The NAMIBIA LABOUR FORCE SURVEY 2013 REPORT

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Namibia Statistics Agency (NSA)
March 2014

MISSION STATEMENT

"In a coordinated manner produce and disseminate relevant, quality and timely statistics that are fit-for-purpose in accordance with international standards and best practice"

VISION STATEMENT

"Be a high performance institution in statistics delivery"

CORE VALUES

Performance
Integrity
Service focus
Transparency
Accuracy
Partnership

LIST OF ACRONYMS

ARS	Assistant Regional Supervisor
CTA	Chief Technical Assistance
DSS	Demographic Social Statistics
EA	Enumeration area
EMT	Executive Management Team
ER	Employment ratio
GIS	Geographical Information System
GPS	Geographical Positioning System
HW&LS	Household Welfare and Labour Statistics
ILO	International Labour Organisation
LFPR	Labour force participation rate
LFS	Labour Force Survey
MoLSW	Ministry of Labour Social Welfare
NASCO	Namibia Standard Occupation Classification
NDP	National Development Programme
NLFS	Namibia Labour Force Survey
NSA	Namibia Statistics Agency
NSS	Namibia Statistics System
OCR	Optical character recognition
PSU	Primary sampling unit
RS	Regional Supervisors
SG	Statistician General
SIC	Standard Industry Classification
SSC	Social Security Commission
SSC & RA	Spatial Survey Cartography and Regional Affairs
TIFF	Tagged image file format
TS	Team Supervisor
TWG	Technical Working Group
UNDP	United Nations Development Programme
UNFPA	United Nations Populations Fund
UNICEF	United Nations Children's Fund
UR	Unemployment rate

PREFACE

The 2013 Labour Force Survey was conducted with the objective of generating "timely collection and release of key socio-economic indicators for assessment of labour market conditions in Namibia." The survey covers all aspects of people's work, including the education and training needed to equip them for work, the jobs themselves, job search of those out of work, and income and benefits from work.

In this year's LFS analysis more efforts were made to cover a wide-range of topics to meet the demands of local stakeholders in labour statistics, and as well standard reporting demanded by SADC, the AU, and the ILO. For example the includes SADC Minimum Indicator List for a quick glance of standard employment and unemployment indicators for accessing Namibia's efforts in meeting its various developmental goals in particular, those relating to job creations.

The anonymised micro-level data used for this report are available via the NSA website at http://www.nsa.org.na to enable other agencies and individuals to conduct further analysis of the data. In this way, the country will derive full benefit from the resources that were allocated to conduct the survey.

In conclusion, I would like to address my sincere thanks to the International Labour Organisation (ILO) for their technical inputs to the 2013 labour force survey in Namibia. A word of appreciation goes also to our stakeholders for their contributions towards the review of questions use for the survey.

Finally, I also thank all the staff of the NSA that worked hard for the successful and timely conclusion of the first annual labour force survey in Namibia.

DR. JOHN STEYTLER
STATISTICIAN GENERAL

Windhoek, March 2014

QUICK LOOK ON LABOUR MARKET INFORMATION			
	2012	2013	Change
Population			
Total	2 085 927	2 127 013	41 086
Male	1 001 082	1 019 223	18 141
Female	1 084 845	1 107 787	22 942
Age Composition			
Under 15 years	770 265	742 959	-27 306
Youth 15 -34 Years	753 806	767 214	13 408
65 + years	106904	113 570	6 666
Active Population or Labour Force			
Employed	630 094	690 019	59 925
Unemplpoyed	238 174	290 762	52 588
Labour Force Participation Rate	66.0	70.9	4.9
Labour Force Absorption Rate	47.9	49.9	2.0
Unemployement Rate	27.4	29.6	2.2
Active Population by sex			
Male Employed	329 704	345 292	15 588
Female Employed	300 390	344 727	44 337
Male Unemployed	98 002	120 212	22 210
Female Unemployed	140 172	170 550	30 378
Rates by sex			
Male Labour Force Absorption Rate	69.1	72.4	3.3
Female Labour Force Absorption Rate	63.2	69.6	6.4
Male Unemployment Rate	22.9	25.8	2.9
Female Unemployment Rate	31.8	33.1	1.3
Active Population for Youth 15 - 34 years			
Youth Employed	283 862	294 202	10 340
Youth Unemployed	172 222	210 074	37 852
Youth Labour Force Absorption Rate	37.7	65.7	28.0
Youth Unemployment Rate	37.8	41.7	3.9

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Executive summary

This report presents the main results of the Namibia Labour Force Survey 2013, which was conducted in October 2013.

The survey was conducted by the Namibia Statistics Agency (NSA) with funding from the national budget of the Government of the Republic of Namibia.

The survey collected data on the labour market activities of individuals aged 15 years and above who lived in Namibia on the reference night of 29th September 2013. Interviewing started on 30th September and ended on 13th October 2013. Like in the preceding surveys, the LFS 2013 was conducted by interviewing individuals in private households. Information was collected on a total of 33 744 individuals by the end of the survey.

The objective of this report is to provide basic findings and indicators arising from the survey to promote understanding of the labour market situation prevailing in the country since 2012. It should provide a basis for better planning, policy formulation and labour-related discussions. The highlights of the estimated number of people aged 15 years and above in each economic status is shown in the Figure 0.1 below.

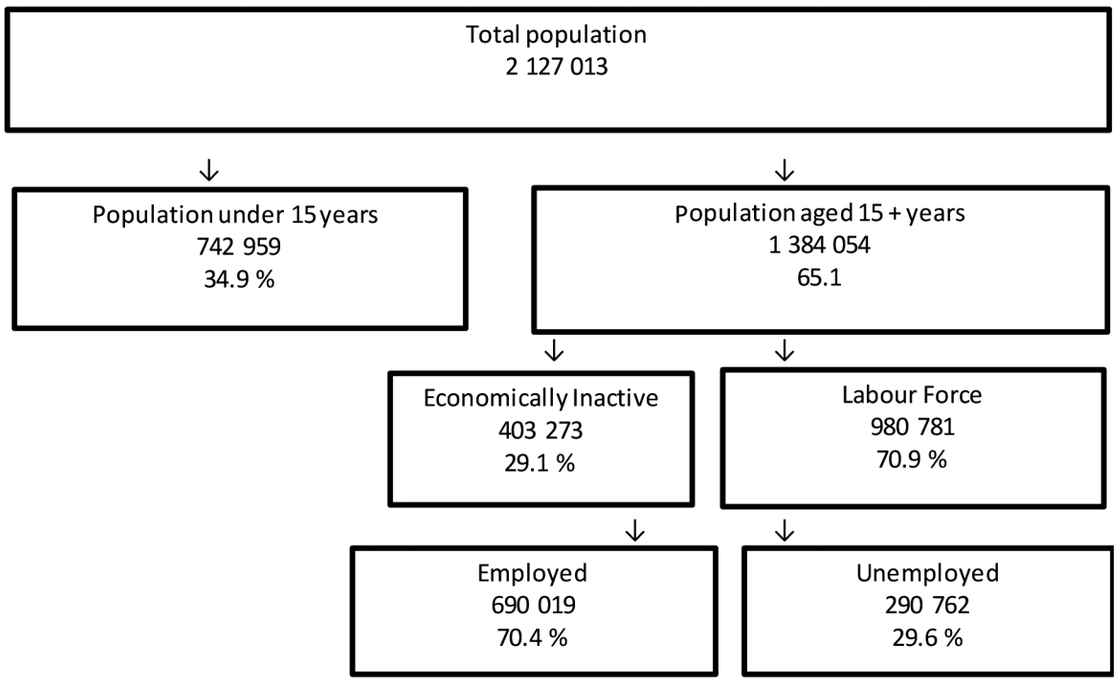


Figure 0.1: Population by activity status

LFS 2013 shows that 70.9 percent (980 781) of the estimated population aged 15 years and above in Namibia is in the economically active group, which forms the labour force, while 29.1 percent (403 273) of the estimated population is outside the labour force.

More than two-thirds (70.4 percent) of the labour force are employed. The employed population of 690 019 persons obtained from the 2013 survey is higher, by 59 925 persons, than in the 2012 survey which put the employed population at 630 094 persons. Further, the LFS 2013 produces an unemployment rate of 29.6 percent, which is higher than the rate of 27.4 percent reported in 2012 survey.

Although employment increased in Namibia since t he last survey was conducted, unemployment also increased by 2.2 percentage points.

Chapter 1: Methodology

1.1 Introduction

The first full-scale Labour Force Survey (LFS) in Namibia was carried out in 1997 under the National Household Survey Programme, launched after the Government endorsed the Five Year Plan of Development of Statistics in Namibia in 1993. Since then, five Labour Force Surveys have been conducted in the country at more or less regular intervals of every four years. This survey was conducted only one year after the previous survey, in 2012, and the Namibia Statistics Agency plans to continue to conduct the LFS on an annual basis going forward.

Like all its predecessors, the 2013 survey was conducted with the objective of generating "timely collection and release of key socio-economic indicators for assessment of labour market conditions in Namibia." The survey covers all aspects of people's work, including the education and training needed to equip them for work, the jobs themselves, job search of those out of work, and income and benefits from work. More specifically, the survey was designed to provide detailed information on the followings:

1. Basic information on the size and structure of the country's work force;
2. Basic information on the size of the informal economy;
3. Basic elements for measuring the labour supply and the extent to which the available human resources are utilised in the production process of the economy;
4. A prospective basis for projections of the economically active population and its components for socio-economic planning;
5. A basis for research in many areas ranging from testing labour market segmentation theories to formulating demographic models;
6. To the public, it provides information on the employment situation of the country; when disaggregated by geographic area, the data may provide information on the situation in regional markets and on the number of persons employed in specific occupational categories;
7. To the business community, it provides useful indicators on the future course of the economy.

This first chapter of the LFS 2013 report discusses the methodologies adopted with regard to execution of the survey. In the past, data from censuses and household surveys were sometimes rendered less useful for planning purposes than they could be because data users in the country were not sufficiently educated on the methodologies employed to carry out surveys. Therefore, one of the purposes of this chapter is to give useful information to potential users of the LFS 2013 of how the data were collected, its intended uses, strength and limitations.

One key aim of the LFS 2013 was to ensure that it produces indicators that meet local, Southern African Development Community (SADC) and international standards, so that the results can be comparable with employment and unemployment data from other surveys within and outside the country. It is hoped that continual production of reliable data from annual surveys will provide valuable inputs in the formulation and evaluation of economic and social policies, particularly in the areas of employment generation, and poverty reduction policies and strategies.

The wide range of employment data collected in this survey is intended to be of assistance to the Government of the Republic of Namibia as it attempts to monitor both the implementation of various national plans and as well as Namibia's progress towards the attainment of national goals that are labour-related as expressed in Vision 2030.

1.2 Users and uses

Users of the LFS often combine the LFS data with related data from other sources to provide an overall view of the state of the labour market and the economy of the country at large. Key users of LFS data in Namibia are the National Planning Commission, and the various Government Ministries which use the data for monitoring and evaluating initiatives related to the National Development Programmes (NDPs) aimed at employment and wealth creation in the country by year 2030. They are interested in a variety of indicators of the state of the labour market, including the number of people in formal and informal employment, the number of hours worked, and the number of unemployed people. They often analyse the labour market indicators by sex (gender), age group, educational level and region.

Other users of LFS data include local authorities, the trade unions, employers' associations, the Employment Equity Commission, non-governmental organisations, the Institute for Public Policy Research, academic researchers, private labour research consultants, the media and the general public, as well as local and foreign investors who are interested in whether the kind of skills available in the country match the investments they want to make in Namibia.

At the international level, LFS data are used by various development partners of the Republic of Namibia in measuring the effectiveness of their programmes in the country. It is also used by the International Labour Organisation (ILO) for various purposes and in comparing the labour situations in Namibia with that of the countries of the SADC and other countries in the world.

1.3 Strengths and Limitations of LFS 2013

The strengths of the LFS 2013 are that it has the largest coverage of any household survey in Namibia in recent times. It thus has more reliable statistics for estimation of labour conditions for smaller geographical areas (in particular regions) in Namibia.

The sampling errors are relatively small, as a result of improved and modern methods of data collection using a combination of Geographical Information Systems (GIS) for identification of true boundaries of Primary Sampling Units (PSUs) and households selected for the survey, as well as efficient geo-coding of the questionnaires during data capturing and processing. This ensures higher data integrity and reliability as in the previous survey of 2012.

Also, as with the LFS 2012, this survey used nine specific questions in order to capture more fully people engaged in work other than as "remunerated employee" or "formal sector employer."

In addition, the survey covered a large range of employment-related variables, including the number of people employed by each household as domestic workers, thus allowing cross-linking analyses to be undertaken.

One of the limitations of the LFS 2013, as with other household-based surveys, is that the sample design does not guarantee adequate coverage of any industry, as the survey is household based and not industrially stratified. The LFS coverage also omits dwelling units that are non-residential, as well as others such as public or school hostels, army/police barracks, etc. Household members residing in these institutions are only included if they live in their own private accommodation.

1.4 Organisation and preparation

1.4.1 Legal Basis

The LFS 2013 was conducted by the Namibia Statistics Agency under the Statistics Act, 2011 (Act No.9 of 2011), which mandates the agency, among others, to constitute the central statistical authority of the country and to collect, produce, analyse and disseminate official and other statistics in Namibia. By virtue of this Act, all information collected that could be linked to identified individuals or households was kept strictly confidential.

The survey was conducted in close collaboration with key stakeholders that form part of the National Statistics System (NSS). The collaboration took place in respect of the following areas:

i. Review of variables and questions asked in the 2012 LFS;
ii. Contributes to drafting of questionnaire for the 2014 LFS;

1.4.2 Stakeholders' workshop

The field operation was preceded by a stakeholders' workshop on 10-11th June 2012. During the workshop, the NSA presented to stakeholders the results of the LFS conducted in 2012, as well as an activity plan for another round of survey in 2013. The workshop offered opportunities for stakeholders to comment and suggest methods and processes to be used during the field exercise for 2013 LFS.

The workshop was attended by different stakeholders including representatives from line ministries, the United Nations Development Programme (UNDP), academic institutions, student organizations, agricultural unions, trade unions, banks, as well as the Namibia Millennium Challenge Account to mention a few of them. A list of participants that attended the workshop is available at the NSA micro data portal at:

http://www.microdata.nsa.org.na/index.php/catalog/9/related_materials

During the workshop stakeholders were given the opportunity to make comments, ask questions and make recommendations to the NSA on how to improve on LFS in the country in general, and in particular, the conduct of the LFS 2013. The following were the main point raised during the discussions with regard to future labour force surveys and reporting format.

1. The final released report should include recommendations for policy makers;
2. Questions on education should focus more on what will be useful in a job instead of developing the mind to create generic competencies;
3. Questions about the institutions from which people have graduated should be included in the questionnaire, as well as field of studies;
4. Analysis of under employment should include over-employment;
5. Analysis should disaggregate agriculture into subsistence and commercial farming;
7. Question on salaries/wages should include cash and in-kind payment;
8. Response rates should be disaggregated into refusal, non-contacts, spoilt, etc.;
10. Analysis should be disaggregated into full-time employment and part-time according to hours worked.

After listening to the needs of the stakeholders, the NSA presented their own proposal for a reduced number of questions for the LFS 2013 in order to save on cost and time. After extensive deliberations spanning from the afternoon session of the first day into the morning session of the second day, the following questions were either agreed to be deleted or amended, and/ or rephrased for better comprehension.

1. Question B2: This question asked about usual head of household in the previous survey. It was agreed to be deleted since it is not usually analysed.
2. It was agreed that a column should be added on field of study in part C especially for those that are in secondary education and above. This suggestion was later dropped by the NSA because of the complexity of groupings for field of studies; it was felt that such questions should be handled by future Skills Audit Surveys.
3. It was agreed that Questions C4 and C6 regarding languages be retained;
4. Instead of adding an extra two questions regarding crop farming/subsistence farming, it was agreed to add “crop farming” to Question D9;
6. It was agreed that Question E12 on full- and part-time should be deleted. Full time and part time should be determined by the number of hours worked in section F.
7. It was also agreed that a category of communal and commercial farm for Question E17 be added.
8. It was agreed that social security be added as a benefit in current Question E19 while Questions G1 and G2 regarding social security be dropped.
9. It was agreed that medical aid be added as a benefit in current Question E19.
10. One question from each of occupation and industry in all sections was removed as each of these aspects had two questions leading to one code;
11. It was agreed that the sections on second main job e retained;
12. Income brackets in Question J5 (household’s disposable income) were to be revised as a cut-off point of 8000 and above was considered too low for the top bracket.
13. A section on household agricultural activities was introduced to accommodate a request from the Ministry of Agriculture.

The final revised questions based on the recommendations made at the stakeholders' meeting for LFS 2013 is available from the NSA micro data portal at:

http://www.microdata.nsa.org.na/index.php/catalog/9/related_materials

The workshop provided the opportunity for key stakeholders to contribute to improvements in the way questions were framed as well as ensuring that data collected are relevant for their uses. This is one of the goals of the NSA, that is, to produce relevant statistics fit for evidence-based planning, by involving stakeholders in finalising the questions for surveys.

1.4.3 Field Survey Supervisory Structure

In the LFS of 2013, a hierarchical flow of organization shown in Figure 1.1 below was adopted in undertaking planning and implementation.

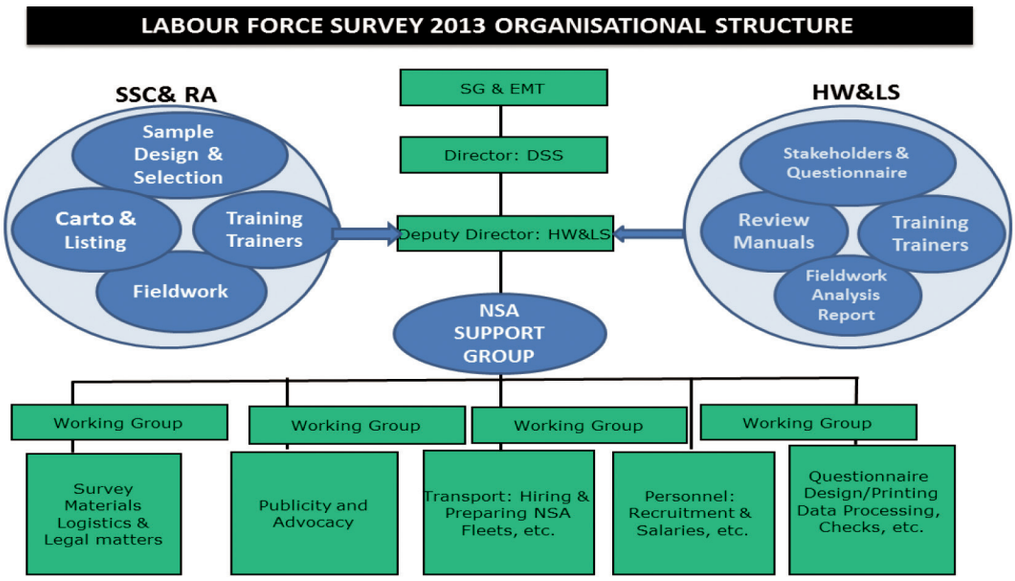


Figure 1.1: LFS 2013 Organisational Structure

1. The Statistician General (SG) issues all instructions pertaining to operational procedures of the survey.
2. During the conduct of the survey, the Director of Demographic and Social Statistics leads the various aspects of the activities and reports to the SG directly and regularly, and to the Executive Management Team of the NSA when asked to do so by the SG.
3. The Deputy Director of Household, Welfare, and Labour Statistics was responsible for all the day-to-day planning, management and administration of resources needed for the survey, and as well as for reporting progress and challenges faced in the execution of the survey to the Director of Demographic and Social Statistics.
4. The NSA Support Group comprises of staff from the SG's Office, Operations and IT Departments of the NSA,

The Namibia Labour Force Survey 2013 Project was established within the NSA premises using existing NSA staff, while other field staff and short-term consulting staff were recruited as the need arose.

Various Technical Working Groups (TWGs) consisting of staff members from the NSA, were established from time to time to guide the entire project from planning to implementation. These included the Questionnaire Review Group; Manuals Review Group; Recruitment Group; Training Venues and Accommodations Group; Transport Group; Materials and other Logistic Group. These groups worked in parallel with each other but were coordinated by the survey manager.

1.4.4 Recruitment and training

Table 1.1 below shows the total staff employed for the survey, and how they were allocated.

Table 1.1: Recruited staff for LFS 2013

Regions	PSU	Actual employment				Training	
		Coders / Editors	Team Supervisors	Field Enumerators	Total Staff	Reservist	Total Staff for Training
Zambezi	31	3	8	16	27	2	29
Erongo	45	5	11	22	38	2	40
Hardap	30	3	8	16	27	2	29
//Karas	31	3	8	16	27	2	29
Kavango	40	4	10	20	34	2	36
Khomas	63	7	16	32	55	2	57
Kunene	29	3	7	14	24	2	28
Ohangwena	44	5	11	22	38	2	40
Omaheke	27	2	7	14	23	2	25
Omusati	46	5	12	24	41	2	43
Oshana	41	4	10	20	34	2	36
Oshikoto	41	4	10	20	34	2	36
Otjozondjupa	38	4	10	20	34	2	36
Total	506	52	128	256	436	28	464

The TWG in charge of staffing for the project took great care to recruit qualified persons to perform the necessary tasks at all stages of the survey. The survey employed 127 team supervisors, 280 field interviewers and 51 coders and editors. These were in addition to staff of the NSA involved in the training of field staff (supervisors and enumerators) and supervision of field activities and monitoring of completed questionnaires.

The training of field staff was done in two stages. First, trainers from the NSA were trained by senior technical staff. The second stage involved deployment of these trained staff to train field workers in the regions. Three training centres were established, at Ondangwa, Okahandja and Brakwater respectively.

The training was intensive and aimed at ensuring that the knowledge was transferred in a uniform manner to potential field staff. Class tests were administered in each centre to assess understanding of the questionnaires. The training of trainers and enumerators included class lectures, exercises and field work practices in selected rural and urban areas around the training centres. Only trainees who passed a quality test set by the NSA were selected as coders/editors, team supervisors and enumerators.

Apart from training in interviewing techniques, team supervisors and enumerators were also trained on how to use modern technology to read maps and aerial photographs as well as how to handle GIS tools such as GPS (Global Positioning Systems) for listing of households.

Figure 1.2: Demonstration of use of maps and GPS to enumerators

1.5 Publicity and community mobilisation

A Working Group on Publicity and Advocacy was established with the broad goal of providing the nation with accurate, timely and relevant information on the purpose of the survey; when and how the survey would be done; and what the NSA expected of the general public. A comprehensive publicity programme was put in place from the onset aimed at reducing non-response.

1.5.1 Direct Community Mobilisation Process

To start the mobilisation process, the SG sent a formal letter to Permanent Secretaries of all the Ministries, the Chief Regional Officers of all the Regional Councils, Chief Executive Officers, Town and Village Clerks, trade unions, farmers' associations, and the Namibia Police, etc., informing them about the survey and soliciting their cooperation in bringing the survey to the attention of citizens in their jurisdictions.

Posters and other forms of print advertising were employed to create awareness of the survey among the general public. The posters were printed in English and all the main Namibian languages. Through the Regional Statisticians of the NSA, the posters were distributed and pasted in public places such as local and regional council offices, hospitals, clinics, schools, shopping malls, and community centres in the selected PSUs where the survey took place.

The distribution of posters started at the PSU level prior to a PSU being brought into the sample (i.e., before the first interview takes place). The RS and Survey Monitoring Officers (comprising Directors and Deputy Directors and other senior staff of the NSA) were allocated to various regions and PSUs where the survey took place to help in engaging regional and local public officer bearers like Governors, Councillors, traditional leaders and community leaders to seek their endorsement of the survey and solicits their support in ensuring that local people cooperated with the fieldworkers. In addition, during the listing of households in the selected PSU, people were informed that they would be interviewed shortly should their household be selected for the survey. This provided the opportunity for people to share more information about the survey at the grassroots level and to encourage people to participate.

1.5.2 Television and Radio Talk Shows

As part of the community mobilisation programme, different national talk shows, on both television and radio service programmes of the Namibian Broadcasting Corporation, were organised starting from one week prior to the start of the main survey and continuing throughout the two-week period of the survey. The TV shows included 'Good Morning Namibia' and 'Talk of the Nation'. Panellists with in-depth knowledge were drawn mainly from the University of Namibia – Sociology Department, Labour Resource and Research Institution (LaRRI) and senior staff from the NSA. Table A5 below shows the various programmes and targeted audiences.

In a bid to increase publicity and awareness, numerous press releases were issued and invitations extended to members of the press to cover the main activities during the preparatory stages. The opening of the training of trainers' workshop by the SG, the launching of the survey and the taking of the Oath of Secrecy, and a joint press statement by the NSA and the Namibia Police were all captured as newsworthy events and broadcast all over the country by the radio, television and the print media.

Uranium is extremely concerned about the drought and hope that our contribution will go some way to alleviating human suffering, which is one of the key focuses of the Trust."
He believes mines such as Swakop Uranium's Husab mine are much bigger than just holes in

Ambassador of the People's Republic of China to Namibia, Mr Xin Skunkang (right) hand over a cheque to Right Honourable Dr Hage Geingob, Prime Minister of the Republic of Namibia in support of the drought affecting thousands of Namibians across the country.

DROUGHT RELIEF FUND
ONE HUNDRED THOUSAND DOLLARS
N$100 000

New labour force survey underway

Patima Moses

The Namibia Statistics Agency is conducting a new labour force survey with the aim of establishing the amount of available and unused labour-time and human resources.

The survey, which started on 16 September and will end on 18 October, will be carried out in the whole of the Erongo region.
"We are busy with the 2013 labour force survey. We started on the 16th and are currently busy with phase one," said Ms Rachel Ndumbe from the Namibia Statistics Agency. The first phase of the survey includes listing all the houses in the Primary Sampling Unit (PMUs). This sampling will operate through the selection of some part of the whole, in such a way that they [analysts] can use the part to inform the public about the whole region.
"We are trying to list all households in the selected PMUs. These selected PMUs will represent the whole constituency. So right now we are listing all the people in the PMUs. After the list is made we will select 18 households in each PMU. Those 18 will be interviewed." The second phase, which will be the actual interviewing, will start on 30 September to 18 October.
The agency is urging the people of the Erongo region to co-operate with the survey team, as the information produced will benefit the population at large and will assist in policy formation, "the government will use this information to make the right policies for the people," Ms Rachel Ndumbe noted.
The interviewers will be dressed in yellow, red or green t-shirts and caps. It is no secret that these exercises usually breed ground for criminals, who pretend to be part of the project with the aim of accessing people's homes for criminal activities. Citizens are thus encouraged to demand identification from anyone working for the Labour Force Survey. "We urge you to ask for the ID cards," added Ms Essen Mowa.
Last year, as shown in the table below, through the 2012 survey it was established that Namibia is a youthful nation as 66 % of the population is under the age of 30 years old. It was also established that there are more women than men in Namibia. This information will help the government make relevant policies in terms of labour force.

Ms Mowa and Mrs Ndumbe from Namibia Statistics Agency

Figure 1.3: Newspaper clip on LFS 2013

Special permission was sought from relevant authorities to enter settlements in restricted areas such as mining towns and prison yards in which private households were included in the sample. In other privately held properties and farms, field-staff first visited various gatekeepers / access controllers (owners of gated farms, police stations, schools, etc.) to obtain permission to work in the area. Having obtained permission, all dwelling units in the sample were then visited to set up interviews with the respective household members. In cases where people initially refused to participate, fieldworkers used a range of polite approaches to encourage participation.

