrating on one or a small number of learning competencies, or it may be a long-term experience that includes additional competencies that are learned over a period of a year or more. The entrepreneurial experience should be planned so that there is adequate time for the effort and time to interact with a business mentor in order to maximize the benefits of the entrepreneurial experience. Some examples of entrepreneurial experiences in high schools include a gift boutique, a catering service, a placement project, a pet sitting service, lawn care service, a shirt silk-screening service, a productive enterprise project, and a personal shopper's service. Entrepreneurship, where the student actually owns an enterprise, is a valuable work-based learning strategy.

I know how to write a business plan and how to overcome the challenge.

I got some ideas on how to start-up a business and how to become an entrepreneur.

I for once had entrepreneurship from grade 8-10 then went over and did Business Studies higher level which is entrepreneurship, but in boarder and more in depth studies of running and managing a business and how it affects the economics of Namibia and the world at large. Entrepreneurship was just a subject with the basic terminologies. Entrepreneurship is the essence of starting and owning a business.

Entrepreneurship is a thoughtful subject, which I strongly incorporated, with full attention. It's a very enjoyable subject, but you should be able to comprehend it, with all your undivided attention. It taught me, how to comprehend what citizens are going through. It's a win or lose situation, when it comes to the business "Entrepreneurship".

Entrepreneurship broadened my mind of setting up a business. I have learned what is needed and the steps you should take in order to start your own business.



## **Tracing study in Namibia:**

### **A survey on entrepreneurship among young adults**

The working paper “Tracing study in Namibia: A survey on entrepreneurship among young adults” is empirically oriented. It presents findings from a survey about entrepreneurship among young adults in Namibia. The purpose is to learn about young Namibians experiences with the subject called Entrepreneurship in secondary school, and to learn about their involvement and interest in entrepreneurial activity later on. The data used is from an online survey answered by 701 Namibians between 18 and 25 years of age.

**ENRI-working paper 01/2016**