REPUBLIC OF NAMIBIA

NAMIBIA LABOUR FORCE SURVEY 2008

(NLFS 2008)

MINISTRY OF LABOUR AND SOCIAL WELFARE

Directorate of Labour Market Services

REPORT OF ANALYSIS

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Preface

The government believes that the immediate prospect of raising income levels among the majority of the population depends on its capacity and ability to execute sound employment planning within the overall framework of national development programme.

Namibia conducted its fifth post-Independence national labour force survey in 2008. This survey, known as the Namibia Labour Force Survey 2008 (NLFS 2008), provides a wealth of information on the state of labour force in the country that is by far superior in scope and quality to any that has been available previously, in particular that it incorporated a detailed module on Informal sector and Informal employment. A separate report on the characteristics of the informal sector will be published separately. There is no doubt that the planning process in Namibia will benefit immensely from a thorough analysis of this survey. This Report provides the final results of the analysis.

The 2008 Namibia Labour Force Survey was conducted to generate all the necessary information that would provide Government with the statistical data for analysis of employment, unemployment and underemployment and hence assist in formulating well-conceived policies designed to achieve full employment and promote socio-economic development in general. The report provides a wide range of information on population size and composition, employment and unemployment and other socio-economic characteristics of the workforce.

The findings of the survey provide important statistical base for strategic policy formulation. Apart from informing the public about the state of employment in Namibia, the survey results and in particular the unemployment rate should provide a basis for the evaluation and analysis of the macro-economic policies of the country. The results will also be essential in the design and evaluation of overall government policies aimed at promoting and creating employment.

It is hoped that policy makers, scholars, researchers and employers would find the information useful in their search for concrete solutions to our socio-economic and development problems.

The Ministry of Labour wishes to express its profound appreciation to the Central Bureau of Statistics of the National Planning Commission for its technical assistance, social partners, users of labour statistics and other collaborating ministries for their meaningful contributions.

The Ministry equally wishes to thank the Ministry of Labour' staff who were involved in all the activities; the general public who provided the much needed information; the interviewers, who tirelessly throughout the entire period; and all those without whose support and co-operation the 2008 Namibia Labour Force Survey would not have been a successful reality.

IMMANUEL NGATJIZEKO, MP
Honourable Minister of Labour and Social Welfare
March 2010

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Executive Summary of the Report

1. Spatial Distribution of the population

The Namibia Labour Force Survey (NLFS) 2008 collected information on population residing in private households. However, population residing in institutional households which are in army and police barracks, nurses and prisons were not covered. A total of 1,789, 933 persons in private households were enumerated. Out of this number, 1,161,917 reside in rural areas. Khomas region recorded the highest number of population with 15.9 percent of the total population.

2. Sex ratio

The survey findings show a sex ratio of 90.2, meaning that there are 90 males per 100 females, which indicates that there are more females than males in Namibia. About 940,844 females as compared to 849,163 males were recorded during the NLFS 2008. Regionally, sex ratio differs from one region to the other in terms of having more females than males, or showing an equal sex representation.

3. Age distribution

3.1 Age is an important factor in demographic analysis as it is closely related to demographic and social processes. Migration turns to be age selective resulting from school going population and labour force which shows concentration in specific age groups. Namibia has a young population which is demonstrated by the broad base pyramid (Figure 3.2), which means that ages 0 – 19 are dominant.

3.2 Age dependency ratio is the ratio of children aged 00-14 and persons aged 65 and above per 100 persons in the working age population (15-64). Namibia has a dependency ratio of 81.8, meaning that for every 100 persons in the working age group (economically active), there are 81.8 dependants. The findings reveal that dependency ratio is high in rural areas as compared to urban areas. There is a slight decrease in overall dependency ratio from 83.5 in 2004 to 81.8 in 2008.

4. Educational profile of the population 6 years & above

Education refers to the skills and knowledge acquired through established schooling system. Education acquired determines the quality and type of human resources the country has in terms of skills and knowledge. The NLFS 2008 collected information on the highest level of education achieved. The findings reveal that 13.6 percent of the population has no education, while 45.3 and 1.2 percent completed primary and university education respectively. A small proportion (0.7 percent) has completed post graduate education. A large proportion of the population with no education is mostly found in rural areas, while those with secondary and university education are mainly in urban areas.

5. Type of housing units

5.1 The definitions of types of housing units are attached as appendix 1 Glossary. The NLFS 2008 findings reveal that traditional dwellings are the most common housing units (45.6 percent), followed by detached house (25.9 percent). The least dominant type of housing units in Namibia are guest flats and commercial/industrial (0.1 and 0.2 percent) respectively.

5.2 The most common housing units in urban areas are detached houses (46.3 percent), while in rural areas, detached housing units have the percentage of 11.7 each with semi detached housing units. Furthermore, the survey reveals that about 68.8 percent of the households live in dwelling units that are owner occupied (without mortgage), while only 12.0 percent of the households live in dwelling units that are owner occupied (without mortgage).

6. Main source of income

6.1 The largest proportion of households (41.8 percent) in Namibia depends on wages and salaries as their main source of income, followed by subsistence farming (crops and animals) with 22.4

percent. Most of the households in rural areas depend on subsistence farming (37.3 percent) as their main source of income, while in urban areas wages and salaries (68.8 percent) remain the main source of income for most households.

6.2 The majority of households in Namibia (72.4 percent) do not have secondary source of income. However, 6.5 percent of households reported that cash remittances are their secondary source of income. In rural areas, 8.1 percent of households depend on subsistence farming (crop and animals) as their secondary source of income, while in urban areas, 4.2 percent of households survive on cash remittances.

7. Grants/Pension

In rural areas, about 78.5 percent of household persons reported that they receive grant/pension, while only 21.5 percent of household persons receive grant/pension in urban areas. Furthermore, it was revealed that about 71.4 percent of rural households are expecting to receive grant/pension, while 28.6 percent household persons in urban areas indicated to receive. The population of Namibia is rural based, therefore, all the three categories (receive, expect to receive & do not receive) are dominant in rural areas.

8. Economic activity of the population

8.1 The NLFS 2008 recorded a total of 1,106,854 persons aged 15 years and above. Out of this number, 678,680 persons are economically active (employed and unemployed), while 428,173 are economically inactive. Among the economically active, 331,444 persons are employed and 347, 237 persons are unemployed.

8.2 The employed males (186,093) outnumber their female (145,351) counterparts. Out of 331,444 employed persons, 208,075 resides in urban areas, where as only 123,369 are in rural areas.

8.3 The activity status of the working age population reveals that the current economically active population (15 yrs & above) is 55.4 percent. About 61.3 percent of the working age population is in the Labour Force.

8.4 Unemployment rate is the proportion of the unemployed persons in the Labour Force, which is currently at 51.2 and 37.6 percent respectively using the broad and strict measures. The two measures differ on whether an unemployed person was actively looking for work or not. The NLFS 2008 recorded 347,237 unemployed persons when a broad measure is applied and 199,570 unemployed persons with a strict measure.

8.5 Despite the fact that females are more than males in the working age population (1,106,854), employed males are more than employed females. The proportion of the working age population that is employed is referred to as the employment to population ratio (34.6 percent).

NAMIBIA

Population size	
Females	940,844
Males	849,089
Both	1,789,933
Rural Population	
Females	621,612
Males	540,305
Both	1,161,917
Urban Population	
Females	319,232
Males	308,784
Both	628,015
Private household	
Number	391,016
Average household	5
Sex ratio	
Males per 100 females	90.2
Age composition	
Under 15 years	682,286
15 - 64 years	1,002,036
65+ years	102,614
Labour Force 15+ yrs	
LFPR	
Females	49.9
Males	61.6
Both	55.4
Unemployment rate (broad)	
Females	58.4
Males	43.5
Both	51.2
Unemployment rate (strict)	
Females	43.0
Males	32.5
Both	37.6
Rural areas unemployment rate	
Females	52.8
Males	41.0
Both	46.6

Urban areas unemployment rate	
Females	35.7
Males	25.8
Both	30.6
Youth (15 - 34 yrs) unemployment	
Females	66.8
Males	52.5
Both	59.9
Employment to population ratio	
Females	28.5
Males	41.6
Both	34.6
Marital Status	
Never married	73.5
Married with certificate	10.6
Married traditionally	4.9
Consensual union	6.0
Divorced	0.8
Separated	0.9
Widowed	3.3
Main Source of Income	
Subsistence farming (crop & animal)	22.4
Cash cropping	0.4
Animal rearing	1.4
Business activities	5.9
Wages and Salaries	41.8
Pension	10.4
Cash remittance	11.0
Other means of income	6.7
Dependency ratio	
Child 00 - 14	71.1
Retired 65+	10.7
Overall	81.8
Inactive population	
Students	46.1
Homemakers	14.9
Retired	1.8
Old age	28.1
Income recipient	0.6
Illness, disabled & others	7.9
Other	0.6

CAPRIVI REGION

Population size	
Females	38,813
Males	34,566
Both	73,379
Rural Population	
Females	28,249
Males	25,780
Both	54,029
Urban Population	
Females	10,564
Males	8,786
Both	19,350
Private household	
Number	18,337
Average household	4
Sex ratio	
Males per 100 females	89.1
Age composition	
Under 15 years	29,655
15 - 64 years	39,730
65+ years	3,453
Labour Force 15+ yrs	
LFPR	
Females	45.0
Males	56.9
Both	50.4
Unemployment rate (broad)	
Females	71.7
Males	58.9
Both	65.6
Unemployment rate (strict)	
Females	54.7
Males	43.7
Both	37.6

Youth (15 - 34 yrs) unemployment	
Females	81.5
Males	68.2
Both	75.7
Employment to population ratio	
Females	20.4
Males	32.0
Both	25.7
Marital Status	
Never married	48,213
Married with certificate	2,237
Married traditionally	14,350
Consensual union	1,820
Divorced	1,688
Separated	1,114
Widowed	3,956
Main Source of Income	
Subsistence farming (crop & animal)	32.3
Cash cropping	0.3
Animal rearing	0.0
Business activities	7.9
Wages and Salaries	28.6
Pension	14.8
Cash remittance	7.0
Other means of income	9.1
Dependency ratio	
Child 00 - 14	84.3
Retired 65+	9.8
Overall	94.1
Inactive population	
Students	52.4
Homemakers	15.5
Retired	0.5
Old age	24.6
Income recipient	0.3
Illness, disabled & others	5.9
Other	0.9

ERONGO REGION

Population size	
Females	47,151
Males	47,180
Both	94,330
Rural Population	
Females	7,394
Males	6,983
Both	14,376
Urban Population	
Females	39,757
Males	40,197
Both	79,954
Private household	
Number	28,718
Average household	3
Sex ratio	
Males per 100 females	100.1
Age composition	
Under 15 years	28,180
15 - 64 years	62,374
65+ years	3,296
Labour Force 15+ yrs	
LFPR	
Females	77.2
Males	82.8
Both	80.1
Unemployment rate (broad)	
Females	40.9
Males	24.8
Both	32.6
Unemployment rate (strict)	
Females	34.3
Males	22.1
Both	27.89

Youth (15 - 34 yrs) unemployment	
Females	52.8
Males	32.8
Both	42.7
Employment to population ratio	
Females	50.8
Males	64.5
Both	57.8
Marital Status	
Never married	68,858
Married with certificate	14,194
Married traditionally	1,913
Consensual union	6,411
Divorced	1,009
Separated	548
Widowed	1,398
Main Source of Income	
Subsistence farming (crop & animal)	0.5
Cash cropping	0.0
Animal rearing	0.9
Business activities	8.5
Wages and Salaries	71.3
Pension	8.1
Cash remittance	9.6
Other means of income	1.1
Dependency ratio	
Child 00 - 14	45.1
Retired 65+	5.3
Overall	50.3
Inactive population	
Students	46.5
Homemakers	10.9
Retired	10.6
Old age	23.7
Income recipient	0.3
Illness, disabled & others	6.6
Other	1.5

HARDAP REGION

Population size	
Females	33,734
Males	31,366
Both	65,100
Rural Population	
Females	18,451
Males	16,984
Both	35,434
Urban Population	
Females	15,283
Males	14,382
Both	29,665
Private household	
Number	4
Average household	15703
Sex ratio	
Males per 100 females	93.0
Age composition	
Under 15 years	24,770
15 - 64 years	37,047
65+ years	3,283
Labour Force 15+ yrs	
LFPR	
Females	53.3
Males	69.4
Both	61.1
Unemployment rate (broad)	
Females	48.7
Males	28.4
Both	38.6
Unemployment rate (strict)	
Females	32.9
Males	23.8
Both	27.9

Youth (15 - 34 yrs) unemployment	
Females	58.9
Males	39.4
Both	49.9
Employment to population ratio	
Females	35.8
Males	52.8
Both	44.0
Marital Status	
Never married	46,417
Married with certificate	12,274
Married traditionally	212
Consensual union	3,698
Divorced	535
Separated	382
Widowed	1,581
Main Source of Income	
Subsistence farming (crop & animal)	4.2
Cash cropping	1.2
Animal rearing	3.0
Business activities	4.8
Wages and Salaries	59.6
Pension	17.7
Cash remittance	6.8
Other means of income	2.7
Dependency ratio	
Child 00 - 14	67.9
Retired 65+	9.0
Overall	76.9
Inactive population	
Students	30.4
Homemakers	22.3
Retired	5.6
Old age	25.7
Income recipient	1.8
Illness, disabled & others	13.3
Other	0.9

KARAS REGION

Population size	
Females	33,696
Males	33,656
Both	67,353
Rural Population	
Females	15,359
Males	16,179
Both	31,539
Urban Population	
Females	18,337
Males	17,477
Both	35,814
Private household	
Number	16,289
Average household	4
Sex ratio	
Males per 100 females	99.9
Age composition	
Under 15 years	22,617
15 - 64 years	42,385
65+ years	2,350
Labour Force 15+ yrs	
LFPR	
Females	71.6
Males	77.2
Both	74.6
Unemployment rate (broad)	
Females	43.6
Males	29.8
Both	36.4
Unemployment rate (strict)	
Females	30.8
Males	24.4
Both	27.2

Youth (15 - 34 yrs) unemployment	
Females	54.9
Males	42.8
Both	49.1
Employment to population ratio	
Females	49.6
Males	58.4
Both	54.3
Marital Status	
Never married	48,426
Married with certificate	10,896
Married traditionally	777
Consensual union	4,415
Divorced	433
Separated	229
Widowed	2,176
Main Source of Income	
Subsistence farming (crop & animal)	1.3
Cash cropping	0.0
Animal rearing	1.7
Business activities	4.9
Wages and Salaries	70.9
Pension	12.2
Cash remittance	9.1
Other means of income	0.6
Dependency ratio	
Child 00 - 14	55.9
Retired 65+	5.8
Overall	61.8
Inactive population	
Students	37.5
Homemakers	12.4
Retired	2.5
Old age	28.6
Income recipient	0.7
Illness, disabled & others	15.7
Other	2.5

KAVANGO REGION

Population size	
Females	117,094
Males	104,716
Both	221,810
Rural Population	
Females	93,218
Males	84,215
Both	177,433
Urban Population	
Females	23,876
Males	20,501
Both	44,377
Private household	
Number	37,546
Average household	6
Sex ratio	
Males per 100 females	89.4
Age composition	
Under 15 years	100,312
15 - 64 years	110,814
65+ years	10,550
Labour Force 15+ yrs	
LFPR	
Females	41.1
Males	50.2
Both	45.3
Unemployment rate (broad)	
Females	74.0
Males	65.0
Both	70.0
Unemployment rate (strict)	
Females	51.2
Males	48.7
Both	49.9

Youth (15 - 34 yrs) unemployment	
Females	81.1
Males	71.4
Both	76.9
Employment to population ratio	
Females	20.1
Males	25.8
Both	22.7
Marital Status	
Never married	151,120
Married with certificate	11,513
Married traditionally	22,982
Consensual union	20,289
Divorced	1,400
Separated	5,278
Widowed	9,228
Main Source of Income	
Subsistence farming (crop & animal)	13.6
Cash cropping	1.0
Animal rearing	0.0
Business activities	10.7
Wages and Salaries	16.1
Pension	16.9
Cash remittance	33.4
Other means of income	8.3
Dependency ratio	
Child 00 - 14	107.7
Retired 65+	11.3
Overall	119.0
Inactive population	
Students	50.3
Homemakers	14.9
Retired	0.2
Old age	22.9
Income recipient	1.7
Illness, disabled & others	9.3
Other	0.8

KHOMAS REGION

Population size	
Females	139,284
Males	145,212
Both	284,506
Rural Population	
Females	7,089
Males	7,620
Both	14,709
Urban Population	
Females	132,204
Males	137,593
Both	269,797
Private household	
Number	73,266
Average household	4
Sex ratio	
Males per 100 females	104
Age composition	
Under 15 years	77,685
15 - 64 years	198,286
65+ years	8,535
Labour Force 15+ yrs	
LFPR	
Females	71.5
Males	78.4
Both	75.1
Unemployment rate (broad)	
Females	38.6
Males	28.9
Both	33.5
Unemployment rate (strict)	
Females	32.1
Males	25.4
Both	28.5

Youth (15 - 34 yrs) unemployment	
Females	48.0
Males	39.7
Both	43.6
Employment to population ratio	
Females	49.0
Males	59.0
Both	54.2
Marital Status	
Never married	202,174
Married with certificate	44,454
Married traditionally	4,627
Consensual union	23,449
Divorced	3,584
Separated	574
Widowed	5,548
Not reported	96
Main Source of Income	
Subsistence farming (crop & animal)	0.3
Cash cropping	0.0
Animal rearing	0.4
Business activities	8.5
Wages and Salaries	73.2
Pension	7.0
Cash remittance	7.7
Other means of income	2.9
Dependency ratio	
Child 00 - 14	39.7
Retired 65+	4.4
Overall	44.1
Inactive population	
Students	58.0
Homemakers	11.7
Retired	4.8
Old age	16.8
Income recipient	1.2
Illness, disabled & others	5.2
Other	2.3

KUNENE REGION

Population size	
Females	28,209
Males	28,657
Both	56,866
Rural Population	
Females	19,296
Males	20,895
Both	40,191
Urban Population	
Females	8,914
Males	7,762
Both	16,675
Private household	
Number	13,501
Average household	4
Sex ratio	
Males per 100 females	101.6
Age composition	
Under 15 years	20,169
15 - 64 years	33,299
65+ years	2,058
Labour Force 15+ yrs	
LFPR	
Females	64.8
Males	73.9
Both	69.3
Unemployment rate (broad)	
Females	59.4
Males	41.6
Both	50.4
Unemployment rate (strict)	
Females	46.5
Males	30.3
Both	37.8

Youth (15 - 34 yrs) unemployment	
Females	65.2
Males	46.9
Both	55.2
Employment to population ratio	
Females	34.7
Males	51.5
Both	43.1
Marital Status	
Never married	37,841
Married with certificate	4,475
Married traditionally	4,759
Consensual union	8,186
Divorced	441
Separated	53
Widowed	1,111
Main Source of Income	
Subsistence farming (crop & animal)	9.0
Cash cropping	8.1
Animal rearing	7.9
Business activities	6.2
Wages and Salaries	46.0
Pension	10.4
Cash remittance	13.4
Other means of income	5.4
Dependency ratio	
Child 00 - 14	65.2
Retired 65+	6.7
Overall	71.9
Inactive population	
Students	20.5
Homemakers	27.3
Retired	0.0
Old age	33.5
Income recipient	1.2
Illness, disabled & others	14.7
Other	2.8

OHANGWENA REGION

Population size	
Females	124,925
Males	98,624
Both	223,549
Rural Population	
Females	123,520
Males	97,550
Both	221,069
Urban Population	
Females	1,405
Males	1,074
Both	2,479
Private household	
Number	40,672
Average household	5
Sex ratio	
Males per 100 females	78.9
Age composition	
Under 15 years	90,211
15 - 64 years	112,193
65+ years	20,849
Labour Force 15+ yrs	
LFPR	
Females	21.2
Males	29.5
Both	24.5
Unemployment rate (broad)	
Females	76.9
Males	75.6
Both	76.4
Unemployment rate (strict)	
Females	58.9
Males	63.3
Both	61.0

Youth (15 - 34 yrs) unemployment	
Females	83.5
Males	84.0
Both	83.7
Employment to population ratio	
Females	8.7
Males	10.8
Both	9.7
Marital Status	
Never married	175,294
Married with certificate	19,204
Married traditionally	10,909
Consensual union	5,655
Divorced	970
Separated	1,482
Widowed	10,031
Main Source of Income	
Subsistence farming (crop & animal)	27.3
Cash cropping	0.2
Animal rearing	0.3
Business activities	2.1
Wages and Salaries	15.0
Pension	21.2
Cash remittance	15.5
Other means of income	18.4
Dependency ratio	
Child 00 - 14	78.4
Retired 65+	18.1
Overall	96.6
Inactive population	
Students	45.1
Homemakers	16.9
Retired	1.4
Old age	29.9
Income recipient	0.1
Illness, disabled & others	6.3
Other	0.1

OMAHEKE REGION

Population size	
Females	27,857
Males	28,887
Both	56,744
Rural Population	
Females	20,038
Males	21,956
Both	41,995
Urban Population	
Females	7,818
Males	6,931
Both	14,749
Private household	
Number	14,278
Average household	4
Sex ratio	
Males per 100 females	103.7
Age composition	
Under 15 years	22,790
15 - 64 years	31,423
65+ years	2,417
Labour Force 15+ yrs	
LFPR	
Females	73.9
Males	80.8
Both	77.3
Unemployment rate (broad)	
Females	55.4
Males	41.2
Both	48.2
Unemployment rate (strict)	
Females	50.1
Males	36.9
Both	43.3

Youth (15 - 34 yrs) unemployment	
Females	64.8
Males	54.5
Both	60.3
Employment to population ratio	
Females	36.9
Males	51.0
Both	43.9
Marital Status	
Never married	39,098
Married with certificate	5,819
Married traditionally	3,888
Consensual union	6,033
Divorced	277
Separated	323
Widowed	1,307
Main Source of Income	
Subsistence farming (crop & animal)	2.8
Cash cropping	0.0
Animal rearing	10.0
Business activities	7.6
Wages and Salaries	60.2
Pension	8.9
Cash remittance	1.1
Other means of income	9.4
Dependency ratio	
Child 00 - 14	72.0
Retired 65+	7.6
Overall	79.6
Inactive population	
Students	32.1
Homemakers	14.1
Retired	7.6
Old age	34.4
Income recipient	0.0
Illness, disabled & others	11.8
Other	0.0

OMUSATI REGION

Population size	
Females	121,283
Males	100,973
Both	222,256
Rural population	
Females	120,105
Males	100,313
Both	220,418
Urban population	
Females	1,178
Males	661
Both	1,838
Private household	
Number	36,996
Average household	6
Sex ratio	
Males per 100 females	83.3
Age composition	
Under 15 years	95,897
15 - 64 years	106,474
65+ years	19,886
Labour Force 15+ yrs	
LFPR	
Females	29.2
Males	34.5
Both	31.4
Unemployment rate (broad)	
Females	81.2
Males	75.2
Both	78.6
Unemployment rate (strict)	
Females	65.4
Males	58.0
Both	62.0

Youth (15 - 34 yrs) unemployment	
Females	85.2
Males	78.5
Both	81.9
Employment to population ratio	
Females	10.1
Males	14.5
Both	11.9
Marital Status	
Never married	176,347
Married with certificate	19,900
Married traditionally	10,057
Consensual union	4,065
Divorced	867
Separated	1,444
Widowed	9,576
Main Source of Income	
Subsistence farming (crop & animal)	80.3
Cash cropping	0.2
Animal rearing	0.0
Business activities	1.1
Wages and Salaries	7.9
Pension	1.2
Cash remittance	1.9
Other means of income	7.4
Dependency ratio	
Child 00 - 14	94.4
Retired 65+	19.6
Overall	114.0
Inactive population	
Students	43.1
Homemakers	12.8
Retired	0.4
Old age	35.6
Income recipient	0.0
Illness, disabled & others	7.8
Other	0.2

OSHANA REGION

Population size	
Females	79,372
Males	60,807
Both	140,180
Rural Population	
Females	54,508
Males	41,954
Both	96,462
Urban Population	
Females	24,865
Males	18,853
Both	43,718
Private household	
Number	31,773
Average household	4
Sex ratio	
Males per 100 females	76.6
Age composition	
Under 15 years	52,870
15 - 64 years	77,753
65+ years	9,556
Labour Force 15+ yrs	
LFPR	
Females	53.4
Males	52.4
Both	53.0
Unemployment rate (broad)	
Females	49.2
Males	48.2
Both	48.8
Unemployment rate (strict)	
Females	35.1
Males	39.2
Both	36.8