1.6 Field organisation and supervision

Field organisation plays a crucial role in any survey. A working group under the project manager was established whose main objective was to work together with all other TWG groups to ensure that field operations started and ended without bottlenecks. Some of the processes in which bottlenecks were foreseen and addressed through planning in the early stages included the following:

1. Determination of the requisite logistics especially transport, writing materials, hardware, booking and arrangements of training venues and accommodation;
2. Recruitment of field staff and remuneration;
3. Survey material distribution plan and as well as return of materials;
4. In the case of questionnaires, there were plans in place which checked that the total number of each form distributed to field staff was equal to the total number of forms returned back from the field (i.e., those duly filled in, those filled in but cancelled due to errors, and blank forms);
5. Overall coordination of all other functions associated with fieldwork, such as continuously monitoring field staff progress and challenges, and their payments, repair of broken-down vehicles and other administrative needs of the survey.

1.6.1 Field supervisions and consistency checks

Enumerators were trained to probe until they were satisfied with the responses given by respondents before they recorded them in the questionnaire. Supervision was exercised at different levels. At the first level, the team supervisors were the immediate supervisor to the interviewers. At the next level was the Regional supervisor who was in charge of all the fieldwork activities in the region as well as of the field editing and coding staff.

The field editing and coding process started about two days later than the fieldwork and ran in parallel. Questionnaires that required further clarification were identified during this process and handed back to the teams for follow-up with the concerned households as explained above. As with fieldwork, editing and coding were expected to take about two weeks. The fieldwork started on 30th October 2013. The survey was administered to in respect of all people who spent the night of 29th September 2013 in the sampled households.

Field data capture and transcription: The LFS 2013 used the traditional method of recording respondents' answers on the forms. Enumerators were provided with special pencils and erasers for correction should they discover that they had filled in answers incorrectly. They were also trained on how to shade out wrong answers and fill in correct answers.

Edited/coded forms from the field were delivered to the regional offices where the first stage of data editing check by coders took place. The survey had an office in each region managed by a regional data supervisor and supported by an average of four coders. When an error was spotted, the coder recorded the nature of the error into a control form. The control form was then given back to the Team Supervisor who in turn, gave it to the enumerator and ensured that the enumerator returned it back to the field to correct the form if necessary.

Checking of Codes is the first stage of the data validation process. It ensured that all forms/questionnaires had the correct geographical identification code; and that all questions administered to members in a household were properly filled in with correct codes. For example, gender, occupation and industrial codes, educational attainment, were checked manually

at various stages. The ARS also reviewed the sampling of holdings within an enumerated PSU to see that only eligible/sampled holdings (18 households per PSU) were enumerated and recorded. This was done, among others, to avoid over sampling of PSU or sampling of households that belonged to adjacent PSU. In addition to the above, the RS together with the ARS and coders organised the completed forms belonging to a PSU area into a batch before delivering them to the Data Processing Centre for further checking and processing.

1.7 Sampling

1.7.1 Sampling

The target population of the LFS 2013 was members of private households in Namibia. The population living in institutions, such as hospitals, hostels, police barracks and prisons was not covered in the survey. However, private households within institutional settings were covered, such as teachers' houses on school premises.

The sample design for the LFS 2013 was a stratified two-stage probability sample, where the first stage units were geographical areas designated as the Primary Sampling Units (PSUs) and the second stage units were the households. Up-to-date listings of households in the selected PSU was prepared during the field work, and 18 households were selected in each PSU using systematic sampling. The distribution of the sample is given below.

Table 1.2: Distribution of the sampled households and PSUs by region and area

Region	Sample PSUs			Sample households		
	Urban	Rural	Total	Urban	Rural	Total
Namibia	230	276	506	4 140	4 968	9 108
Zambezii	10	21	31	180	378	558
Erongo	40	5	45	720	90	810
Hardap	16	14	30	288	252	540
Karas	16	15	31	288	270	558
Kavango	12	28	40	216	504	720
Khomas	60	3	63	1 080	54	1 134
Kunene	9	20	29	162	360	522
Ohangwena	6	38	44	108	684	792
Omaheke	9	18	27	162	324	486
Omusati	4	42	46	72	756	828
Oshana	21	20	41	378	360	738
Oshikoto	6	35	41	108	630	738
Otjozondjupa	21	17	38	378	306	684

However during the listing process in Erongo and Kunene regions, two PSUs (one in each region) listed less than the required sample households. It was then agreed that in addition to interviewing those existing number of households an additional PSU has to be selected in each region to cover for the loss in sample. As a result the overall planned sample size changed from 9108 to 9123 households in 508 PSUs.

At the field level, 8 524 of 9 108 sampled households were visited and interviewed, resulting in 93 percent coverage. After further data cleaning during the data processing activities some questionnaires had to be discarded since they did not contain any useful information or were blank although the result code indicated that they were completed. As a result, the overall non-response rate increased to 6.6 percent. Regional non-response rates were as follows

Table 1.3: Response rates by region

Region	Expected households	Responding households	Response rate	Non response	Non Response rate
Namibia	9123	8524	93.4	599	6.6
Zambezi	558	533	95.5	25	4.5
Erongo	815	734	90.1	81	9.9
Hardap	540	501	92.8	39	7.2
//Karas	558	522	93.5	36	6.5
Kavango	720	686	95.3	34	4.7
Khomas	1134	1008	88.9	126	11.1
Kunene	532	481	90.4	51	9.6
Ohangwena	792	775	97.9	17	2.1
Omaheke	486	463	95.3	23	4.7
Omusati	828	795	96.0	33	4.0
Oshana	738	703	95.3	35	4.7
Oshikoto	738	689	93.4	49	6.6
Otjozondjupa	684	634	92.7	50	7.3

1.7.2 Sample design and implementation

1.7.2.1 The Master Sample Frame and Stratification

The National Sampling Frame, which is maintained by the NSA, is based on the Enumeration Areas (EAs) of the 2011 Population and Housing Census and the households within the EAs. The frame was revised and updated in July 2011. The revised frame now has 6 104 EAs or PSUs. Each PSU consists of between 40 and 120 households.

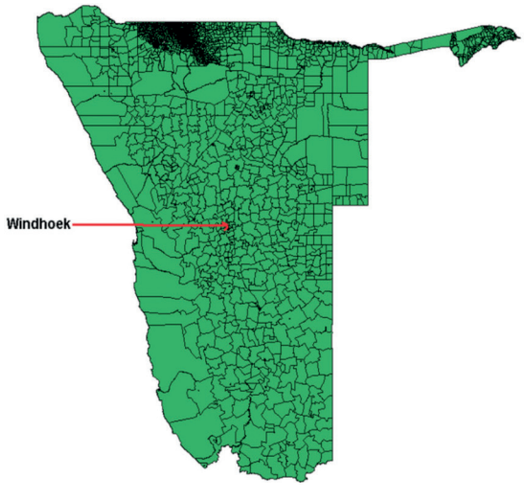


Figure 1.4: The National Sampling Frame

The frame was stratified first by region, and then by urban/rural areas within each region. A probability sample of 506 PSUs was selected proportionately across the regions in the first stage using the probability proportional to size sampling procedure together with systematic sampling.

PSUs in the urban areas were further stratified implicitly into high, middle and low by ordering them according to the levels of living conditions and housing characteristics. In the rural areas proclaimed settlements were stratified implicitly alongside the communal area PSUs and commercial area PSUs to form one list for the rural strata.

Within each region PSUs were selected randomly to achieve the number allocated for that region. For example, Figure 1.5 is an example how the 26 PSUs for the Omaheke region were spread across the region.

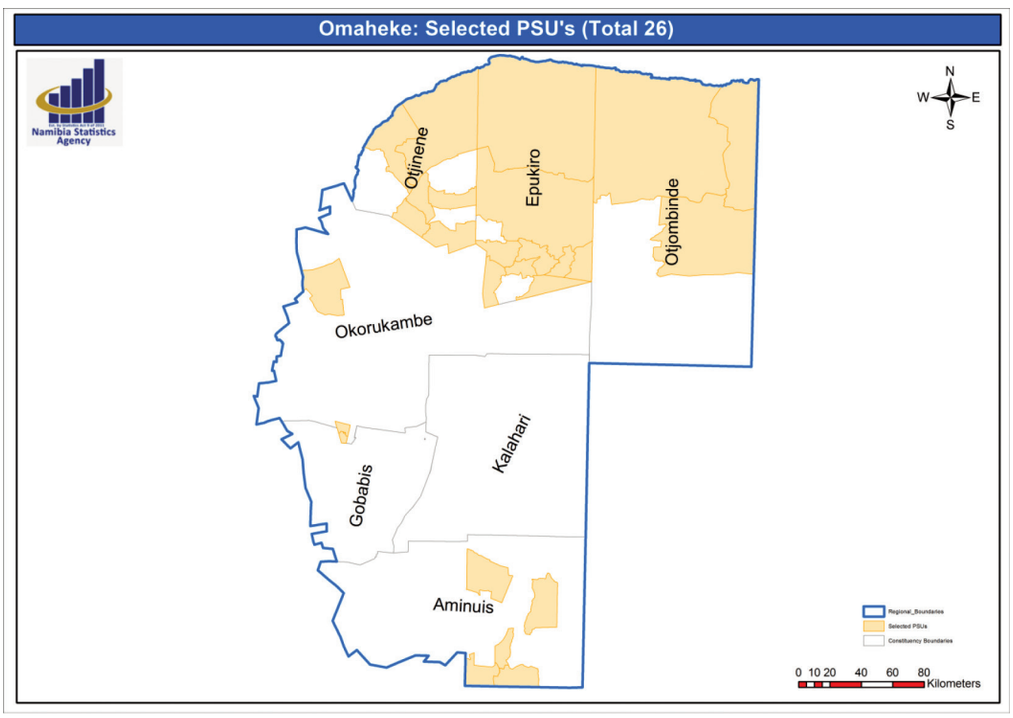


Figure 1.5: Omeheke Region

1.7.2.2 Listing of households using Geographical Information System (GIS)

The second stage of the sampling exercise was the selection of households to be interviewed from each of the selected PSUs. This process began with listing of all the households in each selected PSUs after which 18 households were randomly selected from those listed. The listing of all households in the selected PSUs was accomplished with the aid of GIS shortly before the interviews for the survey began.

Each of the selected PSUs was overlaid with aerial photographs so as to create photomaps. These photomaps proved to be an easy-to-use tool for fieldworkers to locate residential dwelling units, boundaries and other important location features on the ground.

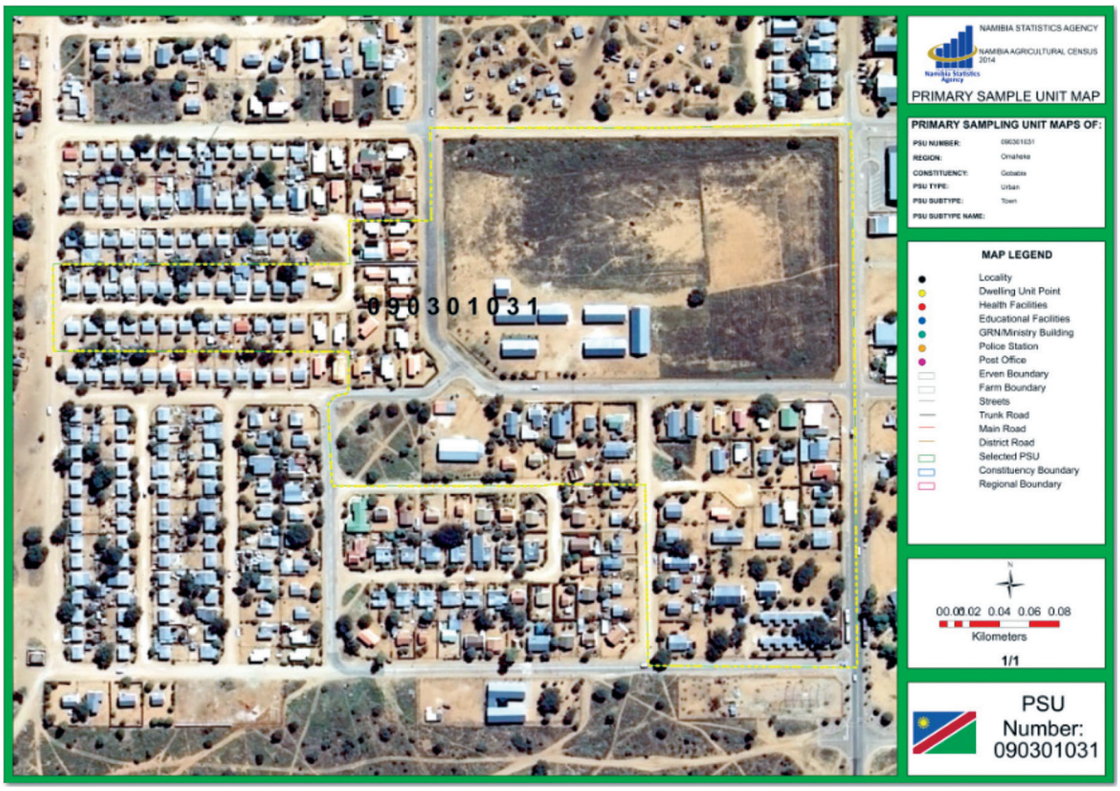


Figure 1.6 Photomap of PSU

The maps created were then printed out and given to enumerators to take along with them to the field. These maps and GPS helped team supervisors and enumerators in determining the exact boundaries of the selected PSUs, and also ensured that households to be included in the survey fell within the boundary of the selected PSUs.

1.7.3. Estimation procedure

Population figures were estimated by raising sample figures using sample weights. Sample weights were calculated based on probabilities of selection at each stage. The first stage weight was calculated using the sample selection information from the sampling frame and the second stage weight was based on sample selection information on the listing form. In the second stage it was found that some households of the selected 18 households in a PSU did not participate in the survey due to refusals, non-contact or non-completion of interview, etc. Such non-responding households were few in number and there was no evidence to suggest that the excluded households were significantly different from the responding ones. Hence it

was assumed that the non-responding households were randomly distributed and the second stage weights were adjusted accordingly. The final sample weight was the product of the first and the second stage weights.

These sample weights were then post-adjusted using the sex, age distribution of the 2011 Population and Housing Census. These post-adjusted weights were then included in the data set to be used by the statistical software during the analysis. Detailed presentation on error estimation is in Annexure A.

1.8 Data Processing and Quality Assurance

Data processing involves transforming data from the hard paper forms to a usable electronic format for data analysis and report writing. The purpose of data processing is to ensure that the information collected from the sampled PSUs and households by enumerators (i.e. the boxes containing completed questionnaires) are physically received, stored and processed. The aim is to produce a clean dataset referenced to the actual sampled geographical area (i.e. sampled regions, PSUs, dwelling units, households).

After the questionnaires were received from the regions, three main processes were performed at the Data Processing Centre of the NSA before information on the questionnaires was made available for further analysis. These processes are

1. Questionnaire receipt
2. Data capture
3. Data validation and editing

1.8.1Questionnaire Receipt

This is the process of receiving the questionnaires from the supervisors in all areas. Upon receipt, the geographic identifications of the book were recorded and registered in the tracking system with either status filled, damaged or blank books. All the books received from the regions were recorded into the tracking system.

The NLFS2013 used questionnaires that were enclosed in a booklet of five questionnaires. Each book was assigned a unique sequential number and each questionnaire was assigned a unique number built with the ISO 7064 Mod check digit scheme to eliminate questionnaire number errors and duplications. All the books were barcoded for tracking purposes and were recorded in the tracking system before dispatching to the field. Therefore, information on dispatching was already available before receipt of materials. This exercise made it easier to reconcile the dispatched and received book at the Data Process Centre.

In addition to registering the books received from the field, questionnaires within the books were manually checked for consistency and completeness of entries and to ensure that each book had valid geo-codes. In the end, all the filled questionnaires with valid geo-codes were entered into a database as a master records file. At this stage, damaged questionnaires were also identified for manual capturing.

All movements of the books were recorded in the tracking system using a barcode reader at each process.

1.8.2 Data Capture

Data capture involves the transformation of data from the hard copies (questionnaires) to an electronic format. The methodology adopted for Labour Force Survey 2013 was the use of scanning technology.
During this phase of the survey a consultant was recruited to work with the Data Process Technical Working Group to develop an in-house application for cleaning the data after it had been scanned using OCR scanning technology. The software ReadSoft was used for capturing data from images (scanning) and process error listing for validation.

The consultant provided technical assistance and developed a web-based application for edit checks. The outcome of the consultancy was an application that checks errors and generates reports for subject staff to use so as to analyse sources of errors and effect corrections. The system checks included:

- Geo-ID checks
- Structural checks
- Consistency edit checks

Questionnaires were scanned using sophisticated scanners built with OCR and OMR capabilities. All the scanned questionnaires were stored as images onto the server. In order to enhance the data quality and control, scanning software was configured for data validation checks and data verification checks were performed before data were transferred to the database. These checks included un-interpreted data values, monotonic data values, and incorrect data values. These errors were corrected through a verification process which involved manual confirmation by an operator. The operator sat in front of the PC and could verify and confirm the scanned data with the data from the questionnaire saved images.

Finally, scanned data were transferred to a designated database for advanced data validation and consistency checks

1.8.3 Data validation and data editing

The main purpose of the advanced data validation process was to ensure that data were clean, correct and useful for analysis. At this stage, the dataset had been transferred to the SQL database server. The developed application helped the subject staff to do further data validations and consistency checks.

The first phase, data validation, included checking against invalid questionnaire numbers, invalid geo-codes, missing data values, incorrect data values, monotonic data values and duplicate questionnaire numbers. All these checks were built into the application as validation rules and data were corrected before the data consistency checks began. All the data values were checked for validity and accuracy before transferring data to the next cleaning phase of logical and consistency checks.

Figure 1.7: NSA subject staff supervising data editing clerk

The second phase was to run consistency checks on the validated records. This process was done to check all records against logical rules to ascertain where edits were necessary. These checks included household-level, education, working hours and employment checks.

In addition, another activity done was to encode the industry and occupation fields based on the Standard Industry Classification (SIC) and Namibia Standard Occupation Classification (NASCO).

When all the errors were corrected based on the editing rules setup and all the inconsistencies had been rectified, a clean relational database was transferred to STATA and SPSS for analysis and tabulation.

1.8.4 Data security and privacy

To maintain data security, all the staffs working on the LFS2013 were given unique usernames and levels of privilege were established on all applications based on the staff role and responsibilities. All the NSA staff also had unique access cards to the data processing floor and no visitors were allowed to enter the place without authorization.

1.8.5 Quality assurance

Data quality assurance is one of the cornerstones of a good statistical data system, and institutions mandated with the responsibility of collecting labour statistics must ensure that the data passes the test before being released to the public and other users of LFS data. In this survey efforts were made during the conduct of the surveys to minimize the under-coverage/ over-coverage and non-response that may affect quality of labour survey estimates.

1.8.5.1 ILO technical support

Training support was given to the NSA by the ILO on how to use labour force data for the production of labour market information and analysis. The training provided technical skills to the NSA staff on how to extract the SADC minimal list indicators from the LFS micro-dataset for the production of national and regional labour market information databases This support took place within ILO supported activities for implementation of SADC Decent Work Programme "Outcome 1.1: Functional SADC Labour Market Information System harmonized and strengthened."

The need for the creation of a SADC Labour Market Information System (LMIS) was approved by the Integrated Committee of Ministers (ICM) in June 2007 and reiterated by the SADC Ministers responsible for Employment and Labour and Social Partners in Maseru in April 2008. The LMIS is one of the key priorities in the SADC Decent Work Programme approved in May 2013.

1.8.5.2 Quality assurance through peer-review

During the last phase of the project an international consultant with expertise in labour force data editing checks and analysis acted as a peer-reviewer and quality controller for the LFS 2013. The purpose of this support was to ensure a high quality dataset that meets high standards and needs of different users, as well as overseeing the technical writing of the basic report. With this technical help from the consultant, the subject staffs were able to do further data cleaning using strict and efficient data editing rules. This eliminated outliers and inconsistencies from the final dataset as much as possible.

1.9 Basic terminologies in labour statistics

A major consideration with labour force surveys is to ensure that the correct terminology is adopted. In order to be able to interpret the results from an LFS, it is essential to be familiar with the concepts used. Here we define several key concepts in labour statistics, as well as some standard survey terms. Some other concepts (such as the informal sector and informal employment) are defined in their respective sections later in this report.

Household
In most countries a household is defined as a group of people who normally live together and eat their meals together. For the LFS 'normally' should mean that the person concerned has lived in the household for at least six of the past 12 months. Thus the members of the household are identified on the basis of their 'usual place of residence'.

A ***private household*** is defined as one or more persons, related or unrelated, who live together in one (or part of one) or more than one dwelling unit and have common catering arrangements. A person who lives alone and caters for himself/herself forms a one-person household.

Total Population
All persons living in Namibia during the reference period.

Reference period
In collecting data on current work activities, all questions relate to a short reference period of a week. This week is taken as comprising the seven days from Monday to Sunday of the calendar week immediately preceding 29th September 2013, the reference night.

Work

A labour force survey collects data about work activities. Work activities should be defined in line with the current ILO standards which in turn are based on the United Nations 1993 System of National Accounts[1]. The 1993 SNA is particularly noteworthy in that it has greatly widened the production boundary for work. These changes have major implications for those engaged in the household sector. For instance, the SNA now includes within its production boundary all production of goods for own use. Therefore activities such as tailoring or making mats for the household, or even collecting water or firewood, now count as economic activity for the purposes of the SNA.

Examples of activities which count as 'work'

Outside the home

Wage job: Workers employed in factories, business enterprises, farms, shops, service undertakings, and other economic units engaged in production of goods and services intended for sale on the market. Also, employees of government and other social and cultural institutions, hotels, restaurants, transport and communication. Politicians who receive remuneration, lawyers, doctors, shopkeepers, farmers.

Any business operated by the person: Managing one's own business or farm even though not Involved in producing the output.

Home-based activities

Agriculture: Growing or gathering field crops, fruits and vegetables, producing eggs, milk and food. Hunting animals and birds, catching fish, crabs and shellfish. Gathering of berries or other uncultivated crops. Burning charcoal.
Milling and other food processing: Threshing and milling grain, making butter, ghee and cheese, slaughtering livestock, curing hides and skins, preserving meat and fish. Making beer and alcohol.
Handicrafts: Collecting thatching and weaving materials, making mats, weaving baskets and mats, making clay pots, weaving cloth, dressmaking and tailoring, making furniture.
Construction and major repairs: Construction of a dwelling, farm buildings, clearing land for construction, construction of a second floor, or the major renovation of a dwelling, private roads, wells and other private facilities.
Fetching water
Collecting firewood: Cutting or collecting firewood.

Based on information in Table 1 in ILO (1990), *Surveys of economically active population, employment, unemployment and underemployment*: *an ILO manual on concepts and methods, Geneva, and Fig. 1 in United Nations (2009), Handbook on measuring the economically active population and related characteristics in population censuses*, Studies in Methods, Series F, No. 102

One group which is of particular interest is those who are engaged in subsistence agriculture. Where some of their output is sold or bartered, the people involve are definitely considered to be employed. But even where their output is consumed entirely by the household itself, the person is still considered as employed, according to the SNA. This is the approach followed in LFS 2013, as in LFS 2012. The only exception is in cases where people collect fuel or water purely for household use, and not for sale. Although the SNA considers these people to be employed, they are not considered as employed in LFS 2013 unless they do some other economic activity.

[1] United Nations, System of National Accounts 1993, New York, 1993.

Economically inactive population: All persons below the age of 15 years of age. In addition, all persons over 15 years of age who are not available for work since they are full-time learners or students, homemakers (people involved only in unpaid household duties), ill, disabled or on early retirement.

Economically active population: All persons within the working age group of 15 years of age and above with the exception of the persons defined above as economically inactive.

Labour force: All persons who constitute the working age group population aged 15 years and above and are economically active. The labour force consists of both employed and unemployed persons.

Labour force participation rate (also referred to as the economic activity rate): The labour force participation rate is the proportion of the economically active population in a given population group, i.e. the number of persons in the labour force given as a percentage of the working age population in that population group.

Employed: All persons within the economically active population or working age group who have worked for at least one hour over the reference period for pay (remuneration), profit or family gain.

Employment rate: The proportion of the working age population that is employed. This indicator tends to be more stable than both the LFPR and unemployment rate. It is therefore seen as a useful indicator of long-term conditions in the labour market.

Unemployed in the strict sense: All persons within the economically active population or working age group who meet the following three criteria:

- being without work
- being available for work
- actively seeking work.

Unemployed in the broad sense: All persons within the economically active population or working age group who meet the following two criteria, irrespective of whether or not they are actively seeking work:

- being without work
- being available for work.

Unemployment rate: Unemployed persons (either in the strict or broad sense) expressed as a percentage of the total number of persons in the labour force.

Age was defined as the number of completed years lived by the respondent, i.e. age at last birthday.

Child dependency ratio is the number of children aged 0 - 14 years divided by the population aged 15 – 64 years, expressed as a percentage.

Aged dependency ratio is the number of persons aged 65 and older divided by the population aged 15 – 64 years, expressed as a percentage.

Overall dependency ratio is the sum of the child dependency ratio and the aged dependency ratio.

Sex ratio is the number of males per 100 females.

Educational attainment is defined as the highest standard, grade or years completed. In the LFS 2013 the educational attainment includes those persons who have completed part or the whole level of education. For instance, primary education includes persons who have completed the last grade or achieved some grades of primary education.

Chapter 2: Demographic characteristics

This chapter provide information on demographic characteristics of the population such as age, sex, marital status and citizenship. These variables are used to describe the demographic profile of the Namibian households and population.

2.1 Households and population2

Table 2.1 shows that Namibia's population is estimated to be 2 127 013 people. Out of this an estimated 1 209 396 people or 56.9 percent live in rural areas. The most populous region is Khomas, followed by Ohangwena. These two regions account for 16.7 percent and 11.6 percent of the total population, respectively.

Table 2.1 Number of households, population and average household size by area and region

Area	Households		Population		
	Number	%	Number	%	Average House Hold size
Namibia	507 428	100	2 127 013	100	4.2
Urban	268 353	52.9	917 617	43.1	3.4
Rural	239 076	47.1	1 209 396	56.9	5.1
Zambezi	24 261	4.8	91 220	4.3	3.8
Erongo	49 536	9.8	156 046	7.3	3.2
Hardap	19 978	3.9	79 598	3.7	4.0
//Karas	22 476	4.4	76 428	3.6	3.4
Kavango	42 519	8.4	223 902	10.5	5.3
Khomas	100 781	19.9	355 492	16.7	3.5
Kunene	19 779	3.9	88 589	4.2	4.5
Ohangwena	46 105	9.1	246 269	11.6	5.3
Omaheke	19 320	3.8	70 320	3.3	3.6
Omusati	48 160	9.5	243 699	11.5	5.1
Oshana	39 037	7.7	172 128	8.1	4.4
Oshikoto	37 728	7.4	183 537	8.6	4.9
Otjozondjupa	37 749	7.4	139 786	6.6	3.7

[2]Population figures reported in the survey reflect weighted estimates. The figures reported may not match up exactly with the 2011 Population and Housing Census, especially when one considers that the census figures include the institutional population which was not included in this survey.

On average, household size in Namibia is 4.2 people. The average household size is smaller in urban areas (3.4 people) than in rural areas (5.1 people). Households in Kavango and Ohangwena regions are largest (5.3 people), while Erongo region has the smallest average household size (3.2 people).

The distribution of the estimated total population by region and area is shown in Table 2.2. The table reveals that less of the male population (48.1) percent lives in urban areas as compared to 51.9 percent of female population. The same pattern can also be observed that less of the male population (47.8) percent lives in rural areas compare to 52.2 percent of the female population.

Table 2.2 Distribution of population by region, sex and area

	Female	Male	Total	Female	Male	Total
				Percentages		
Namibia	**1 107 787**	**1 019 226**	**2 127 013**	**52.1**	**47.9**	**100**
Urban	476 031	441 586	917 617	51.9	48.1	100
Rural	631 757	577 639	1 209 396	52.2	47.8	100
Zambezi	45 555	45 665	91 220	49.9	50.1	100
Erongo	76 086	79 960	156 046	48.8	51.2	100
Hardap	38 983	40 614	79 598	49.0	51.0	100
//Karas	37 931	38 497	76 428	49.6	50.4	100
Kavango	120 375	103 527	223 902	53.8	46.2	100
Khomas	178 796	176 696	355 492	50.3	49.7	100
Kunene	45 505	43 083	88 589	51.4	48.6	100
Ohangwena	133 467	112 802	246 269	54.2	45.8	100
Omaheke	33 813	36 507	70 320	48.1	51.9	100
Omusati	139 226	104 473	243 699	57.1	42.9	100
Oshana	95 243	76 885	172 128	55.3	44.7	100
Oshikoto	95 042	88 495	183 537	51.8	48.2	100
Otjozondjupa	67 764	72 022	139 786	48.5	51.5	100

The breakdown into 5-year age groups is too detailed for the presentation of most age-related tables in this report as the sample size means that disaggregation within each group will be unreliable. Instead, we use the standard breakdown that is shown, for instance, in the Key Indicators of the Labour Market (KILM), publication produced by the ILO3. The KILM report makes extensive use of the following broader age groups: 15-24, 25-34, 35-54, 55-64, and 65+.

In the analysis of the survey results at both national and regional levels the age group of 15-34 is adopted as the definition of "youth". This is in line with the Namibian, SADC and the African Union definition. However, for international comparisons tables showing similar analysis for the age-group 15-24 in line with the United Nations recommendations for the definition of youth are also presented.

[3]ILO, Key indicators of the labour market, Sixth edition, 2009 (available online)

Table 2.3 shows the distribution of the population by sex, area and broad age group. The focus of the LFS report is on the population aged 15 and over, which numbers about 1 384 054

Table 2.3: Population of Namibia by sex, area and broad age group

	Urban			Rural			Both sexes		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Broad age groups									
0 - 14	132 588	129 635	262 223	234 408	246 328	480 736	366 997	375 962	742 959
15 - 24	109 099	95 951	205 050	113 914	112 998	226 913	223 013	208 950	431 963
25 - 34	102 254	89 360	191 614	77 408	66 229	143 637	179 662	155 589	335 251
35 - 54	95 913	97 635	193 548	105 557	84 974	190 531	201 471	182 609	384 080
55 - 64	19 907	16 895	36 802	38 550	25 094	63 644	58 458	41 989	100 446
65 +	13 429	9 012	22 442	55 757	35 371	91 128	69 186	44 384	113 570
Don't kno\	2 840	3 099	5 939	6 162	6 645	12 806	9 002	9 744	18 745
Total	**476 031**	**441 586**	**917 617**	**631 757**	**577 639**	**1 209 396**	**1 107 787**	**1 019 226**	**2 127 013**
15 +	343 443	311 952	655 394	397 348	331 312	728 660	740 791	643 263	1 384 054

Within this broad age-group of 15 years and over, 767 214 people are found in the age-group of 15-34 years, which accounts for 55.4 percent of the population aged 15 years and over.

2.2 Age dependency ratio

Table 2.4 shows the age dependency ratios for Namibia. The dependency ratio is defined as the ratio of children aged 0-4 and persons aged 65 years and older per 100 persons in the aged group 15-64 years old (core working age group). The table indicates that the overall dependency ratio in Namibia is 62.7 percent.

This means that in 2013 there are roughly 63 dependents for every 100 persons in the core working age group or, in other words, that 10 persons in working age have to sustain more than six even young or old persons. The table shows that there has been a decline in the dependency ratio, from 73.4 in 2012 to 62.7.0 in 2013.

Table 2.4 Dependency ratios for 2008, 2012 and 2013

	2008		2012		2013	
	Number	Dependency reatio	Number	Dependency reatio	Number	Dependency reatio
Age group						
0 -14	682 286	71.1	767 557	64.4	742 959	54.4
65 +	102 614	10.7	106 904	9.0	113 570	8.3
Total	**784 900**	**81.8**	**874 461**	**73.4**	**856 529**	**62.7**

2.6 Sources of household income

The household questionnaire includes three questions concerning the source of household income. The first two questions ask households to indicate the main and secondary sources of income of the household.

The following nine codes were available, and the interviewer was expected to choose one item on the list as the main income, with the possibility of a further item on the list as secondary income:

1 = Subsistence farming (crop & animal)
2 = Cash cropping commercial
3 = Animal rearing commercial
4 = Business activities (non-agricultural)
5 = Salaries and/or wages
6 = Old age pension
7 = Pension from employment
8 = Cash remittances
9 = other means of income, specify……

Table 2.5 shows the number and percentages in each region indicating each source of income as their main one. Overall 50.8 percent of all the households reported salaries and wages as their main source of income. A further 19 percent of households reported subsistence agricultural activities as their main income source, 9.5 percent named remittances, and 7 percent named business (non-agriculture) activities. In this table, as in others that follow, an asterisk is shown in the report where the number in a particular cell is below 1 000 and thus too small to be at all reliable.

As one would expect, most households in Erongo, Khomas and //Karas (76.1 percent, 75.4 percent and 74.9 percent respectively) reported wages and salaries as their main source of income.

Table 2.5 Number and percentage of households by income level and region

Region	Main source of household income									
	SubsistenceFarming	CropsCommercial	AnimalsCommercial	BusinessNonAgric	SalariesWages	OldAgePension	PensionEmployment	Remittances	Other	Total
Zambezi	2 776	*	39	3 438	9 986	3 110	78	2 109	1 635	23 172
Erongo		*	93	4 504	37 578	2 719	637	3 418	453	49 402
Hardap	590	*	518	780	12 600	2 646	195	2 156	416	19 901
//Karas	448	*	579	554	16 733	1 525	206	1 522	762	22 329
Kavango	14 342	*	60	3 380	11 945	6 920	188	4 620	1 007	42 462
Khomas	228	639	525	7 317	75 715	3 673	418	9 230	2 709	100 454
Kunene	2 124	45	101	1 685	9 457	2 853	59	2 978	343	19 646
Ohangwena	25 831	386	185	1 927	8 201	5 944	54	3 119	458	46 105
Omaheke	2 405	31	233	1 590	10 632	1 595	349	1 968	470	19 274
Omusati	26 033	*	66	1 999	7 581	7 829	180	4 268	89	48 044
Oshana	7 961	46	204	3 300	16 033	5 157	152	5 637	547	39 037
Oshikoto	12 454	118	236	1 869	13 088	5 321	222	4 028	340	37 677
Otjozondjupa	645	69	191	3 029	27 230	2 814	68	2 911	792	37 749
Total	**95 836**	**1 335**	**3 030**	**35 373**	**256 779**	**52 108**	**2 806**	**47 962**	**10 022**	**505 251**
Region							***Percentages***			
Zambezi	12.0	*	0.2	14.8	43.1	13.4	0.3	9.1	7.1	100.0
Erongo	0.0	*	0.2	9.1	76.1	5.5	1.3	6.9	0.9	100.0
Hardap	3.0	*	2.6	3.9	63.3	13.3	1.0	10.8	2.1	100.0
//Karas	2.0	*	2.6	2.5	74.9	6.8	0.9	6.8	3.4	100.0
Kavango	33.8	*	0.1	8.0	28.1	16.3	0.4	10.9	2.4	100.0
Khomas	0.2	0.6	0.5	7.3	75.4	3.7	0.4	9.2	2.7	100.0
Kunene	10.8	0.2	0.5	8.6	48.1	14.5	0.3	15.2	1.7	100.0
Ohangwena	56.0	0.8	0.4	4.2	17.8	12.9	0.1	6.8	1.0	100.0
Omaheke	12.5	0.2	1.2	8.2	55.2	8.3	1.8	10.2	2.4	100.0
Omusati	54.2	*	0.1	4.2	15.8	16.3	0.4	8.9	0.2	100.0
Oshana	20.4	0.1	0.5	8.5	41.1	13.2	0.4	14.4	1.4	100.0
Oshikoto	33.1	0.3	0.6	5.0	34.7	14.1	0.6	10.7	0.9	100.0
Otjozondjupa	1.7	0.2	0.5	8.0	72.1	7.5	0.2	7.7	2.1	100.0
Total	**19.0**	**0.3**	**0.6**	**7.0**	**50.8**	**10.3**	**0.6**	**9.5**	**2.0**	**100.0**

In contrast, regions like Ohangwena, Omusati, Kavango and Oshikoto, have relatively large proportions households (56.0 percent, 54.2 percent 33.8 percent and 33.1 percent respectively) who stated that they derived their main income from subsistence farming activities.

The third question concerning household income asked the household respondent how much they estimated their household's total disposable income for the past/last month was. Answers to this question were recorded in the form of income bands rather than as specific amounts.

Table 2.6 confirms that households with salaries and wages as the main source of income account for more than half of households in all income bands except the lowest. Households with subsistence farming as the main source account for 28.1 percent of households with incomes of less than N$1 000 dollars and only 1.2 percent of households with incomes of more than N$10 000. Households that depend mainly on business non farming for income account for 10.4 percent of households with incomes of more than N$10 000. Finally, households that depend mainly on the old age pension as well as those who depend mainly on remittances are over-represented in the low income bands.

Table 2.6 Number and percentage of households by income level

	Total Household Income in Namibian Dollars (N$)										
	<1000	1000-2000	2001-3000	3001-4000	4001-5000	5001-6000	6001-7000	7001-8000	8001-9000	9001-10000	>10000
Main Source of Household Income											
SubsistenceFarming	79 395	10 145	2 525	970	361	234	228	142	93	191	224
CropsCommercial	832	266	*	*	56	*	*	31	69	46	35
AnimalsCommercial	1 121	146	176	286	336	147	66	118	14	60	492
BusinessNonAgric	19 907	6 316	2 203	1 144	1 863	1 047	323	71	150	184	2 011
SalariesWages	95 073	60 334	27 657	17 047	12 703	8 418	5 459	4 867	3 812	3 538	15 893
OldAgePension	40 693	7 813	1 282	445	151	523	461	200	*	*	311
PensionEmployment	981	980	52	282	22	298	54	*	46	*	55
Remittances	36 764	6 799	1 863	955	487	388	*	134	*	*	195
Other	8 058	915	443	113	111	*	*	*	*	*	68
Total	**282 823**	**93 713**	**36 200**	**21 241**	**16 090**	**11 054**	**6 590**	**5 563**	**4 183**	**4 020**	**19 283**
Main Source of Household Income									***Percentages***		
SubsistenceFarming	28.1	10.8	7.0	4.6	2.2	2.1	3.5	2.6	2.2	4.8	1.2
CropsCommercial	0.3	0.3	*	*	0.4	*	*	0.6	1.6	1.1	0.2
AnimalsCommercial	0.4	0.2	0.5	1.3	2.1	1.3	1.0	2.1	0.3	1.5	2.6
BusinessNonAgric	7.0	6.7	6.1	5.4	11.6	9.5	4.9	1.3	3.6	4.6	10.4
SalariesWages	33.6	64.4	76.4	80.3	78.9	76.2	82.8	87.5	91.1	88.0	82.4
OldAgePension	14.4	8.3	3.5	2.1	0.9	4.7	7.0	3.6	*	*	1.6
PensionEmployment	0.3	1.0	0.1	1.3	0.1	2.7	0.8	*	1.1	*	0.3
Remittances	13.0	7.3	5.1	4.5	3.0	3.5	*	2.4	*	*	1.0
Other	2.8	1.0	1.2	0.5	0.7	*	*	*	*	*	0.4
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

2.8 Households employing domestic workers

There were two questions concerning domestic workers in the household sections of the questionnaire. The first one asked if in the last month the household employed a domestic worker(s) or anybody to help with domestic chores such as cleaning, washing, gardening, driving, security etc. The second question asked how many live-in and live-out workers were employed. Responses to the first question are presented in table 2.7 and 2.8.

Table 2.7 indicates that Khomas region has the highest number and percentage of households that employ domestic workers, with 15.6 percent of households in this region employing a domestic worker. In Erongo and Omaheke 12.7 and 12.0 percent respectively of households employ domestic workers. The region with the lowest percentage of households employing domestic workers is Zambezi, where only 4.2 percent of household employ domestic workers.

Table 2.7 Number and percentages of households employing domestic workers by region

	Total no of HH	Employs Domestic Worker	Employs Domestic Workers
Region			***Percentage***
Zambezi	24 220	1 008	4.2
Erongo	49 483	6 284	12.7
Hardap	19 978	1 590	8.0
//Karas	22 476	1 060	4.7
Kavango	42 519	2 877	6.8
Khomas	100 781	15 682	15.6
Kunene	19 687	1 454	7.4
Ohangwena	46 105	2 447	5.3
Omaheke	19 283	2 317	12.0
Omusati	48 091	3 874	8.1
Oshana	39 037	2 445	6.3
Oshikoto	37 728	2 802	7.4
Otjozondjupa	37 749	2 968	7.9
Total	**507 138**	**46 809**	**9.2**

Table 2.8 indicates that the likelihood that a household employs a domestic worker tends to increase with household income. Thus almost half (49.2) percent of households with income of N$10 000 or more employ a domestic worker, as compared to 3.1 percent of households with income of less than N$ 1 000.

Table 2.8 Number of and percentages of households employing domestic workers by income level

	Employs Domestic Worker	Total No of HH	Employs Domestic Worker
Total Household Income (N$)			
<1000	8 767	284 337	3.1
1000-2000	6 260	93 917	6.7
2001-3000	4 665	36 150	12.9
3001-4000	3 556	21 241	16.7
4001-5000	4 448	16 090	27.6
5001-6000	3 052	11 054	27.6
6001-7000	1 948	6 590	29.6
7001-8000	1 935	5 563	34.8
8001-9000	975	4 183	23.3
9001-10000	1 426	4 020	35.5
>10000	9 510	19 344	49.2
Total	**46 543**	**502 489**	**9.3**

Chapter 3: Labour Force and Inactive Population

In the labour force framework the population is divided into two major groups: active and inactive. The active population or labour force is further divided into the employed and the unemployed.

3.1 Labour force

A person's current activity status is a key concept in labour force surveys. A person is classified into one of three statuses: employed, unemployed, and inactive, on the basis of their activities over the past seven days. The employed and the unemployed persons aged 15 years and over together constitute the country's labour force.

The measure is affected by how unemployment is defined. Namibia generally uses the broad definition of employment which requires that the person was available for work in the preceding seven days, but does not require that the person actively sought work. This broad measure is considered appropriate in a developing country where there are limited formal avenues through which people can look for work. The strict definition of unemployment requires that the person was available for work and also took active steps to find work. The strict definition is used at some places in this report so as to allow comparison with other countries, but the broad definition is regarded as the standard national measure.

Table 3.1 below shows the numbers in the labour force, by sex, locality and five-year age group. Among those aged 15 and over, there are 980 781 people in the labour force. This shows a net increase of 112 513 when compared to the figure of 868 268 in 2012. This increase occurred mainly among female labour force participants who numbered 515 277 as compared to 440 562 in 2012 or an increase of 74 715. The number of male labour force participants also increased to 465 504 from 427 706 people in 2012 or an increase of 37 798.

Table 3.1 Number in the labour force, by sex, age group, and area (broad)

	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Age group									
15-19	10 315	8 120	18 435	11 430	13 220	24 650	21 745	21 340	43 085
20-24	46 402	39 825	86 227	36 194	32 219	68 413	82 596	72 044	154 640
25-29	50 258	43 665	93 923	35 553	30 695	66 248	85 811	74 360	160 171
30-34	42 991	40 278	83 269	33 446	29 666	63 112	76 437	69 944	146 380
35-39	31 408	35 350	66 758	26 861	24 467	51 328	58 269	59 817	118 086
40-44	25 492	27 140	52 632	24 469	23 393	47 862	49 961	50 532	100 494
45-49	16 867	17 605	34 471	22 599	15 840	38 439	39 466	33 445	72 911
50-54	11 794	12 394	24 187	18 435	13 658	32 093	30 228	26 051	56 280
55-59	8 585	8 521	17 106	16 666	10 496	27 162	25 251	19 017	44 268
60-64	2 554	3 307	5 862	10 459	9 135	19 594	13 014	12 442	25 456
65+	2 270	3 314	5 584	24 694	17 565	42 259	26 964	20 879	47 843
Unknown	2 102	2 450	4 552	3 433	3 183	6 616	5 535	5 633	11 167
Namibia	**251 038**	**241 968**	**493 006**	**264 239**	**223 536**	**487 775**	**515 277**	**465 504**	**980 781**
Age group						***Percentages***			
15-19	4.1	3.4	3.7	4.3	5.9	5.1	4.2	4.6	4.4
20-24	18.5	16.5	17.5	13.7	14.4	14.0	16.0	15.5	15.8
25-29	20.0	18.0	19.1	13.5	13.7	13.6	16.7	16.0	16.3
30-34	17.1	16.6	16.9	12.7	13.3	12.9	14.8	15.0	14.9
35-39	12.5	14.6	13.5	10.2	10.9	10.5	11.3	12.8	12.0
40-44	10.2	11.2	10.7	9.3	10.5	9.8	9.7	10.9	10.2
45-49	6.7	7.3	7.0	8.6	7.1	7.9	7.7	7.2	7.4
50-54	4.7	5.1	4.9	7.0	6.1	6.6	5.9	5.6	5.7
55-59	3.4	3.5	3.5	6.3	4.7	5.6	4.9	4.1	4.5
60-64	1.0	1.4	1.2	4.0	4.1	4.0	2.5	2.7	2.6
65+	0.9	1.4	1.1	9.3	7.9	8.7	5.2	4.5	4.9
Unknown	0.8	1.0	0.9	1.3	1.4	1.4	1.1	1.2	1.1
Namibia	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

In terms of their location, 493 006 people in the labour force are found in the urban areas, while the remaining 487 775 people in the labour force live in rural areas. In urban areas, 251 038of the labour force are female and 241 968 of the labour force are male as shown in Table 3.2. In the rural areas, the number of females in the labour force is 264 239 persons, and for males it is 223 536 persons.

Table 3.2: Comparison of the labour force by sex, urban and rural 2012-2014

Year	Total	Urban			Rural		
		Female	Male	Total	Female	Male	Total
2013	980 781	251 038	241 968	493 006	264 239	223 536	487 775
2012	868 268	241 771	253 177	494 948	198 791	174 529	373 320
Change	**112 513**	**9 267**	**-11 209**	**-1 942**	**65 448**	**49 007**	**114 455**

Most of the increase in the labour force between 2012 and 2013 occurred in the rural areas while urban areas experience a decline for males.

3.2 Labour Force Participation Rate

The labour force participation rate is the proportion of the economically active population in a given population group, i.e. the number of persons in the labour force given as a percentage of the working age population in that population group. The national Labour Force Participation Rate (LFPR) is 70.9 percent as compared to 66.0% in 2012.

Table 3.3 shows the labour force numbers for by five-year age groupings for urban and rural areas. As one would expect, the youngest group, those aged 15 to 19 years, have LFPR of 21.9 percent and 19.0 respectively since people in that age group are mostly still at school and not economically active as yet.

Table 3.3: Labour force participation by age group and area

	Urban			Rural			Total		
Age group	Labour force	Working age	LFPR %	Labour force	Working age	LFPR %	Labour force	Working age	LFPR %
15-19	18 435	84 139	21.9	24 650	129 889	19.0	43 085	214 029	20.1
20-24	86 227	120 911	71.3	68 413	97 023	70.5	154 640	217 934	71.0
25-29	93 923	103 059	91.1	66 248	74 798	88.6	160 171	177 857	90.1
30-34	83 269	88 555	94.0	63 112	68 839	91.7	146 380	157 393	93.0
35-39	66 758	70 718	94.4	51 328	56 642	90.6	118 086	127 360	92.7
40-44	52 632	55 215	95.3	47 862	52 572	91.0	100 494	107 787	93.2
45-49	34 471	37 997	90.7	38 439	43 634	88.1	72 911	81 630	89.3
50-54	24 187	29 618	81.7	32 093	37 683	85.2	56 280	67 302	83.6
55-59	17 106	22 155	77.2	27 162	32 893	82.6	44 268	55 048	80.4
60-64	5 862	14 647	40.0	19 594	30 752	63.7	25 456	45 399	56.1
65+	5 584	22 442	24.9	42 259	91 128	46.4	47 843	113 570	42.1
Unknown	4 552	5 939	76.6	6 616	12 806	51.7	11 167	18 745	59.6
Namibia	**493 006**	**655 394**	**75.2**	**487 775**	**728 660**	**66.9**	**980 781**	**1 384 054**	**70.9**

The above table also shows that LFPR is lower in rural areas with 66.9 percent than in urban areas with 75.2 percent. Also it is lower for age groups in rural areas compared with similar age groups in the urban areas.

The Figures 3.1, 3.2 and 3.3 show the corresponding labour force participation rates (LFPR) by age group in graphical form for the country as a whole, urban and rural areas. The three graphs show similar trends for males and females for all age groups where male LFPR is generally higher than that of female with a relatively bigger gap at the end of the tail. In all instances the graphs indicate that labour force participation increases with age from age 15 years, peaks in the age group of 35-39 years and begins to taper from the age group of 45-49 years.

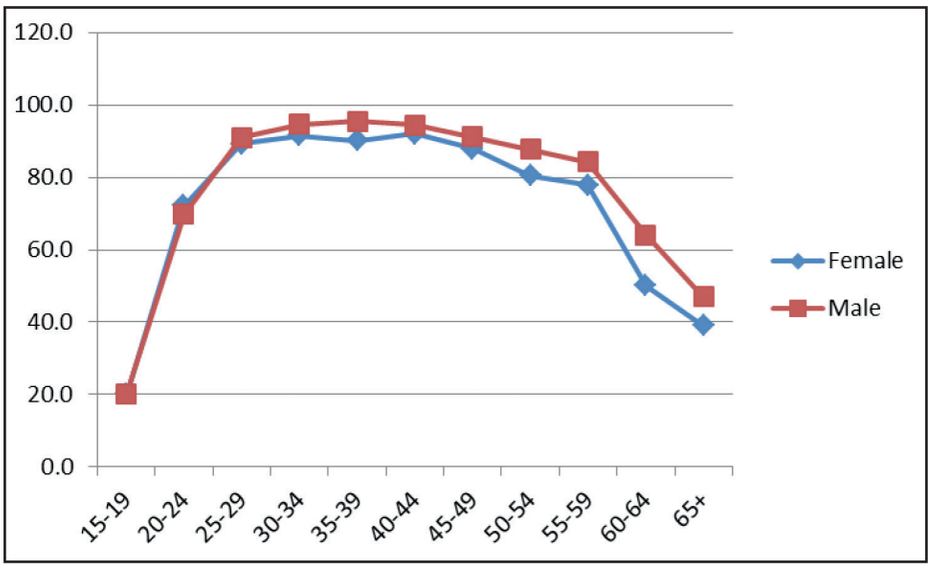


Figure 3.1: Labour force participation rates, by age and sex, Namibia

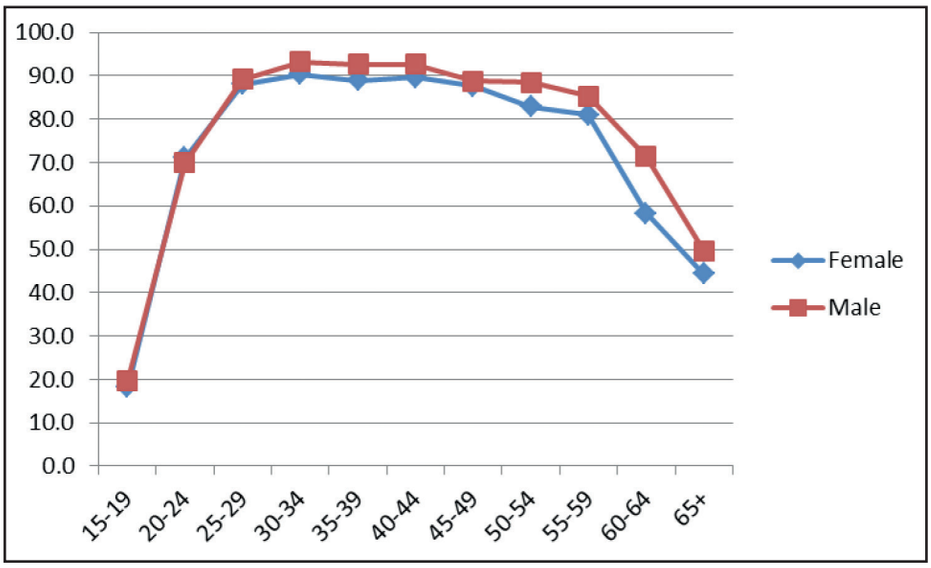


Figure 3.2: Labour force participation rates, by age and sex, rural areas

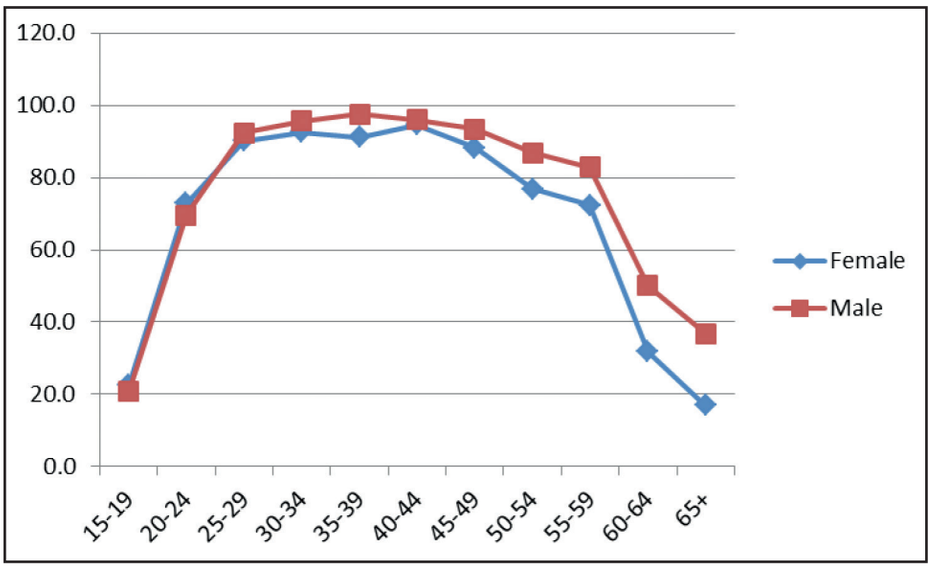


Figure 3.3: Labour force participation rates, by age and sex, urban areas

Table 3.4 presents broad labour force participation rates by region and sex. The LFPR is higher in Omaheke, Erongo and Khomas than in other regions. Omaheke, Oshana, , Khomas, Erongo and Kunene record female LFPR above 70 percent while other regions record lower rates. For males, Ohangwena and Omusati reported the lowest rates of 53.9 and 60.0 percent respectively lower even than the rates for females in these regions.