Youth (15 - 34 yrs) unemployment	
Females	57.3
Males	54.4
Both	56.2
Employment to population ratio	
Females	34.7
Males	31.9
Both	33.5
Marital Status	
Never married	110,956
Married with certificate	14,083
Married traditionally	2,950
Consensual union	4,233
Divorced	403
Separated	1,541
Widowed	5,925
Main Source of Income	
Subsistence farming (crop & animal)	41.7
Cash cropping	0.0
Animal rearing	0.2
Business activities	7.7
Wages and Salaries	33.0
Pension	2.6
Cash remittance	10.4
Other means of income	4.4
Dependency ratio	
Child 00 - 14	68.1
Retired 65+	12.3
Overall	80.4
Inactive population	
Students	53.8
Homemakers	7.6
Retired	0.3
Old age	30.9
Income recipient	0.0
Illness, disabled & others	7.2
Other	0.2

OSHIKOTO REGION

Population size	
Females	89,331
Males	74,815
Both	164,145
Rural Population	
Females	82,190
Males	67,827
Both	150,017
Urban Population	
Females	7,141
Males	6,088
Both	14,129
Private household	
Number	31,439
Average household	5
Sex ratio	
Males per 100 females	83.7
Age composition	
Under 15 years	70,437
15 - 64 years	81,939
65+ years	11,676
Labour Force 15+ yrs	
LFPR	
Females	35.2
Males	44.6
Both	39.2
Unemployment rate (broad)	
Females	75.3
Males	603
Both	68.6
Unemployment rate (strict)	
Females	57.9
Males	43.0
Both	50.6

Youth (15 - 34 yrs) unemployment	
Females	79.3
Males	63.2
Both	71.9
Employment to population ratio	
Females	14.8
Males	25.4
Both	19.3
Marital Status	
Never married	130,252
Married with certificate	17,189
Married traditionally	3,005
Consensual union	4,634
Divorced	1,311
Separated	2,300
Widowed	5,454
Main Source of Income	
Subsistence farming (crop & animal)	49.6
Cash cropping	1.3
Animal rearing	0.7
Business activities	1.6
Wages and Salaries	21.9
Pension	8.7
Cash remittance	6.3
Other means of income	9.9
Dependency ratio	
Child 00 - 14	92.1
Retired 65+	15.3
Overall	107.3
Inactive population	
Students	49.0
Homemakers	14.7
Retired	0.3
Old age	27.3
Income recipient	0.7
Illness, disabled & others	8.0
Other	0.0

OTJOZONDJUPA REGION

Population size	
Females	60,085
Males	59,629
Both	119,714
Rural Population	
Females	32,195
Males	32,049
Both	64,245
Urban Population	
Females	27,890
Males	27,580
Both	55,470
Private household	
Number	29,499
Average household	4
Sex ratio	
Males per 100 females	99.2
Age composition	
Under 15 years	46,692
15 - 64 years	68,318
65+ years	4,704
Labour Force 15+ yrs	
LFPR	
Females	59.7
Males	81.9
Both	71.4
Unemployment rate (broad)	
Females	65.5
Males	26.7
Both	43.8
Unemployment rate (strict)	
Females	52.5
Males	16.1
Both	30.6

Youth (15 - 34 yrs) unemployment	
Females	72.8
Males	31.1
Both	50.5
Employment to population ratio	
Females	28.4
Males	68.8
Both	49.6
Marital Status	
Never married	81,100
Married with certificate	13,811
Married traditionally	7,025
Consensual union	15,205
Divorced	724
Separated	97
Widowed	1,752
Main Source of Income	
Subsistence farming (crop & animal)	4.9
Cash cropping	0.2
Animal rearing	5.0
Business activities	4.4
Wages and Salaries	54.2
Pension	13.3
Cash remittance	13.5
Other means of income	4.6
Dependency ratio	
Child 00 - 14	74.8
Retired 65+	7.5
Overall	82.3
Inactive population	
Students	24
Homemakers	27.8
Retired	4.1
Old age	33.8
Income recipient	0.8
Illness, disabled & others	8.8
Other	0.7

1. Introduction

1.1 The Namibia Labour Force Survey 2008 is the fourth comprehensive labour force survey to be conducted in Namibia since Independence. The Namibia Labour Force Survey (NLFS) 2008 like all other previous ones is an important component of the National Household Survey Programme which is put on the priority list by the Government of the Republic of Namibia because of the needed data on labour force characteristics.

The survey was conducted nation-wide and covered all thirteen regions. The statistics from the survey is presented by:

a) regions
b) rural/urban parts of the country
c) socio-economic groups of the population

1.1.1 The NLFS 2008 was conducted on a sample basis covering the whole country. It provides an essential basis for the design and evaluation of overall government programmes geared towards employment creation and promotion as well as the assessment of the social effects of government employment policies.

Although a full scale survey on the informal economy was conducted in 2001 and a report of the findings is already available, it is worth noting that few questions in NLFS 2008 were asked to keep trend of the size and workforce employed in the informal economy and a brief separate chapter on findings of the informal sector economy is compiled.

Objectives of the survey

1.3 The Namibia Labour Force Survey 2008 provides basic data required for policy making at national and regional levels as well as for different sectors. The two main objectives for the survey were:

- To measure the extent of available and unused labour time and human resources for the purpose of macro-economic monitoring and human resources development planning.
- To measure the relationship between employment and other socio-economic characteristics for purposes of formulating and monitoring employment policies and programmes, income generating and monitoring schemes, vocational training and other similar programmes.

More specifically, the survey was designed to provide:

a) Basic information on the size and structure of the country's work force.
b) Basic elements for measuring the labour supply as well as its input and the extent to which the available human resources are utilized in the production process of the economy.
c) A prospective basis for projections of the economically active population and its components for socio-economic planning.
d) A basis for research in many areas ranging from testing labour market segmentation theories to formulating demographic models.
e) To the public, information on the employment situation of the country. When properly disaggregated by geographic area, the data may provide information on the situation in local markets especially on the number of persons available in specific occupational categories.
f) To the business community, useful indicators on the future course of the economy.
g) Basic information on the size of the informal economy.

Structure of the report

1.4 Chapter 1 provides the rationale for the study and specific objectives to be achieved. Chapter 2 provides a brief description of the survey design and implementation. Chapter 3 considers the main characteristics of the Namibian population i.e. its spatial distribution, demographic characteristics, housing conditions and the sources of household incomes.

Chapter 4 focuses on the economic activity of the population. It examines the notions of employment and unemployment and provides a comparative analysis of major differences and similarities between different population groups, especially with regard to the labour force participation rate and the rate of unemployment.

Chapters 5 and 6 dwell on the characteristics of the employed and unemployed respectively. Issues relating to the measurement of underemployment are taken up in Chapter 7. The final Chapter summarizes the main findings and draws out some of their policy implications.

1.5 A series of Annex tables contain some of the more detailed data underlying the results presented in the main body of the Report. The definitions of terms used in the Report are provided in Appendix 1 and the questionnaire is reproduced in Appendix 2. The NLFS 2008 indicators at the start of the report present the main findings of the survey and are provided by national as well as regional levels. In all the tables presented in this Report, “Not reported” signifies non-response, i.e. information that was not captured, while “Don’t know” refers to a response category indicating that respondents could not supply that specific information due to recall problems, etc.

This Report is prepared by the Ministry of Labour with the technical assistance of the Central Bureau of Statistics of the National Planning Commission.

2. Survey Design And Implementation

2.1 Introduction

2.1.1 The first full scale Labour Force Survey was carried out in 1997 under the National Household Survey Programme, which had been launched after the Government endorsed the Five Year Plan of Development of Statistics in Namibia in 1993. Other major surveys conducted under the Programme are the 1993/94 Namibia Household Income and Expenditure Survey (NHIES), the 1994/95 Namibia Agricultural Census (NAC), the 1996 Namibia Intercensal Demographic Survey (NIDS) incorporating the Mid-decade Goal Survey, and the Annual Agricultural Surveys (AAS) since 1995/96.

2.1.2 In addition, the Ministry of Labour has conducted a number of surveys in the field of employment and labour. These are the 1991 Labour Force Survey, the 1992/93 Establishment Survey, the 1993 Informal Sector Survey, the 1997 Labour Force Survey, the 1998 Establishment Survey, the 1999 Namibia Child Activities Survey, the 2000 Namibia Labour Force Survey, the 2001 Namibia Informal Economy Survey and the 2002 Namibia Occupational Wages Survey. Information from these and other surveys feed into the country's Labour Market Information System.

2.1.3 The NLFS 2008 is the fourth full scale survey of a series of surveys to be conducted at regular intervals. The main objectives of the survey as already discussed in chapter 1 are in line with the two broad objectives mentioned in international statistical standards for a comprehensive system of statistics on the economic activity of the population:

2.2 Planning and questionnaire design

2..2.1 The survey was conducted by the Ministry of Labour and Social Welfare (MLSW) in close collaboration with Central Bureau of Statistics (CBS) of the National Planning Commission (NPC). A technical committee consisting of members from the Central Bureau of Statistics, other line ministries and stakeholders was established to guide its planning and implementation. An Inter-Agency Committee and officers from the Ministry of Labour handled the technical issues of the survey. Officers from the Ministry of Labour and Social Welfare (MLSW) handled field logistics. The management of the MLSW was kept fully informed of developments on a regular basis.

2..2.2 The questionnaire was designed by the Technical Committee of the Ministry of Labour and Social Welfare in consultation with various users and producers of labour statistics. The definitions, concepts and phrasing of questions were discussed in detail using international, regional as well as country documentation and experiences. Draft manuals were developed concurrently with the design of the questionnaire. As there was no time for a full-scale pilot survey covering different parts of the country, a pre-test of the questionnaire was carried out in Khomas region. Based on the lessons of this exercise the questionnaire and draft manuals were revised. Fieldwork plans were drawn up and all other logistical aspects were examined in detail as time permitted.

2.3 Sample design

The target population consists of private households in Namibia. The survey intended to collect data pertaining to individuals and households of the target population. The population living in institutions such as hospitals, hostels, barracks and prisons were not covered by the survey. But if there were any private households within the institutions they were also covered. According to the 2001 Population and Housing Census, the size of the institutional population in 2001 was about 57 000 persons.

2.3.1 Sample design

The sample design for the survey 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. The first stage units were selected from the sampling frame of PSUs and the second stage units were selected from a current list of households within the PSU, which was compiled just before the interviews for the survey.

2.3.2 *The Master Sample Frame and stratification*

The national sampling frame, which is maintained by the Central Bureau of Statistics (CBS), is based on the enumeration areas (EAs) of the 2001 Population and Housing Census and the households within the EAs. One PSU could be an EA, Part of an EA or more than one EA. The frame was stratified first by regions and then by urban/rural areas within each region. PSUs in the urban areas were further stratified into the high, middle or low levels of living according to the geographical location and the level of housing. In the regions where these levels contain large number of PSUs separate strata were made, while in the other regions a combined list of PSUs ordered by the levels was made. In the rural areas large proclaimed settlements and villages were stratified separately while the others were combined with the communal area PSUs. Communal and commercial area PSUs were grouped separately and combined to form one list for the rural strata. After all the above groupings the PSUs were geographically ordered within the strata.

2.3.3 Sample size and the master sample

Sample size was determined in order to make reliable estimates at the National urban/ rural and region level. This requirement was satisfied by the Master Sample, which is designed by the CBS to be used for number of surveys and hence was used for this survey also. This is actually the first stage sample, which consists of 239 PSUs. The number of households per PSU was fixed at 25. Additions to the number of sample households within the PSU would not add much to the improvement of the precision but would only increase the cost. The final sample consisted of 5,975 households in 239 PSUs.

2.3.4 Sample allocation

The PSUs were first allocated to the major domains of estimation (regions) proportional to their population sizes (Number of households). Then further allocation was carried out for separate strata within the major domains. The distribution of the sample PSUs and the households are given below.

Table 2. Distribution of PSUs, households and the sampling fraction

Region	No of sample PSUs			No of households in		Sampling fraction (%)
	Urban	Rural	Total	Population	Sample	
Caprivi	4	9	13	16,974	325	1.91
Erongo	20	5	25	33,011	625	1.89
Hardap	8	6	14	16,113	350	2.17
Karas	10	5	15	15,595	375	2.40
Kavango	5	11	16	31,274	400	1.28
Khomas	37	3	40	64,894	1000	1.54
Kunene	5	6	11	13,319	275	2.06
Ohangwena	2	17	19	36,246	475	1.31
Omaheke	4	9	13	12,722	325	2.55
Omusati	2	14	16	38,850	400	1.03
Oshana	12	11	23	31,235	575	1.84
Oshikoto	5	11	16	28,481	400	1.40
Otjozondjupa	11	7	18	26,672	450	1.69
Namibia	**125**	**114**	**239**	**365,386**	**5975**	**1.64**

2.3.5 Sample selection

At the first stage PSUs were selected using probability proportional to size where the size measure is the number of households as at the 2001 Population and Housing Census, coupled with the systematic sampling procedure. At the second stage households were selected using the systematic sampling procedure from a current list of households within the PSU, which was compiled just before the interviews for the survey. The extensive stratification of the frames together with the systematic sampling procedure enhanced the representation of different types of sub-population groups in the sample.

2.4 Estimation procedure

2.4.1 *Estimators*

Various types of population parameters can be estimated from the sample as follows.

A. A total is estimated by the following estimator:

$$\hat{Y} = \sum_{h=1}^{L} \sum_{i=1}^{n_h} \sum_{j=1}^{m_{hi}} w_{hij} y_{hij}$$

where

$w_{hij} = \dfrac{M_h}{n_h M_{hi}} \dfrac{M'_{hi}}{m_{hi}}$ (Final weight = First-stage weight x Second-stage weight);

M_h = number of households in h^{th} stratum according to census;

M_{hi} = number of households in i^{th} PSU in h^{th} stratum according to census;

n_h = number of PSUs sampled from the hth stratum;

M'_{hi} = number of households in i^{th} PSU in h^{th} stratum according to survey listing; and

m_{hi} = number of households in the sample from i^{th} PSU in h^{th} stratum.

B. A *ratio* is estimated by

$$\hat{R} = \frac{\hat{Y}}{\hat{X}}$$

where $\hat{X}$ is estimated in the same way as $\hat{Y}$.

C. An *average* is in effect a ratio of two estimates, an estimate of the total $\hat{Y}$ and an estimate of the total number of units (households, individuals, etc.). An average can thus be estimated in the same way as a ratio, where the variable X takes the value of 1 for all units.

D. A *proportion*, too, can be estimated as a ratio. In this case the variable Y takes the value of 1 if the unit belongs to the specific group, and 0 otherwise. The variable X takes the value of 1 for all units.

2.4.2 *Weighting*

As seen above, sample data are weighted to produce the estimates of population parameters. Sample weights were calculated based on the probabilities of selection at each stage. First stage weight was calculated using the sample selection information from the sampling frame. In the case of the second stage some households out of the selected 25 households in a PSU did not participate in the survey due to refusals or non-contact etc. Such non-responding households were not too large in number and there was no evidence to suggest that the excluded households were quite 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 result of this adjustment was that the responding households were used instead of the selected 25 households in the calculation of the second stage weights. The final sample weight was the product of the first and the second stage weights. These final sample weights were incorporated into the database so that raising the sample data would be automatically carried out when the tables were produced.

2.4.3 *Estimation of totals*

Estimated total population was too high compared to the projected population for 2008 which was the only source for comparison at the time of analysis. This indicates that the sampling weights

were too high as a result of possible errors in listing of households in PSUs. A correction was applied to the sampling weights across all strata based on the total number of households derived from the population projections. Population projections which are based on 2001 Population and Housing Census are produced only at regional level and include the institutional population. Hence the projected household population for urban and rural strata was estimated based on the regional projections for 2008. This process may underestimate the total population in some urban strata where the in migration rate is high since such short term factors are not well represented in the computation of population projections.

The correction factor a_h is given by

$$a_h = \frac{M_h}{\hat{M}_h}$$

Where

$$M_h = True\ population\ total$$

$$\hat{M}_h = Estimated\ population\ total\ from\ the\ survey$$

The adjusted sampling weight will be

$$w^*_{hij} = a_h * w_{hij}$$

2.5 Fieldwork

2.5.1 With 25 sample households in each PSU, it was decided to establish teams consisting of four interviewers and a supervisor to handle the workload. As a rule, five PSUs were allocated to each team. However, in cases where travel distances between and within PSUs were too large, only three or four PSUs were allocated to the team. In total 52 teams were established. There were thus 52 supervisors and 208 interviewers required.

2.5.2 As in NLFS 2004, editing and coding of the questionnaires took place in regional centers. Each of the 13 regions was assigned two (2) editors/coders. Thus the total number of temporary field staff required (supervisors, interviewers and editors/coders) was 288. All were recruited from and worked on the survey in their own region.

2.5.3 Supervision was exercised at different levels. At the first level, the *team supervisor* was the immediate supervisor to the interviewers. At the next level was the *regional supervisor* who was in charge of all the fieldwork in the region and the editing and coding staff. Labour officers of the Ministry of Labour and Social Welfare (MLSW) were appointed as regional supervisors. Finally, the *national supervisor* who was appointed by the Ministry of Labour and Social Welfare was an overall supervisor for all activities within the allocated region.

A one-week training course was held in Windhoek for the team and regional supervisors. The training of interviewers and coders took place at five different centers at the same time to ensure uniformity. The team supervisors and the regional supervisors also assisted during the one-week training of interviewers.

2.5.4 The field operation consisted of two main activities: the listing of households in the sampled PSUs and interviewing the randomly selected households. The total time allocated for fieldwork was one month. The editing and coding process started about a week 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 with fieldwork, editing and coding too was expected to take about a month. As the reference night for this survey was fixed on the night of 15 August 2004, the fieldwork started on 16 August 2004.

2.6 Data processing

2.6.1 Manual processing was done in the field. Therefore the information from the field was ready for data capture. Around 20 data entry operators were recruited and worked in different shifts for about two months. The data entry operators were temporary staff. The Census and Survey Processing System (CSPro) software, a US Census Bureau product, was used for data capture. SPSS software was used for data cleaning, tabulation and analysis together with other packages such as the Microsoft Excel.

2.6.2 The editing and coding of the questionnaires were handled in the regional centers. This arrangement, proved to be efficient as many of the errors made by the interviewers were detected and corrected by them before the questionnaires left the regional centers. A further benefit was the improvement of the processing speed since this process ran parallel to the fieldwork.

2.6.3 Substantial coding inconsistencies were nevertheless detected in the analysis stage. Since these mainly concerned the occupation and industry of employed persons, it was possible to correct them using the answers provided to related questions. The inconsistencies were primarily due to the insufficient time allocated for the training of coders, and perhaps also to inadequate time for coding itself.

2.7 Coverage and the quality of data

2.7.1 The quality of results from a sample survey depends on careful and thorough planning before the implementation of the survey, the correct implementation of the plan, and appropriate adjustment of the plan if unforeseen circumstances arise. The general issues concerning the planning phase of the NLFS 2008 were discussed before. This subsection discusses the question of coverage in the implementation process and its implications for the database and the quality of the data.

2.7.2 The question of coverage concerns the extent to which the sampling frame coincides with the target population, as well as the extent to which the units sampled provide the required information. The latter aspect of the coverage question is often referred to as the non-response problem. A distinction can be made between three types of coverage: (i) coverage of the first-stage units, i.e. PSUs; (ii) coverage of the second-stage units, i.e. households (unit non-response); and (iii) coverage of the items of the questionnaires (item non-response).

2.7.3 Coverage of the PSUs and the households: All PSU's selected for the survey were covered and the sample size was therefore not reduced. Five of the selected PSUs were not covered due to logistical problems. The affected regions were Khomas (3 PSUs), Kunene (1 PSU) and Ohangwena (1 PSU). In terms of households there were certain amount of non coverage which is not severe and although not all sampled households were covered during the survey, it is hoped that the characteristics of the covered households are broadly similar to those that were left out.

Table 2.2: Coverage of households by region

Region	Sampled households	Responding households	Response rate %
Caprivi	325	295	90.8
Erongo	625	561	89.8
Hardap	350	301	86.0
Karas	375	308	82.1
Kavango	400	375	93.8
Khomas	1000	819	81.9
Kunene	275	208	75.6
Ohangwena	475	414	87.2
Omaheke	325	295	90.8
Omusati	400	387	96.8
Oshana	575	540	93.9
Oshikoto	400	356	89.0
Otjozondjupa	450	387	86.0
Namibia	**5,975**	**5,246**	**87.8**

3. Characteristics Of The Population

3.1 Spatial Distribution

3.1.1 The 2008 Namibia Labour Force Survey (NLFS) collected information relating to the demographic characteristics of the Namibian population residing in private households. Households living in institutions as well as the homeless were not covered in this survey.

3.1.2 Total population enumerated was 1,789,933. Out of which, 1,161,917 were residing in rural areas and 628,015 were in urban areas (Table 3.1). The distribution of the population by region is also shown in the same table. The table shows that Khomas is the most populous region (15.9 percent), this is not surprising since Windhoek which is the capital city of the country is located in this region. Khomas region is the highest in terms of population numbers, followed by Ohangwena region (12.5 per cent) and Omusati and Kavango with each having 12.4 per cent.

3.2 Sex ratio

3.2.1 Sex ratio is the number of males per 100 females. A sex ratio of more than 100 shows an excess of males, a sex ratio of less than 100 shows that there are more females than males and a sex ratio of 100 indicates an equal number of males and females.

3.2.2 Table 3.2 shows that out of the enumerated population, 940,844 are females, while 849,163 are males. The table further shows the sex ratios in different regions, in rural and urban areas as well as at the national level. The sex ratio is an important indicator of migration among others.

3.2.3 Table 3.2 also shows the distribution of sex ratios in regions and areas. There are more females in Namibia than males, this is evident by a sex ratio of 90.2. The sex ratio of 86.9 in rural areas and a sex ratio of 96.7 in urban areas were recorded. This information is also depicted in Figure 3.1. With the exception of four (4) regions namely; Erongo, Khomas, Kunene and Omaheke, the rest of the regions show sex ratios of less than 100 indicating that there are more females than males in those regions.

3.3 Age structure

3.3.1 The NLFS also collected information on ages of respondents. Age is an important factor in demographic analysis as it is closely related to demographic and social processes. Migration is age selective and the school going population and labour force are concentrated in specific age groups.

3.3.2 The age distribution of the population by broad age groups and by area and sex is presented in Table 3.3. It is worth noticing from this table that age groups 0-4, 5-9, 10-14 and 15-19 recorded the highest percentages, this is strong statistical evidence that Namibia has a relatively young population. Rural areas have relatively younger age structures than the urban ones (Figure 3.3).

3.3.3 The observation that the population of the country is young may also be made on the basis of examining the age pyramid Figure 3.2. The age pyramid has a wide base since the population is very large. Nations whose populations may be termed as “old” constitute less children and older people.

3.4 Dependency ratio

3.4.1 Table 3.4 shows the Age Dependency Ratios in Namibia over the years 2000 to 2008. An age ratio is defined as the ratio of children aged 0-14 and persons aged 65 years and older per 100 persons in the age group 15-64 years old (working age group).

3.4.2 The table further indicates that the overall dependency ratio in Namibia is 81.8 in 2008 compared to 83.5 in 2004. This means that in 2008, there are 81.8 dependents for every 100 persons with productive abilities (economically active population). The table also provides evidence of a

decrease in child dependency ratio, which is the ratio of those aged 0-14 years to those aged 15-64 years from 74.4 in 2004 to 71.1 in 2008. It is also worth observing from the table that through out the time series of the three years, dependency ratios in rural areas tend to be higher than in urban areas.

3.5 Educational Profile of the population 6 years and above.

3.5.1 The term education refers to the skills and knowledge acquired formally through the framework of an established schooling system. In the development of human resources, education is the most important consideration that has an overt impact on the quality of human resources in terms of their skills and knowledge.

3.5.2 Furthermore, the survey collected information on the highest level of education attained by respondents, this is due to the fact that educational achievements are assessed by analyzing data on the highest level of education completed. Table 3.5 shows the findings from this question.

3.5.3 Table 3.5 shows that 13.6 percent of the population 6 years and above has no education, while 45.3 percent have completed Primary education. The table further indicates that only 1.2 percent of the population 6 years and above has completed University, while 0.7 percent have completed Post graduate. Findings from this table also confirm the reason why the majority of the employed people are in elementary occupations. There are no significant differences in educational attainment between females and males in the country.

3.5.4 The proportions of those who have no education are much higher in rural areas (16.9 percent) than in urban areas (7.7 percent), while of those who have completed senior secondary education are higher in urban areas (19.9 percent) than in rural areas (5.3 percent).

3.6 Type of Housing Units

3.6.1 The NLFS 2008 captures housing conditions in the country by reference to two criteria: the type of housing unit and type of housing tenure (see appendix for definitions).Table 3.6 reveals that at national level, traditional dwellings are the most common type of housing units (45.6 percent), followed by detached house (25.9 percent) and improvised housing unit (15.9 percent). The table further reveals that the least dominant types of housing units in Namibia are guest flat and part commercial/industrial (0.1 and 0.2 percent) respectively.