Table 3.4:Labour force participation rates by region and sex (broad)

	Female			Male			Both sexes		
Region	Labour force	Working Age	LFPR %	Labour force	Working Age	LFPR %	Labour force	Working Age	LFPR %
Namibia	**515 277**	**740 791**	**69.6**	**465 504**	**643 263**	**72.4**	**980 781**	**1 384 054**	**70.9**
Urban	251 038	343 443	73.1	241 968	311 952	77.6	493 006	655 394	75.2
Rural	264 239	397 348	66.5	223 536	331 312	67.5	487 775	728 660	66.9
Zambezi	19 910	29 476	67.5	18 484	27 319	67.7	38 394	56 795	67.6
Erongo	39 948	55 244	72.3	46 956	58 140	80.8	86 904	113 384	76.6
Hardap	17 159	25 495	67.3	20 710	26 554	78.0	37 869	52 049	72.8
//Karas	19 271	28 952	66.6	23 517	28 553	82.4	42 788	57 506	74.4
Kavango	50 136	75 198	66.7	37 263	55 858	66.7	87 399	131 056	66.7
Khomas	99 357	134 534	73.9	103 330	131 826	78.4	202 687	266 360	76.1
Kunene	21 476	29 346	73.2	20 789	26 968	77.1	42 265	56 315	75.1
Ohangwena	54 531	82 234	66.3	31 009	57 523	53.9	85 540	139 757	61.2
Omaheke	17 862	23 818	75.0	20 993	24 690	85.0	38 855	48 508	80.1
Omusati	59 062	85 507	69.1	32 650	54 205	60.2	91 712	139 712	65.6
Oshana	47 580	65 918	72.2	36 514	49 651	73.5	84 094	115 569	72.8
Oshikoto	38 792	60 823	63.8	33 735	52 725	64.0	72 527	113 548	63.9
Otjozondjupa	30 193	44 247	68.2	39 554	49 250	80.3	69 747	93 498	74.6

Figure 3.4 shows the distribution of the labour force and total population 15 years and over by sex and region. Overall male LFPR is higher than female. The rate is higher for males (72.4) percent than for females (69.6) percent following a similar pattern to that in the LFS 2012. The rates are higher in urban as opposed to rural areas.

For the Zambezi, Kavango, Kunene and Oshikoto regions female and male labour force participation rates are more or less the same. Other regions show males having higher LFPR with the exception of Ohangwena and Omusati where female LFPR exceeds that of males.

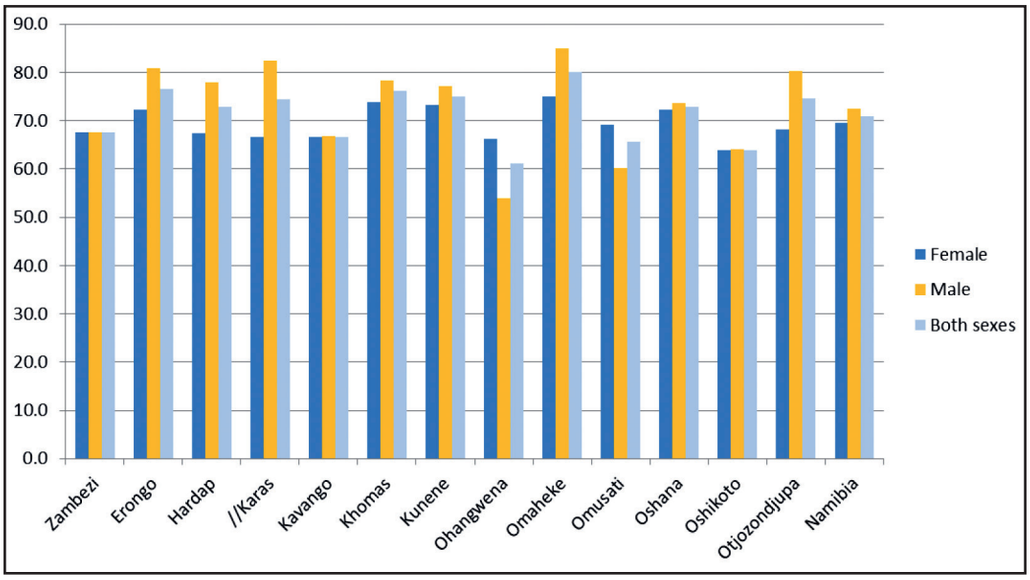


Figure 3.4: Labour force participation rate by region and sex

3.3 Strict Labour Force Participation Rates

The overall strict LFPR is 9 percentage points, lower than the broad LFPR. For females the strict rate is 10.6 percentage points lower than the broad rate, while for males the difference is 7.8 percentage points.

Table 3.5 Labour force participation rates by sex and region (strict)

	Female			Male			Both sexes		
Region	Labour force	Working Age	LFPR %	Labour force	Working Age	LFPR %	Labour force	Working Age	LFPR %
Namibia	433 447	740 791	58.5	417 913	643 263	65.0	851 360	1 384 054	61.5
Urban	221 584	343 443	64.5	226 039	311 952	72.5	447 624	655 394	68.3
Rural	211 863	397 348	53.3	191 874	331 312	57.9	403 736	728 660	55.4
Zambezi	16 025	29 476	54.4	16 983	27 319	62.2	33 008	56 795	58.1
Erongo	35 710	55 244	64.6	45 472	58 140	78.2	81 182	113 384	71.6
Hardap	13 601	25 495	53.3	19 235	26 554	72.4	32 837	52 049	63.1
//Karas	17 667	28 952	61.0	22 745	28 553	79.7	40 412	57 506	70.3
Kavango	42 263	75 198	56.2	32 192	55 858	57.6	74 455	131 056	56.8
Khomas	87 726	134 534	65.2	96 134	131 826	72.9	183 860	266 360	69.0
Kunene	14 107	29 346	48.1	17 527	26 968	65.0	31 634	56 315	56.2
Ohangwena	47 035	82 234	57.2	24 796	57 523	43.1	71 830	139 757	51.4
Omaheke	14 113	23 818	59.3	19 058	24 690	77.2	33 171	48 508	68.4
Omusati	50 232	85 507	58.7	25 277	54 205	46.6	75 509	139 712	54.0
Oshana	41 083	65 918	62.3	33 218	49 651	66.9	74 301	115 569	64.3
Oshikoto	29 202	60 823	48.0	27 927	52 725	53.0	57 129	113 548	50.3
Otjozondjupa	24 683	44 247	55.8	37 349	49 250	75.8	62 032	93 498	66.3

3.4 In active Population

The inactive population – often referred to as the not economically active – is composed of persons who were not available to take up any form of employment due to various reasons. Some of the reasons could be age limitation (both too young and too old); family or social commitments such as tending to the young, sick and otherwise vulnerable; study; health; inability due to physical or mental challenges; and other guaranteed sources of income.

Throughout this section the inactive population is derived using the broad definition of unemployment i.e. excluding discouraged work seekers.

Table 3.6 shows that females account for the majority of the inactive, with 55.9 percent of the total. Across regions females are more likely than men to be inactive.

Table 3.6 Inactive population by region, sex and area

	Female		Male		Total	
Region	Number	%	Number	%	Number	%
Namibia	**225 514**	55.9	**177 759**	44.1	**403 273**	100
Urban	92 405	56.9	69 984	43.1	162 388	100
Rural	133 109	55.3	107 776	44.7	240 885	100
Zambezi	9 566	52.0	8 835	48.0	18 401	100
Erongo	15 296	57.8	11 183	42.2	26 480	100
Hardap	8 336	58.8	5 844	41.2	14 180	100
//Karas	9 681	65.8	5 036	34.2	14 717	100
Kavango	25 061	57.4	18 595	42.6	43 656	100
Khomas	35 177	55.2	28 496	44.8	63 673	100
Kunene	7 870	56.0	6 180	44.0	14 050	100
Ohangwena	27 702	51.1	26 514	48.9	54 216	100
Omaheke	5 956	61.7	3 697	38.3	9 653	100
Omusati	26 445	55.1	21 555	44.9	48 000	100
Oshana	18 338	58.3	13 137	41.7	31 475	100
Oshikoto	22 031	53.7	18 990	46.3	41 021	100
Otjozondjupa	14 054	59.2	9 696	40.8	23 750	100

Table 3.7 shows that the youngest age group of those between 15 and 19 years accounts for almost half of the total inactive population (42.4) percent. The number is over half of all inactive persons when the 20 to 24 year age group is added. This is to be expected as this is the school going age. The other important group is those aged 65 years and over who accounts for 16.3 percent of the inactive population. This group has exited the labour force as they have reached their pensionable age or are no longer willing or able to work due to various reasons, including ill health, physical deterioration, etc.

In both urban and rural areas, females account for more than 50 percent of all inactive persons.

Table 3.7 Inactive population by age group, sex and area

	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Age group									
15-19	35 158	30 546	65 704	51 577	53 662	105 240	86 735	84 208	170 944
20-24	17 224	17 460	34 684	14 713	13 897	28 610	31 937	31 358	63 294
25-29	5 541	3 595	9 136	4 835	3 714	8 550	10 376	7 310	17 686
30-34	3 464	1 822	5 286	3 573	2 154	5 727	7 038	3 976	11 013
35-39	3 074	886	3 960	3 354	1 960	5 314	6 428	2 847	9 274
40-44	1 460	1 123	2 583	2 846	1 865	4 710	4 306	2 987	7 293
45-49	2 267	1 258	3 525	3 195	1 999	5 194	5 463	3 257	8 720
50-54	3 552	1 879	5 431	3 798	1 793	5 591	7 350	3 672	11 022
55-59	3 278	1 770	5 049	3 931	1 799	5 730	7 209	3 570	10 779
60-64	5 490	3 296	8 785	7 493	3 664	11 157	12 983	6 960	19 942
65+	11 159	5 698	16 858	31 063	17 806	48 870	42 222	23 505	65 727
Total	**92 405**	**69 984**	**162 388**	**133 109**	**107 776**	**240 885**	**225 514**	**177 759**	**403 273**
Age group						***Percentages***			
15-19	38.0	43.6	40.5	38.7	49.8	43.7	38.5	47.4	42.4
20-24	18.6	24.9	21.4	11.1	12.9	11.9	14.2	17.6	15.7
25-29	6.0	5.1	5.6	3.6	3.4	3.5	4.6	4.1	4.4
30-34	3.7	2.6	3.3	2.7	2.0	2.4	3.1	2.2	2.7
35-39	3.3	1.3	2.4	2.5	1.8	2.2	2.9	1.6	2.3
40-44	1.6	1.6	1.6	2.1	1.7	2.0	1.9	1.7	1.8
45-49	2.5	1.8	2.2	2.4	1.9	2.2	2.4	1.8	2.2
50-54	3.8	2.7	3.3	2.9	1.7	2.3	3.3	2.1	2.7
55-59	3.5	2.5	3.1	3.0	1.7	2.4	3.2	2.0	2.7
60-64	5.9	4.7	5.4	5.6	3.4	4.6	5.8	3.9	4.9
65+	12.1	8.1	10.4	23.3	16.5	20.3	18.7	13.2	16.3
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Table 3.8 provides the main reasons why people are inactive. It reveals students as accounting for more than half of all inactive people (55.6 percent). It shows that across both urban and rural areas females are more likely than men to report that they are inactive on account of homemaking and old age.

Table 3.8 Inactive population by sex, area and reason for inactivity

	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Reason for inactive									
Retired	1 871	1 212	3 082		1 010	1 919	2 780	2 222	5 001
OldAge	16 363	8 797	25 160	36 201	20 169	56 369	52 564	28 965	81 529
Ill/Disabled	6 918	5 956	12 873	11 932	11 846	23 778	18 850	17 801	36 651
Homemaker	13 879	4 250	18 129	19 986	5 524	25 510	33 865	9 774	43 638
Student	48 880	46 828	95 708	59 896	65 041	124 937	108 776	111 869	220 645
Income Recipient	*	*	1 075	1 009	*	1 806	1 608	1 273	2 881
Other	2 292	1 356	3 648	1 433	1 108	2 540	3 724	2 464	6 189
Total	**90 801**	**68 875**	**159 676**	**131 365**	**105 493**	**236 858**	**222 166**	**174 368**	**396 535**
Reason for inactive					***Percentages***				
Retired	2.1	1.8	1.9	*	1.0	0.8	1.3	1.3	1.3
OldAge	18.0	12.8	15.8	27.6	19.1	23.8	23.7	16.6	20.6
Ill/Disabled	7.6	8.6	8.1	9.1	11.2	10.0	8.5	10.2	9.2
Homemaker	15.3	6.2	11.4	15.2	5.2	10.8	15.2	5.6	11.0
Student	53.8	68.0	59.9	45.6	61.7	52.7	49.0	64.2	55.6
Income Recipient	*	*	0.7	0.8	*	0.8	0.7	0.7	0.7
Other	2.5	2.0	2.3	1.1	1.1	1.1	1.7	1.4	1.6
Total	100	100	100	100	100	100	100	100	100

As shown in Figure 3.6, students account for 55.6 percent of all inactive people followed by the old age category at 20.6 percent. Income recipients account for less than one percentage point of all inactive persons. These are persons who derive their income from sources such as investment, passive income from other businesses like royalties, etc.

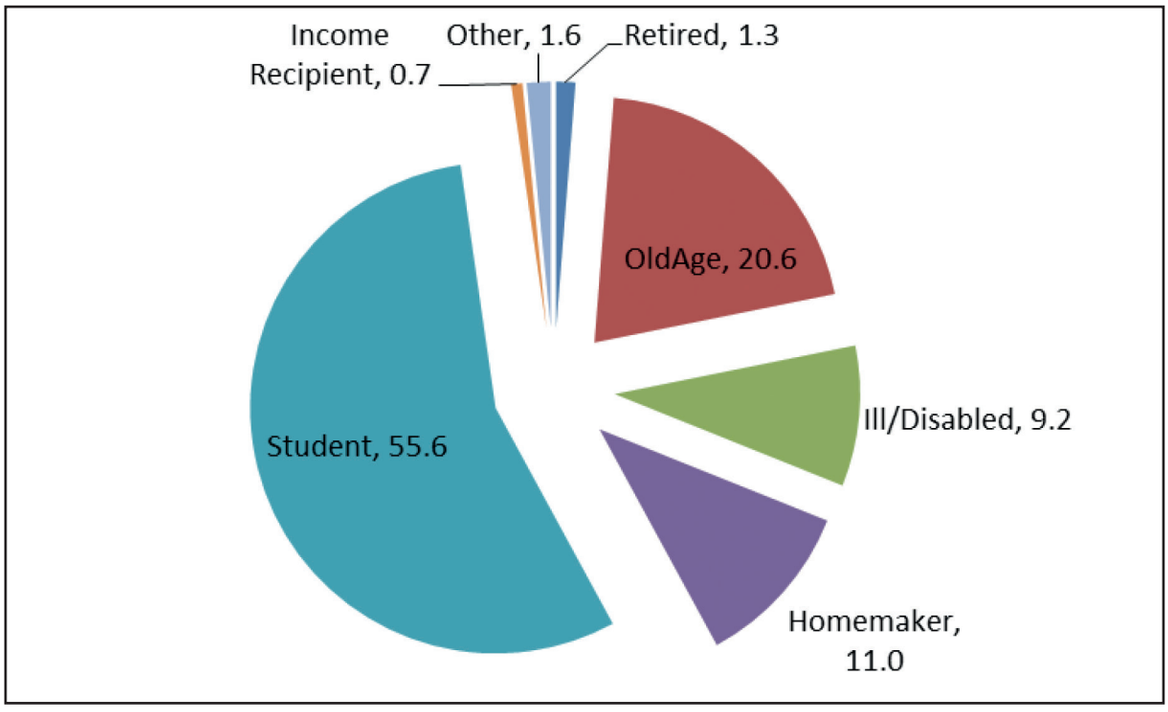
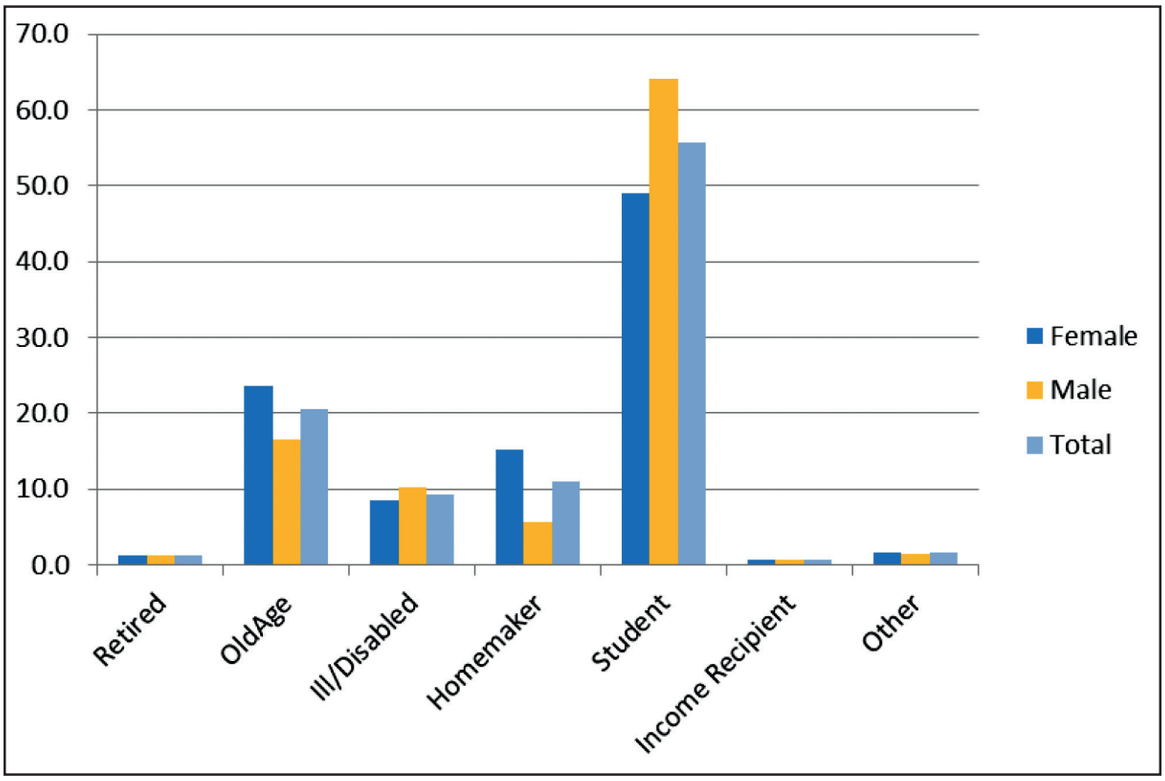


Figure 3.6 Inactive populations by reason for inactivity

Figure 3.7 below shows that male students outnumber females among the inactive population. As already seen in the earlier table, females outnumber males in the categories of old age and homemakers. Although retirement is not necessarily equivalent to old age, some of the retired persons reported, with more pobing during interviews, could have been classifed in the old age category.

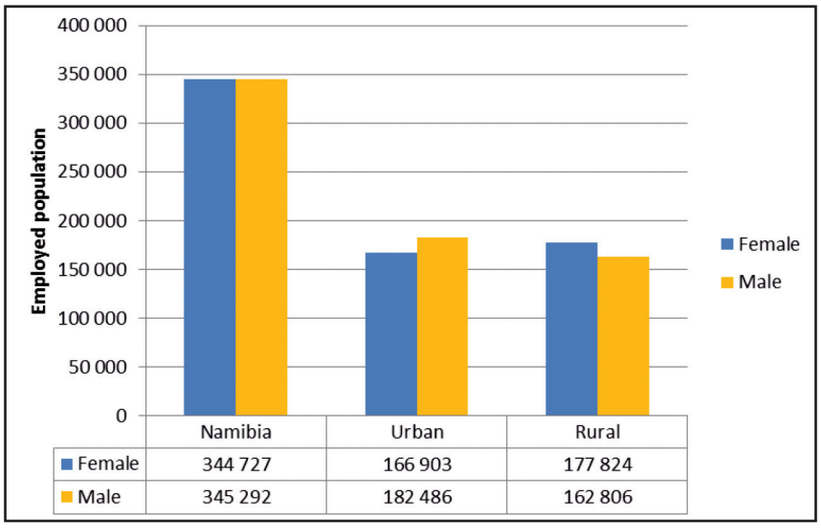
Figure 3.7 Inactive population by sex and reason for inactivity



Inactive population by region, sex and urban and rural, passive income from other businesses, etc.ion, etcf inactive populatio

Chapter 4: Employment

In this chapter we describe the characteristics of the employed population, covering topics such as their level of education, the occupations in which they are engaged, and their conditions of work. Figure 4.1 shows that total number of the employed population is 690 019 persons, of whom 344 727 are female, and the remaining 345 292 are male. Men in employment therefore slightly outnumber women in employment nationally, but in particular in urban areas where employment opportunities are more available than in rural areas.



	Namibia	Urban	Rural
Female	344 727	166 903	177 824
Male	345 292	182 486	162 806

Figure 4.1: Distribution of employment by sex, urban and rural

Although there is an increase in overall employment for the country in both urban and rural areas, there was a decline in the number of males employed in 2013 in both urban areas as shown in Figure 4.2 below.

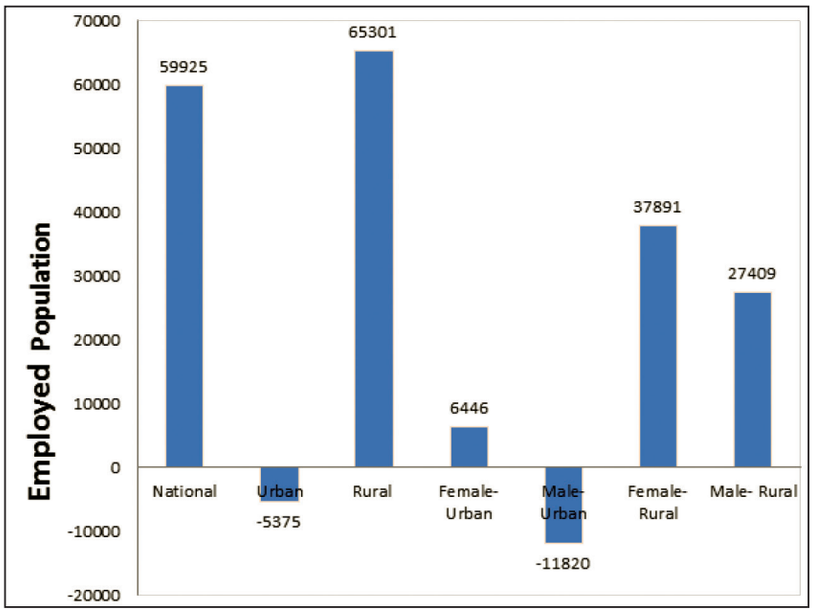


Figure 4.2: Changes in employment from 2012 to 2013 by sex and area

4.1 Education levels of the employed population

Table 4.1 provides information on the educational levels of the employed population. The majority of the employed population (89.1percent) has no education or relatively low level educational qualifications. The employed population with no formal education is 90 933 constituting about 13.2 percent, and a further 23.7 percent, 31.5 percent, and 20.7 percent of employed persons completed only primary, junior secondary, and senior secondary education respectively. Only 6 831 employed persons have certificate and diplomas4 in various fields.

At the higher levels, some 50,430 employed persons have completed a course at a university or polytechnic, and only 7 101 of the employed population have postgraduate diplomas and degrees such as Masters and PhDs.

Table 4.1 Employed persons by sex and level of education

Highest level of education completed	Employed population	
	Number	%
None	90 933	13.2
Primary	163 427	23.7
Junior secondary	217 176	31.5
Senior secondary	142 770	20.7
Certificate/Diploma	6 831	1.0
University	50 430	7.3
Post graduate	7 101	1.0
Teacher training	6 664	1.0
Don'tknow	4 687	0.7
Total	**690 019**	**100**

4.2 Employment to population ratio (EPR)

The employment-to-population ratio (shown in Table 4.2), or absorption rate, is a useful indicator for examining the level of employment of persons with different levels of education. The employment-to-population ratio is calculated as the percentage of all persons in each category of interest that is employed. For Namibia as a whole 49.9 percent of the population aged 15 and over is employable.

Males have a higher absorption rate of 53.7 percent than females whose employment rate if 46.7 percent. People having teacher's training qualifications have the highest absorption rate of 88.1 percent. This is slightly higher than for people with postgraduate, university, and certificates and diplomas at 86.0 percent, 73.6 percent and 65.8 percent respectively. Persons with the lowest absorption rates are those having primary, no formal education, and junior secondary with absorption rates of 47..5 percent, 47.5 percent and 45.2 percent respectively.

[4]The questionnaire does not distinguish between persons having diplomas from Vocational Education Technical (VET) and Vocational Educational Commercial (VEC). It is recommended therefore that a more detail skills survey should be conducted in this regard.

Table 4.2 Employment to population ratio (EPR), by sex, area and level of completed education

Highest level of education completed	Urban			Rural					
	Female	Male	Total	Female	Male	Total	Female	Male	Total
None	32.3	52.6	42.3	43.1	56.3	49.2	40.5	55.3	47.5
Primary	36.5	51.2	44.1	44.6	44.8	44.7	42.4	46.8	44.6
Junior secondary	44.2	54.4	48.8	40.4	42.6	41.4	42.3	48.8	45.2
Senior secondary	57.2	63.9	60.4	52.4	60.4	56.1	55.9	63.0	59.3
Certificate/Diploma	66.9	67.2	67.1	59.0	59.1	59.0	65.5	66.1	65.8
University	69.7	72.5	71.1	85.4	85.0	85.2	72.4	74.9	73.6
Post graduate	85.9	85.7	85.8	88.8	84.2	86.7	86.7	85.4	86.0
Teacher training	78.7	85.7	82.0	92.1	90.7	91.6	87.8	88.6	88.1
Don'tknow	36.9	52.3	46.0	48.7	53.9	51.4	46.4	53.5	50.2
Total	48.6	58.5	53.3	44.8	49.1	46.7	46.5	53.7	49.9

There is a fairly large difference between rural and urban areas in the employment-to-population ratios. The overall absorption rate for urban areas is 53.3 percent while the overall rate for rural areas is 46.7 percent.

Table 4.3 shows employment-to-population ratios at regional level. The lowest recorded employment-to-population ratio is 41.2 percent in Ohangwena and the highest is 59.2 percent in Omaheke. The male employment-to-population ratio is higher than the female absorption rate in all regions except in Ohangwena and Omusati. The gender difference is more than twenty percentage points in //Karas and Otjozondjupa.

Table 4.3 Employment to population ratio (EPR) by sex and area

Region	Female			Male			Both sexes		
	Employed	Working Age	EPR %	Employed	Working Age	EPR %	Employed	Working Age	EPR %
Namibia	344 727	740 791	46.5	345 292	643 263	53.7	690 019	1 384 054	49.9
Urban	166 903	343 443	48.6	182 486	311 952	58.5	349 388	655 394	53.3
Rural	177 824	397 348	44.8	162 806	331 312	49.1	340 631	728 660	46.7
Zambezi	12 778	29 476	43.4	14 302	27 319	52.4	27 080	56 795	47.7
Erongo	27 017	55 244	48.9	39 282	58 140	67.6	66 300	113 384	58.5
Hardap	10 082	25 495	39.5	15 592	26 554	58.7	25 673	52 049	49.3
//Karas	13 494	28 952	46.6	20 069	28 553	70.3	33 563	57 506	58.4
Kavango	32 428	75 198	43.1	23 867	55 858	42.7	56 295	131 056	43.0
Khomas	67 373	134 534	50.1	79 107	131 826	60.0	146 480	266 360	55.0
Kunene	10 353	29 346	35.3	15 087	26 968	55.9	25 440	56 315	45.2
Ohangwena	38 954	82 234	47.4	18 579	57 523	32.3	57 533	139 757	41.2
Omaheke	11 582	23 818	48.6	17 131	24 690	69.4	28 713	48 508	59.2
Omusati	44 732	85 507	52.3	20 523	54 205	37.9	65 255	139 712	46.7
Oshana	31 446	65 918	47.7	24 431	49 651	49.2	55 876	115 569	48.3
Oshikoto	25 378	60 823	41.7	24 314	52 725	46.1	49 692	113 548	43.8
Otjozondjupa	19 110	44 247	43.2	33 009	49 250	67.0	52 119	93 498	55.7

4.3 Occupation and sector of economic activity

The LFS provides detailed information on the nature of people's economic activity. Table 4.4 shows the interaction between occupation and sex, while Table 4.5 gives the same information for industry and sex. A 4-digit coding frame was used to code the responses that interviewers had obtained on occupation. Similarly for industry, a 4-digit coding frame was used. However, in Tables 4.4 and 4.5 only the first digits of the occupation and industry classifications have been used, since otherwise the cell values would become too small and the tables too large.

Table 4.4 reveals that the largest occupational group is skilled agriculture with 26.4 percent of the employed population. This is followed by elementary occupations with 22.1 percent. The third largest occupation is services and sales with 14.0 percent. Skilled agriculture is the most common occupation for females while the craft and trade category is most common for males, closely followed by skilled agriculture. The large numbers classified in skilled agriculture include many who are engaged in subsistence farming. Females are more likely than males to be in elementary occupations.

Table 4.4 Employed persons by occupation and sex

	Female		Male		Both sexes	
Occupation	Name	%	Name	%	Name	%
Armedforces	1 783	0.5	5 393	1.6	7 176	1.0
Legislators & managers	8 486	2.5	11 355	3.3	19 842	2.9
Professionals	28 031	8.1	20 818	6.0	48 849	7.1
Technicians & associate professionals	17 220	5.0	14 515	4.2	31 735	4.6
Clerks	27 007	7.8	6 510	1.9	33 516	4.9
Services & sales	56 790	16.5	39 994	11.6	96 785	14.0
Skilled agriculture	105 834	30.7	76 633	22.2	182 467	26.4
Craft & trade	17 037	4.9	68 189	19.7	85 227	12.4
Machine Operators	1 025	0.3	28 460	8.2	29 485	4.3
Elementary	80 280	23.3	72 407	21.0	152 687	22.1
Not recorded	1 234	0.4	1 017	0.3	2 251	0.3
Total	**344 727**	**100.0**	**345 292**	**100.0**	**690 019**	**100.0**

The distribution of employed persons aged 15 years and above by industry is presented in Table 4.5. In terms of economic sector, the major sectors of employment are agriculture, forestry and fishing (215 311 persons), wholesale and retail trade (105 051), private households (57 668), construction (47 859), real estate and business (42, 941) and education (41 797). Males are far more likely than females to be employed in construction, mining and manufacture, while females are more likely than males to be employed in private households (primarily as domestic workers) and hotels and restaurants.

Table 4.5 Employed persons by industry and sex

	Female		Male		Total	
	Number	%	Number	%	Number	%
Agriculture & Fishing	105 913	30.9	109 398	31.86	215 311	31.4
Mining	2 126	0.6	11 433	3.33	13 558	2.0
Manufacturing	10 673	3.1	22 096	6.44	32 769	4.8
Utilities	1 353	0.4	3 390	0.99	4 743	0.7
Construction	3 887	1.1	43 972	12.81	47 859	7.0
Trade	54 436	15.9	50 615	14.74	105 051	15.3
Transport & communications	2 408	0.7	3 184	0.93	5 591	0.8
Hotels & restaurants	27 420	8.0	9 347	2.72	36 767	5.4
Financial services	9 992	2.9	4 616	1.34	14 609	2.1
Real estate & business	19 816	5.8	23 125	6.74	42 941	6.3
Public administration	12 619	3.7	19 324	5.63	31 943	4.7
Education	26 987	7.9	14 811	4.31	41 797	6.1
Health & social	11 819	3.5	4 761	1.39	16 580	2.4
Other services	9 663	2.8	8 289	2.41	17 952	2.6
Private households	42 789	12.5	14 879	4.33	57 668	8.4
Extra territorial bodies	429	0.1	81	0.02	511	0.1
Total	**342 331**	**100**	**343 320**	**100**	**685 651**	**100**

NB: About 0.6% of employed persons did not complete section E2 of the questionnaire. They were treated as missing information and therefore are not reflected in the above table.

Table 4.6 shows employment by region and industry. Agriculture accounts for over half of all employment in Omusati, Ohangwena and Kavango.

Table: 4.6 Employed population by industry and region

Industry	Zambezi	Erongo	Hardap	//Karas	Kavango	Khomas	Kunene	Ohangwena	Omaheke	Omusati	Oshana	Oshikoto	Otjozondjupa	Total
Agriculture & Fishing	11 357	5 730	8 684	12 414	30 283	4 286	10 736	34 020	11 729	42 238	7 968	18 662	17 204	215 311
Mining	*	5 004	*	2 263	*	1 368	*	*	*	*	*	1 832	2 310	13 558
Manufacturing	*	8 122	*	3 349	*	10 371	1 342	*	1 020	*	2 814	1 139	1 867	32 769
Utilities	*	470	*	*	*	1 833	*	*	*	*	*	*	*	4 743
Construction	1 900	7 444	3 105	2 599	2 216	15 544	1 067	1 876	1 343	2 005	2 509	2 896	3 358	47 859
Trade	4 011	15 404	2 360	3 867	6 438	30 726	2 165	8 255	3 343	6 640	9 995	6 720	5 128	105 051
Transport & communications	*	*	*	*	*	4 143	*	*	*	*	*	*	*	5 591
Hotels & restaurants	*	2 886	1 020	1 262	4 176	11 198	1 729	1 395	*	1 121	4 716	2 937	2 976	36 767
Financial services	*	*	*	*	*	9 043	*	*	*	*	*	*	*	14 609
Real estate & business	1 513	4 260	1 651	1 284	1 697	16 138	1 483	1 825	2 890	1 232	5 911	1 298	1 760	42 941
Public administration	705	3 166	*	1 579	1 540	12 251	*	1 207	1 111	1 285	2 172	2 501	3 310	31 943
Education	3 110	3 788	1 009	1 234	3 512	5 454	1 664	4 371	2 840	3 443	4 782	2 381	4 208	41 797
Health & social	*	1 347	*	*	1 771	4 792	*	*	*	*	1 845	2 313	1 042	16 580
Other services	*	2 014	*	*	1 405	6 270	1 100	*	*	1 217	1 093	*	*	17 952
Private households	1 607	4 860	3 772	1 622	1 610	11 162	2 217	2 161	2 238	3 761	10 562	5 503	6 593	57 668
Extra territorial bodies	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Total	**26 866**	**65 869**	**25 557**	**33 419**	**56 102**	**144 780**	**24 973**	**57 321**	**28 652**	**64 882**	**55 730**	**49 522**	**51 977**	**685 651**
Industry								***Percentages***						
Agriculture	42.3	8.7	34.0	37.1	54.0	3.0	43.0	59.3	40.9	65.1	14.3	37.7	33.1	31.4
Mining	*	7.6	*	6.8	*	0.9	*	*	*	*	*	3.7	4.4	2.0
Manufacturing	*	12.3	*	10.0	*	7.2	5.4	*	3.6	*	5.0	2.3	3.6	4.8
Utilities	*	0.7	*	*	*	1.3	*	*	*	*	*	*	*	0.7
Construction	7.1	11.3	12.1	7.8	3.9	10.7	4.3	3.3	4.7	3.1	4.5	5.8	6.5	7.0
Trade	14.9	23.4	9.2	11.6	11.5	21.2	8.7	14.4	11.7	10.2	17.9	13.6	9.9	15.3
Transport & communications	*	*	*	*	*	2.9	*	*	*	*	*	*	*	0.8
Hotels & restaurants	*	4.4	4.0	3.8	7.4	7.7	6.9	2.4	*	1.7	8.5	5.9	5.7	5.4
Financial services	*	*	*	*	*	6.2	*	*	*	*	*	*	*	2.1
Real estate & business	5.6	6.5	6.5	3.8	3.0	11.1	5.9	3.2	10.1	1.9	10.6	2.6	3.4	6.3
Public administration	2.6	4.8	*	4.7	2.7	8.5	*	2.1	3.9	2.0	3.9	5.1	6.4	4.7
Education	11.6	5.8	3.9	3.7	6.3	3.8	6.7	7.6	9.9	5.3	8.6	4.8	8.1	6.1
Health & social	*	2.0	*	*	3.2	3.3	*	*	*	*	3.3	4.7	2.0	2.4
Other services	*	3.1	*	*	2.5	4.3	4.4	*	*	1.9	2.0	*	*	2.6
Private households	6.0	7.4	14.8	4.9	2.9	7.7	8.9	3.8	7.8	5.8	19.0	11.1	12.7	8.4
Extra territorial bodies	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Table 4.7 provides a useful summary of the distribution of the employed population, in terms of their age and occupation. As expected, younger people are less likely to be found among the occupations which have decision-making power (such as managers) or reflect high levels of education and experience (such as professionals). The proportion of employed people in skilled agriculture is lower among the youngest age group and highest among older people.

Table 4.7 Employed persons by age group and occupation

	Age groups											Total
Occupation	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	
Armedforces	*	*	1 510	842	1 590	*	*	1 094	468	*	*	7 176
Legislators & managers	*	*	1 919	2 383	3 331	3 668	2 660	2 112	1 260	*	*	19 842
Professionals	*	4 001	8 234	7 323	5 841	6 915	5 703	5 114	3 421	1 200	*	48 849
Technicians & associate professionals	*	2 906	5 622	6 195	4 204	5 035	2 544	1 485	2 566	*	*	31 735
Clerks	*	6 337	9 237	5 200	4 210	3 984	1 431	1 133	*	*	*	33 516
Services & sales	1 502	14 879	21 155	17 747	13 081	10 626	7 318	4 503	2 629	1 051	1 091	96 785
Skilled agriculture	3 100	10 953	13 347	18 616	17 706	17 136	14 526	14 292	15 789	15 404	39 609	182 467
Craft & trade	1 567	10 237	16 143	14 020	12 979	10 101	8 525	4 667	3 308	1 488	1 522	85 227
Machine Operators	*	2 662	3 387	6 149	5 260	3 166	3 461	2 882	1 335	*	*	29 485
Elementary	6 053	19 726	22 419	25 510	21 940	18 677	13 416	10 559	7 769	2 401	1 876	152 687
Not recorded	*	*	*	*	*	*	*	*	*	*	*	2 251
Total	**13 181**	**73 436**	**103 144**	**104 442**	**90 225**	**80 214**	**60 370**	**47 907**	**39 347**	**23 930**	**45 922**	**690 019**
Occupation							***Percentages***					
Armedforces	*	*	1.5	0.8	1.8	*	*	2.3	1.2	*	*	1.0
Legislators & managers	*	*	1.9	2.3	3.7	4.6	4.4	4.4	3.2	*	*	2.9
Professionals	*	5.4	8.0	7.0	6.5	8.6	9.4	10.7	8.7	5.0	*	7.1
Technicians & associate professionals	*	4.0	5.5	5.9	4.7	6.3	4.2	3.1	6.5	*	*	4.6
Clerks	*	8.6	9.0	5.0	4.7	5.0	2.4	2.4	*	*	*	4.9
Services & sales	11.4	20.3	20.5	17.0	14.5	13.2	12.1	9.4	6.7	4.4	2.4	14.0
Skilled agriculture	23.5	14.9	12.9	17.8	19.6	21.4	24.1	29.8	40.1	64.4	86.3	26.4
Craft & trade	11.9	13.9	15.7	13.4	14.4	12.6	14.1	9.7	8.4	6.2	3.3	12.4
Machine Operators	*	3.6	3.3	5.9	5.8	3.9	5.7	6.0	3.4	*	*	4.3
Elementary	45.9	26.9	21.7	24.4	24.3	23.3	22.2	22.0	19.7	10.0	4.1	22.1
Not recorded	*	*	*	*	*	*	*	*	*	*	*	0.3
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

4.3 Status in employment

Status in employment, shown in Table 4.8, classifies the working population into three broad groups: employees (i.e. wage and salaried workers, represented by domestic workers and other employees in the table); self-employed workers (i.e. own account workers (those without employees) and employers (who had paid employees); and unpaid family workers. The questionnaire distinguishes for the own account, self-employed and unpaid family workers between those who are working in subsistence agriculture and those who are not.

Table 4.8 Employed persons, by status in employment and by sex

	Female		Male		Total	
Status in employment	Number	%	Number	%	Number	%
Subsistence farmer with paid employees	2 349	42.3	3 198	57.7	5 547	100
Subsistence farmer without paid employees	81 654	66.0	42 078	34.0	123 732	100
Other Employer	5 431	33.5	10 794	66.5	16 225	100
Other Own Account	46 115	65.0	24 843	35.0	70 958	100
Domestic Worker	27 052	71.0	11 034	29.0	38 086	100
Other Employee	161 680	40.4	238 749	59.6	400 429	100
Unpaid Family in Subsistence	14 667	59.0	10 180	41.0	24 847	100
Unpaid Family Other	4 154	59.7	2 802	40.3	6 955	100
Other	338	34.4	645	65.6	983	100
Don't Know	956	62.8	567	37.3	1 522	100
Total	**344 396**	**50.0**	**344 889**	**50.0**	**689 285**	**100**

The table indicates that more males than females are employed as subsistence farmers with paid employees. It is also evident that more females than males are employed as unpaid family workers whether in subsistence or other activity.

Table 4.9 shows that there are 435 686 persons who are classified as employees. Of employees the largest numbers are in the trade sector and in the agriculture-fishing industry. About 194 166 are own-account workers and are heavily concentrated in the agriculture-fishing industry. Unpaid family workers are even more heavily concentrated in the agricultural-fishing sector (23 906) followed by about 2 260 working in private households.

	Status in employment					Status in employment				
Industry	Employee	Employer	Own account workers	Unpaid family workers	Total	Employee	Employer	Own account workers	Unpaid family workers	Total
Industry										
Agriculture & Fishing	63 723	6 803	119 965	23 906	215 252	14.6	31.6	61.8	75.3	31.4
Mining	12 927	*	*	*	13 558	3.0	*	*	*	2.0
Manufacturing	25 296	1 780	5 237	*	32 769	5.8	8.3	2.7	*	4.8
Utilities	4 090	*	*	*	4 743	0.9	*	*	*	0.7
Construction	39 248	2 818	4 884	*	47 859	9.0	13.1	2.5	*	7.0
Trade	65 577	4 671	32 496	1 833	104 849	15.1	21.7	16.7	5.8	15.3
Transport & communications	4 886	*	*	*	5 591	1.1	*	*	*	0.8
Hotels & restaurants	22 538	1 464	11 544	1 156	36 767	5.2	6.8	5.9	3.6	5.4
Financial services	14 350	*	*	*	14 609	3.3	*	*	*	2.1
Real estate & business	39 343	1 245	1 290	*	42 646	9.0	5.8	0.7	*	6.2
Public administration	31 897	*	*	*	31 897	7.3	*	*	*	4.7
Education	41 141	*	*	*	41 797	9.4	*	*	*	6.1
Health & social	16 059	*	*	*	16 580	3.7	*	*	*	2.4
Other services	11 762	1 062	4 872	*	17 952	2.7	4.9	2.5	*	2.6
Private households	42 338	*	12 173	2 260	57 535	9.7	*	6.3	7.1	8.4
Extra territorial bodies	*	*	*	*	*	*	*	*	*	*
Total	**435 686**	**21 495**	**194 166**	**31 748**	**684 916**	**100**	**100**	**100**	**100**	**100**

Table 4.9 Employed persons, by sector of economic activity and status in employment

4.4 Place of work

Table 4.10 shows the distribution of employees by sex and institution in which they work. Formal private institutions are the dominant type with 45.6 percent of employees. This is followed by government with 18.9 percent. Female employees in both urban and rural areas are more likely than male employees to be employed in government and in private households.

Table 4.10 Employees by sex, urban/rural areas and place of work

	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Place of work									
Government	28 381	22 373	50 754	17 432	14 659	32 091	45 812	37 032	82 844
Parastatal	8 218	17 191	25 409	1 829	3 015	4 844	10 047	20 206	30 253
Formal Private interprise	68 465	93 915	162 379	13 753	23 407	37 160	82 218	117 321	199 539
Informal Private interprise	6 912	11 420	18 333	3 359	6 184	9 543	10 271	17 604	27 876
Non-Profit organisation	1 251	*	1 914	*	*	*	1 469	*	2 193
Cooperative	*	*	1 323	*	*	*	*	1 481	2 095
Private Household Subsistence	*	1 140	1 863	6 958	19 903	26 861	7 680	21 043	28 723
Private Household Commercial Farm	*	1 482	2 123	6 317	22 686	29 003	6 958	24 169	31 127
Private Household Non-Farm	18 052	6 389	24 441	5 283	2 981	8 264	23 336	9 370	32 705
Other	*	*	*	*	*	*	*	*	*
Don't Know	*	*	*	*	*	*	*	*	*
Total	**131 279**	**153 910**	**288 539**	**54 931**	**92 835**	**147 766**	**187 791**	**248 226**	**437 355**
Place of work					***Percentages***				
Government	21.6	14.5	17.6	31.7	15.8	21.7	24.4	14.9	18.9
Parastatal	6.3	11.2	8.8	3.3	3.2	3.3	5.4	8.1	6.9
Formal Private interprise	52.2	61.0	56.3	25.0	25.2	25.1	43.8	47.3	45.6
Informal Private interprise	5.3	7.4	6.4	6.1	6.7	6.5	5.5	7.1	6.4
Non-Profit organisation	1.0	*	0.7	*	*	*	0.8	*	0.5
Cooperative	*	*	0.5	*	*	*	*	0.6	0.5
Private Household Subsistence	*	0.7	0.6	12.7	21.4	18.2	4.1	8.5	6.6
Private Household Commercial Farm	*	1.0	0.7	11.5	24.4	19.6	3.7	9.7	7.1
Private Household Non-Farm	13.8	4.2	8.5	9.6	3.2	5.6	12.4	3.8	7.5
Other	*	*	*	*	*	*	*	*	*
Don't Know	*	*	*	*	*	*	*	*	*
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

4.5 Conditions of work

In the case of paid employees, additional information was collected about their conditions of work. Paid employees were asked whether they were employed on the basis of a written or oral contract, and whether the contract or agreement was of limited or unlimited time duration.

Table 4.11 shows that government employees account for 11.5 percent of all employees with limited duration contract, but 28.6 percent of those with permanent contracts. In contrast, employees of private households account for a larger proportion of the limited duration contracts than of permanent contracts.

Table 4.11 Type of contract held by paid employees, by institution in which they work

Place of work	Limited Duration		Permanent		Unspecified Duration	
	Number	%	Number	%	Number	%
Government	5 771	11.5	71 892	28.6	3 474	2.7
Parastatal	3 349	6.7	23 194	9.2	3 580	2.8
Formal PrivateEnterprise	28 318	56.3	119 182	47.4	48 627	38.5
Informal Private Enterprise	3 238	6.4	8 150	3.2	15 000	11.9
Non-Profit organisation	*	*	1 214	.5	*	*
Cooperative	*	*	*	*	*	*
Private Household Subsistance	1 204	2.4	4 691	1.9	20 729	16.4
Private Household Commercial Farm	3 746	7.4	12 023	4.8	14 654	11.6
Private Household Non-Farm	3 233	6.4	9 571	3.8	18 845	14.9
Other	*	*	*	*	*	*
Total	**50 282**	**100**	**251 230**	**100**	**126 408**	**100**

Paid employee were also asked whether they are entitled to paid annual leave and sick leave. The results are shown in Table 4.12 and 4.13 respectively. A total of 296 843 employees reported that they benefit from annual paid leave, and 280 939 reported that they are allowed to take sick leave by their employers.

Table 4.12 Percentage of paid employees in each industry receiving paid leave by sex

	Employees with paid leave			Total employed	% Employees with paid leave		
	Female	Male	Total		Female	Male	Total
Industry					***Percentages***		
Agriculture & Fishing	8 036	30 302	38 338	215 311	3.7	14.1	17.8
Mining	1 275	9 416	10 691	13 558	9.4	69.4	78.9
Manufacturing	5 896	13 288	19 184	32 769	18.0	40.6	58.5
Utilities	824	1 970	2 793	4 743	17.4	41.5	58.9
Construction	1 917	16 281	18 198	47 859	4.0	34.0	38.0
Trade	18 637	24 708	43 345	105 051	17.7	23.5	41.3
Transport&comms	1 912	2 143	4 055	5 591	34.2	38.3	72.5
Hotels&restaurants	10 416	5 882	16 298	36 767	28.3	16.0	44.3
Financial services	8 745	3 712	12 457	14 609	59.9	25.4	85.3
Realestate&business	15 383	14 038	29 421	42 941	35.8	32.7	68.5
Public admin	11 674	18 158	29 832	31 943	36.5	56.8	93.4
Education	21 464	11 919	33 383	41 797	51.4	28.5	79.9
Health&social	10 233	3 892	14 125	16 580	61.7	23.5	85.2
Other services	3 263	3 670	6 933	17 952	18.2	20.4	38.6
Private households	14 280	3 368	17 648	57 668	24.8	5.8	30.6
Extra territorial	*	*	*	*	*	*	*
Total	**134 015**	**162 828**	**296 843**	**685 651**	**19.5**	**23.7**	**43.3**

Table 4.13 Percentage of paid employees in each industry receiving sick leave by sex

	Employees with sick leave			Total employed	% Employees with sick leave		
	Female	Male	Total		Female	Male	Total
Industry					***Percentages***		
Agriculture & Fishing	8 304	27 020	35 324	215 311	3.9	12.5	16.4
Mining	1 275	9 246	10 521	13 558	9.4	68.2	77.6
Manufacturing	5 874	12 650	18 524	32 769	17.9	38.6	56.5
Utilities	*	1 702	2 477	4 743	*	35.9	52.2
Construction	1 917	16 388	18 306	47 859	4.0	34.2	38.2
Trade	17 790	24 387	42 177	105 051	16.9	23.2	40.1
Transport&comms	1 741	2 166	3 907	5 591	31.1	38.7	69.9
Hotels&restaurants	9 800	5 630	15 430	36 767	26.7	15.3	42.0
Financial services	8 015	3 495	11 510	14 609	54.9	23.9	78.8
Realestate&business	14 380	13 605	27 986	42 941	33.5	31.7	65.2
Public admin	10 931	16 859	27 790	31 943	34.2	52.8	87.0
Education	20 806	11 738	32 543	41 797	49.8	28.1	77.9
Health&social	9 652	3 896	13 548	16 580	58.2	23.5	81.7
Other services	3 296	2 882	6 178	17 952	18.4	16.1	34.4
Private households	11 668	2 908	14 576	57 668	20.2	5.0	25.3
Extra territorial	*	*	*	*	*	*	*
Total	**126 287**	**154 652**	**280 939**	**685 651**	**18.4**	**22.6**	**41.0**

4.6 Time-related underemployment

Time-related underemployment is defined as the percentage of employed persons who worked less than a specified threshold of hours during the reference period and were willing and available to work more hours than those worked in their job(s). It signals inadequate employment and complements other indicators of labour slack and labour underutilisation, such as the unemployment rate and discouraged workers.

For the purposes of this report, 35 hours per week is used as the cut off. The calculation is done on the basis of usual hours worked per week.

Table 4.13 thus shows the number of employed persons who usually work fewer 35 hours and are available and willing to work for more hours, and this number as a percentage of all employed i.e. the under-employment rate. The overall time-related under-employment rate is 3.5 percent. The rate is higher for females, at 4.0 percent, than for males, at 3.0 percent.

Table 4.13.Time-related underemployment rate by status in employment and sex

	Female			Male			Both Sexes		
Status in employment	Employed	Under employed	%	Employed	Under employed	%	Employed	Under employed	%
Subsistence With Employees	2 349	*	*	3 198	163	5.1	5 547	357	6.4
Subsistence No Employees	81 654	3 090	3.8	42 078	2 126	5.1	123 732	5 216	4.2
Other Employer	5 431	*	*	10 794	132	1.2	16 225	231	1.4
Other Own Account	46 115	3 394	7.4	24 843	1 491	6.0	70 958	4 885	6.9
Domestic Worker	27 052	2 624	9.7	11 034	951	8.6	38 086	3 575	9.4
Other Employee	161 680	3 087	1.9	238 749	3 945	1.7	400 429	7 033	1.8
Unpaid Family Subsistence	14 667	1 428	9.7	10 180	1 063	10.4	24 847	2 491	10.0
Unpaid Family Other	4 154	*	*	2 802	319	11.4	6 955	552	7.9
Other	*	*	*	*	*	*	*	*	*
DontKnow	*	*	*	*	*	*	1 522	*	*
Total	**344 396**	**13 624**	**4.0**	**344 889**	**10 191**	**3.0**	**689 285**	**24 339**	**3.5**

4.7 Wages and salaries

It is difficult to collect good data on wages and salaries from a survey. For the purposes of the LFS, data on wages and salaries were collected only in respect of paid employees. The question asked for the gross income to be specified, i.e. before any deductions. The question was asked about the first job and also, if relevant, about the second job. The analysis presented here is based on responses in respect of the first job.

Table 4.14 presents summary information on the monthly wages received by paid employees of different ages. Both the mean and median are presented. The mean represents the arithmetic average obtained by dividing total wages of all employees in a group by the number of employees in the group. The median reflects the wages of the employee in the middle of the listing – at the halfway mark – if employees are listed in order of increasing wages. The median is a more reliable measure than the mean as the mean is affected by outliers' i.e. very large or small values that often reflect errors in recording. A situation where the mean is substantially higher than the median – as seen in many cases below – reflects a situation where incomes are unevenly distributed, with large numbers earning amounts at the bottom end and fewer high earners.

At national level the mean wage is N$6 802 per month. It is higher for males (N$7 315 per month) than females (N$6 125 per month). Across industries the highest mean (N$18 139 per month) is found in transport and communication sector, while the lowest is found in the private household sector where the mean is (N$939 per month).

Table 4.14 Monthly mean wages (in Namibia Dollars) by industry and sex

Industry	Female	Male	Both sexes
Agriculture & Fishing	4 427	2 119	2 509
Mining	9 202	11 124	10 868
Manufacturing	4 719	8 319	7 261
Utilities	3 703	9 600	7 821
Construction	3 974	5 938	5 764
Trade	5 520	7 916	6 869
Transport & communications	16 158	19 723	18 139
Hotels & restaurants	4 790	3 874	4 483
Financial services	14 320	14 615	14 411
Real estate & business	6 065	6 141	6 105
Public administration	8 733	10 795	9 994
Education	9 494	15 235	11 487
Health & social	8 749	10 735	9 304
Other services	3 374	23 693	13 509
Private households	970	844	939
Extra territorial bodies	5 917	37 000	10 875
Total	**6 125**	**7 315**	**6 802**

Table 4.15 presents information on monthly mean wages of employees (domestic and other) by age groups as reported in the LFS 2013. It is apparent that domestic workers earn lower wages than other employees and their wages are way below that of other employees.

The table suggests that wage levels increase with age up to the age group 55-59 years, but decline thereafter for the smaller number of people who remain in employment.