3.6.2 Furthermore, the findings show that the dominant housing unit in urban area is detached house (46.3 percent) followed by improvised housing unit (27.5 percent).However, in the rural areas detached house and semi-detached/town house have the same percentage being the common housing units (11.7 percent), followed by improvised housing units (shacks) (7.9 percent).There are more traditional dwellings in rural areas (74.9 percent) than in urban areas (3.3 percent).

3.6.3 At regional level, the prevalence of the dominant type of housing unit largely depends on whether the region is predominantly urban or rural. Therefore it is against this background that the dominant type of housing unit in Ohangwena region which is predominantly rural is traditional dwelling (97.1 percent), followed by semi-detached/townhouse (0.9 percent) and by detached house (0.7 percent). By contrast, in Omaheke region which is predominantly urban, the common type of housing unit is detached house (56 percent) followed by improvised housing unit (shacks) (27.3 percent).

3.7 Housing Tenure

3.7.1 Table 3.7 reveals that at national level 68.8 percent of the households live in dwelling units that are owner occupied (without mortgage) and (12.0 percent) of the households live in dwelling units that are owner occupied (with mortgage). It further indicates that 9.3 percent of households live in housing units which are rented (not tied to the job).

3.7.2 When disaggregated by urban and rural areas, the findings reveals that a large proportion of 44.2 percent of dwelling units in urban areas are owner occupied (without mortgage) and 24.4 percent are owner occupied (with mortgage). With regards to rural areas, 85.8 percent of households

reported that they live in dwelling units that are owner occupied (without mortgage), while (3.3 percent) said that they live in dwelling units that are owner occupied (with mortgage).

3.7.3 In Erongo region 34.4 percent of households live in dwelling units that are owner occupied (without mortgage) while 29.5 percent of households live in dwelling units that are rented (not tied to the job). Furthermore, the table shows that 27.5 percent of households live in dwelling units that are occupied (with mortgage). In Karas and Otjozonjupa 15.1 and 14.6 percent of the households live in dwelling units that are provided by employer (private) without pay. Among all regions, owner occupied dwelling units without mortgage are more prevalent in Omusati region (97.7 percent).

3.8 Main source of income

3.8.1 Namibia is a developing country and most of its people may be earning no more than most other Africans, but its labour market displays characteristics that distinguish it from many other countries in sub-Saharan Africa. Table 3.8 reveals that a high proportion of households (41.8 percent) in Namibia depend on wages and salaries as their main source of income, followed by subsistence farming (crops and animals) with 22.4 percent and cash remittances (11.0 percent). Cash cropping is found to be the least main source of income with (0.4 percent). Households who depend on pension only account for (10.4 percent).

3.8.2 Most of the households in rural areas depend on subsistence farming (37.3 percent) as their main source of income, while in urban areas wages and salaries (68.8 percent) remain the main source of income for most households.

3.8.3 The table further shows that in Omusati region 80.3 percent of households rely on subsistence farming (crops and animals) as their main source of income, followed by wages and salaries (7.9 percent). In Khomas region the majority of the households depend on wages and salaries (73.2 percent) as their main source of income, followed by cash remittances (7.7 percent).

3.9 Secondary source of income

3.9.1 Table 3.9 reveals that the majority of households in Namibia (72.4 percent) do not have secondary source of income. However, (6.5 percent) of the households reported that cash remittances are their secondary source of income, followed by subsistence farming (crops and animals) 5.3 percent and pension (4.6 percent).

3.9.2 In rural areas most households (8.1 percent) depend on subsistence farming (crops and animals) as their secondary source of income while in urban areas, most of the household survive on cash remittances (4.2 percent) as their secondary source of income.

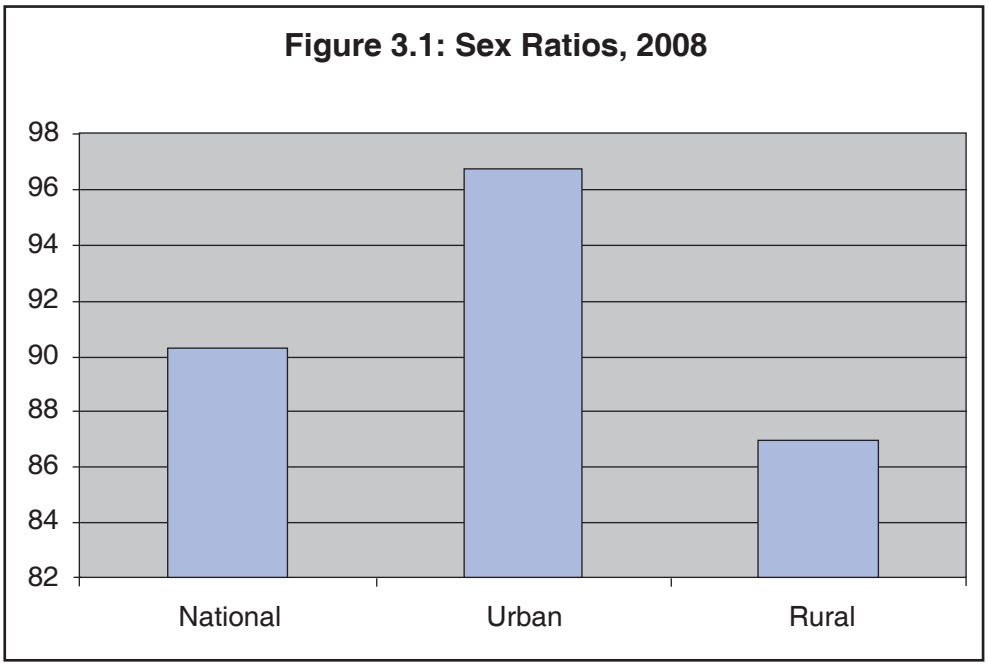
3.9.3 In Ohangwena region most of the households (22.8 percent) depend on subsistence farming (crops and animals) as their secondary source of income, followed by cash remittances (11.3 percent) and pension (6.6 percent). In Omusati region the majority of the households (13.3 percent) rely on pension as their secondary source of income.

3.10 Grants/Pension

3.10.1 Table 3.11 reveals that most of persons in households (78.5 percent) in the rural areas receive grants/pension as compared to 21.5 percent in urban area. The findings show that most of the households persons in rural areas (71 percent) expect to receive their grants/pension as compared to their counterpart in urban area (28.6 percent). Furthermore, the table reveals that most of the household persons (63.2 percent) in rural areas are not receiving the grants/pension as compared to 36.8 percent in urban areas.

3.10.2 At regional levels, the findings reveals that Khomas region has got the highest proportion (17.0 percent) of persons not receiving any grant/pension, followed by Kavango with (13.0 percent). Ohangwena and Omusati regions show the same percentage (11.6 percent) of persons not receiving grants/pension. Ohangwena region is the dominant region with the highest proportion (19.5 percent) of the household persons who received grants/pension, followed by Omusati (18 percent) and Oshana region (12.0 percent).

3.10.3 Table 3.11 indicates that 46.7 percent of persons in the age group 65 + receive grants/pension, followed by 14.1 percent of the households of the age group 60-64. Furthermore, the table reveals that 14.0 percent of persons in the age group 05-09 did not receive grants/pension, followed by the age group 10-14 years (12.8 percent).



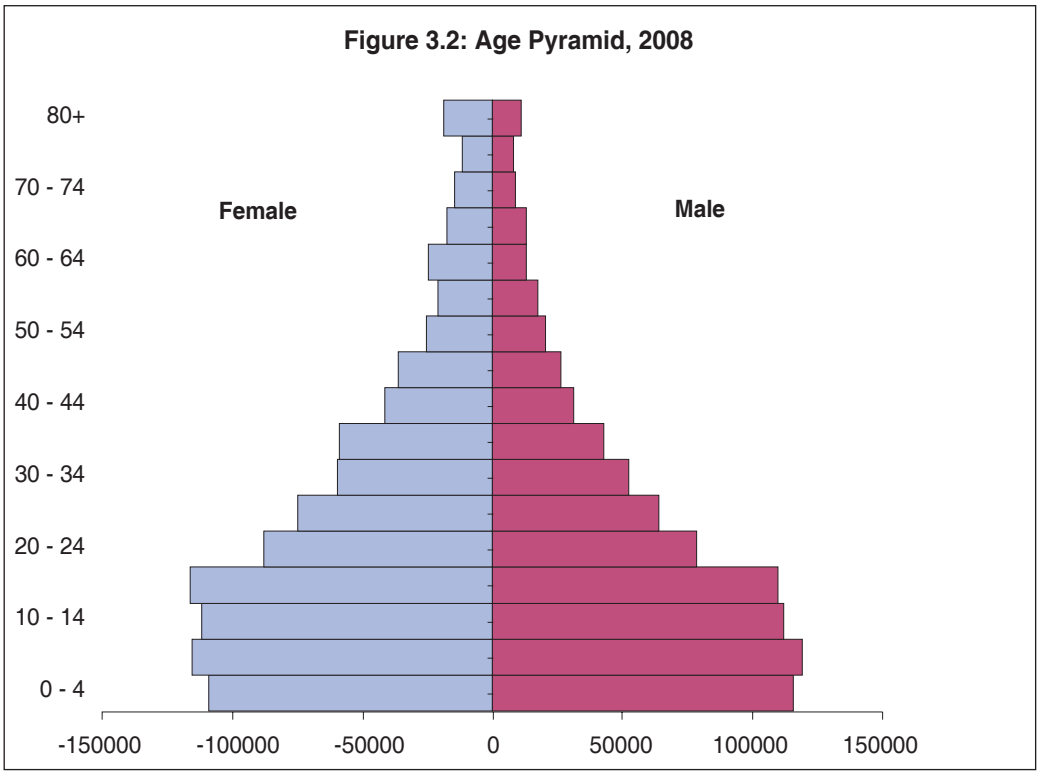


Table 3.1: Spatial distribution of the population by region and area

Region	(No.)	(%)
Caprivi	73,379	4.1
Erongo	94,330	5.3
Hardap	65,100	3.6
Karas	67,353	3.8
Kavango	221,810	12.4
Khomas	284,506	15.9
Kunene	56,866	3.2
Ohangwena	223,549	12.5
Omaheke	56,744	3.2
Omusati	222,256	12.4
Oshana	140,180	7.8
Oshikoto	164,145	9.2
Otjozondjupa	119,714	6.7
Rural	1,161,917	64.9
Urban	628,015	35.1
Namibia	**1,789,933**	**100.0**

Table 3.2: Population distributio by region, area and sex

Region	Female	Male	Sex ratio
Caprivi	38,813	34,566	89.1
Erongo	47,151	47,180	100.1
Hardap	33,734	31,366	93.0
Karas	33,696	33,656	99.9
Kavango	117,094	104,716	89.4
Khomas	139,294	145,212	104.2
Kunene	28,209	28,657	101.6
Ohangwena	124,925	98,624	78.9
Omaheke	27,857	28,887	103.7
Omusati	121,283	100,973	83.3
Oshana	79,372	60,807	76.6
Oshikoto	89,331	74,815	83.7
Otjozondjupa	60,085	59,629	99.2
Rural	621,612	540,305	86.9
Urban	319,232	308,784	96.7
Namibia	**940,844**	**849,089**	**90.2**

Table 3.3: Age structure of the population by area and sex

Age group	Rural						Urban						Namibia					
	Female		Male		Total		Female		Male		Total		Female		Male		Total	
	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)
00-04	77,576	12.5	81,696	15.1	159,272	13.7	30,801	9.6	34,064	11.0	64,865	10.3	108,377	11.5	115,760	13.6	224,137	12.5
05-09	81,136	13.1	85,415	15.8	166,551	14.3	34,132	10.7	33,791	10.9	67,923	10.8	115,268	12.3	119,206	14.0	234,474	13.1
10-14	78,284	12.6	80,852	15.0	159,136	13.7	33,257	10.4	31,281	10.1	64,538	10.3	111,541	11.9	112,134	13.2	223,674	12.5
15-19	83,349	13.4	75,991	14.1	159,340	13.7	32,340	10.1	34,026	11.0	66,366	10.6	115,689	12.3	110,017	13.0	225,706	12.6
20-24	51,471	8.3	44,882	8.3	96,353	8.3	36,258	11.4	33,864	11.0	70,122	11.2	87,729	9.3	78,746	9.3	166,476	9.3
25-29	38,827	6.2	32,021	5.9	70,848	6.1	35,847	11.2	32,586	10.6	68,433	10.9	74,674	7.9	64,607	7.6	139,281	7.8
30-34	31,879	5.1	25,612	4.7	57,491	4.9	27,079	8.5	27,402	8.9	54,480	8.7	58,958	6.3	53,013	6.2	111,971	6.3
35-39	30,855	5.0	18,915	3.5	49,769	4.3	27,677	8.7	24,085	7.8	51,762	8.2	58,532	6.2	43,000	5.1	101,531	5.7
40-44	22,558	3.6	13,984	2.6	36,542	3.1	18,536	5.8	17,616	5.7	36,151	5.8	41,094	4.4	31,600	3.7	72,694	4.1
45-49	23,833	3.8	13,169	2.4	37,002	3.2	12,009	3.8	13,190	4.3	25,199	4.0	35,842	3.8	26,359	3.1	62,201	3.5
50-54	15,511	2.5	12,318	2.3	27,829	2.4	9,861	3.1	8,129	2.6	17,990	2.9	25,371	2.7	20,447	2.4	45,819	2.6
55-59	14,112	2.3	11,075	2.0	25,187	2.2	6,693	2.1	6,573	2.1	13,266	2.1	20,805	2.2	17,648	2.1	38,453	2.1
60-64	19,246	3.1	9,902	1.8	29,148	2.5	4,947	1.5	3,810	1.2	8,756	1.4	24,193	2.6	13,712	1.6	37,905	2.1
65+	51,789	8.3	33,376	6.2	85,165	7.3	9,450	3.0	7,999	2.6	17,449	2.8	61,239	6.5	41,375	4.9	102,614	5.7
Not recorded	0	0.0	187	0.0	187	0.0	111	0.0	150	0.0	260	0.0	111	0.0	337	0.0	447	0.0
Don't know	1,186	0.2	910	0.2	2,096	0.2	235	0.1	218	0.1	454	0.1	1,422	0.2	1,128	0.1	2,550	0.1
Total	**621,612**	**100.0**	**540,305**	**100.0**	**1,161,917**	**100.0**	**319,232**	**100.0**	**308,784**	**100.0**	**628,015**	**100.0**	**940,844**	**100.0**	**849,089**	**100.0**	**1,789,933**	**100.0**

Table 3.4: Dependency Ratios by Area

Area	Population (No.)				Dependency ratio (%)		
	Child (0 -14)	Age (65+ years)	Non-working age(0-14 and 65+ years)	Working age(15- 64 years)	Child	Aged	Overall
	1	2	3=1+2	4	(1)/4	(2)/4	(3)/4
NLFS 2008							
Urban	197,326	17,449	214,775	403,043	49.0	4.3	53.3
Rural	484,960	85,165	570,125	556,144	87.2	15.3	102.5
Namibia	**682,286**	**102,614**	**784,900**	**959,187**	**71.1**	**10.7**	**81.8**
NLFS 2004							
Urban	208,368	13,699	222,067	412,474	50.5	3.3	53.8
Rural	489,989	71,826	561,815	526,111	93.1	13.7	106.8
Namibia	**698,356**	**85,525**	**783,881**	**938,585**	**74.4**	**9.1**	**83.5**
NLFS 2000							
Urban	185,809	12,067	197,876	387,229	48.0	3.1	51.1
Rural	480,173	70,701	550,874	527,792	90.9	13.4	104.3
Namibia	**665,984**	**82,768**	**748,752**	**915,022**	**72.7**	**9.0**	**81.8**

Figure 3.3. Age Structure in Urban and Rural Areas

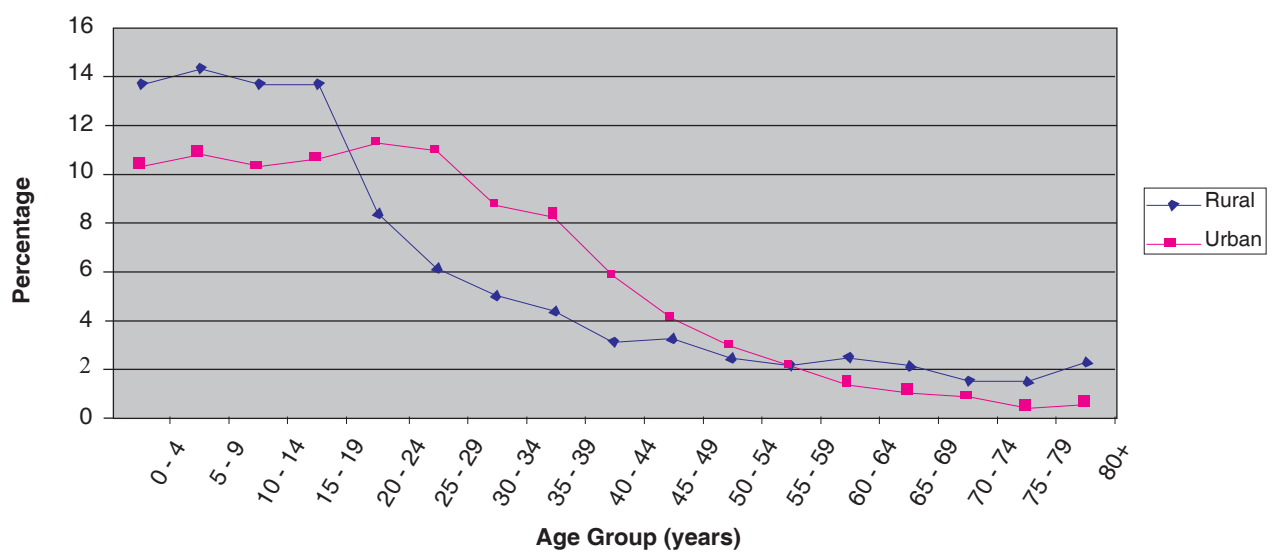


Table 3.5: Educational profile of the population (6 years and above) by age, area and sex

Age Group/ Area	Sex	Educational attainment								Total
		No Education	Primary Education	Junior Education	Senior Secondary	After Std.10/ Grade 12 Certificate	University	Post Graduate	Teacher Training	
6 - 9	B	24.2	75.8	0.0	0.0	0.0	0.0	0.0	0.0	182,818
10 - 14	B	2.5	92.3	5.2	0.0	0.0	0.0	0.0	0.0	222,595
15 - 19	B	3.2	38.3	48.9	8.9	0.3	0.4	0.0	0.0	224,375
20 - 24	B	6.3	18.1	48.8	21.4	2.4	2.4	0.3	0.4	165,014
25 - 29	B	7.8	19.9	41.6	24.4	2.0	2.3	1.1	0.9	137,528
30 - 34	B	9.6	25.2	36.0	22.2	3.1	1.5	1.0	1.5	111,223
35 - 39	B	10.2	28.0	34.5	18.3	2.9	2.7	1.9	1.5	100,444
40 - 44	B	12.2	34.3	28.9	14.6	2.5	2.9	1.6	3.0	72,030
45 - 49	B	16.7	37.3	25.2	9.5	2.8	2.5	2.2	3.8	61,634
50 - 54	B	19.6	42.0	21.5	7.9	1.7	2.2	2.6	2.4	45,563
55 - 59	B	27.2	41.5	17.0	5.7	1.0	1.7	3.4	2.5	38,125
60 - 64	B	38.9	41.3	12.2	5.7	0.8	0.0	0.4	0.6	37,424
65 - 69	B	41.5	41.0	9.8	4.9	1.3	0.5	0.8	0.3	29,942
70 - 74	B	49.7	37.6	8.0	3.6	0.0	0.4	0.4	0.3	22,582
75 - 79	B	48.1	45.6	4.1	1.5	0.0	0.5	0.0	0.4	19,495
80+	B	58.4	30.1	9.4	1.1	0.3	0.6	0.1	0.0	29,791
Not recorded	B	0.0	23.8	36.2	16.2	0.0	11.9		11.9	394
Unknown age	B	76.4	11.4	5.3	6.9	0.0	0.0	0.0	0.0	2,572
Rural	F	17.2	49.5	26.1	5.4	0.6	0.3	0.2	0.8	521,808
	M	16.5	54.9	21.7	5.2	0.6	0.4	0.2	0.5	438,669
	B	16.9	52.0	24.1	5.3	0.6	0.3	0.2	0.7	960,477
						1.0				
Urban	F	7.2	32.2	32.1	20.6	2.4	2.7	1.5	1.3	279,212
	M	8.3	34.6	29.8	19.2	2.6	2.9	1.8	0.8	263,860
	B	7.7	33.4	31.0	19.9	2.5	2.8	1.7	1.0	543,072
Namibia	**F**	**13.7**	**43.5**	**28.2**	**10.7**	**1.2**	**1.1**	**0.6**	**1.0**	**801,020**
	M	**13.4**	**47.3**	**24.7**	**10.4**	**1.4**	**1.4**	**0.8**	**0.6**	**702,529**
	B	**13.6**	**45.3**	**26.6**	**10.6**	**1.3**	**1.2**	**0.7**	**0.8**	**1,503,549**

Table 3.6: Distribution of households by type of housing unit, region and area

Region/Area	Housing unit										Total	
	Detached house	Semi-detached/ town house	Apartment/flat	Guest flat	Part commercial/ industrial	Mobile home(caravan, tent)	Single quarters	Traditional dwelling	Improvised housing unit(shacks)	Other	(%)	(No)
Caprivi	16.1	4.0	0.3	0.0	0.0	0.7	0.0	74.6	4.4	0.0	100.0	18,337
Erongo	53.0	11.1	2.5	0.4	0.2	0.2	0.3	3.1	29.2	0.1	100.0	28,718
Hardap	49.3	9.7	5.1	0.0	0.3	0.0	0.0	4.4	30.8	0.3	100.0	15,703
Karas	54.8	4.4	3.7	0.0	0.1	0.2	0.0	3.7	31.4	1.6	100.0	16,289
Kavango	3.6	5.7	0.1	0.0	0.0	0.0	0.0	85.5	5.1	0.0	100.0	37,546
Khomas	46.6	16.7	6.8	0.4	0.0	0.3	0.4	0.8	27.9	0.1	100.0	73,266
Kunene	26.3	3.4	3.0	0.0	0.4	0.6	0.3	35.9	30.1	0.0	100.0	13,501
Ohangwena	1.7	0.8	3.1	0.0	0.0	1.3	0.0	92.0	1.0	0.0	100.0	40,672
Omaheke	56.0	3.5	0.6	0.0	0.0	2.5	0.0	10.1	27.3	0.0	100.0	14,278
Omusati	0.7	0.9	0.5	0.0	0.0	0.0	0.3	97.1	0.6	0.0	100.0	39,996
Oshana	20.0	10.3	5.0	0.3	0.0	0.3	0.5	52.4	11.2	0.0	100.0	31,773
Oshikoto	8.5	3.4	2.1	0.0	1.3	0.3	1.2	79.6	3.4	0.0	100.0	31,439
Otjozondjupa	31.8	11.2	4.1	0.0	0.0	1.5	6.8	19.2	25.4	0.0	100.0	29,499
Rural	11.7	11.7	1.4	0.0	0.2	0.8	0.2	74.9	7.9	0.1	100.0	231,097
Urban	46.3	14.7	5.9	0.3	0.1	0.1	1.7	3.3	27.5	0.1	100.0	159,920
Namibia	**25.9**	**7.6**	**3.2**	**0.1**	**0.2**	**0.5**	**0.8**	**45.6**	**15.9**	**0.1**	**100.0**	**391,016**

Table 3.7: Distribution of households by type of housing tenure, region and area

Region/Area	Type of housing tenure									Total	
	Rented (not tied to the job)	Owner occupied (with mortgage)	Owner occupied (without mortgage)	Rent free (not owner occupied)	Provided by employer (Public) with pay	Provided by employer (public) without pay	Provided by employer (private) with pay	Provided by employer (private) without pay	Other	%	(No)
Caprivi	2.2	4.4	85.5	5.1	0.8	1.6	0.0	0.0	0.4	100.0	18,337
Erongo	29.5	27.5	34.4	3.7	1.3	1.2	1.2	1.0	0.0	100.0	28,718
Hardap	7.9	16.5	61.1	0.6	0.5	3.8	1.0	8.5	0.0	100.0	15,703
Karas	9.1	12.4	53.8	1.9	3.4	0.1	4.0	15.1	0.4	100.0	16,289
Kavango	0.3	2.8	96.5	0.3	0.0	0.1	0.0	0.0	0.0	100.0	37,546
Khomas	21.5	26.8	39.8	3.8	2.2	0.7	1.0	3.9	0.2	100.0	73,266
Kunene	1.7	19.5	66.3	1.4	1.1	7.3	1.3	1.3	0.0	100.0	13,501
Ohangwena	2.0	0.8	95.0	0.8	0.0	1.0	0.4	0.0	0.0	100.0	40,672
Omaheke	9.7	15.0	46.7	6.2	3.1	3.9	2.1	13.1	0.0	100.0	14,278
Omusati	0.6	1.5	97.7	0.2	0.0	0.0	0.0	0.0	0.0	100.0	39,996
Oshana	7.7	11.1	73.2	3.0	0.6	0.6	0.3	2.6	0.9	100.0	31,773
Oshikoto	2.9	2.2	88.3	1.0	1.0	0.2	1.0	3.4	0.1	100.0	31,439
Otjozondjupa	10.5	9.6	51.5	4.7	1.8	5.4	2.0	14.6	0.0	100.0	29,499
Rural	1.2	3.3	85.8	1.0	0.4	2.0	0.8	5.4	0.2	100.0	231,097
Urban	21.2	24.4	44.2	4.5	2.2	0.6	1.1	1.7	0.1	100.0	159,920
Namibia	**9.3**	**12.0**	**68.8**	**2.4**	**1.1**	**1.4**	**0.9**	**3.9**	**0.2**	**100.0**	**391,016**

Table 3.8: Distribution of households by main source of income, region and area

Region/Area	Household main source of income								Total	
	Subsistence farming (crop &animal)	Cash cropping	Animal rearing	Business activities	Wages and salaries	Pension	Cash remittances	Other means of income	%	(No)
Caprivi	32.3	0.3	0.0	7.9	28.6	14.8	7.0	9.1	100.0	18,337
Erongo	0.5	0.0	0.9	8.5	71.3	8.1	9.6	1.1	100.0	28,718
Hardap	4.2	1.2	3.0	4.8	59.6	17.7	6.8	2.7	100.0	15,703
Karas	1.3	0.0	1.7	4.9	70.2	12.2	9.1	0.6	100.0	16,289
Kavango	13.6	1.0	0.0	10.7	16.1	16.9	33.4	8.3	100.0	37,546
Khomas	0.3	0.0	0.4	8.5	73.2	7.0	7.7	2.9	100.0	73,266
Kunene	9.0	1.8	7.9	6.2	46.0	10.4	13.4	5.4	100.0	13,501
Ohangwena	27.3	0.2	0.3	2.1	15.0	21.2	15.5	18.4	100.0	40,672
Omaheke	2.8	0.0	10.0	7.6	60.2	8.9	1.1	9.4	100.0	14,278
Omusati	80.3	0.2	0.0	1.1	7.9	1.2	1.9	7.4	100.0	39,996
Oshana	41.7	0.0	0.2	7.7	33.0	2.6	10.4	4.4	100.0	31,773
Oshikoto	49.6	1.3	0.7	1.6	21.9	8.7	6.3	9.9	100.0	31,439
Otjozondjupa	4.9	0.2	5.0	4.4	54.2	13.3	13.5	4.6	100.0	29,499
Rural	37.3	0.6	2.2	3.6	23.2	12.5	11.3	9.3	100.0	231,097
Urban	0.8	0.1	0.3	9.2	68.8	7.3	10.6	2.9	100.0	159,920
Namibia	**22.4**	**0.4**	**1.4**	**5.9**	**41.8**	**10.4**	**11.0**	**6.7**	**100.0**	**391,016**

Table 3.9: Distribution of households by secondary source of income

Region/Area	Households secondary source of income									Total	
	Subsistence farming (crop & animal)	Cash cropping	Animal rearing	Business activities	Wages and salaries	Pension	Cash remittances	None	Other means of income	%	(No)
Caprivi	7.0	0.0	0.0	1.5	1.5	3.1	2.3	83.8	0.7	100.0	18,337
Erongo	0.3	0.0	0.5	2.7	1.7	1.8	5.4	87.2	0.5	100.0	28,718
Hardap	0.9	0.0	0.8	1.5	7.8	4.6	7.7	76.7	0.0	100.0	15,703
Karas	0.1	1.0	0.8	2.2	4.5	0.9	3.0	87.4	0.0	100.0	16,289
Kavango	1.6	0.3	0.0	3.7	2.0	3.3	8.2	80.5	0.5	100.0	37,546
Khomas	0.7	0.0	0.1	4.2	2.4	1.8	3.0	87.5	0.4	100.0	73,266
Kunene	1.6	0.0	1.8	4.3	1.0	0.0	1.3	90.0	0.0	100.0	13,501
Ohangwena	22.8	0.0	0.0	2.1	0.7	6.6	11.3	54.0	2.5	100.0	40,672
Omaheke	1.4	0.6	5.0	5.1	1.0	4.9	0.3	80.2	1.4	100.0	14,278
Omusati	4.7	0.0	0.2	1.0	6.4	13.3	13.2	43.0	18.2	100.0	39,996
Oshana	10.7	0.5	0.3	4.3	7.7	5.2	8.5	51.8	10.9	100.0	31,773
Oshikoto	8.0	1.9	0.3	3.8	7.8	7.1	6.5	58.6	6.1	100.0	31,439
Otjozondjupa	1.6	0.0	2.0	1.4	3.0	3.3	3.5	83.3	1.8	100.0	29,499
Rural	8.1	0.4	0.8	2.4	4.4	6.6	7.8	63.2	6.3	100.0	231,097
Urban	1.2	0.1	0.3	3.7	2.4	1.8	4.2	85.9	0.4	100.0	159,920
Namibia	**5.3**	**0.3**	**0.6**	**3.0**	**3.6**	**4.6**	**6.3**	**72.4**	**3.9**	**100.0**	**391,016**

Table 3.10: Distribution of households persons by grants/pension received, region and area

Region/Area	Grants/Pension			
	Receive	Expect to receive	Not receiving	Total
Caprivi	3.5	6.5	4.2	73,379
Erongo	3.2	4.9	5.5	94,330
Hardap	4.5	3.4	3.5	65,100
Karas	3.1	2.0	3.9	67,353
Kavango	7.8	5.5	13.0	221,810
Khomas	7.5	9.3	17.0	284,506
Kunene	2.7	2.3	3.2	56,866
Ohangwena	19.5	16.6	11.6	223,549
Omaheke	2.7	1.6	3.2	56,744
Omusati	18.4	18.2	11.6	222,256
Oshana	10.3	11.1	7.5	140,180
Oshikoto	12.0	13.3	8.8	164,145
Otjozondjupa	4.8	5.4	6.9	119,714
Rural	78.5	71.4	63.2	1,161,917
Urban	21.5	28.6	36.8	628,015
Namibia	**100.0**	**100.0**	**100.0**	**1,789,933**

Table 3.11: Distribution of households persons by grants/pension received, age and sex

Age/group	Sex	Grants/pension			
		Receive	Expect to receive	Not receiving	Total
	F	0.8	2.3	6.7	108,377
	M	0.9	2.7	7.2	115,760
00-04	**B**	**1.8**	**5.0**	**13.9**	**224,137**
	F	3.0	5.0	6.9	115,268
	M	2.7	8.2	7.1	119,206
05-09	**B**	**5.7**	**13.1**	**14.0**	**234,474**
	F	4.8	5.5	6.4	111,541
	M	4.9	8.2	6.4	112,134
10-14	B	9.7	13.8	12.8	223,674
	F	3.6	9.6	6.8	115,689
	M	3.3	5.0	6.5	110,017
15-19	**B**	**6.8**	**14.5**	**13.3**	**225,706**
	F	0.9	2.6	5.4	87,729
	M	1.0	1.3	4.9	78,746
20-24	**B**	**1.9**	**3.9**	**10.3**	**166,476**
	F	0.8	0.6	4.6	74,674
	M	0.7	2.1	4.0	64,607
25-29	**B**	**1.5**	**2.8**	**8.6**	**139,281**
	F	1.4	2.4	3.5	58,958
	M	0.8	2.0	3.2	53,013
30-34	**B**	**2.2**	**4.3**	**6.8**	**111,971**
	F	1.2	0.5	3.6	58,532
	M	0.6	2.2	2.6	43,000
35-39	**B**	**1.8**	**2.7**	**6.2**	**101,531**
	F	1.1	1.6	2.5	41,094
	M	0.8	1.8	1.9	31,600
40-44	**B**	**1.8**	**3.3**	**4.3**	**72,694**
	F	1.4	2.2	2.1	35,842
	M	1.0	1.5	1.5	26,359
45-49	**B**	**2.4**	**3.7**	**3.6**	**62,201**
	F	0.8	1.4	1.5	25,371
	M	0.5	1.3	1.2	20,447
50-54	**B**	**1.3**	**2.8**	**2.7**	**45,819**
	F	0.9	3.0	1.2	20,805
	M	0.9	3.4	1.0	17,648
55-59	**B**	**1.8**	**6.4**	**2.1**	**38,453**
	F	9.4	10.7	0.2	24,193
	M	4.7	6.6	0.2	13,712
60-64	**B**	**14.1**	**17.3**	**0.5**	**37,905**
	F	27.9	3.6	0.4	61,239
	M	18.8	2.5	0.3	41,375
65+	**B**	**46.7**	**6.2**	**0.7**	**102,614**
	F	0.0	0.0	0.0	111
	M	0.0	0.0	0.0	337
Not recorded	**B**	**0.0**	**0.0**	**0.0**	**447**
	F	0.2	0.0	0.1	1,422
	M	0.1	0.2	0.1	1,128
Don't know	**B**	**0.4**	**0.2**	**0.1**	**2,550**
Total		**100.0**	**100.0**	**100.0**	**1,789,933**

4. Economic Activity of the Population

4.1 Labour Force Framework

4.1.1 Enquires on the economic activity of the population divide the population into two broad categories i.e. the economically active and the inactive population. The economically active population is the employed and unemployed, also referred to as the labour force and the inactive population are those not in (outside) the labour force i.e. students, homemakers, old age, income recipient, retired and severely disabled.

4.1.2 According to the priority rules of the labour force frame work, employment has precedence over unemployment, and unemployment has precedence over inactivity. A person is employed when he or she has worked for pay, profit, or family gain for at least one hour during the reference period of seven days preceding the interview.

4.2 Defining Unemployment.

4.2.1 Unemployment can be defined in two ways; ”broad or strict “sense. The difference between the two definitions depends on the inclusion of seeking work criteria. Both definitions are consistent with the principles of the labour force frame work and the usage of one has a high impact on the rate of unemployment; the broad definition always yields higher rates of unemployment than the strict.

4.2.2 A person is regarded as unemployed if he/she meets the three criteria of

(a) being without work,

(b) being available for work and (c) seeking work, this is in accordance with the international statistical standards.

4.2.3 The ***broad*** measure of unemployment regards all those without jobs, who are available for work and looked or did not look for work. It is inclusive of all unemployed, whether they made attempts to look for work or not.

4.2.4 The ***strict*** measure of unemployment considers those without jobs, who are available for work and are actively looking for work. It is in accordance with the international statistical standards.

4.3 The Activity Status of the Population.

4.3.1 Table 4.1 shows the activity status of the working age population aged (15 years and above) by area and sex. The activity status of the working population reveals that the current economically active population is 55.4 percent, while the economically inactive population is 44.6 percent.

4.3.2 The table further shows an uneven distribution of the labour force with 74.4 percent concentrated in urban areas while 41.5 percent is in rural areas, this concentration can be assumed to be, due to urban migration because of employment opportunities in cities and towns.

The activity status further shows that in urban areas 51.6 percent of the population is employed, while 22.8 percent is unemployed. In rural area, 22.2 percent of the population is employed, while unemployed is 19.3 percent. Further the table shows that more persons are employed in urban areas (208,075) than in rural areas (123,369), while unemployment figures are lower in urban areas (91,960) than in rural areas (107,610). According to the strict definition of unemployment the criterion of seeking for work reduced the rate of the unemployed.

4.4 Labour Force Participation Rates (LFPR)

4.4.1 The (current) labour force participation rate (LFPR), or the economic activity rate, is the proportion of the working age population (15 years and above) which is economically active, i.e. either employed or unemployed.

4.4.2 As indicated in table 4.2 the labour force participation rate of the working age population is 55.4 percent when the strict measure of unemployment is applied, the LFPR for the males is higher than that of the females with (275,871 or 61.6 percent), the same observation is true in urban and rural areas. The LFPR in urban areas 300,035 (74.4 percent) is higher compared to the rural areas (250,979 or 41.5 percent).

4.4.3 The table further indicates that a very low rate was recorded among the age group 65 years and above (5.6 percent) most of them has retired, and has left the labour market. The LFPR for the age group 35-39 is the highest (88.2 percent). In all age groups the LFPR of males dominates that of the females.

4.4.4 Table 4.3 displays the comparison of labour force participation rates over time. Labour force participation rates in 2008 increased to 55.4 percent from 47.9 percent in 2004, while the rate was 54.0 percent in 2000. There are also slight differences in female and male participation in rural and urban areas. Female LFPR was 59.8 percent in urban areas and 27.9 percent in rural areas in 2004, while in 2008 the rates increased to 72.0 percent in urban areas and 35.5 percent in rural areas. Male LFPR was 73.7 percent in urban areas and 43.1 percent in rural areas in 2004, while in 2008 the LFPR is 76.9 percent in urban areas and 49.1 percent in rural areas.

4.4.7 Furthermore, the table shows significant differences in participation rates over various regions of the country. The participation rate was high in 2000 for Khomas and Otjozondjupa region (68.7 and 63.4 percent), in 2004 Erongo and Karas took the lead (71.4 and 71.3 percent), while in 2008 the rate was significantly high in Erongo and Omaheke region (80.1 and 77.3 percent) respectively.

4.5 Unemployment rate

4.5.1 Unemployment rate measures the proportion of the unemployed persons in the labour force. Table 4.4 shows that current rate of unemployment is 51.2 percent when the broad measure of unemployment is applied, and lowers to 37.6 percent when strict measure of unemployment is applied. Unemployment rate is higher in the rural areas than in urban areas. Rural unemployment is 64.9 percent (broad definition), while in urban areas is 36.4 percent and the same trend prevail when applying the strict measure of unemployment, which is 46.6 percent in rural areas and 30.6 percent in urban areas. The female unemployment rate is very high in rural areas (72.1 percent) as compared to 42.9 percent in urban areas, while male unemployment rate is higher in rural areas (56.8 percent) than in urban areas (29.9 percent).

4.5.2 Table 4.5 compares the unemployment rates over periods (2000, 2004 and 2008), it is observed that the strict unemployment rate has been increasing from 20.2 percent (2000) to 21.9 percent (2004) and 37.6 percent in 2008. The labour force was 541,447 in 2000 and has dropped to 493,448 in 2004, while in 2008 increased to 531,014.

4.6 The Inactive Population.

4.6.1 The inactive population are those that are not part of the labour force. This includes among others the retired, old age, illness/disabled persons, homemakers, students and the income recipients. Table 4.6 shows that the total economically inactive population is 428,173, with the majority being females (255,909) as compared to males (172,264).

Table 4.1: Activity Status of the Population (15 years and above) by Area and Sex

Area	Sex	Economically Active			Economically Inactive	Working age Population (15+ yrs)
		Employed	Unemplo. Strict	Labour Force		
(Number)						
Rural	**B**	**123,369**	**107,610**	**230,979**	**325,165**	**556,144**
	F	51,672	57,710	109,382	199,169	308,551
	M	71,696	49,900	121,596	125,996	247,593
Urban	**B**	**208,075**	**91,960**	**300,035**	**103,008**	**403,043**
	F	93,678	52,081	145,760	56,740	202,500
	M	114,397	39,878	154,275	46,268	200,543
Namibia	**B**	**331,444**	**199,570**	**531,013**	**428,173**	**959,187**
	F	**145,351**	**109,791**	**255,142**	**255,909**	**511,051**
	M	**186,093**	**89,778**	**275,871**	**172,264**	**448,135**
(Percent)						
Rural	**B**	**22.2**	**19.3**	**41.5**	**58.5**	**100.0**
	F	16.7	18.7	35.5	64.5	100.0
	M	29.0	20.2	49.1	50.9	100.0
Urban	**B**	**51.6**	**22.8**	**74.4**	**25.6**	**100.0**
	F	46.3	25.7	72.0	28.0	100.0
	M	57.0	19.9	76.9	23.1	100.0
Namibia	**B**	**34.6**	**20.8**	**55.4**	**44.6**	**100.0**
	F	**28.4**	**21.5**	**49.9**	**50.1**	**100.0**
	M	**41.5**	**20.0**	**61.6**	**38.4**	**100.0**

Table 4.2: Labour Force Participation Rate by Age, Area and Sex

Age group	Namibia			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
15-19	13.3	11.3	15.4	21.2	20.0	22.4	9.9	7.8	12.2
20-24	70.5	68.5	72.5	78.7	78.4	78.9	63.2	59.8	66.6
25-29	86.5	84.4	88.6	92.4	91.2	93.7	79.1	76.0	82.4
30-34	87.6	82.7	92.6	93.7	91.5	95.8	80.2	73.1	88.4
35-39	88.2	84.1	93.4	95.0	93.2	97.1	79.1	73.3	87.6
40-44	83.5	76.4	92.0	92.2	88.2	96.3	73.1	64.6	85.7
45-49	76.1	64.2	89.1	91.5	85.8	96.4	63.1	49.4	81.3
50-54	70.5	57.1	87.1	87.1	81.7	93.5	57.2	38.4	81.8
55-59	52.7	36.9	71.7	73.5	63.2	83.3	40.4	23.8	63.4
60-64	15.0	7.0	29.3	28.2	20.0	39.0	11.0	3.7	25.6
65+	5.6	3.4	8.9	11.1	6.1	16.9	4.5	2.9	6.9
Don't know	44.5	36.9	53.4	94.2	100.0	89.2	26.2	18.1	36.9
Total	**55.4**	**49.9**	**61.6**	**74.4**	**72.0**	**76.9**	**41.5**	**35.5**	**49.1**

Table 4.3: Comparison of Labour Force Participation Rate Over time, 2008, 2004 and 2002 by Region, Area and Sex

Region/Area	NLFS 2008			NLFS 2004			NLFS 2000		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Caprivi	50.4	45.0	56.9	40.2	31.7	50.4	61.6	61.9	61.2
Erongo	80.1	77.2	82.8	71.4	63.5	77.9	63.3	54.2	72.5
Hardap	61.1	53.3	69.4	53.8	43.9	64.7	55.8	42.9	69.5
Karas	74.6	71.6	77.2	71.3	58.6	82.7	56.0	44.3	69.1
Kavango	45.3	41.1	50.2	43.2	39.7	47.6	50.3	48.5	52.8
Khomas	75.1	71.5	78.4	70.3	63.9	76.8	68.7	60.8	76.8
Kunene	69.3	64.8	73.9	54.6	40.7	69.1	49.6	33.5	68.3
Ohangwena	24.5	21.2	29.5	17.8	15.0	21.8	29.4	26.9	32.9
Omaheke	77.3	73.9	80.8	65.2	48.7	77.9	56.5	40.9	72.3
Omusati	31.4	29.2	34.5	18.9	20.0	17.2	43.5	44.5	41.9
Oshana	53.0	53.4	52.4	47.8	44.0	53.4	54.7	52.9	57.2
Oshikoto	39.2	35.2	44.6	37.7	32.8	43.6	45.3	41.3	50.7
Otjozondjupa	71.4	59.7	81.9	60.4	47.3	73.5	63.4	48.1	79.3
Urban	41.5	35.5	49.1	66.5	59.8	73.7	66.2	58.9	74.4
Rural	74.4	72.0	76.9	34.7	27.9	43.1	45.8	40.2	53.0
Namibia	**55.4**	**49.9**	**61.6**	**47.9**	**40.7**	**56.4**	**54.0**	**47.4**	**62.0**

Table 4.4: Unemployment rate by region, area, sex and measure

Region/area	Broad			Strict		
	Total	Female	Male	Total	Female	Male
Caprivi	65.6	71.7	58.9	49.0	54.7	43.7
Erongo	32.6	40.9	24.8	27.8	34.3	22.1
Hardap	38.6	48.7	28.4	27.9	32.9	23.8
Karas	36.4	43.6	29.8	27.2	30.8	24.4
Kavango	70.0	74.0	65.0	49.9	51.2	48.7
Khomas	33.5	38.6	28.9	28.5	32.1	25.4
Kunene	50.4	59.4	41.6	37.8	46.5	30.3
Ohangwena	76.4	76.9	75.6	61.0	58.9	63.3
Omaheke	48.2	55.4	41.2	43.3	50.1	36.9
Omusati	78.6	81.2	75.2	62.0	65.4	58.0
Oshana	48.8	49.2	48.2	36.8	35.1	39.2
Oshikoto	68.6	75.3	60.3	50.6	57.9	43.0
Otjozondjupa	43.8	65.5	26.7	30.6	52.5	16.1
Rural	64.9	72.1	56.8	46.6	52.8	41.0
Urban	36.4	42.9	29.9	30.6	35.7	25.8
Namibia	**51.2**	**58.4**	**43.5**	**37.6**	**43.0**	**32.5**

Table 4.5: Comparison of Unemployment rates Overtime 2000, 2004 and 2008 by Area and Sex

Survey/Area	Total				Females				Males			
	Employed	Unemp. Strict	Labour Force	Strict Unemp.Rate	Employed	Unemployed	Labour Force	Unemp.Rate	Employed	Unemployed	Labour Force	Unemp.Rate
		(No.)		(%)		(No.)		(%)		(No.)		(%)
NLSF2000												
Urban	210,985	63,843	265,828	24.0	91,416	34,099	125,515	27.2	110,569	29,745	140,314	21.2
Rural	229,865	45,755	275,620	16.6	113,606	22,145	135,751	16.3	116,259	23,610	139,869	16.9
National	**431,849**	**109,598**	**541,447**	**20.2**	**205,021**	**56,243**	**261,264**	**21.5**	**226,828**	**53,354**	**280,182**	**19.0**
NLSF2004												
Urban	219,974	64,904	284,878	22.8	98,889	33,494	132,383	25.3	121,085	31,410	152,495	20.6
Rural	165,355	43,215	208,570	20.7	69,788	22,631	92,419	24.5	95,567	20,585	116,152	17.7
National	**385,329**	**108,119**	**493,448**	**21.9**	**168,677**	**56,125**	**224,802**	**25.0**	**216,652**	**51,994**	**268,646**	**19.4**
NLSF2008												
Urban	208,075	91,960	300,035	30.6	93,678	52,081	145,760	35.7	114,397	39,878	154,275	25.8
Rural	123,369	107,610	230,979	46.6	51,672	57,710	109,382	52.8	71,696	49,900	121,596	41.0
National	**331,444**	**199,570**	**531,014**	**37.6**	**145,351**	**109,791**	**255,142**	**43.0**	**186,093**	**89,778**	**275,871**	**32.5**

Table 4.6: Economically Inactive population by region, area and sex

Region	Sex	Current status of the economically inactive							Total	
		Retired	Old age	Illness/disabled	Homemaker	Student	Income recipient	Other	%	No.
Caprivi	B	0.5	24.6	5.9	15.5	52.4	0.3	0.9	100.0	17,449
Erongo	B	10.6	23.7	6.6	10.9	46.5	0.3	1.5	100.0	12,457
Hardap	B	5.6	25.7	13.3	22.3	30.4	1.8	0.9	100.0	14,197
Karas	B	2.5	28.6	15.7	12.4	37.5	0.7	2.5	100.0	10,274
Kavango	B	0.2	22.9	9.3	14.9	50.3	1.7	0.8	100.0	51,003
Khomas	B	4.8	16.8	5.2	11.7	58.0	1.2	2.3	100.0	48,752
Kunene	B	0.0	33.5	14.7	27.3	20.5	1.2	2.8	100.0	9,482
Ohangwena	B	1.4	29.9	6.3	16.9	45.1	0.1	0.1	100.0	86,861
Omaheke	B	7.6	34.4	11.8	14.1	32.1	0.0	0.0	100.0	7,182
Omusati	B	0.4	35.6	7.8	12.8	43.1	0.0	0.2	100.0	69,641
Oshana	B	0.3	30.9	7.2	7.6	53.8	0.0	0.2	100.0	36,469
Oshikoto	B	0.3	27.3	8.0	14.7	49.0	0.7	0.0	100.0	46,528
Otjozondjupa	B	4.1	33.8	8.8	27.8	24.0	0.8	0.7	100.0	17,880
	F	0.6	33.3	7.7	21.5	36.0	0.4	0.6	100.0	199,169
	M	1.5	28.5	9.5	6.7	52.8	0.6	0.3	100.0	125,996
Rural	**B**	**0.9**	**31.4**	**8.4**	**15.8**	**42.5**	**0.5**	**0.5**	**100.0**	**325,165**
	F	3.9	19.5	5.4	18.3	50.5	1.0	1.3	100.0	56,740
	M	5.7	14.9	7.3	4.0	65.6	1.1	1.4	100.0	46,268
Urban	**B**	**4.7**	**17.4**	**6.2**	**11.9**	**57.3**	**1.1**	**1.4**	**100.0**	**103,008**
	F	**1.3**	**30.3**	**7.2**	**20.8**	**39.2**	**0.5**	**0.7**	**100.0**	**255,909**
	M	**2.6**	**24.8**	**8.9**	**6.0**	**56.2**	**0.7**	**0.6**	**100.0**	**172,264**
Namibia	**B**	**1.8**	**28.1**	**7.9**	**14.9**	**46.1**	**0.6**	**0.7**	**100.0**	**428,173**

Table 4.7: Labour Force (15 years and above) by region, area and age group

Region	Age group													
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Not reported	Don't know	Total
Caprivi	1,902	4,961	5,046	4,028	3,567	2,552	2,096	512	1,009	133	349	40	81	26,276
Erongo	2,775	8,776	9,993	9,157	7,396	5,936	4,481	2,325	1,440	617	318	166	313	53,693
Hardap	2,038	4,581	3,837	2,988	3,408	2,847	1,940	2,198	1,324	544	429	0	0	26,133
Karas	2,586	6,417	6,019	3,960	5,802	3,241	2,670	2,415	1,204	105	83	0	0	34,501
Kavango	6,797	13,310	13,150	10,167	9,029	4,867	5,365	3,531	1,561	1,336	1,126	0	257	70,496
Khomas	8,796	27,192	31,942	23,582	23,665	15,668	9,935	8,592	5,971	1,152	1,417	0	0	157,910
Kunene	3,412	4,339	3,715	4,480	2,828	2,634	2,121	1,251	1,400	74	278	0	312	26,845
Ohangwena	4,355	8,251	9,616	7,925	6,308	2,782	2,592	2,707	1,090	473	176	0	139	46,413
Omaheke	1,727	4,830	4,194	4,293	3,207	2,998	2,214	1,669	914	281	345	30	83	26,785
Omusati	6,653	13,119	8,788	8,151	5,186	4,930	3,956	2,256	1,867	616	846	0	203	56,569
Oshana	2,782	10,460	10,241	7,201	8,014	4,500	4,004	1,691	1,324	312	254	0	0	50,782
Oshikoto	4,452	10,705	6,222	6,329	5,983	4,576	3,594	2,358	1,468	551	848	94	0	47,180
Otjozondjupa	4,651	9,756	10,587	7,942	7,246	4,620	4,811	2,854	1,615	652	361	0	0	55,096
Rural	33,963	70,189	59,961	48,950	42,365	28,752	26,618	18,638	12,291	4,163	4,611	134	871	351,505
Urban	18,963	56,507	63,390	51,251	49,274	33,399	23,159	15,722	9,897	2,683	2,217	197	516	327,175
Namibia	**52,926**	**126,695**	**123,351**	**100,201**	**91,639**	**62,151**	**49,778**	**34,360**	**22,188**	**6,845**	**6,828**	**331**	**1,387**	**678,680**

Table 4.8: Labour force (15 years and above) by region, area and sex

Region	Sex		
	Female	Male	Total
Caprivi	13,767	12,509	26,276
Erongo	26,141	27,552	53,693
Hardap	13,110	13,023	26,133
Karas	16,562	17,939	34,501
Kavango	39,363	31,133	70,496
Khomas	74,612	83,298	157,910
Kunene	13,207	13,638	26,845
Ohangwena	26,155	20,258	46,413
Omaheke	13,175	13,610	26,785
Omusati	31,633	24,936	56,569
Oshana	31,012	19,771	50,782
Oshikoto	26,281	20,899	47,180
Otjozondjupa	24,327	30,768	55,096
Rural	185,399	166,106	351,505
Urban	163,946	163,229	327,175
Namibia	**349,345**	**329,336**	**678,680**

5. Characteristics of the Employed

5.1 Current employed persons

5.1.1 The employed and unemployed population makes up the Labour Force. According to the System of National Accounts (SNA) classification and internationally recommended definition, a person is considered employed if he/she had worked for at least one hour on any economic activities within the reference period of seven days prior to the interview or was temporarily away from work but would return. Adopting the priority rules, economic activity take presidency over non economic activity.