Table 4.15 Mean wages (Namibia Dollars) of employees by age group and type of employee

Age group	Domestic Workers	Other Employee	Total
15-19	457	8 181	6 058
20-24	719	3 990	3 649
25-29	1 283	6 145	5 784
30-34	858	5 932	5 435
35-39	794	9 130	8 497
40-44	854	9 850	9 140
45-49	891	7 629	7 093
50-54	895	10 900	10 298
55-59	921	9 328	8 742
60-64	778	13 455	12 215
65+	364	6 316	5 946
Unknown	516	3 070	2 550
Total	**865**	**7 371**	**6 799**

4.8 Informal employment

When presenting statistics on employment, it is helpful to provide a breakdown of employment as between the formal and informal sector and between formal and informal employment. The formal/informal sector definition is based on characteristics of the enterprise, while the formal/informal employment definition is based on characteristics of the job.

For the purposes of this report, the definition of the formal sector was based on registration, size of the establishment and perception. Thus employers and own account workers were categorised as operating in the formal sector if they said that their business was registered with the SSC, Ministry of Trade and Industry and/or Ministry of Finance. Employees were categorised as working in the formal sector if their status in employment was reported to be a formal private enterprise, government or a parastatal. Further, any employed person whose work place was reported to have more than five workers was classified as formal.

For non-employees the formal/informal employment categorisation followed that for the formal/informal sector. Employees were categorised as being in formal employment if their employer was reported to provide a pension scheme, medical aid and/or social security.

Table 4.16 shows that 59.8 percent of the Namibian employed population is in informal sector and 63.6 percent of the female employed population is in the informal sector compared to 56.0 percent of the male employed population. The overwhelming majority (78.8 percent) of the employed population in rural areas is in the informal sector, while the informal sector accounts for 41.2 percent of employment in urban areas. The region with the highest percentage of the employed population in the informal sector is Omusati with 87.0 percent and the region with the lowest percentage is Erongo with 34.5 percent.

Table 4.16 Employed persons in informal sector by sex and location

	Female			Male			Both sexes		
	Informal employed	Total employed	%	Informal employed	Total employed	%	Informal employed	Total employed	%
Namibia	**219 132**	**344 727**	**63.6**	**193 194**	**345 292**	**56.0**	**412 327**	**690 019**	**59.8**
Urban	71 759	166 903	43.0	72 116	182 486	39.5	143 875	349 388	41.2
Rural	147 373	177 824	82.9	121 078	162 806	74.4	268 451	340 631	78.8
Zambezi	9 360	12 778	73.3	10 243	14 302	71.6	19 603	27 080	72.4
Erongo	9 724	27 017	36.0	13 126	39 282	33.4	22 849	66 300	34.5
Hardap	6 132	10 082	60.8	9 408	15 592	60.3	15 540	25 673	60.5
//Karas	4 902	13 494	36.3	8 764	20 069	43.7	13 666	33 563	40.7
Kavango	26 769	32 428	82.5	17 220	23 867	72.1	43 989	56 295	78.1
Khomas	26 980	67 373	40.0	32 829	79 107	41.5	59 809	146 480	40.8
Kunene	6 869	10 353	66.4	11 699	15 087	77.5	18 568	25 440	73.0
Ohangwena	33 784	38 954	86.7	13 762	18 579	74.1	47 545	57 533	82.6
Omaheke	7 009	11 582	60.5	12 243	17 131	71.5	19 252	28 713	67.1
Omusati	39 822	44 732	89.0	16 927	20 523	82.5	56 749	65 255	87.0
Oshana	20 425	31 446	65.0	14 132	24 431	57.8	34 557	55 876	61.8
Oshikoto	18 015	25 378	71.0	16 782	24 314	69.0	34 796	49 692	70.0
Otjozondjupa	9 342	19 110	48.9	16 060	33 009	48.7	25 402	52 119	48.7

Table 4.17 shows that the industry with the highest level of informal sector is subsistence agriculture while the lowest level of informal sector is found in public administration and education.

Table 4.17 Employed persons by industry and formality of the sector

Industry	Informal sector	Total	% Informal sector
Agriculture & Fishing	179 540	215 311	83.4
Mining	*	13 558	*
Manufacturing	7 692	32 769	23.5
Utilities	*	4 743	*
Construction	11 071	47 859	23.1
Trade	40 965	105 051	39.0
Transport & communications	*	5 591	*
Hotels & restaurants	14 605	36 767	39.7
Financial services	*	14 609	*
Real estate & business	3 821	42 941	8.9
Public administration	*	31 943	*
Education	*	41 797	*
Health & social	*	16 580	*
Other services	8 612	17 952	48.0
Private households	53 641	57 668	93.0
Extra territorial bodies	*	*	*
Total	**323 248**	**685 651**	**47.1**

Table 4.18 shows that 99.3 of those who work as subsistence farmers without paid employees are in the informal sector followed by unpaid family workers in subsistence farming with 98.4 percent and domestic workers with 94.6 percent.

Table 4.18 Employees by employment status in informal sector

Status in employment	Informal sector	Total	% Informal sector
Subsistence farmer with paid employees	4 562	5 547	82.2
Subsistence farmer without paid employees	122 884	123 732	99.3
Other Employer	5 699	16 225	35.1
Other Own Account	61 957	70 958	87.3
Domestic Worker	36 035	38 086	94.6
Other Employee	59 068	400 429	14.8
Unpaid Family in Subsistence	24 453	24 847	98.4
Unpaid Family Other	6 955	6 955	100.0
Other	*	*	
Don't Know	1 365	1 522	89.7
Total	**323 816**	**689 285**	**47.0**

4.9 Vulnerable employment

A useful new indicator is the rate of vulnerable employment. This is calculated as the sum of own-account workers and contributing family workers, taken as a proportion of total employment. It is a measure of those with relatively precarious working situations. These two status groups are considered as more vulnerable than others, because these people are unlikely to have formal work arrangements or access to benefits or social protection programmes, and they are more at risk to the effects of economic cycles.

The result of the survey (see Table 4.19 below) shows that 146 590 persons of the employed population are in vulnerable employment. This accounts for 21.3 percent of the total employed population (690 019) in the country.

Table 4.19 Vulnerable workers by status in employment and sex

Vulnerable employed	Female	%	Male	%	Total	%
Subsistence farmer without paid employees	81 654	55.7	42 078	52.7	123 732	54.6
Other Own Account	46 115	31.5	24 843	31.1	70 958	31.3
Unpaid Family in Subsistence	14 667	10.0	10 180	12.7	24 847	11.0
Unpaid Family Other	4 154	2.8	2 802	3.5	6 955	3.1
Total	**146 590**	**100**	**79 902**	**100**	**226 492**	**100**

Most of the vulnerable workers 54.6 percent and 11.0 percent are in working as unpaid subsistence/communal farmers and or unpaid family members in subsistence farming respectively.

Table 4.20 shows the number of those in vulnerable employment by area and region.

Table 4.20 Vulnerable workers by location

Area	Vulnerable employment	%
Namibia	**226 492**	**100**
Urban	46 483	20.5
Rural	180 009	79.5
Zambezi	11 875	5.2
Erongo	6 653	2.9
Hardap	2 523	1.1
//Karas	2 435	1.1
Kavango	35 065	15.5
Khomas	15 939	7.0
Kunene	8 104	3.6
Ohangwena	39 277	17.3
Omaheke	6 392	2.8
Omusati	47 668	21.0
Oshana	22 047	9.7
Oshikoto	20 602	9.1
Otjozondjupa	7 911	3.5

Overwhelming majority (79.5 percent) of the employed population in vulnerable employments are in the rural areas compared to only 20.5 percent in urban areas. Omusati, Ohangwena and Kavango have the highest number of employed population 21.0 percent, 17.3 percent and 15.5 percent respectively of in vulnerable employments. Hardap, //Karas, and Omaheke have the least number of employed population 1.1 percent, 1.1 percent and 2.8 percent respectively in vulnerable employments.

Chapter 5: Unemployment

5.1 The unemployed

The unemployment rate is widely regarded as one of the key labour market indicators and a good measure of current economic activity.

As noted above, if one uses the strict ILO definition, the unemployed population consists of all persons (15 years and above) who are either actively seeking for work or are available for work during the reference period (the week preceding the interview). The broad unemployment definition drops the requirement that the person actively looked for work. This is done because in many developing economies like that of Namibia work opportunities are limited, and potential workers may well give up after an unsuccessful period of looking for work. The "relaxed" or broad definition is used for the most part in this report but there are two tables that are based on the "strict" definition in this section for the purpose of international comparison.

This chapter looks at various characteristics of unemployed population in Namibia as reported in the survey. Among others, it examines the educational profile, unemployment by region, age, duration of unemployment and means of looking for work.

5.1.1 National, urban and rural unemployment estimates

Table 5.1 shows the unemployment rates of the population aged 15 years and above as measured by the broad definition. It shows that the overall unemployment rate for Namibia is 29.6 percent. This signifies an increase in the unemployment rate of 2.2 percentage points compared to the 2012 rate of 27.4 percent as shown in Figure 1.1.

Table 5.1 Numbers unemployed, and unemployment rate, by sex and area

	Number unemployed	Labour force	Unemployment rate
Namibia	**290 762**	**980 781**	**29.6**
Urban	143 617	493 006	29.1
Rural	147 144	487 775	30.2
Female	170 550	515 277	33.1
Male	120 212	465 504	25.8

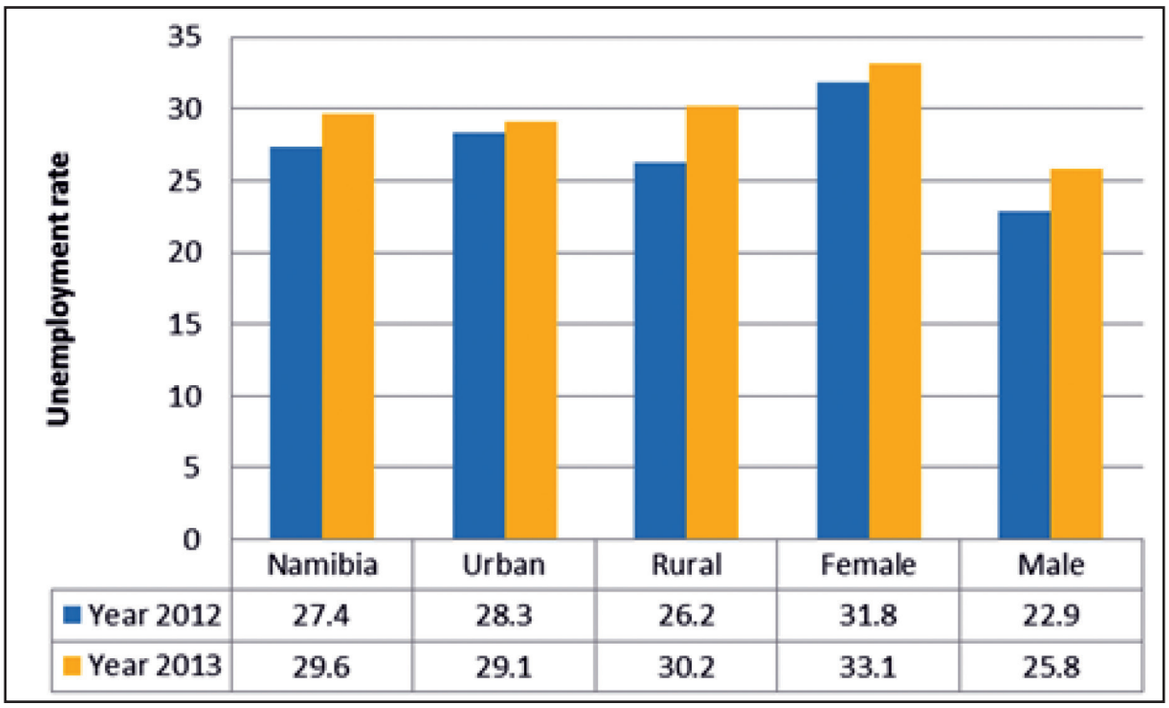


Figure 5.1: Broad unemployment rate by sex, urban and rural

Table 5.2 shows the unemployment rates of the population aged 15 years and above. It shows that the broad unemployment rate for females in all age groups under 60 years is higher than for males in the same age group with an overall female unemployment rate of 33.1 percent as compared to 25.8 percent for males. The table also shows that the broad unemployment rate for both males and females is higher in the lower age groups and decreases as age increases.

Table 5.2 Unemployment rate by sex and age group

	Female			Male			Both Sexes		
Age group	Unemployed	Labour force	Rate %	Unemployed	Labour force	Rate %	Unemployed	Labour force	Rate %
15-19	16 393	21 745	75.4	13 511	21 340	63.3	29 904	43 085	69.4
20-24	48 545	82 596	58.8	32 659	72 044	45.3	81 204	154 640	52.5
25-29	34 650	85 811	40.4	22 378	74 360	30.1	57 028	160 171	35.6
30-34	24 930	76 437	32.6	17 008	69 944	24.3	41 938	146 380	28.6
35-39	15 964	58 269	27.4	11 897	59 817	19.9	27 861	118 086	23.6
40-44	11 419	49 961	22.9	8 861	50 532	17.5	20 280	100 494	20.2
45-49	7 632	39 466	19.3	4 909	33 445	14.7	12 541	72 911	17.2
50-54	5 387	30 228	17.8	2 986	26 051	11.5	8 373	56 280	14.9
55-59	2 976	25 251	11.8	1 945	19 017	10.2	4 921	44 268	11.1
60-64	579	13 014	4.4	948	12 442	7.6	1 527	25 456	6.0
65+	760	26 964	2.8	1 161	20 879	5.6	1 921	47 843	4.0
Unknown	1 315	5 535	23.8	1 949	5 633	34.6	3 265	11 167	29.2
Namibia	**170 550**	**515 277**	**33.1**	**120 212**	**465 504**	**25.8**	**290 762**	**980 781**	**29.6**

5.1.2: Regional unemployment estimates

Table 5.3 shows that the broad unemployment rate for both sexes is above 21 percent in all regions of the country. The rate is highest in Kunene, Kavango, Oshana and Ohangwena where the rates are 39.8, 35.6, 33.6 and 32.7 percent respectively.

The table further shows that the overall unemployment rate is higher for females than males for all regions except in Ohangwena, Omusati and Kavango where the unemployment rate for females is lower than that of males. The highest unemployment rate for the female population was recorded in Kunene at 51.8 percent, while the highest unemployment rate for the male population is in Ohangwena region at 40.1 percent.

Table 5.3 Unemployment rate by sex and location

Region	Female			Male			Both sexes		
	Unemployed	Labour force	Rate %	Unemployed	Labour force	Rate %	Unemployed	Labour force	Rate %
Namibia	**170 550**	**515 277**	**33.1**	**120 212**	**465 504**	**25.8**	**290 762**	**980 781**	**29.6**
Urban	84 135	251 038	33.5	59 482	241 968	24.6	143 617	493 006	29.1
Rural	86 415	264 239	32.7	60 729	223 536	27.2	147 144	487 775	30.2
Zambezi	7 132	19 910	35.8	4 182	18 484	22.6	11 314	38 394	29.5
Erongo	12 930	39 948	32.4	7 674	46 956	16.3	20 605	86 904	23.7
Hardap	7 077	17 159	41.2	5 118	20 710	24.7	12 195	37 869	32.2
//Karas	5 777	19 271	30.0	3 448	23 517	14.7	9 225	42 788	21.6
Kavango	17 709	50 136	35.3	13 396	37 263	35.9	31 104	87 399	35.6
Khomas	31 984	99 357	32.2	24 223	103 330	23.4	56 207	202 687	27.7
Kunene	11 123	21 476	51.8	5 701	20 789	27.4	16 825	42 265	39.8
Ohangwena	15 577	54 531	28.6	12 430	31 009	40.1	28 007	85 540	32.7
Omaheke	6 280	17 862	35.2	3 862	20 993	18.4	10 142	38 855	26.1
Omusati	14 330	59 062	24.3	12 127	32 650	37.1	26 457	91 712	28.8
Oshana	16 134	47 580	33.9	12 084	36 514	33.1	28 218	84 094	33.6
Oshikoto	13 414	38 792	34.6	9 421	33 735	27.9	22 835	72 527	31.5
Otjozondjupa	11 083	30 193	36.7	6 545	39 554	16.5	17 628	69 747	25.3

5.1.3: Unemployment by educational level

Table 5.4 illustrates the unemployment rates for persons with a given educational attainment. Persons with post-school education: university, teachers' training or post-graduate with 7.2 percent, 5.8 percent and 1.9 percent unemployment rates respectively face the least risk of being unemployed. The highest unemployment rates are found amongst persons with junior secondary education and primary education (36.6 and 31.7 percent respectively). Persons with no formal education face a lower risk of being unemployed than those with education below a diploma or post-school education. This can most likely be explained by the fact the older generations did not benefit from access to education but make a living from own economic activities like farming or became employed and gained skills on the job when the economy was healthier than it is today after the ongoing global economic crisis.

Table 5.4 Unemployment by educational level and sex

Highest education level completed	Female			Male			Both sexes		
	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %
None	16 993	58 258	29.2	14 262	63 930	22.3	31 255	122 188	25.6
Primary	42 219	122 567	34.4	33 511	116 590	28.7	75 730	239 157	31.7
Junior secondary	77 144	191 584	40.3	48 063	150 798	31.9	125 206	342 382	36.6
Senior secondary	29 611	100 345	29.5	20 747	92 783	22.4	50 358	193 128	26.1
Certificate/Diploma	922	4 186	22.0	1 085	4 652	23.3	2 007	8 838	22.7
University	2 568	27 912	9.2	1 328	26 413	5.0	3 895	54 325	7.2
Post graduate	194	3 535	5.5	239	4 000	6.0	433	7 535	5.8
Teacher training	76	4 039	1.9	50	2 751	1.8	126	6 790	1.9
Don'tknow	824	2 851	28.9	927	3 587	25.8	1 751	6 438	27.2
Total	**170 550**	**515 277**	**33.1**	**120 212**	**465 504**	**25.8**	**290 762**	**980 781**	**29.6**

5.2 Looking for work

The unemployed were asked what they had done in the last four weeks to look for work or start a business (Table 5.5). Some 29.4 percent asked friends, relatives or other for help, 11.7 percent searched newspaper advertisements or looked on the Internet, 26.3 percent placed or answered job advertisements, 22.4 percent checked work sites and 3.7 percent registered at an employment centres.

Table 5.5 Unemployed persons, by sex and method of searching for work

	Female	Male	Total	Female	Male	Total
Method of searching for work				***Percentages***		
Registration at Ministry of Labour offices	4 911	3 419	8 331	4.0	3.4	3.7
Registration at other employment agencies	3 202	2 008	5 211	2.6	2.0	2.3
Direct applications to employers	33 767	24 845	58 611	27.6	25.1	26.3
Checking at work sites	24 452	25 500	49 952	20.0	25.7	22.4
Through media advertisement	15 253	10 789	26 041	12.5	10.9	11.7
Seeking assistance of friends, relatives etc	35 672	29 682	65 355	29.2	29.9	29.4
Take action to start business	4 931	2 908	7 839	4.0	2.9	3.5
Other	*	*	1 304	*	*	*
Total	**122 187**	**99 152**	**222 643**	100	100	100

In another question, the unemployed were asked how long they had been without work and trying to find a job or start a business. The great majority had been without work for less than a year, but more than 280 000 unemployed people had been without work for a year or more (Table 5.6)

Table 5.6 Unemployed persons, location and length of time without work

	<6months	6<12months	1-2years	2+years	Total	<6months	6<12months	1-2years	2+years	Total
Namibia	**31 950**	**21 141**	**50 515**	**179 790**	**283 396**	**11.27**	**7.5**	**17.8**	**63.4**	**100**
Urban	20 208	13 275	27 040	79 338	139 861	14.45	9.5	19.3	56.7	100
Rural	11 741	7 866	23 475	100 453	143 535	8.18	5.5	16.4	70.0	100
Zambezi	1 322	686	1 760	7 281	11 049	11.97	6.2	15.9	65.9	100
Erongo	3 217	2 516	3 818	10 637	20 188	15.93	12.5	18.9	52.7	100
Hardap	3 337	1 280	3 103	4 337	12 057	27.68	10.6	25.7	36.0	100
//Karas	2 039	784	2 274	4 091	9 188	22.19	8.5	24.8	44.5	100
Kavango	3 330	1 766	5 029	20 474	30 598	10.88	5.8	16.4	66.9	100
Khomas	6 890	5 711	10 481	30 939	54 020	12.75	10.6	19.4	57.3	100
Kunene	1 420	363	1 429	13 481	16 693	8.51	2.2	8.6	80.8	100
Ohangwena	1 816	2 307	3 951	19 250	27 325	6.65	8.4	14.5	70.5	100
Omaheke	1 299	714	1 725	6 305	10 043	12.93	7.1	17.2	62.8	100
Omusati	2 474	1 482	4 470	17 067	25 492	9.71	5.8	17.5	66.9	100
Oshana	1 625	1 472	5 048	18 916	27 062	6.01	5.4	18.7	69.9	100
Oshikoto	1 317	1 240	3 365	16 308	22 230	5.92	5.6	15.1	73.4	100
Otjozondjupa	1 863	822	4 061	10 705	17 451	10.67	4.7	23.3	61.3	100

Table 5.7 shows that males dominated among those who said that they had been looking for work for less than a month, while females dominated in all other categories.

Table 5.7 Unemployed persons, by sex and length of time without work

	Female		Male		Total	
Duration	Number	%	Number	%	Number	%
<6months	16 815	52.6	15 135	47.4	31 950	100
6<12months	12 791	60.5	8 351	39.5	21 141	100
1-2years	27 651	54.7	22 864	45.3	50 515	100
2+years	108 659	60.4	71 131	39.6	179 790	100
Total	**165 916**	**58.5**	**117 480**	**41.5**	**283 396**	**100**

5.3: Strict unemployment estimates

Table 5.8 shows the unemployment rates of the population aged 15 years and above as measured by the strict definition. It shows that the overall strict unemployment rate for Namibia is 19.0 percent. Furthermore, the table shows that the strict unemployment rate for females in all age groups for which reliable estimates are possible are higher than for males, with an overall female rate of 20.5 percent for people aged 15 years and above as compared to 17.4 percent for males. The table also shows that the strict unemployment rate for both males and females is higher in the lower age groups and decreases as age increases.

Table 5.8 Strict unemployment rate by age group

	Female			Male			Both Sexes		
Age group	Unemployed	Labour force	Rate %	Unemployed	Labour force	Rate %	Unemployed	Labour force	Rate %
15-19	6 516	11 867	54.9	6 546	14 375	45.5	13 062	26 243	49.8
20-24	27 205	61 256	44.4	20 867	60 252	34.6	48 072	121 508	39.6
25-29	21 133	72 294	29.2	14 635	66 617	22.0	35 768	138 911	25.7
30-34	14 195	65 701	21.6	11 817	64 753	18.2	26 012	130 454	19.9
35-39	8 289	50 594	16.4	6 766	54 685	12.4	15 055	105 280	14.3
40-44	6 102	44 644	13.7	5 692	47 363	12.0	11 793	92 007	12.8
45-49	2 979	34 812	8.6	2 539	31 075	8.2	5 517	65 887	8.4
50-54	1 325	26 167	5.1	1 351	24 417	5.5	2 677	50 584	5.3
55-59	490	22 765	2.2	*	17 887	*	1 305	40 652	3.2
60-64	*	12 492	*	*	11 807	*	*	24 300	*
65+	*	26 204	*	*	19 838	*	*	46 042	*
Total	**88 719**	**433 447**	**20.5**	**72 621**	**417 913**	**17.4**	**161 341**	**851 360**	**19.0**

Table 5.9 shows that the strict unemployment rate is lower in rural areas than in urban areas. In rural areas the rate is 15.6 percent as compared to 21.9 percent in urban areas. The rate is highest in the Oshana, Kavango and Hardap regions where the rates are 24.8 percent, 24.4 percent and 21.8 percent respectively.

The table further shows that the strict unemployment rate is higher for females than males for all regions except Kavango, Ohangwena, Omusati and Oshana The highest strict unemployment rate for the female population is recorded in Kunene, at 26.6 percent, while the highest unemployment rate for the male population is recorded in Oshana region, at 26.5 percent.

Table 5.9 Strict unemployment rates by region and area

Region	Female			Male			Both sexes		
	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %
Namibia	88 719	433 447	20.5	72 621	417 913	17.4	161 341	851 360	19.0
Urban	54 681	221 584	24.7	43 554	226 039	19.3	98 235	447 624	21.9
Rural	34 038	211 863	16.1	29 068	191 874	15.1	63 106	403 736	15.6
Zambezi	3 247	16 025	20.3	2 681	16 983	15.8	5 928	33 008	18.0
Erongo	8 692	35 710	24.3	6 190	45 472	13.6	14 882	81 182	18.3
Hardap	3 520	13 601	25.9	3 644	19 235	18.9	7 163	32 837	21.8
//Karas	4 172	17 667	23.6	2 676	22 745	11.8	6 849	40 412	16.9
Kavango	9 836	42 263	23.3	8 325	32 192	25.9	18 160	74 455	24.4
Khomas	20 353	87 726	23.2	17 027	96 134	17.7	37 380	183 860	20.3
Kunene	3 754	14 107	26.6	2 439	17 527	13.9	6 194	31 634	19.6
Ohangwena	8 080	47 035	17.2	6 217	24 796	25.1	14 297	71 830	19.9
Omaheke	2 530	14 113	17.9	1 928	19 058	10.1	4 458	33 171	13.4
Omusati	5 499	50 232	10.9	4 755	25 277	18.8	10 254	75 509	13.6
Oshana	9 637	41 083	23.5	8 788	33 218	26.5	18 425	74 301	24.8
Oshikoto	3 825	29 202	13.1	3 613	27 927	12.9	7 437	57 129	13.0
Otjozondjupa	5 573	24 683	22.6	4 340	37 349	11.6	9 913	62 032	16.0

Chapter 6: Youth employment

6.1 Youth employment and unemployment estimates

Table 6.1 shows the economic activity status of people aged 15 to 34 by five-year age groups. There are about 767 214 youth aged 15 to 34 in Namibia. Of these, some 294 202 are employed, and a further 210 074 are unemployed. This means that the labour force in this age groups totals 504 276, giving a labour force participation rate of 65.7 percent. Males outnumber females among the employed youth population, but females outnumber males among the unemployed.

Table 6.1 Economic activity status of youths aged 15 to 34 by sex and area

	Urban			Rural			Namibia		
Age group	Female	Male	Total	Female	Male	Total	Female	Male	Total
All youth									
15-19	45 473	38 666	84 139	63 007	66 882	129 889	108 480	105 549	214 029
20-24	63 625	57 285	120 911	50 908	46 116	97 023	114 533	103 401	217 934
25-29	55 799	47 261	103 059	40 389	34 409	74 798	96 187	81 670	177 857
30-34	46 455	42 099	88 555	37 019	31 820	68 839	83 474	73 919	157 393
Total	**211 352**	**185 311**	**396 664**	**191 322**	**179 227**	**370 550**	**402 675**	**364 539**	**767 214**
Employed									
15-19	2 378	2 761	5 140	2 973	5 068	8 041	5 352	7 829	13 181
20-24	19 854	22 339	42 193	14 197	17 045	31 243	34 051	39 384	73 436
25-29	32 590	32 715	65 305	18 571	19 267	37 838	51 161	51 982	103 144
30-34	30 363	31 231	61 594	21 144	21 705	42 848	51 507	52 936	104 442
Total	**85 186**	**89 046**	**174 232**	**56 885**	**63 086**	**119 971**	**142 071**	**152 132**	**294 202**
Unemployed									
15-19	7 937	5 359	13 296	8 457	8 152	16 608	16 393	13 511	29 904
20-24	26 548	17 486	44 034	21 997	15 173	37 170	48 545	32 659	81 204
25-29	17 668	10 950	28 618	16 982	11 428	28 410	34 650	22 378	57 028
30-34	12 628	9 047	21 675	12 302	7 961	20 263	24 930	17 008	41 938
Total	**64 780**	**42 842**	**107 622**	**59 738**	**42 714**	**102 452**	**124 518**	**85 556**	**210 074**
Not economically active									
15-19	35 158	30 546	65 704	51 577	53 662	105 240	86 735	84 208	170 944
20-24	17 224	17 460	34 684	14 713	13 897	28 610	31 937	31 358	63 294
25-29	5 541	3 595	9 136	4 835	3 714	8 550	10 376	7 310	17 686
30-34	3 464	1 822	5 286	3 573	2 154	5 727	7 038	3 976	11 013
Total	**61 387**	**53 424**	**114 810**	**74 699**	**73 428**	**148 127**	**136 086**	**126 851**	**262 937**

The table above results in the key labour indicators rates for youth set out in table 6.2 below. It can be seen that the LFPR and employment-to-population ratios increase sharply for both males and females as one moves from the younger to the older youth. The overall youth unemployment rate is 41.7 percent. With the unemployment rate, there is a decrease in the rate with advancing years, as the number in employment grows.

Table 6.2 Employment indicators for youth aged 15 to 34, by sex and by age group

	Labour participation rate			Employment to population ratio			Unemployed rate (broad)		
	Female	Male	Both sexes	Female	Male	Both sexes	Female	Male	Both sexes
Age groups									
15-19	20.0	20.2	20.1	4.9	7.4	6.2	75.4	63.3	69.4
20-24	72.1	69.7	71.0	29.7	38.1	33.7	58.8	45.3	52.5
25-29	89.2	91.0	90.1	53.2	63.6	58.0	40.4	30.1	35.6
30-34	91.6	94.6	93.0	61.7	71.6	66.4	32.6	24.3	28.6
Total	**66.2**	**65.2**	**65.7**	**35.3**	**41.7**	**38.3**	**46.7**	**36.0**	**41.7**

Table 6.3 shows the distribution of employed youth aged groups 15 to 34 by occupation, and table 6.4 shows the distribution by industry. The table reveals that youth are most likely to be in elementary occupations followed by service and sales, agriculture, and technicians and professionals. Very few of them are recorded in the armed forces but the number recorded in the armed forces is almost certainly an undercount given that the survey did not cover people living in institutions.

Table 6.3 Employed youth aged 15 to 34, by sex, area and occupation

	Urban			Rural			Total		
Occupation	Female	Male	Total	Female	Male	Total	Female	Male	Total
Armed forces	*	1 849	2 664	*	*	*	*	1 849	2 664
Legislators & managers	2 757	1 824	4 581	*	*	*	3 032	2 279	5 311
Professionals	6 892	6 011	12 903	3 527	3 170	6 697	10 419	9 181	19 600
Technicians & associate professionals	6 148	5 884	12 032	1 823	*	2 815	7 971	6 877	14 848
Clerks	15 730	3 731	19 461	1 647	*	1 815	17 377	3 899	21 276
Services & sales persons	24 873	16 861	41 734	9 139	4 409	13 548	34 012	21 270	55 282
Skilledagriculture	1 126	2 754	3 880	21 912	20 223	42 135	23 038	22 977	46 016
Craft & trade	4 400	27 198	31 599	2 455	7 915	10 370	6 855	35 113	41 968
Machine operators	*	9 694	10 007	*	1 982	2 191	*	11 676	12 198
Elementary	21 934	12 997	34 931	15 445	23 331	38 776	37 379	36 328	73 707
Not recorded	*	*	*	*	*	*	*	*	1 333
Total	**85 186**	**89 046**	**174 232**	**56 885**	**63 086**	**119 971**	**142 071**	**152 132**	**294 202**

Table 6.4 shows the employed youth by the industry in which they work. About 64 621 are employed in agriculture, followed by trade and industry that has an estimated 51 116 youth. There are more female than male youth employed in trade, Hotel and restaurants, and private households. In contrast, there are more male than female youth in agriculture, construction and manufacturing.

Table 6.4 Employed youth aged 15 to 34, by sex and industry

Industry	Female	Male	Total
Agriculture & Fishing	24 566	40 054	64 621
Mining	1 427	5 257	6 683
Manufacturing	5 187	10 572	15 759
Utilities	*	1 428	1 984
Construction	2 322	24 583	26 904
Trade	29 574	21 542	51 116
Transport & communications	*	1 770	2 583
Hotels & restaurants	14 802	4 797	19 599
Financial services	6 423	2 941	9 364
Real estate & business	10 770	12 946	23 716
Public administration	4 916	6 931	11 847
Education	9 377	5 179	14 556
Health & social	3 728	1 648	5 376
Other services	6 528	4 151	10 679
Private households	19 607	7 067	26 674
Extra territorial bodies	*	*	*
Total	**140 863**	**150 866**	**291 729**

**less than 1000 persons*

Table 6.5 shows that youth unemployment is higher in rural areas (46.1 percent) than in urban areas (38.2 percent). Furthermore, the table shows that unemployment is higer for female than male youth in most of the regions with Ohangwena and Omusati being exceptions.

Table 6.5 Unemployment rate 15 to 34 years by region and by sex

	Female			Male			Both sexes		
Region	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %
Namibia	**124 518**	**266 589**	**46.7**	**85 556**	**237 687**	**36.0**	**210 074**	**504 276**	**41.7**
Urban	64 780	149 966	43.2	42 842	131 888	32.5	107 622	281 854	38.2
Rural	59 738	116 623	51.2	42 714	105 800	40.4	102 452	222 423	46.1
Zambezi	5 093	11 411	44.6	2 858	9 599	29.8	7 951	21 009	37.8
Erongo	9 535	23 874	39.9	5 950	24 720	24.1	15 485	48 594	31.9
Hardap	4 690	9 068	51.7	3 604	10 186	35.4	8 295	19 254	43.1
//Karas	4 153	11 454	36.3	2 513	10 791	23.3	6 667	22 245	30.0
Kavango	14 698	27 906	52.7	10 964	20 271	54.1	25 662	48 177	53.3
Khomas	24 398	57 866	42.2	18 008	57 656	31.2	42 406	115 522	36.7
Kunene	7 304	12 652	57.7	3 635	10 517	34.6	10 939	23 169	47.2
Ohangwena	11 229	22 429	50.1	9 404	15 223	61.8	20 633	37 652	54.8
Omaheke	3 599	8 952	40.2	1 635	9 368	17.5	5 234	18 320	28.6
Omusati	11 337	21 913	51.7	9 057	13 826	65.5	20 394	35 739	57.1
Oshana	12 443	25 046	49.7	8 303	18 553	44.8	20 745	43 599	47.6
Oshikoto	7 770	17 118	45.4	5 529	17 336	31.9	13 300	34 454	38.6
Otjozondjupa	8 269	16 901	48.9	4 095	19 640	20.8	12 364	36 541	33.8

For international comparisons tables for youth aged 15 – 24 are presented in Annex B of this report.

6.2 Youth not in education and not in employment (NEET), 15-34 years

The NEET rate is defined as the percentage of youth who are not in employment and not in education or training and its formula is

$$\text{NEET (\%)} = \frac{\text{Number of UE youths + Number of youths EIAe - Number of EIA and UE youths who are in education or training}}{\text{Total number of youths}} \text{ (x 100)}$$

Where:
UE: Unemployment
EIAe: Number of youths not economically active (economically inactive)
EIA and UE: Number of youths not economically active and unemployed youths who are in education or training.

The NEET concept was introduced alongside the unemployment rate in consideration of the fact that where youth do not reflect as employed or part of the labour force because they are in education or training, this is positive rather than negative. This fact needs to be considered, in particular, in respect of the age group 15-24 years. The NEET rate is therefore intended to reflect those youth who are not part of the labour force for reasons other than education and training. Among females, this might often include reasons related to household chores and responsibilities, as well as childbearing and child care.

Table 6.6 below shows that about 33.8 percent of the youths (259 223) are not in employment, education and training. The number peaks at age 23. It is very low among those under 18 years, most of whom will still be in school. It is lower at the upper end of the broad youth age group as by this time more youth have found a job. The number of NEET females is larger than the number of males for all except the 15-year olds.

Table 6.6: NEET by age and by sex

	NEET			Total youth			Percentages		
Age	Female	Male	Total	Female	Male	Total	Female	Male	Total
15	1 195	1 660	2 855	22 881	22 126	45 007	5.2	7.5	6.3
16	3 075	2 809	5 884	24 216	21 053	45 270	12.7	13.3	13.0
17	3 116	3 840	6 956	20 155	20 592	40 747	15.5	18.6	17.1
18	6 738	4 188	10 926	21 092	20 480	41 572	31.9	20.4	26.3
19	8 569	6 856	15 425	20 136	21 297	41 433	42.6	32.2	37.2
20	11 491	7 158	18 649	22 913	20 762	43 675	50.2	34.5	42.7
21	12 479	6 818	19 298	24 270	20 166	44 435	51.4	33.8	43.4
22	11 898	7 370	19 268	21 505	20 506	42 010	55.3	35.9	45.9
23	12 357	9 179	21 536	24 158	24 110	48 268	51.2	38.1	44.6
24	10 479	6 983	17 462	21 688	17 858	39 545	48.3	39.1	44.2
25	9 745	6 688	16 433	20 246	19 074	39 320	48.1	35.1	41.8
26	8 259	5 323	13 582	17 689	14 178	31 867	46.7	37.5	42.6
27	8 516	5 281	13 797	19 723	16 589	36 312	43.2	31.8	38.0
28	8 123	4 715	12 838	20 334	16 759	37 093	39.9	28.1	34.6
29	7 202	5 226	12 428	18 195	15 070	33 265	39.6	34.7	37.4
30	7 621	4 818	12 438	19 965	18 296	38 261	38.2	26.3	32.5
31	6 240	4 126	10 366	15 294	15 473	30 766	40.8	26.7	33.7
32	5 812	4 783	10 595	16 671	13 651	30 322	34.9	35.0	34.9
33	6 067	3 063	9 131	15 670	14 021	29 691	38.7	21.8	30.8
34	5 656	3 700	9 355	15 875	12 479	28 354	35.6	29.6	33.0
Total	**154 636**	**104 586**	**259 223**	**402 675**	**364 539**	**767 214**	**38.4**	**28.7**	**33.8**

Table 6.7 shows NEET by region and sex. NEET is higher for female than male youth in all regions. Regions with the lowest NEET are Zambezi, Erongo and Oshikoto with of 28.6 percent, 29.8 percent and 30.9 percent respectively. NEET is highest in Kunene (46.2 percent).

Table 6.7 NEET by region and by sex

	NEET			Total youth			Percentages		
	Female	Male	Total	Female	Male	Total			
Namibia	**154636**	**104586**	**259223**	**402675**	**364539**	**767214**	**38.4**	**28.7**	**33.8**
Urban	77482	51485	128966	211352	185311	396664	36.7	27.8	32.5
Rural	77155	53101	130256	191322	179227	370550	40.3	29.6	35.2
Zambezi	6081	3531	9612	17159	16431	33590	35.4	21.5	28.6
Erongo	12080	6774	18854	31461	31883	63344	38.4	21.2	29.8
Hardap	6035	4415	10450	12815	12826	25642	47.1	34.4	40.8
//Karas	7025	3691	10717	17012	14443	31455	41.3	25.6	34.1
Kavango	17630	12801	30431	43955	34650	78604	40.1	36.9	38.7
Khomas	28477	21328	49804	82272	79366	161638	34.6	26.9	30.8
Kunene	8772	4356	13128	15546	12878	28424	56.4	33.8	46.2
Ohangwena	14097	12087	26185	41699	35683	77382	33.8	33.9	33.8
Omaheke	4722	2717	7439	11066	11184	22250	42.7	24.3	33.4
Omusati	12772	10679	23451	39113	30707	69819	32.7	34.8	33.6
Oshana	14786	9395	24181	36904	28671	65574	40.1	32.8	36.9
Oshikoto	10773	7446	18219	28872	30001	58873	37.3	24.8	30.9
Otjozondjupa	11387	5366	16753	24801	25817	50618	45.9	20.8	33.1

Being NEET affects the general population of young people, regardless of their educational level. Yet, analysing the educational level of NEET reveals that those with none or lower educational level are over represented in the NEET group. The analysis (Table 6.7) shows that 52.9 percent of youths with no formal education are NEET. However NEET is very low among youths with Certificate/Diploma and University qualifications with 14.3 and 8.6 percent respectively. Their numbers are very insignificant among youths with Postgraduates and Teacher training qualifications.

Table 6.7: NEET by educational level

Highest leven of education	NEET			Total youth			Percentages		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
None	15 036	11 438	26 474	23 125	26 935	50 059	65.0	42.5	52.9
Primary	35 168	28 501	63 669	86 378	97 578	183 956	40.7	29.2	34.6
Junior secondary	73 032	42 138	115 171	184 183	144 073	328 256	39.7	29.2	35.1
Senior secondary	28 514	20 268	48 782	83 761	71 992	155 753	34.0	28.2	31.3
Certificate/Diploma	*	*	1 032	3 593	3 616	7 209	*	*	14.3
University	1 649	1 408	3 058	18 397	17 088	35 485	9.0	8.2	8.6
Post graduate	*	*	*	1 154	*	2 132	*	*	*
Teacher training	*	*	*	1 248	1 127	2 375	*	*	*
Don'tknow	*	*	*	*	1 151	1 988	*	*	*
Total	**154 636**	**104 586**	**259 223**	**402 675**	**364 539**	**767 214**	**38.4**	**28.7**	**33.8**

ANNEX A: ERROR ESTIMATION PROCEDURE

A1. SAMPLING ERRORS

Since the sample survey results are estimates of the population figures there will be a difference between the survey estimates and the actual population figures. This difference occurs because the data were collected from a sample of units rather than the whole population and hence the difference is called the sampling error.

Sampling errors were calculated for the whole country, for urban and rural areas and for each region. The different components presented are the estimate, standard error of the estimate, relative standard error, number of observations (un-weighted and weighted), confidence intervals and the design effect (DEFF). In this report four tables for sampling errors are presented, two on labour force (i.e. total labour force and the labour force participation rate) and the other two for the unemployment (i.e. the total unemployed population and the unemployment rate).

Table A1.1 Sampling errors for the total labour force

Domain of estimation	Estimate	Standard Error	Number of Observation		Relative Error	Confidence Limit		Design Effects
	E	(SE)	Un weighted	weighted	(RE)= SE/E*100	Lower Bound	Upper Bound	Deff
Namibia	980781	16138	21731	1384054	1.6	949071	1012491	14.3
Urban	493006	12565	9880	655394	2.5	468317	517695	7.8
Rural	487775	10128	11851	728660	2.1	467875	507675	5.1
Zambezi	38394	1887	1269	56795	4.9	34687	42101	1.5
Erongo	86904	5283	1657	113384	6.1	76525	97284	5.4
Hardap	37869	2965	1292	52049	7.8	32042	43695	3.7
!Karas	42788	3946	1219	57506	9.2	35034	50542	5.9
Kavango	87399	4386	2222	131056	5.0	78781	96018	3.7
Khomas	202687	9866	2690	266360	4.9	183300	222073	8.8
Kunene	42265	3331	1064	56315	7.9	35719	48811	4.3
Ohangwena	85540	3751	2158	139757	4.4	78169	92911	2.8
Omaheke	38855	3378	1003	48508	8.7	32218	45492	4.7
Omusati	91712	3444	2145	139712	3.8	84945	98479	2.2
Oshana	84094	4323	1741	115569	5.1	75599	92589	3.7
Oshikoto	72527	3352	1700	113548	4.6	65941	79112	2.6
Otjozondjupa	69747	3108	1571	93498	4.5	63640	75855	2.3

Table A1.2 Sampling errors for the labour force participation rate

Domain of estimation	Estimate	Standard Error	Number of Observation		Relative Error	Confidence Limit		Design Effects
	E	(SE)	Un weighted	weighted	(RE)= SE/E*100	Lower Bound	Upper Bound	Deff
Namibia	70.9	0.6	21731	1384054	0.9	69.7	72.0	3.8
Urban	75.2	0.9	9880	655394	1.1	73.5	76.9	4.1
Rural	66.9	0.8	11851	728660	1.2	65.3	68.5	3.4
Zambezi	67.6	2.1	1269	56795	3.1	63.5	71.7	1.8
Erongo	76.6	2.3	1657	113384	3.0	72.2	81.1	5.1
Hardap	72.8	1.9	1292	52049	2.6	69.1	76.4	1.4
!Karas	74.4	2.7	1219	57506	3.7	69.0	79.8	3.6
Kavango	66.7	2.3	2222	131056	3.4	62.3	71.1	4.7
Khomas	76.1	1.7	2690	266360	2.2	72.8	79.3	6.3
Kunene	75.1	2.8	1064	56315	3.8	69.5	80.6	3.8
Ohangwena	61.2	1.1	2158	139757	1.8	59.1	63.3	1.1
Omaheke	80.1	2.3	1003	48508	2.9	75.6	84.6	2.5
Omusati	65.6	1.6	2145	139712	2.5	62.4	68.9	2.6
Oshana	72.8	1.6	1741	115569	2.2	69.6	75.9	2.4
Oshikoto	63.9	2.7	1700	113548	4.2	58.6	69.1	5.5
Otjozondjupa	74.6	2.0	1571	93498	2.7	70.6	78.6	3.2

Sampling estimates for the national labour force figures and the labour force participation rates are highly precise with relative errors less than 1% and 2% respectively indicating that the overall sample size was quite adequate. However the labour force numbers shows higher variation compared to the labour force participation rates showing that the rates are more stable than the numbers. The regional figures also are precise estimates with relative errors less than 5%. That means the sample sizes are quite large enough to give precise estimates at the national and regional levels for this variable.

The design effect (DEFF) is quite high for the total labour force (14.3) and a bit higher for the rate (3.8). This indicates homogeneity within the PSUs and the way to reduce this is to cover fewer sample households within the PSUs thus increasing the number of sample PSUs with the same sample of households. This will also enhance the representation of different characteristics in the sample.

Table A1.3 Sampling errors for the total unemployed

Domain of estimation	Estimate	Standard error	No of observation		Relative error	Confidence Limit		Design effects
	E	(SE)	Un weighted	Weighted	(RE) = SE/E*100	Lower bound	Upper bound	DEFF
Namibia	275149	8570	15291	917851	3.1	258310	291988	5.6
Urban	150487	6911	7324	510504	4.6	136907	164067	5.9
Rural	124662	5067	7967	407347	4.1	114705	134619	3.7
Zambezi	11220	1255	858	38002	11.2	8753	13686	2.3
Erongo	19751	1997	1276	84285	10.1	15827	23675	3.4
Hardap	12797	1548	941	37430	12.1	9757	15838	3.1
!Karas	9561	1065	894	40384	11.1	7468	11655	2.0
Kavango	32950	3119	1480	90814	9.5	26821	39078	5.0
Khomas	55915	5265	2027	199855	9.4	45570	66260	8.5
Kunene	13138	1539	795	33402	11.7	10114	16161	3.0
Ohangwena	25273	2199	1320	76438	8.7	20952	29593	3.2
Omaheke	10177	1662	797	36319	16.3	6912	13441	4.5
Omusati	23994	1678	1411	82527	7.0	20696	27291	2.0
Oshana	23825	2471	1239	70542	10.4	18969	28680	4.3
Oshikoto	19131	1953	1090	61032	10.2	15294	22967	3.3
Otjozondjupa	17419	2051	1163	66822	11.8	13390	21449	4.0

Table A1.4 Sampling errors for the unemployment rate

Domain of estimation	Estimate	Standard Error	Number of Observation		Relative Error	Confidence Limit		Design Effects
	E	(SE)	Un weighted	weighted	(RE)= SE/E*100	Lower Bound	Upper Bound	Deff
Namibia	29.6	0.7	15291	980781	2.4	28.3	31.0	3.6
Urban	29.1	1.0	7324	493006	3.4	27.2	31.1	3.6
Rural	30.2	1.0	7967	487775	3.4	28.2	32.2	3.7
Zambezi	29.5	3.3	858	38394	11.3	22.9	36.0	3.2
Erongo	23.7	1.7	1276	86904	7.1	20.4	27.0	2.1
Hardap	32.2	2.8	941	37869	8.5	26.8	37.6	2.0
!Karas	21.6	2.3	894	42788	10.5	17.1	26.0	2.0
Kavango	35.6	2.5	1480	87399	7.1	30.6	40.6	3.8
Khomas	27.7	1.8	2027	202687	6.6	24.1	31.3	5.3
Kunene	39.8	3.8	795	42265	9.5	32.3	47.3	4.0
Ohangwena	32.7	1.6	1320	85540	5.0	29.5	36.0	1.6
Omaheke	26.1	4.1	797	38855	15.8	18.0	34.2	5.3
Omusati	28.8	1.4	1411	91712	4.9	26.0	31.7	1.4
Oshana	33.6	2.5	1239	84094	7.3	28.7	38.4	3.5
Oshikoto	31.5	3.4	1090	72527	10.7	24.9	38.1	6.0
Otjozondjupa	25.3	2.6	1163	69747	10.3	20.1	30.4	3.9

In the case of unemployment figures the sampling errors will be much higher than for the labour force since the unemployed is a sub set of the labour force. Still the sampling errors for national estimates are below 5% which are quite precise for both the numbers and the rates. Regional estimates for the total unemployed have much higher sampling errors where the relative error for the Omaheke region is 18.1%. But the unemployment rates behave better having more regions within the range of 5 to 10% relative error. Even the regions where the relative error is above 10%, are still close to 10% except Omaheke region. DEFF is not as high as for the labour force but still around 5. Redistribution of the sample across a larger number of PSUs will reduce it further.

The survey produced reliable figures at the national and national urban/rural levels for the important characteristics. At the regional level also for the majority of the regions the survey will produce reliable estimates for these characteristics with acceptable margins of error. However a few regions may show larger sampling errors for certain characteristics because of the smaller sample sizes they have.

ANNEX B: Tables for youth aged 15 – 24 years

Table B 1.1: Economic activity of youths aged 15 to 34 by sex and area

	Urban			Rural			Total		
Age group	Female	Male	Total	Female	Male	Total	Female	Male	Total
All youth									
15-19	45 473	38 666	84 139	63 007	66 882	129 889	108 480	105 549	214 029
20-24	63 625	57 285	120 911	50 908	46 116	97 023	114 533	103 401	217 934
Total	**109 099**	**95 951**	**205 050**	**113 914**	**112 998**	**226 913**	**223 013**	**208 950**	**431 963**
Employed									
15-19	2 378	2 761	5 140	2 973	5 068	8 041	5 352	7 829	13 181
20-24	19 854	22 339	42 193	14 197	17 045	31 243	34 051	39 384	73 436
Total	**22 233**	**25 100**	**47 333**	**17 170**	**22 114**	**39 284**	**39 403**	**47 214**	**86 617**
Unemployed									
15-19	7 937	5 359	13 296	8 457	8 152	16 608	16 393	13 511	29 904
20-24	26 548	17 486	44 034	21 997	15 173	37 170	48 545	32 659	81 204
Total	**34 485**	**22 845**	**57 330**	**30 454**	**23 325**	**53 779**	**64 938**	**46 170**	**111 108**
Not economically active									
15-19	35 158	30 546	65 704	51 577	53 662	105 240	86 735	84 208	170 944
20-24	17 224	17 460	34 684	14 713	13 897	28 610	31 937	31 358	63 294
Total	**52 382**	**48 007**	**100 388**	**66 291**	**67 559**	**133 850**	**118 672**	**115 566**	**234 238**

Table B 1.2: Various labour statistics for youth aged 15 to 24 by sex and by age group

	Labour participation rate			Employment to population ratio			Unemployed rate (broad)		
	Female	Male	Both sexes	Female	Male	Both sexes	Female	Male	Both sexes
Age group									
15-19	20.0	20.2	20.1	4.9	7.4	6.2	75.4	63.3	69.4
20-24	72.1	69.7	71.0	29.7	38.1	33.7	58.8	45.3	52.5
Total	46.8	44.7	45.8	17.7	22.6	20.1	62.2	49.4	56.2

Table B 1.3: Unemployment rate for youths aged 15 to 24 by region and by sex

Region	Female			Male			Both sexes		
	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %
Total	**64 938**	**104 341**	**62.2**	**46 170**	**93 384**	**49.4**	**111 108**	**197 725**	**56.2**
Urban	34 485	56 717	60.8	22 845	47 945	47.6	57 330	104 662	54.8
Rural	30 454	47 624	63.9	23 325	45 439	51.3	53 779	93 063	57.8
Zambezi	2 355	4 323	54.5	1 615	3 390	47.7	3 970	7 712	51.5
Erongo	5 057	8 948	56.5	3 195	8 437	37.9	8 252	17 384	47.5
Hardap	2 331	3 869	60.3	2 500	5 101	49.0	4 832	8 970	53.9
//Karas	2 174	4 077	53.3	1 410	4 225	33.4	3 584	8 303	43.2
Kavango	9 096	13 301	68.4	6 207	8 500	73.0	15 304	21 801	70.2
Khomas	12 736	20 910	60.9	9 506	20 705	45.9	22 242	41 615	53.4
Kunene	3 961	6 195	63.9	1 787	4 346	41.1	5 748	10 541	54.5
Ohangwena	5 533	8 391	65.9	4 578	6 666	68.7	10 111	15 058	67.1
Omaheke	1 952	3 371	57.9	844	4 128	20.4	2 796	7 499	37.3
Omusati	5 624	8 199	68.6	4 804	6 144	78.2	10 428	14 342	72.7
Oshana	6 621	9 521	69.5	4 101	7 055	58.1	10 722	16 575	64.7
Oshikoto	3 595	6 304	57.0	3 014	6 983	43.2	6 609	13 287	49.7
Otjozondjupa	3 905	6 934	56.3	2 607	7 704	33.8	6 512	14 638	44.5

ANNEX C: QUESTIONNAIRE

PART A

Classification information

Region Name: Code:

Constituency Code

Rural/Urban

DU Number

Sample PSU number

Sample Household Number

If there are more than 08 persons in the household, use a second questionnaire

Questionnaire of completed for this Household.

Base Form Number (First Questionnaire Form Number, incase more than 08 people in household).

Physical location of the household

.....

.....

Telephone number of enumerated household (if any)

Name of head of household.....

Name of primary respondent.....

Field administrative information

FINAL RESULTS

RESULT CODE

1 = Completed
2 = Partially completed
3 = Non-contact
4 = Refusal
5 = Other

Comments on all (non-response)

.....

.....

.....

.....

.....

Field staff

Interviewer Name:..... Number

Signature:.....

Supervisor Name:..... Number

Signature:.....

B

FOR ALL PERSONS This part covers the household's composition and particulars of each person in the household. The following information must be obtained in respect of every person, including babies who spent the night of 29th September 2013 in this household.