5.1.2 This chapter examines the different characteristics of the employed persons as was captured during the survey. It starts by looking at the employment to population ratio by region, area and sex. The type of workplace of the employed persons is also highlighted, followed by the structure of the employed population in the major economic sectors.

5.1.3 Table 5.1(a) shows that the working age population amounts to 959,187. Out of the total working age population, females (511,051) outnumbered their male counterparts (448,135). The table further reveals that out of 959,187 working age population, 331,444 or 34.6 percent were employed persons. Despite females being more than males in the working age population, more males (186,093) are employed than females (145, 351).

5.2 Employment to population ratio

5.2.1 The proportion of the working age population that is employed is referred to as employment ratio, also referred to as the employment rate. This indicator tends to be more stable than both the Labour Force Participation Rate (LFPR) and Unemployment Rate (UR), therefore, is seen to be a useful indicator of long term conditions in the labour market. Employment Ratio (ER) measures the rate at which working age population enters the labour force and finds employment.

5.2.2 Table 5.1(c) indicates that the overall employment ratio for the persons in the working age population is 34.6 percent. Employment ratio tends to be higher in urban areas (51.9 percent) than in rural areas (22.2 percent). Males' employment ratio is higher (41.6 percent) than that of females (28.5 percent). The same scenario is prevalent in urban and rural areas, as well as in all regions. With regard to regional distribution, the regions that recorded above 50 percent employment ratios are Erongo (57.8 percent), Karas (54.3 percent) and Khomas (54.2 percent) respectively. By contrast, lower (below 20 percent) records were observed in the regions of Ohangwena (9.5 percent), Omusati (11.9 percent) and Oshikoto (19.3 percent) respectively.

5.3 Employment structure and type of workplace

5.3.1 Table 5.2(a) reflects distribution of employees in Namibia by areas, sex and type of workplace. Out of a total of 269,602 employees, 50.8 percent reported private enterprise as their workplace, followed by government (21.1 percent) and private household (13.9 percent).

The distribution of the employees shows that the majority are in urban areas (65.5 percent) as compared to rural areas (34.5 percent). In both urban and rural areas, there are more employed males than females.

5.3.2 Table 5.2(b) indicates the distribution of the employed persons by industry, area and sex. Agricultural sector is found to be the main employment provider with 15.9 percent, of the total employed persons. Wholesale and retail trade accounts for 15.1 percent employed persons. In rural areas, the industry employing most people is agriculture (38.3 percent), followed by education (14.0 percent), while in urban areas, most employed persons are in wholesale and retail trade (17.2 percent), followed by private households with employed persons (12.3 percent). Industries employing the least number of persons are electricity, gas & water (1.6 percent) and fishing (0.4 percent).

5.3.3 Table 5.2(c) reveals the distribution of the employed persons by occupation, area and sex. It shows that most of the employed persons at national level are in elementary occupation (23.4 percent), followed by services, shops and market sales workers (18.4 percent) and craft and trade workers

(15.9 percent). Armed forces appear to be the least occupation with employed persons, this is due to the exclusion of the institutional population. The table further reveals that 23.5 percent of males are in craft and trade workers, followed by those in elementary occupations. In contrast, the majority of females (29.1 percent) are in elementary occupations (19.0 percent), followed by those in service, shops and market sales workers (23.4 percent). In urban and rural areas, the number of employed females and males vary from one occupation to the other.

5.3.4 Table 5.2(d) shows employment status by area and sex. At the national level, the table reveals that out of 331,444 employed persons, 81.3 percent are employees, followed by other own account workers (without paid employees) (10.4 percent). Employment status with the least number of employed persons is other unpaid family workers (0.1 percent). Distribution of males and females in different employment status reveal that employees are dominant (82.2 and 80.3 percent respectively), followed by other own account worker (with paid employees) (8.3 and 13.0 percent respectively). The same pattern prevails in urban and rural areas.

5.3.5 Table 5.3 indicates the distribution of employed persons by industry and employment status. Agriculture being the largest employment provider has the highest number of employed persons (52,788), with the majority (70.8 percent) being employees, followed by subsistence/communal farmers (without paid employees) (12.3 percent). The industry with 100 percent employees is extra territorial organizations and bodies. It is evident from the table that employees (81.3 percent) are dominant in all industries, followed by other own account workers (without paid employees) (10.4 percent).

5.3.6 Table 5.4 gives a detailed distribution of the employed persons by industry and occupations. It indicates that most employed persons in elementary occupations are in private households with paid employees (29,317), followed by those in agriculture and manufacturing industries (20,530 and 5,234) respectively. Service shops and market sales workers constitute a big number of employed persons in wholesale and retail trade (21,857) industry, followed by those in public administration and hotel and restaurants (15,985 and 6,282) respectively.

Professionals are dominant in education and health and social work industries (15,543 and 5,104) respectively, which is also the case with technicians and associate professionals.

5.4 Educational profile of the employed persons

5.4.1 Table 5.5 reflects the level of educational attainment of the employed persons in different industries, occupations and employment status. The table shows that most of the employed persons with no education (52.1 percent) and with primary school education (27.0 percent) are in agriculture, while those with junior secondary education (20.5 percent) dominate wholesale and retail trade, repair of motor vehicles. Employed persons with university (23.5 percent) are concentrated in education, while employed persons with post graduate degree (23.5 percent) are mostly in health and social work.

5.4.2 The table further shows that employees are dominating all educational levels. Employed persons with no education dominate elementary occupations (40.2 percent), followed by those in skilled agriculture & fishery workers and craft and trade workers (24.9 and 17.0 percent) respectively. Furthermore, employed persons with primary school education are mostly in elementary occupation (35.7 percent), followed by craft and trade workers (21.8 percent). By contrast, employed persons with after standard 10 education and beyond are dominating occupations such as professionals, legislators and senior managers, as well as technicians and professional.

5.4.3 Table 5.6 reveals that the majority of the employed persons at national level have attained junior secondary school (31.8 percent), followed by those with senior secondary and primary school (22.5 and 22.2 percent) respectively. Educational attainment in urban areas follow the same pattern, while in rural areas, employed persons with primary school education are dominant (30.6 percent), followed by those with junior secondary education (29.2 percent). The table further shows that employed males with primary education (36.1 percent) and those with junior secondary education (23.7 percent) are dominant in rural areas, while employed males with junior secondary education (32.3 percent) and primary school education (19.9 percent) dominate the urban areas. The same scenario is observed with employed females in both rural and urban areas.

5.5 Employed persons registered with Social Security Commission (SSC)

5.5.1 Table 5.7 shows the number of employed persons registered with social security commission. Out of 331,444 employed persons, 154,665 are registered with SSC.
Of the registered persons, 111,552 are found to be in urban areas, while 43,113 are in rural areas. Khomas region has the highest (57,237) registered employees, followed by Erongo (18,798) and Otjozondjupa (12,848). The region with the least number of registered employees is Caprivi (3,612).

5.5.2 Table 5.8 indicates the number of employed persons registered with SSC by industries. Out of the total registered members, 23,577 were found in education, followed by 21,564 in public administration. Wholesale and retail trade, repair of motor vehicles and agriculture recorded 16,304 and 13,585 respectively. Fishing industry has the least number of employed persons registered with SSC (513).

Most of the registered persons in urban areas are in Public administration (17,351), followed by wholesales and retail trade (14,688), while in rural areas the majorities are in education (14,079) and agriculture (11,732). Registered males amount to 86,204, while their female counterparts are 68,461. Sex distribution shows that more registered males are in urban areas (62,169) than in rural areas (24,035). The same scenario prevails with registered females, 49,382 in urban areas, while 19,079 are in rural areas.

5.5.3 Table 5.9 reveals the number of employed persons who are registered with SSC by type of workplace. The table shows that private enterprise showed to have the highest number of registered employed persons (44.7 percent), followed by those in government (33.5 percent) and parastatal (12.4 percent). Non-profit organizations (1.5 percent) and cooperatives (3.7 percent) revealed to have the least number of employed persons registered with SSC. At national level, more registered males are in private enterprise (51.9 percent), followed by 26.2 percent in government, while the majority of registered female are in government (42.7 percent), and followed by those in private enterprise (35.6 percent). Private enterprise and government have shown to be the most dominant type of workplace both in rural and urban areas, with registered persons.

5.5.4 Table 5.10 indicates the employed persons registered with SSC in various occupations. Elementary occupations have the highest number of employed persons (19.9 percent) registered with SSC, followed by services, shops and market sales workers and those in professional occupations (15.8 and 15.1 percent) respectively. There are more males registered with SSC in craft and trade workers (18.2 percent), followed by service, shops and market sales workers (17.0 percent). Occupations with most registered females are elementary occupations (25.1 percent), followed by professionals and clerks (21.6 and 17.2 percent) respectively. The scenario changes in urban areas, where services shops and market sales workers are dominant (16.9 percent), followed by elementary occupations (16.3 percent). In rural areas, the occupation with the highest number of employed persons registered with SSC is elementary occupations with 29.5 percent, followed by professionals (23.7 percent).

5.5.5 Table 5.11 reveals the employed persons registered with SSC by age group. It also indicates the age group with most employed persons as it has shown that SSC registration is directly proportional to the size of employed persons (meaning that the more employed persons in an age group, the more they will be found to be registered with SSC). The table shows that age group 24-29 recorded the highest number of persons registered with SSC (27,110), followed by age group 30-34 with 25,502 persons and age group 35-39 with 25,087 persons. Urban areas recorded 20,453 persons for age group 25-29, while age group 35-39 with 19,099 persons. In rural areas, age group 30-34 recorded the highest number of registered persons (8,059), followed by age group 40-44 with 6,942 persons.

5.5.6 Furthermore, the table reveals that in all age groups more males are registered with SSC (86,204) than their female counterparts (68,461). The same situation prevails in urban and rural areas.

Table 5.1 (a)
Working age population (15 years and above)

Region	Female	Male	Total
Caprivi	19,127	16,069	35,196
Erongo	30,445	32,095	62,540
Hardap	18,811	17,656	36,467
Karas	18,842	21,584	40,426
Kavango	50,866	42,299	93,165
Khomas	94,451	101,227	195,678
Kunene	15,455	15,458	30,913
Ohangwena	69,346	45,656	115,001
Omaheke	15,939	15,722	31,661
Omusati	58,869	42,692	101,561
Oshana	45,477	32,144	77,620
Oshikoto	43,816	32,692	76,508
Otjozondjupa	29,608	32,842	62,450
Rural	308,551	247,593	556,144
Urban	202,500	200,543	403,043
Namibia	**511,051**	**448,135**	**959,187**

Table 5.1 (b)
Employed population (15 years and above)

Region	Female	Male	Total
Caprivi	3,902	5,142	9,044
Erongo	15,458	20,709	36,167
Hardap	6,728	9,327	16,055
Karas	9,343	12,597	21,940
Kavango	10,216	10,900	21,117
Khomas	45,844	59,217	105,061
Kunene	5,360	7,962	13,323
Ohangwena	6,030	4,936	10,966
Omaheke	5,876	8,008	13,884
Omusati	5,940	6,186	12,126
Oshana	15,764	10,247	26,011
Oshikoto	6,494	8,305	14,799
Otjozondjupa	8,396	22,557	30,953
Rural	51,672	71,696	123,369
Urban	93,678	114,397	208,075
Namibia	**145,351**	**186,093**	**331,444**

Table 5.1 (c')
5.1: Employment to pop. ratio (15 years and above), region, area and sex

Region/Area	Female	Male	Total
Caprivi	20.4	32.0	25.7
Erongo	50.8	64.5	57.8
Hardap	35.8	52.8	44.0
Karas	49.6	58.4	54.3
Kavango	20.1	25.8	22.7
Khomas	49.0	59.0	54.2
Kunene	34.7	51.5	43.1
Ohangwena	8.7	10.8	9.5
Omaheke	36.9	51.0	43.9
Omusati	10.1	14.5	11.9
Oshana	34.7	31.9	33.5
Oshikoto	14.8	25.4	19.3
Otjozondjupa	28.4	68.8	49.6
Rural	16.8	29.0	22.2
Urban	46.5	57.3	51.9
Namibia	**28.5**	**41.6**	**34.6**

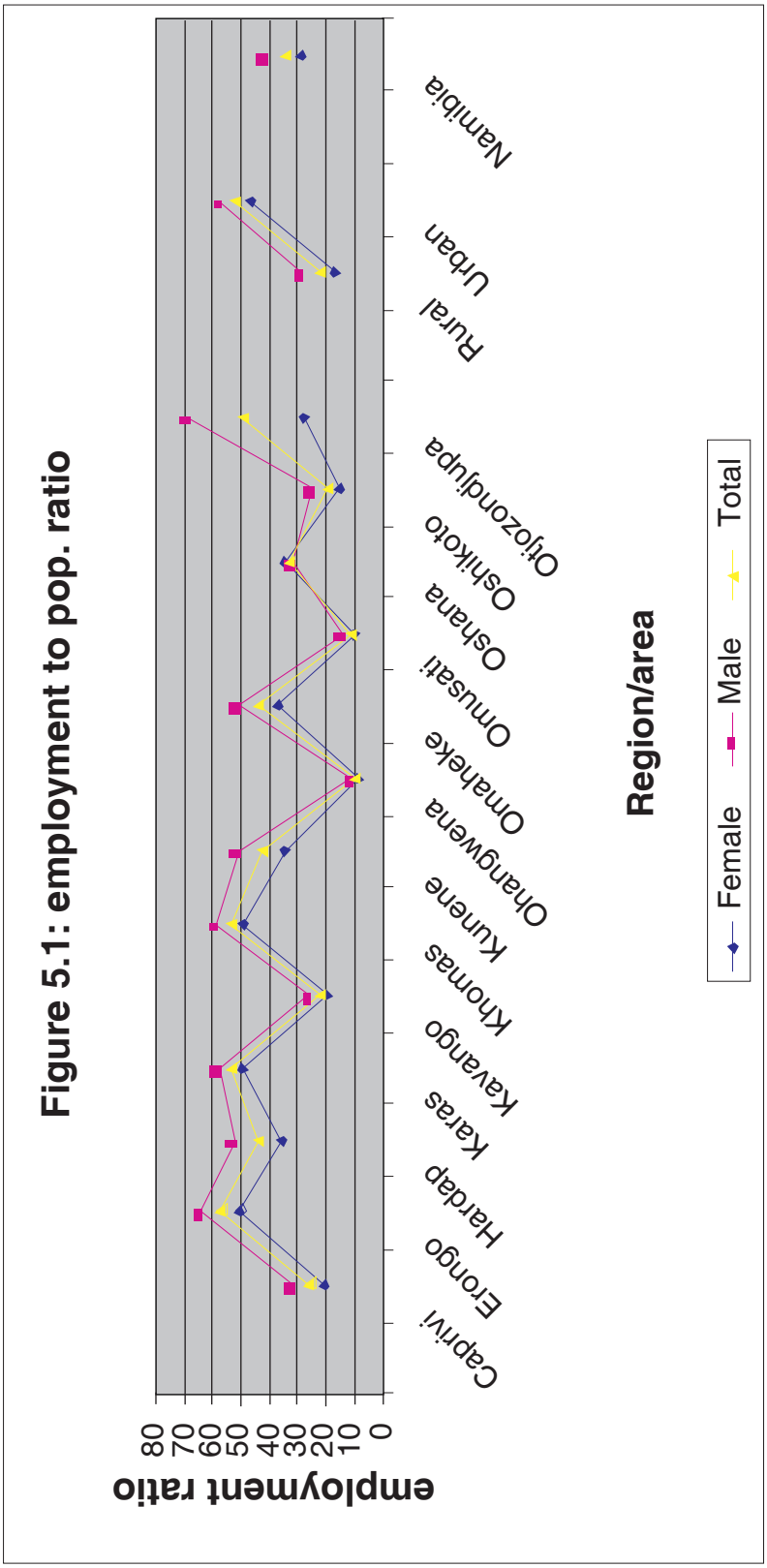


Figure 5.1: employment to pop. ratio
employment ratio
80
70
60
50
40
30
20
10
0
Caprivi
Erongo
Hardap
Karas
Kavango
Khomas
Kunene
Ohangwena
Omaheke
Omusati
Oshana
Oshikoto
Otjozondjupa
Rural
Urban
Namibia
Region/area
Female
Male
Total

Table 5.2a: Employed persons by type of work place, area and sex

Type of work place	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
Government	13,162	10,723	23,885	18,561	14,554	33,115	31,723	25,277	57,001
Parastatal	1,198	3,532	4,729	5,712	13,684	19,395	6,909	17,215	24,125
Private enterprise	13,672	33,264	46,936	31,225	60,993	92,219	44,897	94,257	139,154
Non-profit organization	1,211	720	1,931	1,015	1,150	2,165	2,226	1,870	4,096
Cooperative	828	1,451	2,279	3,072	3,684	6,756	3,900	5,135	9,035
A private household	7,320	5,934	13,254	20,751	4,443	25,195	28,071	10,377	38,449
Not recorded	53	0	53	74	33	107	126	33	160
Don't know	51	258	309	104	18	122	155	276	431
Total	**37,494**	**55,881**	**93,375**	**80,514**	**98,560**	**179,074**	**118,008**	**154,441**	**272,450**
(Percent)									
Government	35.1	19.2	25.6	23.1	14.8	18.5	26.9	16.4	20.9
Parastatal	3.2	6.3	5.1	7.1	13.9	10.8	5.9	11.1	8.9
Private enterprise	36.5	59.5	50.3	38.8	61.9	51.5	38.0	61.0	51.1
Non-profit organization	3.2	1.3	2.1	1.3	1.2	1.2	1.9	1.2	1.5
Cooperative	2.2	2.6	2.4	3.8	3.7	3.8	3.3	3.3	3.3
A private household	19.5	10.6	14.2	25.8	4.5	14.1	23.8	6.7	14.1
Not recorded	0.1	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.1
Don't know	0.1	0.5	0.3	0.1	0.0	0.1	0.1	0.2	0.2
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

NOTE: This table reflects number of employees only

Table 5.2b: Employed persons by industry, area and sex

	Rural			Urban			Namibia		
Industry	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
Agriculture	10,008	37,208	47,216	1,645	3,927	5,572	11,652	41,135	52,788
Fishing	124	676	800	127	391	518	251	1,067	1,318
Mining and Quarrying	237	1,392	1,629	1,435	5,830	7,265	1,672	7,222	8,894
Manufacturing	1,363	1,464	2,827	7,062	11,072	18,133	8,425	12,536	20,961
Electricity, Gas & Water	465	984	1,449	597	3,338	3,936	1,062	4,322	5,384
Construction	917	6,012	6,928	1,135	15,252	16,388	2,052	21,264	23,316
Wholesale and Retail Trade, Repair of motor vehicles	10,117	4,355	14,472	16,054	19,638	35,691	26,170	23,993	50,163
Hotels and Restaurants	2,240	1,723	3,963	4,876	2,477	7,354	7,117	4,200	11,317
Transport, Storage and Communication	439	1,051	1,490	2,572	11,535	14,107	3,012	12,586	15,598
Financial Intermediation	394	278	672	4,898	3,268	8,166	5,292	3,547	8,838
Real Estate, Renting and Business Activities	1,155	995	2,150	6,416	6,184	12,600	7,571	7,179	14,751
Public Administration, Defence & Social Security	1,865	4,241	6,106	7,158	14,450	21,608	9,024	18,690	27,714
Education	11,841	5,378	17,219	7,796	3,498	11,293	19,637	8,875	28,512
Health and Social Work	2,128	2,034	4,162	6,659	3,119	9,777	8,787	5,153	13,940
Other Community, Social & Personal Services	930	810	1,740	4,275	5,381	9,656	5,204	6,192	11,396
Private Households with employed persons	7,448	2,899	10,348	20,751	4,872	25,623	28,200	7,771	35,971
Extra-territorial Organizations & Bodies	0	73	73	0	0	0	0	73	73
Not recorded	0	124	124	222	165	387	222	288	511
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
(Percent)									
Agriculture	19.4	51.9	38.3	1.8	3.4	2.7	8.0	22.1	15.9
Fishing	0.2	0.9	0.6	0.1	0.3	0.2	0.2	0.6	0.4
Mining and Quarrying	0.5	1.9	1.3	1.5	5.1	3.5	1.2	3.9	2.7
Manufacturing	2.6	2.0	2.3	7.5	9.7	8.7	5.8	6.7	6.3
Electricity, Gas & Water	0.9	1.4	1.2	0.6	2.9	1.9	0.7	2.3	1.6
Construction	1.8	8.4	5.6	1.2	13.3	7.9	1.4	11.4	7.0
Wholesale and Retail Trade, Repair of motor vehicles	19.6	6.1	11.7	17.1	17.2	17.2	18.0	12.9	15.1
Hotels and Restaurants	4.3	2.4	3.2	5.2	2.2	3.5	4.9	2.3	3.4
Transport, Storage and Communication	0.9	1.5	1.2	2.7	10.1	6.8	2.1	6.8	4.7
Financial Intermediation	0.8	0.4	0.5	5.2	2.9	3.9	3.6	1.9	2.7
Real Estate, Renting and Business Activities	2.2	1.4	1.7	6.8	5.4	6.1	5.2	3.9	4.5
Public Administration, Defence & Social Security	3.6	5.9	4.9	7.6	12.6	10.4	6.2	10.0	8.4
Education	22.9	7.5	14.0	8.3	3.1	5.4	13.5	4.8	8.6
Health and Social Work	4.1	2.8	3.4	7.1	2.7	4.7	6.0	2.8	4.2
Other Community, Social & Personal Services	1.8	1.1	1.4	4.6	4.7	4.6	3.6	3.3	3.4
Private Households with employed persons	14.4	4.0	8.4	22.2	4.3	12.3	19.4	4.2	10.9
Extra-territorial Organizations & Bodies	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Not recorded	0.0	0.2	0.1	0.2	0.1	0.2	0.2	0.2	0.2
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 5.2c: Employed persons by occupation, area and sex