Person Line Number	**Write first Name and surName of all persons who spent the reference night in this household.** (Write down firstName and surName of each member of the household, starting with the head)	**What is (Name)'s relation to the head of the Household?** (i.e. Person line number 01) 1 = HEAD 2 = SPOUSE 3 = SON/DAUGHTER 4 = SON/DAUGHTER IN LAW 5 = GRAND SON/DAUGHTER 6 = FATHER/MOTHER 7 = OTHER RELATIVE 8 = OTHER NON-RELATIVE 9 = DON'T KNOW	**Is (Name) female or male?** 1 = Female 2 = Male	**How old was (Name) at his/her last birthday?** Write two digits. Less than 1 year = 00. 95 or more = 95. Don't know=99.	**What is (Name's) citizenship?** 01 = Namibia 02 = Angola 03 = Botswana 04 = South Africa 05 = Zambia 06 = Zimbabwe 07 = Other SADC Countries 08 = Other African Countries 09 = China 10 = European 11 = All other Countries 99 = Don't Know	**Does (Name) receive any grants/pension?** (multiple responses) 01 = Old age Pension 02 = War Veterans/ex-combatants Grants 03 = Disability Grants for adults (over 16 years) 04 = Child Maintenance grants 05 = Foster care grant 06 = Special maintenance grant for disable children (16 years and less) 07 = From the workmen's compensation unemployment insurance, social security, MVA and similar funds 08 = Other grants 09 = None 99 = Don't know	**What is (Name)'s marital status?** 1= NEVER MARRIED 2 =MARRIED WITH CERTIFICATE 3 =MARRIED TRADITIONALLY 4 =CONSENSUAL UNION 5= DIVORCED 6 =WIDOWED 7 =SEPARATED 9 =DON'T KNOW
B1	B2	B3	B4	B5	B6	B7	B8
		☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2		☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
		☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2		☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
		☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2		☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
		☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2		☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
		☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2		☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
		☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2		☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
		☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2		☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
		☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2		☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9

C Ask for all persons aged 6 years and above

Person Line Number	What is (Name)'s schooling status? 1 = NEVER ATTENDED 2 = AT SCHOOL (FULL TIME) 3 = LEFT SCHOOL 4 = PART TIME 5 = DISTANCE LEARNING 9 = DON'T KNOW	What is the highest grade/ standard/level of education (Name) has completed? (Give highest grade/standard/level of education, if never attended or don't know, write None or don't know respectively)	For office use only	Name the two languages that (Name) can speak best with understanding?	For office use only	Name the two languages that (Name) can read and write best with undertanding ?	For office use only
B1	C1	C2	C3	C4	C5	C6	C7
	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 9						
	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 9						
	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 9						
	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 9						
	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 9						
	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 9						
	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 9						
	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 9						

D	Ask for all persons aged 8 years and above				(If answered yes in any of D1 to D8, go to E1)				If coded NO , go to I1		
Person Line Number	In the last seven days, did (Name) do any work for pay, profit or any payment in kind (including paid domestic work) for at least one hour? 1 = Yes 2 = No	In the last seven days, did (Name) run or do any kind of business, big or small, for him/herself or with one or more partners for at least one hour? 1 = Yes 2 = No	In the last seven days, did (Name) help without being paid in any kind of business run by his/her household, for at least one hour? 1 = Yes 2 = No	In the last seven days, did (Name) do any work for his/her own or household farm / plot / garden/cattle post or Kraal or help in growing farm produce, looking after animals for the household or own consumption, for at least one hour? 1 = Yes 2 = No	In the last seven days, did (Name) fetch water or collect wood/dung for household sale for at least one hour? 1 = Yes 2 = No	In the last seven days, did (Name) produce any other goods for household use for at least one hour? 1 = Yes 2 = No	In the last seven days, did (Name) do any construction or major repair work on his/her own home, plot, cattle post or business or those of the household for at least one hour? 1 = Yes 2 = No	In the last seven days, did (Name) catch any fish, prawns, shells, wild animals or other food for household consumption, for at least one hour? 1 = Yes 2 = No	Even though (Name) did not do any kind of work in the last seven days, does he/she have a job, business, or other economic or farming activity or crop farming activities that he/she will definitely return to? 1 = Yes 2 = No	Why did (Name) not work or do any crop farming during the last seven days? 01 = SICK, INJURY 02 = MATERNITY, PARENTAL LEAVE 03 = HOLIDAY, VACATION 04 = EDUCATION LEAVE 05 = STRIKE, LOCK-OUT 06 = TEMPORARY LAY-OFF 07 = REDUCTION IN ECONOMIC ACTIVITY 08 = TEMPORARY REORGANIZATION, SUSPENSION OF WORK 09 = PERSONAL, FAMILY RESPONSIBILITIES 10 = OFF SEASON 11 = OTHER REASON 99 = DON'T KNOW	Was (Name) being paid or did his/her business/farm continued to operate despite being absent from work during the Last seven days? 1 = Yes 2 = No
B1	D1	D2	D3	D4	D5	D6	D7	D8	D9	D10	D11
	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐1 ☐2
	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐1 ☐2
	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐1 ☐2
	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐1 ☐2
	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐1 ☐2
	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐1 ☐2
	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐1 ☐2
	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐1 ☐2	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11 ☐99	☐1 ☐2

E CURRENT MAIN JOB

EMPLOYED (ASK FOR ALL PERSONS AGED 8 YEARS AND ABOVE, WHO ANSWERED YES TO ANY IN D1 - D9)

Person Line Number	**What kind of work did (Name) do in his/her main job during the last 7 days or usually does, even if he/she was absent in the last seven days?** *Describe the work or give occupation or job title.* *(Record at least two words: Car sales person, Office cleaner, Vegetable farmer, Primary school teacher, etc.)* *For agricultural work on own/ household farm/plot, state whether for own use or sale mostly.*	For office use only	**What kind of activities are carried out at (Name) current work place? What are its main functions?** *examples: Repairing cars, Selling commercial real estate, Sell food (wholesale) to restaurants, Retail clothing shop, Manufacture electrical appliances, Bar/ restaurant, Primary education, delivering newspapers to homes*	For office use only	**In (Name) main job, did he/she work as ….?** 01 = SUBSISTENCE/COMMUNAL FARMER (WITH PAID EMPLOYEES) 02 = SUBSISTENCE/COMMUNAL FARMER (WITHOUT PAID EMPLOYEES) 03 = OTHER EMPLOYER 04 = OTHER OWN ACCOUNT WORKER (WITHOUT PAID EMPLOYEES) 05 = EMPLOYEE (DOMESTIC WORKER) 06 = OTHER EMPLOYEE 07 = UNPAID FAMILY WORKER (SUBSISTENCE/COMMUNAL) 08 = OTHER UNPAID FAMILY WORKER 09 = OTHER, SPECIFY...................................... 99 = DON'T KNOW *(If coded 5 or 6 continue, else go to E11)*	**In which entity/business is (Name) employed?** 01= Government 02 =Parastatal 03 =A private enterprise (formal) 04 =A private enterprise (informal) 05 =Non-profit organization 06 =Cooperative 07 =Private household (subsistence farm) 08 = Private household (commercial farm) 09 = Private household (non-farm) 10 = Other reason, specify………………. 99 = Don't know	**How many people including (Name) do work at his/her work place?** 1 = 1 2 = 2- 3 3 = 4- 5 4 = 6-10 5 = 11-15 6 = 16-20 7 = >20 9 = dont know
B1	E1	E2	E3	E4	E5	E6	E7
					☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
					☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
					☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
					☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
					☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
					☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
					☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9
					☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐99	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐99	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐9

Form Number

E PREVIOUS JOB

Person Line Number	Which of the following does (Name)'s employer provide to him/her? *(Multiple answers possible)* 1 = Food 2 = Accommodation 3 = Clothes 4 = Transport 5 = Pension schemes 6 = Medical aid 7= Social security 8 = Other, specify 9 = None (If coded 9,Go to E11)	Does (Name) employer deduct for any of the items provided? 1 = Yes 2 = No 9 = Don't know	How much is deducted? *(write down the amount in N$ per month)*	Have (Name) changed jobs in the last 12 months? 1 = Yes 2 = No *(If coded 2, go to E17)*	What kind of work did (Name) do in his/her previous job ? *Describe the work or give occupation or job title. (Record at least two words: Car sales person, Office cleaner, Vegetable farmer, Primary school teacher, etc.) For agricultural work on own/household farm/plot, state whether for own use or sale mostly.*	For office use only	What kind of activities were carried out at (Name)'s previous work place? What are its main functions? *examples: Repairing cars, Selling commercial real estate, Sell food (wholesale) to restaurants, Retail clothing shop, Manufacture electrical appliances, Bar/ restaurant, Primary education, delivering newspapers to homes*	For office use only	Name region where (Name) worked before? *If in Namibia write region or if outside Namibia write country Name in the space provided*
B1	E8	E9	E10	E11	E12	E13	E14	E15	E16
	1 2 3 4 5 6 7 8 9	1 2 9		1 2					
	1 2 3 4 5 6 7 8 9	1 2 9		1 2					
	1 2 3 4 5 6 7 8 9	1 2 9		1 2					
	1 2 3 4 5 6 7 8 9	1 2 9		1 2					
	1 2 3 4 5 6 7 8 9	1 2 9		1 2					
	1 2 3 4 5 6 7 8 9	1 2 9		1 2					
	1 2 3 4 5 6 7 8 9	1 2 9		1 2					
	1 2 3 4 5 6 7 8 9	1 2 9		1 2					

Form Number

E FOR SECOND MAIN JOB/BUSINESS

Person Line Number	Does (Name) have a second main job? 1 = Yes 2 = No 9 = Don't know *(If coded 2 or 9, Go to E23)*	**What kind of work did (Name) do in his/her second main job ?** *Describe the work or give occupation or job title.* *(Record at least two words: Car sales person, Office cleaner, Vegetable farmer, Primary school teacher, etc.)* *For agricultural work on own/household farm/plot, state whether for own use or sale mostly.*	For office use only	**What kind of activities are carried out at (Name)'s second work place? What are its main functions?** *examples: Repairing cars, Selling commercial real estate, Sell food (wholesale) to restaurants, Retail clothing shop, Manufacture electrical appliances, Bar/ restaurant, Primary education, delivering newspapers to homes*	For office use only	**In (Name) second main job, did he/she work as ….?** 01 = SUBSISTENCE/COMMUNAL FARMER (WITH PAID EMPLOYEES) 02 = SUBSISTENCE/COMMUNAL FARMER (WITHOUT PAID EMPLOYEES) 03 = OTHER EMPLOYER (WITH PAID EMPLOYEES) 04 = OTHER OWN ACCOUNT WORKER (WITHOUT PAID EMPLOYEES) 05 = EMPLOYEE (DOMESTIC WORKER) 06 = OTHER EMPLOYEE 07 = UNPAID FAMILY WORKER (SUBSISTENCE/COMMUNAL) 08 = OTHER UNPAID FAMILY WORKER 09 = OTHER, SPECIFY…………………………………… 99 = DON'T KNOW	**What steps did (Name) take to find the current job?** *(multiple responses)* 1= Registration at Ministry of Labour offices 2 = Registration at other employment agencies 3 = direct applications to employers 4 = Checking at work sites, farms, factory gates market or other assembly places 5 = Placed or answered media advertisement 6 = Seeking assistance of friends, relatives, colleagues, unions, etc 7 = take action to start business or subsistence farming 8 = other, Specify……………………………………
B1	E17	E18	E19	E20	E21	E22	E23
	☐ 1 ☐ 2 ☐ 9					☐ 01 ☐ 02 ☐ 03 ☐ 04 ☐ 05 ☐ 06 ☐ 07 ☐ 08 ☐ 09 ☐ 99	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8
	☐ 1 ☐ 2 ☐ 9					☐ 01 ☐ 02 ☐ 03 ☐ 04 ☐ 05 ☐ 06 ☐ 07 ☐ 08 ☐ 09 ☐ 99	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8
	☐ 1 ☐ 2 ☐ 9					☐ 01 ☐ 02 ☐ 03 ☐ 04 ☐ 05 ☐ 06 ☐ 07 ☐ 08 ☐ 09 ☐ 99	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8
	☐ 1 ☐ 2 ☐ 9					☐ 01 ☐ 02 ☐ 03 ☐ 04 ☐ 05 ☐ 06 ☐ 07 ☐ 08 ☐ 09 ☐ 99	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8
	☐ 1 ☐ 2 ☐ 9					☐ 01 ☐ 02 ☐ 03 ☐ 04 ☐ 05 ☐ 06 ☐ 07 ☐ 08 ☐ 09 ☐ 99	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8
	☐ 1 ☐ 2 ☐ 9					☐ 01 ☐ 02 ☐ 03 ☐ 04 ☐ 05 ☐ 06 ☐ 07 ☐ 08 ☐ 09 ☐ 99	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8
	☐ 1 ☐ 2 ☐ 9					☐ 01 ☐ 02 ☐ 03 ☐ 04 ☐ 05 ☐ 06 ☐ 07 ☐ 08 ☐ 09 ☐ 99	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8
	☐ 1 ☐ 2 ☐ 9					☐ 01 ☐ 02 ☐ 03 ☐ 04 ☐ 05 ☐ 06 ☐ 07 ☐ 08 ☐ 09 ☐ 99	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8

F	HOURS WORKED (who have worked the last seven days or who did not work but have a job to return to)								F	HOURS WORKED (SECOND MAIN JOB/BUSINESS)						
Person Line Number	**Monday** 1 = Usual Hours 2 = Actual Hours	**Tuesday** 1 = Usual Hours 2 = Actual Hours	**Wednesday** 1 = Usual Hours 2 = Actual Hours	**Thursday** 1 = Usual Hours 2 = Actual Hours	**Friday** 1 = Usual Hours 2 = Actual Hours	**Saturday** 1 = Usual Hours 2 = Actual Hours	**Sunday** 1 = Usual Hours 2 = Actual Hours	**Total (The interviewer to calculate)** 1 = Usual Hours 2 = Actual Hours	**Monday** 1 = Usual Hours 2 = Actual Hours	**Tuesday** 1 = Usual Hours 2 = Actual Hours	**Wednesday** 1 = Usual Hours 2 = Actual Hours	**Thursday** 1 = Usual Hours 2 = Actual Hours	**Friday** 1 = Usual Hours 2 = Actual Hours	**Saturday** 1 = Usual Hours 2 = Actual Hours	**Sunday** 1 = Usual Hours 2 = Actual Hours	**Total (The interviewer to calculate)** 1 = Usual Hours 2 = Actual Hours
B1	F1	F2	F3	F4	F5	F6	F7	F8	F9	F10	F11	F12	F13	F14	F15	F16
	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2

Form Number

F

G **EMPLOYEES** (Who have worked the last seven days or who did not work but have a job to return to, coded 5 or 6 in E5 or E22)

Person Line Number	**Total Hours in the Main Job plus Second Main Job/ Business** 1 = Usual Hours 2 = Actual Hours	**Would you have preferred to work for more hours during the last 7 days?** 1 = Yes 2 = No 9 = Don't know *(If coded 2 or 9, Go to F21, otherwise proceed)*	**Where would you have preferred to work?** 1 = AT PRESENT JOB 2 = OTHER JOBS IN ADDITION TO PRESENT JOBA 3 = OTHER JOBS WITH MORE HOURS TO REPLACE THE PRESENT JOB	**How many hours would (Name) have preferred to work during the last 7 days?** *(Record number of hours)*	**Did (Name) look for additional work during the last 7 days?** 1 = Yes 2 = No	**Is (Name entitled/ allowed to take his/her annual paid leave?** 1 = Yes 2 = No 9 = don't know (If coded 2 or 9, Go to G3)	**Which of the following paid leaves would (Name) benefit from?** *(multiple answers possible)* 1 = Sick 2 = Maternity 3 = Vacation *4 = Compassionate* *5 = Study* *6 = Other, specify……..* *9= Don't know*	**Have (Name) been employed on the basis of......?** 1 = Written contract 2 = Verbal contract	**Is the contract or agreement of a.......?** 1 = Limited duration 2 = Permanent 3 = Unspecified duration *(If coded 2 or 3, Go to G6)*	**What is the duration of your contract or agreement?** 1 = Daily contract/ agreement 2 = < 1 Month 3 = 1 - 2 Month 4 = 3 - 6 Month 5 = 7 - 12 Months 6 = > 12 Months 9 = don't Know	**How long have you been employed in this job?** 1 = <1 Year 2 = 1-2 Years 3 = 3-5 Years 4 = 6-10 Years 5 = >=11 Years	**Which time period do you get paid in your main job?** 1 = Hourly 2 = daily 3 = Weekly 4 = Fortnightly 5 = Monthly
B1	F17	F18	F19	F20	F21	G1	G2	G3	G4	G5	G6	G7
___	☐☐☐ 1 ☐☐☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3	☐☐☐	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
___	☐☐☐ 1 ☐☐☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3	☐☐☐	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
___	☐☐☐ 1 ☐☐☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3	☐☐☐	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
___	☐☐☐ 1 ☐☐☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3	☐☐☐	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
___	☐☐☐ 1 ☐☐☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3	☐☐☐	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
___	☐☐☐ 1 ☐☐☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3	☐☐☐	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
___	☐☐☐ 1 ☐☐☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3	☐☐☐	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5
___	☐☐☐ 1 ☐☐☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3	☐☐☐	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2	☐ 1 ☐ 2 ☐ 3	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 9	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

	G INCOME		H EMPLOYERS, OWN ACCOUNT WORKERS (Who have worked in the last 7 days and coded 01,02,03,04 in E5 or E22, including persons who have a business to return to)						
Person Line Number	How much is (Name)'s gross income in his/her main job? *(Write the amount in N$ per month)*	How much is (Name)'s gross income in his/her second main job? *(Write the amount in N$ per month)*	Is (Name)'s business/ enterprise registered, e.g. Ministry of Trade & Industry)? 1 = Yes 2 = No 3 = in the process of Registration (If coded 2 or 3, go to H3)	In which of the following is it registered? (More than one response possible) 1 = Social Security Commission 2 = Ministry of trade And industry 3 = Ministry of Finance 4 = other, specify.....	Does (Name)'s business keep accounts? 1 = Yes 2 = No 3 = Don't know *If coded 2, go to H5*	Has (Name) been employed on the basis of......? 1 = WRITTEN CONTRACT 2 = VERBAL CONTRACT	Is the business expenditure Separate from that of the owner's household? 1 = Yes 2 = No 3 = Don't know	How many employees (excluding business partners and unpaid family workers) are employed? *(Write down the number of employees)*	What is the estimated monthly turnover of your business? *(Write down the average monthly turnover in N$)*
B1	G8	G9	H1	H2	H3	H4	H5	H6	H7
			☐1 ☐2 ☐3	☐1 ☐2 ☐3 ☐4	☐1 ☐2 ☐3	☐1 ☐2	☐1 ☐2 ☐3		
			☐1 ☐2 ☐3	☐1 ☐2 ☐3 ☐4	☐1 ☐2 ☐3	☐1 ☐2	☐1 ☐2 ☐3		
			☐1 ☐2 ☐3	☐1 ☐2 ☐3 ☐4	☐1 ☐2 ☐3	☐1 ☐2	☐1 ☐2 ☐3		
			☐1 ☐2 ☐3	☐1 ☐2 ☐3 ☐4	☐1 ☐2 ☐3	☐1 ☐2	☐1 ☐2 ☐3		
			☐1 ☐2 ☐3	☐1 ☐2 ☐3 ☐4	☐1 ☐2 ☐3	☐1 ☐2	☐1 ☐2 ☐3		
			☐1 ☐2 ☐3	☐1 ☐2 ☐3 ☐4	☐1 ☐2 ☐3	☐1 ☐2	☐1 ☐2 ☐3		
			☐1 ☐2 ☐3	☐1 ☐2 ☐3 ☐4	☐1 ☐2 ☐3	☐1 ☐2	☐1 ☐2 ☐3		
			☐1 ☐2 ☐3	☐1 ☐2 ☐3 ☐4	☐1 ☐2 ☐3	☐1 ☐2	☐1 ☐2 ☐3		

I	UNEMPLOYED (Ask for all persons who have not worked during the last 7 days, had no job and were ready to work coded 2 in D1 - D9)						
Person Line Number	**If (Name) has been offered job, would he/she have been ready to work during the last 7 days?** 1 = Yes 2 = No *(If coded Yes in I1, go to I3)*	**Since (Name) was not working for pay, profit or family gain, nor ready to work, what was (Name) doing the last 7 days?** 1 = Retired 2 = old age 3 = illness/disabled 4 = Homemaker 5 = Student 6 = income Recipient 7 = other, Specify…………… *(For any answer in I2, end interviews for that person)*	**Did (Name) look for work or try to start his/her own business during the last 30 days?** 1 = Yes 2 = No *(If coded 2, go to I5)*	**How did (Name) look for work or try to start his/her own business during the last 30 days?** (more than one response is possible) 1= Registration at Ministry of Labour offices 2 = Registration at other employment agencies 3 = Direct applications to employers 4 = Checking at work sites, farms, factory gates market or other assembly places 5 = Placed or answered media advertisement 6 = Seeking assistance of friends, relatives, colleagues, unions, etc 7 = Take action to start business or subsistence farming 8 = Other, Specify… *(For any answer go to I6)*	**What was the main reason that (Name) didn't look for work or try to start his/ her business during the last 30 days?** 1 = Thought no work available 2 = Awaiting replies from employers 3 = Got tired of seeking work 4 = Already found work to start within one month 5 = Awaiting busy season 6 = Lack of resources 7 = Other, Specify................	**For how long have (Name) been without work and available for work?** 1 = <1 month 2 = 1 month < 3 months 3 = 3 months < 6 months 4 = 6 months < 1 year 5 = 1 year < 2 years 6 = 2 years or more	**Has (Name) worked in the past 12 months)?** 1 = Yes 2 = No *(if coded 2,go to I14)*
B1	I1	I2	I3	I4	I5	I6	I7
___	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2 ☐3 ☐4 ☐5 ☐6	☐1 ☐2
___	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2 ☐3 ☐4 ☐5 ☐6	☐1 ☐2
___	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2 ☐3 ☐4 ☐5 ☐6	☐1 ☐2
___	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2 ☐3 ☐4 ☐5 ☐6	☐1 ☐2
___	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2 ☐3 ☐4 ☐5 ☐6	☐1 ☐2
___	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2 ☐3 ☐4 ☐5 ☐6	☐1 ☐2
___	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2 ☐3 ☐4 ☐5 ☐6	☐1 ☐2
___	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7	☐1 ☐2 ☐3 ☐4 ☐5 ☐6	☐1 ☐2

I

Person Line Number	What kind of work did (Name) do in his/her last job	Office use only	What kind of activities were carried out at (Name)'s last work place? What were its main functions	For office use only	Name region where (Name) worked before? If in Namibia write region or if outside Namibia write country Name in the space provided	What is the reason that (Name) left his/her last job? 01 = Retrenched 02 = dismissed 03 = Resigned 04 = disabled 05 = Sick 06 = Closure of company 07 = end of temporary activity 08 = Retirement or old age 09 = Personal/Family reasons 10 = other, specify…………..	How did (Name) support him/herself? 1 = did odd jobs during the last seven days **GO BACK TO D1** 2 = Supported by someone in the household 3 = Supported by someone outside household 4 = old age/ disability grant 5 = Supported by charity, church 6 = From savings 7 = Child support/foster care grant 8 = income from sale of property 9 = other, specify........................
B1	I8	I9	I10	I11	I12	I13	I14
						☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9
						☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9
						☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9
						☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9
						☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9
						☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9
						☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9
						☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9

J Housing conditions: This section is only for head of household or main respondent

J1	J2	J3	J4	J5
Type of housing unit (observe and cross the correct descriptions) 01 = Detached house 02 = Semi-detached house/town house 03 = Apartment 04 = Guest flat 05 = Part commercial/industrial building 06 = Mobile home (caravan/tent) 07 = Single quarters 08 = Traditional dwelling 09 = Improvised housing unit 10 = Other, specify……	**Tenure or occupancy of housing unit....** 1 = RENTED (NOT TIED TO THE JOB) 2 = OWNER OCCUPIED (WITH MORTGAGE) 3 = OWNER OCCUPIED (WITHOUT MORTGAGE) 4 = RENT FREE (NOT OWNER OCCUPIED) 5 = PROVIDED BY EMPLOYER (PUBLIC) WITHOUT PAY 6 = PROVIDED BY EMPLOYER (PUBLIC) WITH PAY 7 = PROVIDED BY EMPLOYER (PRIVATE) WITH PAY 8 = PROVIDED BY EMPLOYER (PRIVATE) WITHOUT PAY 9 = OTHER, SPECIFY……	**What is the MAIN source of income for this household in the past 12 months ?** 1 = Subsistence farming (crop & animal) 2 = Cash cropping commercial 3 = Animal rearing commercial 4 = Business activities (non-agricultural) 5 = Salaries and/or wages 6 = Old age pension 7 = Pension from employment 8 = Cash remittances 9 = Other means of income, specify…….	**What the household's secondary source of income in the past 12 months?** 1 = Subsistence farming (crop & animal) 2 = Cash cropping commercial 3 = Animal rearing commercial 4 = Business activities (non-agricultural) 5 = Salaries and/or wages 6 = Old age pension 7 = Pension from employment 8 = Cash remittances 9 = Other means of income, specify…….	**How much do you estimate your household's total disposable income for last month?** 01 = <1000 02 = 1000 - 2000 03 = 2001 - 3000 04 = 3001 - 4000 05 = 4001 - 5000 06 = 5001 - 6000 07 = 6001 - 7000 08 = 7001 - 8000 09 = 8001 - 9000 10 = 9001 - 10000 11 > 10000
☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐1 ☐2 ☐3 ☐4 ☐5 ☐6 ☐7 ☐8 ☐9	☐01 ☐02 ☐03 ☐04 ☐05 ☐06 ☐07 ☐08 ☐09 ☐10 ☐11

J6	J7	J8	J9	J10
Last month did your household employ a domestic worker or did you have anybody to help with domestic chores such as cleaning, washing, gardening,driving,security etc.? 1 = Yes 2 = No *(if coded 1,go to J7 else J8)*	**How many persons did you employ as domestic workers?** **Options: Live-in domestic workers and Live-out domestic workers** In = Live-in Out = Live-out *(enter number in appropriate box)*	**Has this household engaged in any own account agricultural activity in the past 12 months?** 1 = Yes 2 = No *(If "no" end interview)*	**If yes in J8, indicate the type of own account agricultural activity** (More than one response possible)	**Under which agricultural farming sector are the household agricultural activities in J9 performed?** 1= Communal/Subsistence sector 2 = Commercial sector 3 = Emerging sector 4 = Small scale sector
☐1 ☐2	In ☐☐☐ Out ☐☐☐	☐1 ☐2	1 = Livestock ☐ 2 = Crop ☐ 3 = Poultry ☐ 4 = Agro-processing ☐ 5 = Horticulture ☐ 6 = Other, specify ☐	☐1 ☐2 ☐3 ☐4 ☐1 ☐2 ☐3 ☐4 ☐1 ☐2 ☐3 ☐4 ☐1 ☐2 ☐3 ☐4 ☐1 ☐2 ☐3 ☐4 ☐1 ☐2 ☐3 ☐4

PART K Control Section (Data Collection)

Number of persons enumerated in the Household	TO BE COMPLETED BY Coder/editor	TO BE COMPLETED BY Regional Supervisor	TO BE COMPLETED BY National Supervisor
	Checked by:	Checked by:	Checked by:
Total:	.....	.....	.....
	Name of Editor/Coder	Name of Regional Supervisor	Name of National Supervisor
Male:			
	.....	.....	.....
Female:	Signature	Signature	Signature
	...../...../.....	...../...../.....	...../...../.....
	Date	Date	Date

Control Section (Data Entry)

OFFICE ACTIVITIES		
Activity	**Data Entry**	**Final validation**
Date		
Full Name		

Comment Box (persons)				
Person Line Number	**Column**	**Specific comments for individual response**	**Sub-part J**	**Part J specific comments for housing conditions**

NOTES

Namibia Statistics Agency FGI House
Post Streetmall
P.o.Box 2133
Windhoek

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