Occupation	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
Legislators, senior officials & managers	2,540	1,679	4,218	4,933	7,710	12,643	7,473	9,388	16,861
Professionals	7,140	4,703	11,843	9,733	7,115	16,848	16,874	11,818	28,692
Technicians & Associate professionals	3,381	2,364	5,746	8,127	7,765	15,893	11,509	10,130	21,639
Clerks	2,060	857	2,917	13,823	6,137	19,960	15,884	6,994	22,877
Services, shops & market sales workers	11,313	6,966	18,278	22,767	20,099	42,866	34,080	27,064	61,144
Skilled agricultural & fishery workers	5,801	18,919	24,720	1,134	3,331	4,465	6,935	22,250	29,185
Craft & Trade workers	4,277	11,377	15,654	4,647	32,316	36,962	8,924	43,693	52,617
Plant & Machine operators & Assemblers	212	3,600	3,812	858	13,370	14,228	1,071	16,970	18,040
Elementary occupations	14,880	20,850	35,730	27,364	14,477	41,841	42,244	35,326	77,571
Armed forces	67	259	326	165	1,944	2,109	232	2,203	2,435
Not recorded	0	124	124	126	134	259	126	257	383
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
(Percent)									
Legislators, senior officials & managers	4.9	2.3	3.4	5.3	6.7	6.1	5.1	5.0	5.1
Professionals	13.8	6.6	9.6	10.4	6.2	8.1	11.6	6.4	8.7
Technicians & Associate professionals	6.5	3.3	4.7	8.7	6.8	7.6	7.9	5.4	6.5
Clerks	4.0	1.2	2.4	14.8	5.4	9.6	10.9	3.8	6.9
Services, shops & market sales workers	21.9	9.7	14.8	24.3	17.6	20.6	23.4	14.5	18.4
Skilled agricultural & fishery workers	11.2	26.4	20.0	1.2	2.9	2.1	4.8	12.0	8.8
Craft & Trade workers	8.3	15.9	12.7	5.0	28.2	17.8	6.1	23.5	15.9
Plant & Machine operators & Assemblers	0.4	5.0	3.1	0.9	11.7	6.8	0.7	9.1	5.4
Elementary occupations	28.8	29.1	29.0	29.2	12.7	20.1	29.1	19.0	23.4
Armed forces	0.1	0.4	0.3	0.2	1.7	1.0	0.2	1.2	0.7
Not recorded	0.0	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 5.2d: Employed persons by employment status, area and sex

Employment status	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
Subsistence/communal farmer(with paid employees)	931	3,081	4,012	75	454	529	1,006	3,535	4,541
Subsistence/communal farmer (without paid employees)	3,101	3,397	6,498	195	131	326	3,296	3,528	6,824
Other employer(with paid employees)	769	1,690	2,459	2,327	6,178	8,506	3,097	7,868	10,965
Other own account worker(without paid employees)	9,040	7,120	16,160	9,856	8,386	18,242	18,896	15,506	34,402
Employee	37,287	55,737	93,024	79,370	97,208	176,578	116,658	152,945	269,602
Unpaid family worker(Subsistence/communal)	207	298	505	1,322	1,384	2,706	1,529	1,682	3,211
Other unpaid family worker	135	97	232	33	82	114	167	179	346
Others	202	35	237	198	385	583	400	420	820
Not reported	0	241	241	302	189	491	302	430	732
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
(Percent)									
Subsistence/communal farmer(with paid employees)	1.8	4.3	3.3	0.1	0.4	0.3	0.7	1.9	1.4
Subsistence/communal farmer (without paid employees)	6.0	4.7	5.3	0.2	0.1	0.2	2.3	1.9	2.1
Other employer(with paid employees)	1.5	2.4	2.0	2.5	5.4	4.1	2.1	4.2	3.3
Other own account worker(without paid employees)	17.5	9.9	13.1	10.5	7.3	8.8	13.0	8.3	10.4
Employee	72.2	77.7	75.4	84.7	85.0	84.9	80.3	82.2	81.3
Unpaid family worker(Subsistence/communal)	0.4	0.4	0.4	1.4	1.2	1.3	1.1	0.9	1.0
Other unpaid family worker	0.3	0.1	0.2	0.0	0.1	0.1	0.1	0.1	0.1
Others	0.4	0.0	0.2	0.2	0.3	0.3	0.3	0.2	0.2
Not reported	0.0	0.3	0.2	0.3	0.2	0.2	0.2	0.2	0.2
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 5.3: Employed persons by industry and employment status

Industry	Employment status									Total	
	Subsistence/ communal farmer(with paid employees)	Subsistence/ communal farmer (without paid employees)	Other employer(with paid employees)	Other own account worker (without paid employees)	Employee	Unpaid family worker (Subsistence/ communal)	Other unpaid family worker	Others	Not reported	(%)	(No.)
Agriculture	8.6	12.3	0.3	5.9	70.8	1.7	0.0	0.2	0.2	100.0	52,788
Fishing	0.0	0.0	0.0	49.4	50.6	0.0	0.0	0.0	0.0	100.0	1,318
Mining and Quarrying	0.0	0.0	0.4	7.2	91.4	0.0	0.0	0.9	0.0	100.0	8,894
Manufacturing	0.0	0.8	3.3	11.0	83.4	1.1	0.5	0.0	0.0	100.0	20,961
Electricity, Gas & Water	0.0	0.0	3.4	4.6	92.0	0.0	0.0	0.0	0.0	100.0	5,384
Construction	0.0	0.0	8.7	10.3	78.6	2.0	0.0	0.3	0.0	100.0	23,316
Wholesale and Retail Trade, Repair of motor vehicles	0.0	0.1	6.6	28.8	63.1	1.0	0.0	0.2	0.2	100.0	50,163
Hotels and Restaurants	0.0	0.7	5.0	6.0	84.5	2.6	1.2	0.0	0.0	100.0	11,317
Transport, Storage and Communication	0.0	0.0	4.1	5.4	90.1	0.4	0.0	0.0	0.0	100.0	15,598
Financial Intermediation	0.0	0.0	3.2	0.4	96.4	0.0	0.0	0.0	0.0	100.0	8,838
Real Estate, Renting and Business Activities	0.0	0.0	6.1	28.4	63.7	1.5	0.2	0.0	0.0	100.0	14,751
Public Administration, Defence & Social Security	0.0	0.0	1.2	0.8	97.7	0.2	0.0	0.0	0.1	100.0	27,714
Education	0.0	0.0	1.2	1.4	97.1	0.0	0.0	0.0	0.3	100.0	28,512
Health and Social Work	0.0	0.0	5.4	0.8	92.2	1.2	0.0	0.3	0.0	100.0	13,940
Other Community, Social & Personal Services	0.0	0.0	5.2	18.1	73.2	0.0	0.7	2.7	0.0	100.0	11,396
Private Households with employed persons	0.0	0.0	0.5	5.7	92.6	1.0	0.0	0.2	0.0	100.0	35,971
Extra-territorial Organizations & Bodies	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	100.0	73
Not recorded	0.0	0.0	0.0	0.0	18.9	0.0	0.0	0.0	81.1	100.0	511
Table Total	**1.4**	**2.1**	**3.3**	**10.4**	**81.3**	**1.0**	**0.1**	**0.2**	**0.2**	**100.0**	**331,444**

Table 5.4: Employed persons by industry and occupation

Industry	Occupation											Total
	Armed forces	Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clerks	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & Assemblers	Elementary occupations	Not recorded	
Agriculture	0	494	0	646	548	636	25,486	2,996	1,451	20,530	0	52,788
Fishing	0	0	0	202	0	83	781	127	43	82	0	1,318
Mining and Quarrying	0	514	341	532	562	416	88	3,552	2,388	501	0	8,894
Manufacturing	0	742	722	823	1,362	907	690	8,955	1,525	5,234	0	20,961
Electricity, Gas & Water	0	219	233	345	341	289	64	2,735	723	435	0	5,384
Construction	0	668	358	580	650	63	40	18,204	691	2,061	0	23,316
Wholesale and Retail Trade, Repair of motor vehicles	0	5,622	337	988	5,288	21,857	4	10,599	1,524	3,945	0	50,163
Hotels and Restaurants	0	962	66	242	1,045	6,282	53	290	54	2,323	0	11,317
Transport, Storage and Communication	0	1,613	336	1,474	1,473	1,278	0	875	7,344	1,139	65	15,598
Financial Intermediation	0	1,262	1,168	2,206	2,867	791	0	96	84	365	0	8,838
Real Estate, Renting and Business Activities	0	1,477	1,725	2,052	1,920	3,885	135	1,422	254	1,806	0	14,676
Public Administration, Defence & Social Security	2,435	1,459	1,303	1,371	2,730	15,985	0	206	416	1,884	0	27,789
Education	0	898	15,543	6,121	1,417	1,398	0	267	183	2,686	0	28,512
Health and Social Work	0	430	5,104	3,110	1,372	868	74	43	387	2,550	0	13,940
Other Community, Social & Personal Services	0	350	1,455	850	1,073	2,699	86	1,400	769	2,713	0	11,396
Private Households with employed persons	0	151	0	0	156	3,707	1,685	751	204	29,317	0	35,971
Extra-territorial Organizations & Bodies	0	0	0	0	73	0	0	0	0	0	0	73
Not recorded	0	0	0	96	0	0	0	96	0	0	318	511
Total	**2,435**	**16,861**	**28,692**	**21,639**	**22,877**	**61,144**	**29,185**	**52,617**	**18,040**	**77,571**	**383**	**331,444**

Table 5.5: Employed persons by highest level of education attained, employment status and occupation

Industry	Highest level of education attained									Total	
	No Education	Primary School	Junior Sec School	Senior Sec School	Education after Std 10	University	Post graduate Degree	Teachers' Training	Not Reported	(%)	(No.)
Agriculture	52.1	27.0	10.2	5.5	6.6	5.0	0.7	2.6	12.3	15.9	52,788
Fishing	0.0	0.3	0.3	1.0	0.0	0.0	0.4	0.0	0.0	0.4	1,318
Mining and Quarrying	1.6	1.9	1.9	4.7	4.6	2.4	5.5	0.0	6.1	2.7	8,894
Manufacturing	4.1	8.2	7.3	6.2	4.0	2.6	2.0	1.2	5.0	6.3	20,961
Electricity, Gas & Water	0.8	1.4	1.7	2.1	2.9	1.2	2.9	0.0	0.0	1.6	5,384
Construction	5.1	10.2	8.8	4.0	8.3	4.4	3.0	0.7	1.6	7.0	23,316
Wholesale and Retail Trade, Repair of motor vehicles	8.5	14.0	20.5	18.0	5.5	5.7	4.2	1.5	8.9	15.1	50,163
Hotels and Restaurants	1.6	2.9	4.7	4.2	1.8	0.7	1.3	1.3	0.0	3.4	11,317
Transport, Storage and Communication	1.4	3.3	4.8	7.0	3.9	8.8	4.9	0.9	13.6	4.7	15,598
Financial Intermediation	0.0	0.3	0.7	5.7	8.1	13.6	8.7	1.5	0.0	2.7	8,838
Real Estate, Renting and Business Activities	4.1	2.9	3.7	5.7	5.5	10.8	10.6	1.7	5.8	4.5	14,751
Public Administration, Defence & Social Security	3.5	6.2	9.1	12.2	7.0	7.6	11.7	1.6	12.2	8.4	27,714
Education	1.7	1.8	3.5	7.3	30.6	23.7	18.5	84.0	7.2	8.6	28,512
Health and Social Work	0.9	1.4	3.5	6.2	5.8	9.1	23.5	0.8	10.4	4.2	13,940
Other Community, Social & Personal Services	1.9	2.7	3.4	5.0	4.8	4.3	2.2	1.5	1.2	3.4	11,396
Private Households with employed persons	12.7	15.2	15.8	4.9	0.6	0.0	0.0	0.0	15.5	10.9	35,971
Extra-territorial Organizations & Bodies	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	73
Not recorded	0.0	0.3	0.0	0.3	0.0	0.0	0.0	0.7	0.0	0.2	511
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**331,444**
Employment status											
Subsistence/communal farmer(with paid employees)	1.0	0.7	0.8	2.3	4.4	3.3	0.7	2.0	0.0	1.4	4,541
Subsistence/communal farmer (without paid employees)	6.1	4.3	1.4	0.3	0.0	0.0	0.0	0.0	0.0	2.1	6,824
Other employer(with paid employees)	1.4	1.7	2.0	5.3	5.3	9.9	10.2	2.8	2.7	3.3	10,965
Other own account worker(without paid employees)	12.1	16.7	11.8	6.1	3.4	4.2	0.7	1.4	8.1	10.4	34,402
Employee	76.5	74.3	82.4	84.8	86.3	82.6	88.4	93.1	89.2	81.3	269,602
Unpaid family worker(Subsistence/communal)	1.6	1.7	1.1	0.5	0.0	0.0	0.0	0.0	0.0	1.0	3,211
Other unpaid family worker	0.9	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	346
Others	0.0	0.3	0.3	0.3	0.0	0.0	0.0	0.0	0.0	0.2	820
Not reported	0.4	0.3	0.1	0.2	0.7	0.0	0.0	0.7	0.0	0.2	732
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**331,444**
Occupation											
Legislators, senior officials & managers	1.5	1.7	3.9	6.1	11.9	21.1	20.1	3.8	8.8	5.1	16,861
Professionals	0.2	0.5	1.8	8.5	26.9	32.7	42.0	80.0	14.3	8.7	28,692
Technicians & Associate professionals	0.5	1.2	3.4	11.8	21.7	20.8	20.3	10.0	3.6	6.5	21,639
Clerks	0.1	1.6	5.7	16.4	11.0	11.4	6.8	0.7	1.2	6.9	22,877
Services, shops & market sales workers	12.9	16.2	25.6	20.8	5.5	6.9	4.2	0.5	30.2	18.4	61,144
Skilled agricultural & fishery workers	24.9	14.5	6.3	4.2	3.5	2.1	0.7	2.0	4.9	8.8	29,185
Craft & Trade workers	17.0	21.8	18.7	12.0	13.8	3.1	4.3	0.7	4.4	15.9	52,617
Plant & Machine operators & Assemblers	2.8	5.4	7.2	6.3	2.8	1.9	0.0	0.0	11.8	5.4	18,040
Elementary occupations	40.2	35.7	26.9	12.6	2.9	0.0	0.0	1.6	19.8	23.4	77,571
Armed forces	0.0	1.0	0.4	1.4	0.0	0.0	1.5	0.0	0.9	0.7	2,435
Not recorded	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.7	0.0	0.1	383
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**331,444**

Table 5.6: Employed persons by educational profile, area and sex

Highest level of education attained	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
No Education	5,689	14,195	19,885	3,513	7,406	10,918	9,202	21,601	30,803
Primary School	11,799	25,893	37,692	13,053	22,731	35,785	24,853	48,624	73,476
Junior Sec School	19,001	16,978	35,979	32,603	36,926	69,529	51,605	53,904	105,509
Senior Sec School	6,843	7,989	14,832	28,110	31,644	59,754	34,953	39,634	74,586
Education after Std 10	2,256	1,979	4,236	3,997	4,003	8,000	6,253	5,983	12,236
University first Degree	1,061	1,561	2,623	4,402	4,651	9,054	5,464	6,213	11,676
Post graduate Degree	663	555	1,217	3,918	4,289	8,207	4,581	4,844	9,425
Teachers' Training	3,943	2,164	6,107	3,140	1,544	4,684	7,083	3,709	10,791
Not Reported	417	381	798	941	1,202	2,143	1,358	1,583	2,941
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
(Percent0									
No Education	11.0	19.8	16.1	3.7	6.5	5.2	6.3	11.6	9.3
Primary School	22.8	36.1	30.6	13.9	19.9	17.2	17.1	26.1	22.2
Junior Sec School	36.8	23.7	29.2	34.8	32.3	33.4	35.5	29.0	31.8
Senior Sec School	13.2	11.1	12.0	30.0	27.7	28.7	24.0	21.3	22.5
Education after Std 10	4.4	2.8	3.4	4.3	3.5	3.8	4.3	3.2	3.7
University first Degree	2.1	2.2	2.1	4.7	4.1	4.4	3.8	3.3	3.5
Post graduate Degree	1.3	0.8	1.0	4.2	3.7	3.9	3.2	2.6	2.8
Teachers' Training	7.6	3.0	5.0	3.4	1.3	2.3	4.9	2.0	3.3
Not Reported	0.8	0.5	0.6	1.0	1.1	1.0	0.9	0.9	0.9
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 5.7: Employed persons registered with SSC

Region/Area	Sex		Total
	Female	Male	
(Number)			
Caprivi	1,665	1,948	3,612
Erongo	7,918	10,880	18,798
Hardap	2,537	3,100	5,637
Karas	4,968	6,289	11,258
Kavango	1,821	3,307	5,128
Khomas	25,725	31,513	57,237
Kunene	2,455	3,368	5,823
Ohangwena	4,167	2,635	6,802
Omaheke	2,945	3,523	6,468
Omusati	2,235	2,011	4,246
Oshana	6,203	4,533	10,736
Oshikoto	2,752	3,320	6,072
Otjozondjupa	3,070	9,779	12,848
Rural	19,079	24,035	43,113
Urban	49,382	62,169	111,552
Namibia	**68,461**	**86,204**	**154,665**
(Percent)			
Caprivi	2.4	2.3	2.3
Erongo	11.6	12.6	12.2
Hardap	3.7	3.6	3.6
Karas	7.3	7.3	7.3
Kavango	2.7	3.8	3.3
Khomas	37.6	36.6	37.0
Kunene	3.6	3.9	3.8
Ohangwena	6.1	3.1	4.4
Omaheke	4.3	4.1	4.2
Omusati	3.3	2.3	2.7
Oshana	9.1	5.3	6.9
Oshikoto	4.0	3.9	3.9
Otjozondjupa	4.5	11.3	8.3
Rural	27.9	27.9	27.9
Urban	72.1	72.1	72.1
Namibia	**100.0**	**100.0**	**100.0**

Table 5.8: Employed persons registered with SSC, by industry, area and sex

Industry	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
Agriculture	1,738	9,994	11,732	601	1,253	1,853	2,339	11,246	13,585
Fishing	0	149	149	127	237	364	127	386	513
Mining and Quarrying	65	440	506	1,161	4,833	5,994	1,226	5,274	6,500
Manufacturing	142	293	435	4,815	7,434	12,249	4,957	7,728	12,684
Electricity, Gas & Water	0	436	436	389	2,604	2,993	389	3,040	3,429
Construction	235	831	1,066	503	4,058	4,562	738	4,889	5,627
Wholesale and Retail Trade, Repair of motor vehicles	1,098	519	1,616	5,717	8,971	14,688	6,815	9,489	16,304
Hotels and Restaurants	1,356	981	2,337	1,876	901	2,777	3,232	1,882	5,114
Transport, Storage and Communication	389	481	871	2,114	5,788	7,903	2,504	6,270	8,773
Financial Intermediation	176	111	287	4,545	2,426	6,971	4,721	2,537	7,258
Real Estate, Renting and Business Activities	0	494	494	3,268	3,424	6,692	3,268	3,918	7,186
Public Administration, Defence & Social Security	1,140	3,074	4,213	6,200	11,151	17,351	7,339	14,225	21,564
Education	9,805	4,275	14,079	6,280	3,218	9,498	16,084	7,493	23,577
Health and Social Work	1,782	1,342	3,125	5,532	2,115	7,647	7,314	3,458	10,772
Other Community, Social & Personal Services	163	425	588	2,153	2,702	4,855	2,316	3,127	5,443
Private Households with employed persons	992	188	1,180	4,101	958	5,058	5,092	1,146	6,238
Not recorded	0	0	0	0	96	96	0	96	96
Total	**19,079**	**24,035**	**43,113**	**49,382**	**62,169**	**111,552**	**68,461**	**86,204**	**154,665**
(Percent)									
Agriculture	9.1	41.6	27.2	1.2	2.0	1.7	3.4	13.0	8.8
Fishing	0.0	0.6	0.3	0.3	0.4	0.3	0.2	0.4	0.3
Mining and Quarrying	0.3	1.8	1.2	2.4	7.8	5.4	1.8	6.1	4.2
Manufacturing	0.7	1.2	1.0	9.8	12.0	11.0	7.2	9.0	8.2
Electricity, Gas & Water	0.0	1.8	1.0	0.8	4.2	2.7	0.6	3.5	2.2
Construction	1.2	3.5	2.5	1.0	6.5	4.1	1.1	5.7	3.6
Wholesale and Retail Trade, Repair of motor vehicles	5.8	2.2	3.7	11.6	14.4	13.2	10.0	11.0	10.5
Hotels and Restaurants	7.1	4.1	5.4	3.8	1.4	2.5	4.7	2.2	3.3
Transport, Storage and Communication	2.0	2.0	2.0	4.3	9.3	7.1	3.7	7.3	5.7
Financial Intermediation	0.9	0.5	0.7	9.2	3.9	6.2	6.9	2.9	4.7
Real Estate, Renting and Business Activities	0.0	2.1	1.1	6.6	5.5	6.0	4.8	4.5	4.6
Public Administration, Defence & Social Security	6.0	12.8	9.8	12.6	17.9	15.6	10.7	16.5	13.9
Education	51.4	17.8	32.7	12.7	5.2	8.5	23.5	8.7	15.2
Health and Social Work	9.3	5.6	7.2	11.2	3.4	6.9	10.7	4.0	7.0
Other Community, Social & Personal Services	0.9	1.8	1.4	4.4	4.3	4.4	3.4	3.6	3.5
Private Households with employed persons	5.2	0.8	2.7	8.3	1.5	4.5	7.4	1.3	4.0
Not recorded	0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.1	0.1
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 5.9: Employed persons registered with SSC by type of workplace, area and sex

	Rural			Urban			Namibia		
Type of work place	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
Government	11,598	8,811	20,409	17,321	13,537	30,857	28,918	22,348	51,266
Parastatal	796	2,211	3,007	4,902	11,111	16,012	5,698	13,321	19,019
Private enterprise	4,672	11,053	15,725	19,441	33,300	52,741	24,113	44,352	68,466
Non-profit organization	435	232	667	762	900	1,662	1,198	1,132	2,330
Cooperative	420	723	1,143	2,141	2,415	4,556	2,561	3,138	5,699
A private household	1,019	393	1,412	4,071	584	4,655	5,090	977	6,067
Not recorded	0	0	0	74	33	107	74	33	107
Don't know	0	129	129	26	0	26	26	129	155
Total	**18,940**	**23,552**	**42,492**	**48,737**	**61,880**	**110,617**	**67,677**	**85,431**	**153,109**
(Percent)									
Government	61.2	37.4	48.0	35.5	21.9	27.9	42.7	26.2	33.5
Parastatal	4.2	9.4	7.1	10.1	18.0	14.5	8.4	15.6	12.4
Private enterprise	24.7	46.9	37.0	39.9	53.8	47.7	35.6	51.9	44.7
Non-profit organization	2.3	1.0	1.6	1.6	1.5	1.5	1.8	1.3	1.5
Cooperative	2.2	3.1	2.7	4.4	3.9	4.1	3.8	3.7	3.7
A private household	5.4	1.7	3.3	8.4	0.9	4.2	7.5	1.1	4.0
Not recorded	0.0	0.0	0.0	0.2	0.1	0.1	0.1	0.0	0.1
Don't know	0.0	0.5	0.3	0.1	0.0	0.0	0.0	0.2	0.1
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

*Note: This table excludes employees who are **not** in the above categories*

Table 5.10: Employed persons registered with SSC by occupation, area and sex

Occupation	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
Legislators, senior officials & managers	159	537	696	3,132	4,366	7,498	3,291	4,903	8,194
Professionals	6,514	3,700	10,214	8,287	4,846	13,134	14,802	8,546	23,348
Technicians & Associate professionals	1,561	1,575	3,136	5,977	6,124	12,101	7,538	7,699	15,236
Clerks	1,385	598	1,982	10,377	4,711	15,088	11,762	5,308	17,070
Services, shops & market sales workers	2,185	3,369	5,554	7,590	11,283	18,874	9,775	14,653	24,428
Skilled agricultural & fishery workers	137	3,179	3,316	193	743	936	330	3,921	4,252
Craft & Trade workers	854	1,372	2,226	1,913	14,288	16,201	2,768	15,660	18,428
Plant & Machine operators & Assemblers	129	2,832	2,961	634	6,893	7,527	763	9,726	10,488
Elementary occupations	6,088	6,615	12,703	11,113	7,021	18,134	17,201	13,636	30,837
Armed forces	67	259	326	165	1,829	1,994	232	2,088	2,320
Not recorded	0	0	0	0	65	65	0	65	65
Total	**19,079**	**24,035**	**43,113**	**49,382**	**62,169**	**111,552**	**68,461**	**86,204**	**154,665**
(Percent)									
Legislators, senior officials & managers	0.8	2.2	1.6	6.3	7.0	6.7	4.8	5.7	5.3
Professionals	34.1	15.4	23.7	16.8	7.8	11.8	21.6	9.9	15.1
Technicians & Associate professionals	8.2	6.6	7.3	12.1	9.9	10.8	11.0	8.9	9.9
Clerks	7.3	2.5	4.6	21.0	7.6	13.5	17.2	6.2	11.0
Services, shops & market sales workers	11.5	14.0	12.9	15.4	18.1	16.9	14.3	17.0	15.8
Skilled agricultural & fishery workers	0.7	13.2	7.7	0.4	1.2	0.8	0.5	4.5	2.7
Craft & Trade workers	4.5	5.7	5.2	3.9	23.0	14.5	4.0	18.2	11.9
Plant & Machine operators & Assemblers	0.7	11.8	6.9	1.3	11.1	6.7	1.1	11.3	6.8
Elementary occupations	31.9	27.5	29.5	22.5	11.3	16.3	25.1	15.8	19.9
Armed forces	0.4	1.1	0.8	0.3	2.9	1.8	0.3	2.4	1.5
Not recorded	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.0
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 5.11: Employed persons registered with SSC by region, area, sex and age group (%)

Region	Sex	Age group													Total	Total
		15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Not reported	Don't know		
Caprivi	B	2.1	1.3	1.7	1.9	1.5	3.0	4.5	2.6	3.4	0.0	0.0	0.0	0.0	2.3	**3,612**
Erongo	B	12.5	12.0	11.9	12.6	11.2	12.7	12.2	12.2	7.8	29.2	0.0	100.0	100.0	12.2	**18,798**
Hardap	B	14.1	3.8	3.8	2.6	3.5	3.8	3.6	4.3	3.6	0.0	0.0	0.0	0.0	3.6	**5,637**
Karas	B	8.9	7.6	7.1	4.7	9.1	6.0	8.8	9.7	7.9	3.9	0.0	0.0	0.0	7.3	**11,258**
Kavango	B	4.9	1.0	3.6	4.2	2.8	1.9	4.2	6.4	0.6	7.2	18.1	0.0	0.0	3.3	**5,128**
Khomas	B	24.7	43.9	40.9	33.6	40.0	34.9	26.3	38.0	47.5	36.2	33.0	0.0	0.0	37.0	**57,237**
Kunene	B	6.3	3.4	2.6	5.9	2.5	5.3	3.1	1.9	5.4	0.0	0.0	0.0	0.0	3.8	**5,823**
Ohangwena	B	0.0	1.9	3.3	5.7	5.0	5.6	5.3	3.3	2.3	0.0	23.7	0.0	0.0	4.4	**6,802**
Omaheke	B	1.7	5.0	3.4	7.1	2.9	4.1	3.7	3.7	2.8	3.5	8.1	0.0	0.0	4.2	**6,468**
Omusati	B	0.0	2.3	1.1	2.3	4.1	3.2	5.9	0.9	0.9	7.5	0.0	0.0	0.0	2.7	**4,246**
Oshana	B	0.0	7.1	6.5	5.3	8.0	9.4	8.9	4.3	5.6	4.3	0.0	0.0	0.0	6.9	**10,736**
Oshikoto	B	4.6	2.9	1.7	4.5	2.4	5.0	5.8	5.6	6.5	3.2	3.9	0.0	0.0	3.9	**6,072**
Otjozondjupa	B	20.3	7.6	12.2	9.6	7.0	5.2	7.8	7.3	5.5	4.9	13.1	0.0	0.0	8.3	**12,848**
	F	5.9	8.4	9.6	13.1	10.9	16.7	17.2	10.3	13.9	0.0	0.0	0.0	0.0	12.3	19,079
	M	40.7	11.3	14.9	18.5	13.0	13.6	17.6	18.0	13.7	20.4	31.8	0.0	0.0	15.5	24,035
Rural	**B**	**46.6**	**19.7**	**24.6**	**31.6**	**23.9**	**30.3**	**34.7**	**28.2**	**27.6**	**20.4**	**31.8**	**0.0**	**0.0**	**27.9**	**43,113**
	F	28.6	38.8	33.9	27.0	35.3	31.7	29.9	31.4	26.2	36.6	27.7	38.3	48.6	31.9	49,382
	M	24.8	41.4	41.6	41.4	40.9	38.1	35.4	40.3	46.2	43.0	40.5	61.7	51.4	40.2	62,169
Urban	**B**	**53.4**	**80.3**	**75.4**	**68.4**	**76.1**	**69.7**	**65.3**	**71.8**	**72.4**	**79.6**	**68.2**	**100.0**	**100.0**	**72.1**	**111,552**
	F	65.5	52.8	56.5	59.9	53.9	51.6	53.0	58.3	59.9	63.5	72.3	61.8	51.5	55.7	68,461
	M	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.2	100.1	100.0	86,204
Namibia	**B**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**154,665**

6. Characteristic of the unemployed

6.1 Current unemployment

6.1.1 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 (a week preceding the interview). Unemployment rate is widely regarded as one of the key labour market indicators and a good measure of current economic activity. This chapter looks at different characteristics of the unemployed population in Namibia. Among others, it examines the educational profile, unemployment by region, age, duration of unemployment and means of looking for work.

6.1.2 The NLFS 2008 overall unemployment rate (broad definition) is 51.2 percent which is relatively higher than 36.7 percent estimated in 2004. The strict measure of unemployment reduces the rate of unemployment to 37.6 percent compared to 21.9 per cent recorded in 2004. Table 6.1 reveals that the unemployment rate (broad definition) in rural areas is higher (46.6 percent) than in urban areas (30.6 percent). Unemployment rate by sex shows that in both measures, more females (58.4 and 43.0 percent) are unemployed compared to males (43.5 percent and 32.5 percent) respectively.

6.2 Educational profile of the unemployed persons

6.2.1 Table 6.1 further provides evidence that higher levels of educational attainment reduce the rate of unemployment. The unemployment rates (strict definition) for those with qualifications beyond secondary education are lower as compared to those with secondary education and below. The unemployment rate for people with university first degree qualification is 10.2 percent at national level, 10.7 percent in urban areas and 8.3 percent in rural areas. By contrast, the unemployment rate for those with no education is 32.2 percent, the rate is higher in urban areas (35.0 percent) compared to rural areas (30.5 percent).

6.2.2 Table 6.1 further shows that the unemployment rate (broad measure) for persons with primary school education and junior secondary education are high (59.9 percent and 57.3 percent) respectively. The unemployment rate for persons with no education is higher in rural areas (56.8 percent) than in urban areas (43.7 percent). It is also evident from the table that the unemployment rates for females are generally higher than their male counterparts nearly at all levels of education.

6.2.3 Table 6.2 shows that 43.6 percent of the unemployed persons (strict definition) have completed junior secondary education, 26.8 percent have attained primary school education, while 7.3 per cent have no education. Most of the unemployed persons who completed junior secondary education are females (45.0 percent) than males (41.8 percent).

6.2.4 When disaggregated by region, Table 6.3 reveals that 35.3 percent of the unemployed persons in Kunene region have no education followed by 34.1 percent who have primary school education. The majority of the unemployed in Kavango region have primary school (49.8 percent), while 0.3 percent have after Std 10 education. In Karas region, 51.2 percent of the unemployed persons have junior secondary education and has the highest proportion of the unemployed with teachers' training (1.3 percent).

6.3 Youth Unemployment

6.3.1 Given the increasing prevalence of youth unemployment, special attention is given to the unemployment rate by age group. Unemployment in Namibia does not affect all age groups the same way. The most affected age group by unemployment is that of 15-34 years. This group is referred to as **unemployed youth**, with an average unemployment rate of 59.9 percent.

6.3.2 Table 6.4 shows that unemployment rates are higher in the young age groups and consistently fall in the older age groups. The unemployment rate (broad) among persons in the age group 15-19 is relatively higher (83.6 percent) than those in the age group 20-24 (67.4 percent). The unemployment rate among persons in the age group 25-29 is higher (53.3 percent) than among those in the age group 30-34 (46.0 percent).

6.4 Duration of Unemployment

6.4.1 Unemployment in Namibia is of long term nature. Table 6.5 shows that 72.2 percent of the unemployed have been without a job for 2 years or more, while only 11.1 percent have been without a job for the duration of 1 year. Females (75.3 percent) experience longer duration of unemployment of more than 2 years.

6.4.2 The table further shows the same scenario in all the regions with the majority of the unemployed being without a job for more than 2 years. Omusati region recorded 87.2 percent, Caprivi 84.8 percent, Kavango 79.2 percent and Kunene 77.9 percent of the unemployed without a job for more than 2 years.

6.5 Job Search and the Appropriate Measure of Unemployment

6.5.1 Out of 347,237 total unemployed persons without work and available for work, 199,570 or 57.6 percent were actively looking for work, while 146,657 or 42.4 percent were not looking for work (Table 6.6). The proportion of those looking for work is higher in urban areas (77.5 percent) compared to rural areas (47.3 percent). The table shows that 62.9 percent of males are actively looking for work compared to 53.9 percent of their female counterparts.

6.5.2 Table 6.7 shows that, the dominant method of looking for work used by the unemployed persons is checking at work sites, farms, factory gates, market or other assembly places (33.7 percent), followed by direct applications to employers (29.2 percent) and seeking assistance of friends, relatives, colleagues, union (16.5 percent).

A small proportion (1.9 percent) of the unemployed persons looking for work reported to have taken action to start business or subsistence farming.

6.5.3 Table 6.8 shows that out of 146,657 unemployed persons who were not looking for work, 50.6 percent thought no work is available, while 21.5 percent got tired of seeking work. Furthermore, the table indicates that 3.6 percent of those who did not look for work are awaiting replies, while only 0.5 percent have already found work.

6.5.4 Findings also reveal that out of 347,237 total of unemployed persons, 226,072 or 65.1 percent are first time job seekers or have no previous work experience. Table 6.9 shows that the majority of the first time job seekers have attained Junior secondary school (40.5 percent) followed by primary school education (32.8 percent) and senior secondary school education (14.9 percent), while 9.7 percent have no education.

6.6 Previous employment of the unemployed

6.6.1 The NLFS 2008 captured information on unemployed persons who were at one stage in the past employed. Table 6.10 shows the unemployed persons by occupation of previous employment. Out of 347,237 total unemployed persons, 119,870 or 34.5 percent have previous work experience (worked before). The majority of them are females (62,601) as compared to males (57,269). Rural areas recorded a high number (66,373) of the unemployed persons with previous work experience than urban areas (53,497).

6.6.2 Distribution of these previous workers by their previous occupation shows that 35.0 percent of them were engaged in elementary occupations, followed by craft & trade workers and services, shops & market sales workers (19.5 percent and 19.4 percent) respectively. Female workers dominated elementary occupations (45.6 percent), while males were more concentrated in crafts & trade work (33.0 percent).

6.6.3 Table 6.11 shows the distribution of the unemployed persons by industry of previous employment. It indicates that most of the unemployed persons were previously concentrated in Wholesale and Retail Trade, Repair of Motor Vehicles (23.5 percent), followed by Private Households with Employed Persons (18.9 percent) and Construction (12.2 percent). Fishing Industry recorded the least number of the previously employed persons (0.5 percent). The same pattern can be observed in both rural and urban areas.

6.6.4 The table further shows that females were mostly found in private households with employed persons and wholesale and retail trade, repair of motor vehicles (32.3 percent and 32.0 percent) respectively. Males were dominant in the construction industry (23.2 percent), followed by agriculture (14.3 percent) and wholesale and retail trade, repair of motor vehicles (14.2 percent).

6.7 Unemployment rates overtime (2000, 2004 and 2008)

6.7.1 Table 6.12 shows the comparison of unemployment rates over the periods 2000, 2004 and 2008. The table reflects that the rate of unemployment has been increasing over the years, the strict measure increased from 20.2 percent in 2000 to 21.9 percent in 2004 and 37.6 percent in 2008. The broad measure of unemployment increased from 33.8 percent in 2000 to 36.7 percent in 2004 and 51.2 percent in 2008. It can also be observed from the table that female unemployment rates (both measures) are generally higher than for males in all periods.

Table 6.1: Unemployment rate by educational attainment, area and sex

Educational Attainment	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	Broad measure of unemployment								
No Education	72.1	44.7	56.8	55.1	36.1	43.7	67.4	42.0	53.0
Primary School	80.3	59.3	69.5	51.7	30.3	40.0	71.4	49.5	59.9
Junior Sec School	74.3	66.4	71.1	49.4	36.2	43.2	62.7	50.3	57.3
Senior Sec School	67.2	54.7	61.5	39.3	25.8	32.8	48.0	34.2	41.5
Education after Std 10	16.7	20.9	18.7	13.9	14.6	14.2	14.9	16.8	15.8
University 1st Degree	10.8	6.5	8.3	12.5	18.9	15.9	12.2	16.1	14.3
Post graduate Degree	4.6	0.0	2.6	5.2	4.0	4.6	5.1	3.6	4.4
Teachers' Training	0.0	3.4	1.2	5.8	16.1	9.5	2.6	9.2	5.0
Not Reported	76.5	75.8	76.2	18.9	31.0	26.2	53.7	52.3	53.0
Don't Know	0.0	0.0	0.0	0.0	100.0	100.0	0.0	100.0	100.0
Total	**72.1**	**56.8**	**64.9**	**42.9**	**29.9**	**36.4**	**58.4**	**43.5**	**51.2**
	Strict measure of unemployment								
No Education	39.8	26.0	30.5	42.4	30.8	35.0	40.8	27.7	32.2
Primary School	60.5	40.3	48.6	44.7	24.4	33.3	53.5	33.8	42.1
Junior Sec School	57.5	53.5	55.7	42.0	32.8	37.5	48.9	41.1	45.2
Senior Sec School	56.2	44.1	50.5	33.2	22.3	27.9	39.5	28.0	33.9
Education after Std 10	14.2	20.9	17.5	11.4	13.4	12.4	12.4	16.0	14.2
University 1st Degree	10.7	6.5	8.3	8.5	12.7	10.7	8.9	11.2	10.2
Post graduate Degree	4.6	0.0	2.6	1.7	3.2	2.5	2.1	2.9	2.5
Teachers' Training	0.0	3.4	1.2	5.8	14.0	8.7	2.6	8.1	4.6
Not Reported	66.2	69.8	68.0	14.4	25.5	21.0	41.8	44.9	43.5
Total	**52.8**	**41.0**	**46.6**	**35.7**	**25.8**	**30.6**	**43.0**	**32.5**	**37.6**

Table 6.2 Educational Profile of the Unemployed by area, sex and measure of unemployment (Percent)

Area	Sex	Educational attainment										Total	
		No Education	Primary School	Junior Sec School	Senior Sec School	Education after Std 10	University 1st Degree	Post graduate Degree	Teachers' Training	Not Reported	Don't Know	(%)	(No.)
		(Broad unemployment: Looking and not looking for work combined)											
	F	11.0	35.9	41.1	10.5	0.3	0.1	0.0	0.0	1.0	0.0	100.0	133,726
	M	12.1	40.0	35.6	10.2	0.6	0.1	0.0	0.1	1.3	0.0	100.0	94,410
Rural	B	11.5	37.6	38.8	10.4	0.4	0.1	0.0	0.0	1.1	0.0	100.0	228,136
	F	6.1	19.9	45.3	25.9	0.9	0.9	0.3	0.3	0.3	0.0	100.0	70,268
	M	8.5	20.2	42.9	22.5	1.4	2.2	0.4	0.6	1.1	0.1	100.0	48,833
Urban	B	7.1	20.0	44.4	24.5	1.1	1.4	0.3	0.4	0.6	0.0	100.0	119,100
	F	**9.3**	**30.4**	**42.6**	**15.8**	**0.5**	**0.4**	**0.1**	**0.1**	**0.8**	**0.0**	**100.0**	**203,994**
	M	**10.9**	**33.3**	**38.1**	**14.4**	**0.8**	**0.8**	**0.1**	**0.3**	**1.2**	**0.0**	**100.0**	**143,243**
Namibia	B	**10.0**	**31.6**	**40.7**	**15.2**	**0.7**	**0.6**	**0.1**	**0.2**	**1.0**	**0.0**	**100.0**	**347,237**
		(Strict unemployment: Looking for work)											
	F	6.5	31.3	44.6	15.2	0.6	0.2	0.1	0.0	1.4	0.0	100.0	57,710
	M	10.0	35.1	39.1	12.7	1.0	0.2	0.0	0.2	1.8	0.0	100.0	49,900
Rural	B	8.1	33.1	42.1	14.0	0.8	0.2	0.0	0.1	1.6	0.0	100.0	107,610
	F	5.0	20.2	45.4	26.9	1.0	0.8	0.1	0.4	0.3	0.0	100.0	52,081
	M	8.3	18.4	45.2	22.8	1.6	1.7	0.4	0.6	1.0	0.0	100.0	39,878
Urban	B	6.4	19.4	45.3	25.1	1.2	1.2	0.2	0.5	0.6	0.0	100.0	91,960
	F	**5.8**	**26.1**	**45.0**	**20.7**	**0.8**	**0.5**	**0.1**	**0.2**	**0.9**	**0.0**	**100.0**	**109,791**
	M	**9.2**	**27.7**	**41.8**	**17.2**	**1.3**	**0.9**	**0.2**	**0.4**	**1.4**	**0.0**	**100.0**	**89,778**
Namibia	B	**7.3**	**26.8**	**43.6**	**19.1**	**1.0**	**0.7**	**0.1**	**0.3**	**1.1**	**0.0**	**100.0**	**199,570**
		(Not looking for work)											
	F	14.5	39.2	38.6	6.9	0.1	0.0	0.0	0.0	0.7	0.0	100.0	75,819
	M	14.7	46.0	31.0	7.6	0.0	0.0	0.0	0.0	0.7	0.0	100.0	44,106
Rural	B	14.6	41.7	35.8	7.2	0.1	0.0	0.0	0.0	0.7	0.0	100.0	119,925
	F	9.6	19.3	45.5	22.5	0.7	1.2	0.8	0.0	0.3	0.0	100.0	17,967
	M	10.0	29.0	32.5	20.2	0.7	4.6	0.4	0.5	1.5	0.4	100.0	8,765
Urban	B	9.8	22.5	41.2	21.8	0.7	2.3	0.7	0.2	0.7	0.1	100.0	26,732
	F	**13.5**	**35.4**	**39.9**	**9.9**	**0.2**	**0.2**	**0.2**	**0.0**	**0.6**	**0.0**	**100.0**	**93,786**
	M	**13.9**	**43.2**	**31.3**	**9.6**	**0.1**	**0.8**	**0.1**	**0.1**	**0.8**	**0.1**	**100.0**	**52,871**
Namibia	B	**13.7**	**38.2**	**36.8**	**9.8**	**0.2**	**0.4**	**0.1**	**0.0**	**0.7**	**0.0**	**100.0**	**146,657**

Table 6.3: Educational Profile of the Unemployed by Region

Region	Educational attainment										Total	
	No Education	Primary School	Junior Sec School	Senior Sec School	Education after Std 10	University 1st Degree	Post graduate Degree	Teachers' Training	Not Reported	Don't Know	(%)	(No.)
	(Broad measure of unemployment)											
Caprivi	9.4	22.8	39.1	25.0	1.8	0.5	0.0	0.0	1.4	0.0	100.0	17,232
Erongo	3.3	18.4	50.0	25.8	1.2	0.0	0.0	0.5	0.8	0.0	100.0	17,527
Hardap	9.8	22.8	49.9	17.0	0.0	0.0	0.0	0.0	0.5	0.0	100.0	10,078
Karas	1.7	27.7	51.2	16.6	0.2	0.0	0.0	1.3	1.3	0.0	100.0	12,562
Kavango	10.0	49.8	31.3	8.5	0.3	0.0	0.0	0.0	0.1	0.0	100.0	49,379
Khomas	7.4	16.4	45.3	24.6	1.6	3.0	0.7	0.3	0.6	0.0	100.0	52,849
Kunene	35.3	34.1	26.8	2.8	0.0	0.0	0.3	0.0	0.4	0.3	100.0	13,522
Ohangwena	9.7	30.0	43.8	14.3	0.8	0.3	0.0	0.0	1.1	0.0	100.0	35,447
Omaheke	14.4	28.3	45.4	7.0	2.1	0.0	0.2	0.6	1.8	0.0	100.0	12,901
Omusati	8.4	41.4	36.6	13.0	0.0	0.3	0.0	0.0	0.3	0.0	100.0	44,443
Oshana	5.5	22.6	51.0	20.0	0.8	0.0	0.0	0.0	0.0	0.0	100.0	24,772
Oshikoto	10.9	36.8	38.5	9.8	0.0	0.0	0.0	0.0	4.0	0.0	100.0	32,381
Otjozondjupa	15.6	36.0	35.7	11.3	0.0	0.2	0.0	0.2	1.1	0.0	100.0	24,143
Namibia	**10.0**	**31.6**	**40.7**	**15.2**	**0.7**	**0.6**	**0.1**	**0.2**	**1.0**	**0.0**	**100.0**	**347,237**
	(Strict measure of unemployment)											
Caprivi	5.4	13.3	38.2	36.7	3.6	0.9	0.0	0.0	1.9	0.0	100.0	8,704
Erongo	2.9	18.2	51.1	25.0	1.2	0.0	0.0	0.6	1.0	0.0	100.0	13,917
Hardap	2.7	25.3	51.2	20.0	0.0	0.0	0.0	0.0	0.8	0.0	100.0	6,215
Karas	1.6	20.6	53.9	20.6	0.3	0.0	0.0	2.0	1.0	0.0	100.0	8,212
Kavango	9.0	37.7	40.0	12.8	0.3	0.0	0.0	0.0	0.2	0.0	100.0	21,046
Khomas	7.1	16.3	46.2	24.7	1.8	2.3	0.5	0.4	0.6	0.0	100.0	41,866
Kunene	25.6	39.2	31.1	4.1	0.0	0.0	0.0	0.0	0.0	0.0	100.0	8,108
Ohangwena	8.9	26.7	44.9	14.9	1.7	0.6	0.0	0.1	2.2	0.0	100.0	17,174
Omaheke	14.1	30.1	43.6	7.9	1.9	0.0	0.3	0.7	1.4	0.0	100.0	10,595
Omusati	4.9	35.5	40.8	18.1	0.0	0.6	0.0	0.0	0.0	0.0	100.0	19,794
Oshana	5.0	20.9	49.2	23.6	1.3	0.0	0.0	0.0	0.0	0.0	100.0	15,141
Oshikoto	6.5	34.2	37.2	16.3	0.0	0.0	0.0	0.0	5.8	0.0	100.0	15,180
Otjozondjupa	5.6	39.7	37.6	15.8	0.0	0.3	0.0	0.0	1.0	0.0	100.0	13,618
Namibia	**7.3**	**26.8**	**43.6**	**19.1**	**1.0**	**0.7**	**0.1**	**0.3**	**1.1**	**0.0**	**100.0**	**199,570**

Table 6.4: Unemployment rate by age group, area and sex

Age group	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	Broad measure of unemployment								
15-19	93.3	80.4	86.9	81.4	74.3	77.8	89.1	78.2	83.6
20-24	83.0	68.0	75.9	59.7	53.6	56.8	72.7	61.6	67.4
25-29	73.9	60.7	67.8	47.9	30.6	39.6	60.8	44.8	53.3
30-34	69.2	54.4	62.1	40.7	20.8	30.5	55.1	36.6	46.0
35-39	67.8	50.0	60.6	37.4	19.8	29.0	52.4	32.5	43.6
40-44	54.8	42.4	49.5	24.2	19.3	21.7	39.5	29.0	34.5
45-49	65.1	37.4	53.7	23.8	16.9	20.0	48.6	26.3	38.0
50-54	61.4	42.7	50.8	19.0	13.6	16.4	40.1	30.6	35.0
55-59	54.6	51.9	52.9	23.2	9.0	15.3	39.2	34.1	36.1
60-64	69.3	30.1	41.5	20.3	25.7	23.5	45.8	28.6	34.4
65+	24.6	34.7	30.9	33.7	13.4	19.8	27.2	27.4	27.3
Don't know	100.0	89.4	93.9	21.5	36.4	27.1	63.5	74.5	69.0
Total	**72.1**	**56.8**	**64.9**	**42.9**	**29.9**	**36.4**	**58.4**	**43.5**	**51.2**
	Strict measure of unemployment								
15-19	79.6	59.5	67.6	70.0	64.6	67.0	74.7	61.8	67.3
20-24	70.9	54.7	62.4	52.6	50.1	51.3	61.1	52.3	56.6
25-29	58.6	48.5	53.5	44.0	28.1	36.2	49.9	36.6	43.3
30-34	52.9	40.6	46.6	34.8	18.3	26.0	42.5	27.5	34.6
35-39	48.2	33.1	41.4	31.6	15.6	23.8	38.2	22.0	30.6
40-44	34.2	29.6	32.0	18.7	17.7	18.2	25.2	22.2	23.7
45-49	30.9	30.5	30.7	15.8	14.8	15.2	22.7	21.7	22.1
50-54	34.0	20.7	25.7	13.5	10.9	12.2	21.3	15.9	18.3
55-59	31.1	35.4	33.9	14.2	7.2	10.2	21.5	21.7	21.7
60-64	46.9	13.5	21.0	7.7	18.3	14.0	24.2	15.3	18.0
65+	12.7	16.3	14.9	16.8	0.0	5.0	13.8	10.3	11.6
Don't know	100.0	82.1	89.1	0.0	30.8	15.7	37.7	55.1	47.3
Total	**52.8**	**41.0**	**46.6**	**35.7**	**25.8**	**30.6**	**43.0**	**32.5**	**37.6**

Table 6.5: Distribution of the unemployed by duration of unemployment, region and sex

		Duration of unemployment							Total	
Region	Sex	Less than one month	1 month but under 3 months	3 months but under 6 months	6 months but under 1 year	1 year but under 2 years	2 years or more	Not recorded	(%)	(No.)
		Broad measure of unemployment								
Caprivi	B	2.9	0.6	1.3	3.0	6.8	84.8	0.7	100	17,232
Erongo	B	7.5	5.3	7.8	5.2	15.2	59.0	0.0	100	17,527
Hardap	B	8.6	4.9	6.1	7.7	12.5	60.2	0.0	100	10,078
Karas	B	6.8	9.7	8.0	6.7	17.2	51.7	0.0	100	12,562
Kavango	B	0.4	1.8	1.6	5.3	11.1	79.2	0.7	100	49,379
Khomas	B	3.7	4.4	3.9	8.5	14.5	64.7	0.3	100	52,849
Kunene	B	2.4	4.0	1.2	6.6	7.9	77.9	0.0	100	13,522
Ohangwena	B	1.8	2.8	2.9	8.4	12.1	70.9	1.1	100	35,447
Omaheke	B	13.4	8.1	5.3	5.1	11.2	57.0	0.0	100	12,901
Omusati	B	0.2	1.4	2.1	3.5	5.5	87.2	0.0	100	44,443
Oshana	B	1.5	1.8	3.4	5.7	12.4	75.2	0.0	100	24,772
Oshikoto	B	2.0	5.5	5.5	5.2	7.7	73.8	0.3	100	32,381
Otjozondjupa	B	2.9	8.3	3.5	7.5	13.6	64.3	0.0	100	24,143
	F	2.3	3.0	1.8	5.3	8.9	78.7	0.1	100	133,726
	M	2.5	3.6	4.4	6.1	10.9	72.1	0.4	100	94,410
Rural	**B**	**2.3**	**3.2**	**2.9**	**5.6**	**9.7**	**76.0**	**0.3**	**100**	**228,136**
	F	3.1	3.6	4.7	7.0	12.6	68.8	0.3	100	70,268
	M	5.5	7.1	5.3	6.8	15.2	59.5	0.6	100	48,833
Urban	**B**	**4.0**	**5.0**	**4.9**	**6.9**	**13.7**	**65.0**	**0.4**	**100**	**119,100**
	F	**2.5**	**3.2**	**2.8**	**5.9**	**10.2**	**75.3**	**0.2**	**100**	**203,994**
	M	**3.5**	**4.8**	**4.7**	**6.4**	**12.4**	**67.8**	**0.5**	**100**	**143,243**
Namibia	**B**	**2.9**	**3.8**	**3.6**	**6.1**	**11.1**	**72.2**	**0.3**	**100**	**347,237**
		Strict measure of unemployment								
Caprivi	B	2.4	1.2	2.6	3.1	12.4	78.3	0.0	100	8,704
Erongo	B	6.8	5.7	8.0	4.4	15.1	60.1	0.0	100	13,917
Hardap	B	7.4	8.0	3.3	12.0	12.6	56.8	0.0	100	6,215
Karas	B	8.3	7.9	9.4	7.4	20.3	46.6	0.0	100	8,212
Kavango	B	0.0	1.7	2.6	8.3	8.2	79.1	0.0	100	21,046
Khomas	B	3.4	3.9	3.0	7.5	15.6	66.6	0.0	100	41,866
Kunene	B	3.0	1.8	2.1	5.8	6.7	80.6	0.0	100	8,108
Ohangwena	B	1.1	1.0	2.7	8.5	13.5	73.2	0.0	100	17,174
Omaheke	B	14.7	9.0	5.7	4.3	12.6	53.8	0.0	100	10,595
Omusati	B	0.0	1.7	2.5	4.1	4.1	87.6	0.0	100	19,794
Oshana	B	1.1	2.8	2.7	5.0	13.0	75.6	0.0	100	15,141
Oshikoto	B	2.4	5.4	7.3	7.3	6.3	71.3	0.0	100	15,180
Otjozondjupa	B	2.1	7.1	4.5	7.1	16.3	62.9	0.0	100	13,618
	F	2.2	2.3	1.9	5.9	9.4	78.3	0.0	100	57,710
	M	3.7	3.9	5.0	7.5	10.5	69.4	0.0	100	49,900
Rural	**B**	**2.9**	**3.1**	**3.3**	**6.7**	**9.9**	**74.1**	**0.0**	**100**	**107,610**
	F	2.3	3.3	4.3	6.4	13.6	70.2	0.0	100	52,081
	M	5.6	7.1	5.4	6.7	15.8	59.5	0.0	100	39,878
Urban	**B**	**3.7**	**4.9**	**4.8**	**6.5**	**14.5**	**65.6**	**0.0**	**100**	**91,960**
	F	**2.2**	**2.8**	**3.0**	**6.1**	**11.4**	**74.4**	**0.0**	**100**	**109,791**
	M	**4.6**	**5.3**	**5.2**	**7.1**	**12.8**	**65.0**	**0.0**	**100**	**89,778**
Namibia	**B**	**3.3**	**3.9**	**4.0**	**6.6**	**12.0**	**70.2**	**0.0**	**100**	**199,570**

Table 6.6: Unemployed persons looking/ not looking for work by age, area and sex

Age group/Area	Female			Male			Total		
	Looking	Not looking	Total	Looking	Not looking	Total	Looking	Not looking	Total
	(No.)								
15-19	8,469	0	8,469	9,395	11,353	20,748	17,864	26,401	44,265
20-24	28,448	54	28,502	25,424	11,599	37,023	53,872	31,341	85,213
25-29	25,423	165	25,588	18,484	7,504	25,988	43,907	21,599	65,506
30-34	16,777	0	16,777	11,918	5,908	17,826	28,695	17,070	45,765
35-39	15,029	197	15,226	7,693	5,499	13,192	22,721	17,070	39,791
40-44	6,718	0	6,718	5,927	2,569	8,496	12,645	8,827	21,472
45-49	3,941	0	3,941	4,828	1,394	6,222	8,769	10,166	18,935
50-54	2,619	0	2,619	2,390	3,067	5,457	5,009	6,914	11,923
55-59	1,493	0	1,493	2,426	2,090	4,516	3,918	4,098	8,016
60-64	402	0	402	582	710	1,292	984	1,371	2,355
65+	282	0	282	369	839	1,208	651	1,213	1,864
Not reported	0	0	0	164	0	164	164	0	164
Don't know	191	0	191	180	340	520	371	587	958
Rural	57,710	75,819	133,529	49,900	44,106	94,006	107,610	119,925	227,535
Urban	52,081	17,967	70,048	39,878	8,765	48,643	91,960	26,732	118,692
Namibia	**109,791**	**93,786**	**203,577**	**89,778**	**52,871**	**142,649**	**199,570**	**146,657**	**346,227**
	(%)								
15-19	100.0	0.0	100.0	45.3	54.7	100.0	40.4	59.6	100.0
20-24	99.8	0.2	100.0	68.7	31.3	100.0	63.2	36.8	100.0
25-29	99.4	0.6	100.0	71.1	28.9	100.0	67.0	33.0	100.0
30-34	100.0	0.0	100.0	66.9	33.1	100.0	62.7	37.3	100.0
35-39	98.7	1.3	100.0	58.3	41.7	100.0	57.1	42.9	100.0
40-44	100.0	0.0	100.0	69.8	30.2	100.0	58.9	41.1	100.0
45-49	100.0	0.0	100.0	77.6	22.4	100.0	46.3	53.7	100.0
50-54	100.0	0.0	100.0	43.8	56.2	100.0	42.0	58.0	100.0
55-59	100.0	0.0	100.0	53.7	46.3	100.0	48.9	51.1	100.0
60-64	100.0	0.0	100.0	45.0	55.0	100.0	41.8	58.2	100.0
65+	100.0	0.0	100.0	30.5	69.5	100.0	34.9	65.1	100.0
Not reported	0.0	0.0	0.0	100.0	0.0	100.0	100.0	0.0	100.0
Don't know	100.0	0.0	100.0	34.6	65.4	100.0	38.7	61.3	100.0
Rural	43.2	56.8	100.0	53.1	46.9	100.0	47.3	52.7	100.0
Urban	74.4	25.6	100.0	82.0	18.0	100.0	77.5	22.5	100.0
Namibia	**53.9**	**46.1**	**100.0**	**62.9**	**37.1**	**100.0**	**57.6**	**42.4**	**100.0**

NOTE: Not reported cases in the looking and not looking variable are excluded

Table 6.7: Distribution of the unemployed by means of looking for work, region, area and sex

Region	Sex	Means of looking for work/start business									Total	
		Registration at Ministry of Labour Offices	Registration at other employment agencies	Direct applications to employers	Checking at work sites, farms, factory gates, market or other	Placed or answered media advertisement	Seeking assistance of friends, relatives, colleagues, union	Take action to start business or subsistence farming	Other	Not recorded	(%)	(No.)
Caprivi	B	18.2	5.6	30.9	37.4	6.1	0.5	1.2	0.0	0.0	100.0	8,704
Erongo	B	4.1	11.7	31.3	32.5	5.1	14.5	0.4	0.4	0.0	100.0	13,917
Hardap	B	10.2	4.1	43.7	18.2	1.3	21.4	1.1	0.0	0.0	100.0	6,215
Karas	B	5.7	4.4	41.1	29.7	6.7	11.4	0.2	0.7	0.0	100.0	8,212
Kavango	B	4.1	1.0	12.6	42.9	5.7	31.0	2.0	0.0	0.6	100.0	21,046
Khomas	B	8.4	8.6	37.0	24.0	8.3	12.6	0.9	0.2	0.0	100.0	41,866
Kunene	B	0.9	1.0	25.9	59.2	2.1	8.1	2.8	0.0	0.0	100.0	8,108
Ohangwena	B	5.9	5.1	39.4	29.3	7.5	11.4	1.4	0.0	0.0	100.0	17,174
Omaheke	B	5.8	2.3	34.8	24.0	5.4	24.8	2.9	0.0	0.0	100.0	10,595
Omusati	B	1.9	11.1	16.6	44.5	6.3	16.3	3.3	0.0	0.0	100.0	19,794
Oshana	B	2.0	4.1	27.2	43.7	5.3	13.8	3.4	0.5	0.0	100.0	15,141
Oshikoto	B	2.4	8.2	16.4	44.2	9.2	14.5	5.1	0.0	0.0	100.0	15,180
Otjozondjupa	B	9.8	2.3	32.7	16.6	8.9	29.3	0.0	0.3	0.0	100.0	13,618
	F	4.2	6.0	25.7	30.4	7.3	22.7	3.4	0.1	0.2	100.0	57,710
	M	3.9	5.1	23.9	43.6	4.0	18.0	1.2	0.3	0.0	100.0	49,900
Rural	**B**	**4.1**	**5.6**	**24.9**	**36.5**	**5.8**	**20.5**	**2.4**	**0.2**	**0.1**	**100.0**	**107,610**
	F	9.0	6.0	34.5	28.9	7.5	12.4	1.6	0.3	0.0	100.0	52,081
	M	6.6	7.6	33.8	32.3	7.8	10.9	1.0	0.0	0.0	100.0	39,878
Urban	**B**	**8.0**	**6.7**	**34.2**	**30.4**	**7.6**	**11.8**	**1.3**	**0.1**	**0.0**	**100.0**	**91,960**
	F	**6.5**	**6.0**	**29.9**	**29.7**	**7.4**	**17.8**	**2.5**	**0.2**	**0.1**	**100.0**	**109,791**
	M	**5.1**	**6.2**	**28.3**	**38.6**	**5.7**	**14.9**	**1.1**	**0.2**	**0.0**	**100.0**	**89,778**
Namibia	**B**	**5.9**	**6.1**	**29.2**	**33.7**	**6.6**	**16.5**	**1.9**	**0.2**	**0.1**	**100.0**	**199,570**

Table 6.8: Distribution of the unemployed persons by reasons for not looking for work region, area and sex

Region	Sex	Reasons for not looking for work								Total	
		Thought no work available	Awaiting replies	Got tired of seeking work	Already found work	Awaiting busy season	Lack of resources to start business/ subsistence farming	Studying	Other	(%)	(No.)
Caprivi	B	66.4	2.0	16.0	0.0	0.0	11.8	2.7	1.1	100.0	8,416
Erongo	B	25.4	8.9	14.3	0.0	7.6	19.5	4.7	19.6	100.0	3,610
Hardap	B	38.2	20.4	26.6	0.0	0.0	5.8	0.8	8.1	100.0	3,863
Karas	B	49.5	3.1	13.4	1.8	1.4	10.1	1.3	19.5	100.0	4,350
Kavango	B	57.8	1.7	31.5	0.0	0.6	3.5	0.6	4.3	100.0	28,003
Khomas	B	21.8	5.6	19.6	2.2	2.8	5.9	22.6	19.4	100.0	10,905
Kunene	B	43.8	0.7	24.8	0.0	4.3	10.1	3.9	12.4	100.0	5,414
Ohangwena	B	52.2	8.0	19.4	0.0	4.5	8.1	2.0	5.7	100.0	17,878
Omaheke	B	28.7	4.8	13.2	0.0	4.4	22.6	3.3	23.1	100.0	2,306
Omusati	B	62.7	2.1	13.5	1.1	1.7	11.6	2.9	4.4	100.0	24,649
Oshana	B	33.6	3.8	27.1	0.6	1.9	20.2	4.3	8.5	100.0	9,631
Oshikoto	B	54.2	1.1	15.0	0.7	2.6	13.5	4.7	8.4	100.0	17,107
Otjozondjupa	B	49.7	0.9	33.5	0.0	4.2	3.3	2.6	5.7	100.0	10,525
	F	55.0	3.1	20.1	0.2	2.2	9.4	2.5	7.4	100.0	75,819
	M	57.6	3.4	21.4	0.6	2.5	8.6	1.7	4.2	100.0	44,106
Rural	**B**	**55.9**	**3.2**	**20.6**	**0.4**	**2.3**	**9.1**	**2.2**	**6.2**	**100.0**	**119,925**
	F	25.8	4.9	25.0	1.7	1.8	12.8	10.5	17.4	100.0	17,967
	M	29.5	5.2	27.2	0.2	3.5	8.4	17.0	9.0	100.0	8,765
Urban	**B**	**27.0**	**5.0**	**25.7**	**1.2**	**2.4**	**11.4**	**12.6**	**14.7**	**100.0**	**26,732**
	F	**49.4**	**3.5**	**21.1**	**0.5**	**2.2**	**10.1**	**4.0**	**9.4**	**100.0**	**93,786**
	M	**52.9**	**3.7**	**22.4**	**0.6**	**2.7**	**8.6**	**4.2**	**5.0**	**100.0**	**52,871**
Namibia	**B**	**50.6**	**3.6**	**21.5**	**0.5**	**2.4**	**9.5**	**4.1**	**7.8**	**100.0**	**146,657**

Table 6.9: Distribution of first time job seekers by educational attainment, age, area and sex

Age group (years)	Sex	Educational attainment									Total	
		No Education	Primary School	Junior Sec School	Senior Sec School	Education after Std 10	University 1st Degree	Post graduate Degree	Teachers' Training	Not Reported	(%)	(No.)
15-19	B	8.1	38.5	39.8	11.8	0.3	0.6	0.0	0.0	1.0	100.0	37,550
20-24	B	4.8	20.3	49.4	23.0	1.1	0.4	0.0	0.3	0.7	100.0	63,856
25-29	B	6.7	25.0	48.6	16.7	1.3	0.4	0.2	0.0	1.1	100.0	43,568
30-34	B	10.2	34.1	40.3	13.0	0.3	1.0	0.3	0.0	0.9	100.0	25,333
35-39	B	12.1	41.2	33.1	12.0	0.6	0.0	0.0	0.0	1.1	100.0	22,485
40-44	B	16.2	52.6	23.9	6.4	0.0	0.4	0.0	0.0	0.5	100.0	11,284
45-49	B	21.0	56.9	16.8	5.0	0.0	0.0	0.0	0.0	0.3	100.0	9,835
50-54	B	25.1	58.0	16.9	0.0	0.0	0.0	0.0	0.0	0.0	100.0	6,006
55-59	B	35.0	48.2	16.8	0.0	0.0	0.0	0.0	0.0	0.0	100.0	3,447
60-64	B	21.1	67.4	0.0	0.0	0.0	0.0	0.0	0.0	11.5	100.0	1,230
65+	B	63.7	36.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	642
Not reported	B	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	40
Don't know	B	53.2	25.5	17.5	0.0	0.0	0.0	0.0	0.0	3.8	100.0	795
	F	10.2	37.7	40.4	10.7	0.2	0.1	0.0	0.0	0.7	100.0	101,050
	M	11.8	39.6	36.7	10.1	0.8	0.0	0.0	0.0	1.1	100.0	60,028
Rural	**B**	**10.8**	**38.4**	**39.0**	**10.4**	**0.4**	**0.1**	**0.0**	**0.0**	**0.9**	**100.0**	**161,079**
	F	6.6	19.8	45.5	25.5	1.3	0.9	0.2	0.0	0.3	100.0	39,827
	M	7.8	17.7	41.9	26.5	1.5	1.9	0.1	0.7	1.8	100.0	25,166
Urban	**B**	**7.1**	**19.0**	**44.1**	**25.9**	**1.4**	**1.3**	**0.2**	**0.3**	**0.9**	**100.0**	**64,993**
	F	**9.2**	**32.6**	**41.8**	**14.8**	**0.5**	**0.3**	**0.1**	**0.0**	**0.6**	**100.0**	**140,878**
	M	**10.6**	**33.1**	**38.2**	**14.9**	**1.0**	**0.6**	**0.0**	**0.2**	**1.3**	**100.0**	**85,194**
Namibia	**B**	**9.7**	**32.8**	**40.5**	**14.9**	**0.7**	**0.4**	**0.1**	**0.1**	**0.9**	**100.0**	**226,072**

Table 6.10: Unemployed persons by occupation of previous employment

Occupation	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
(Number)									
Legislators, senior officials & managers	323	197	520	454	426	880	777	623	1,400
Professionals	430	541	971	781	531	1,312	1,211	1,072	2,283
Technicians & Associate professionals	1,556	624	2,179	1,565	1,184	2,749	3,121	1,807	4,928
Clerks	1,344	793	2,137	5,582	893	6,475	6,926	1,685	8,611
Services, shops & market sales workers	8,332	4,655	12,987	6,467	3,834	10,301	14,798	8,489	23,287
Skilled agricultural & fishery workers	2,074	3,279	5,353	0	1,225	1,225	2,074	4,504	6,578
Craft & Trade workers	1,813	10,423	12,236	2,696	8,500	11,195	4,508	18,923	23,432
Plant & Machine operators & Assemblers	106	3,372	3,477	394	2,297	2,691	499	5,669	6,168
Elementary occupations	16,423	9,170	25,593	12,129	4,212	16,340	28,552	13,381	41,933
Armed forces	0	788	788	0	274	274	0	1,062	1,062
Not recorded	79	53	132	55	0	55	134	53	187
Total	**32,479**	**33,894**	**66,373**	**30,122**	**23,375**	**53,497**	**62,601**	**57,269**	**119,870**
(Percent)									
Legislators, senior officials & managers	1.0	0.6	0.8	1.5	1.8	1.6	1.2	1.1	1.2
Professionals	1.3	1.6	1.5	2.6	2.3	2.5	1.9	1.9	1.9
Technicians & Associate professionals	4.8	1.8	3.3	5.2	5.1	5.1	5.0	3.2	4.1
Clerks	4.1	2.3	3.2	18.5	3.8	12.1	11.1	2.9	7.2
Services, shops & market sales workers	25.7	13.7	19.6	21.5	16.4	19.3	23.6	14.8	19.4
Skilled agricultural & fishery workers	6.4	9.7	8.1	0.0	5.2	2.3	3.3	7.9	5.5
Craft & Trade workers	5.6	30.8	18.4	8.9	36.4	20.9	7.2	33.0	19.5
Plant & Machine operators & Assemblers	0.3	9.9	5.2	1.3	9.8	5.0	0.8	9.9	5.1
Elementary occupations	50.6	27.1	38.6	40.3	18.0	30.5	45.6	23.4	35.0
Armed forces	0.0	2.3	1.2	0.0	1.2	0.5	0.0	1.9	0.9
Not recorded	0.2	0.2	0.2	0.2	0.0	0.1	0.2	0.1	0.2
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 6.11: Unemployed persons by industry of previous employment

Industry	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	13.3	18.5	15.9	2.0	8.3	4.7	7.9	14.3	10.9
Fishing	0.0	1.6	0.8	0.0	0.3	0.1	0.0	1.1	0.5
Mining and Quarrying	0.9	7.8	4.4	0.5	2.3	1.3	0.7	5.5	3.0
Manufacturing	3.6	5.8	4.7	7.2	10.5	8.6	5.3	7.7	6.5
Electricity, Gas & Water	1.0	2.3	1.7	0.7	1.6	1.1	0.9	2.0	1.4
Construction	2.2	22.8	12.7	2.3	23.6	11.6	2.2	23.2	12.2
Wholesale and Retail Trade, Repair of motor vehicles	30.4	11.1	20.5	33.7	18.8	27.1	32.0	14.2	23.5
Transport, Storage and Communication	0.8	5.7	3.3	1.4	6.4	3.6	1.1	6.0	3.5
Financial Intermediation	0.7	0.7	0.7	2.4	2.3	2.3	1.5	1.3	1.4
Real Estate, Renting and Business Activities	0.7	2.8	1.8	3.0	7.9	5.1	1.8	4.9	3.3
Public Administration, Defence & Social Security	2.4	8.9	5.8	3.0	8.6	5.5	2.7	8.8	5.6
Education	6.5	2.7	4.5	4.8	2.4	3.7	5.7	2.5	4.2
Health and Social Work	0.9	1.6	1.3	3.4	1.1	2.4	2.1	1.4	1.8
Other Community, Social & Personal Services	1.9	1.8	1.8	3.9	2.1	3.1	2.9	1.9	2.4
Private Households with employed persons	33.4	5.0	18.9	31.3	3.0	18.9	32.4	4.2	18.9
Not recorded	1.2	1.0	1.1	0.4	0.8	0.5	0.8	0.9	0.8
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**

Table 6.12: Total unemployment rate by age and sex over period 2000 - 2008

Age group	2008			2004			2000		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
	Broad measure of unemployment								
15-19	89.1	78.2	83.6	70.2	58.3	64.6	73.5	60.4	67.0
20-24	72.7	61.6	67.4	64.9	49.3	57.4	62.5	54.9	59.1
25-29	60.8	44.8	53.3	49.9	32.5	41.1	47.8	37.3	42.8
30-34	55.1	36.6	46.0	37.4	29.4	33.3	37.1	24.8	31.3
35-39	52.4	32.5	43.6	32.5	20.3	26.4	26.7	15.4	21.6
40-44	39.5	29.0	34.5	29.3	14.5	21.9	23.4	14.6	19.1
45-49	48.6	26.3	38.0	25.5	16.7	20.8	22.7	11.3	16.7
50-54	40.1	30.6	35.0	21.3	15.1	17.8	22.6	11.8	16.6
55-59	39.2	34.1	36.1	12.5	18.1	16.0	15.5	13.5	14.4
60-64	45.8	28.6	34.4	19.1	31.2	27.5	16.5	7.6	11.4
65+	27.2	27.4	27.3	11.0	16.9	14.4	5.2	9.5	7.4
Don't know	63.5	74.5	69.0	84.1	50.2	59.5	0.0	0.0	0.0
Total	**58.4**	**43.5**	**51.2**	**43.4**	**30.3**	**36.7**	**39.0**	**28.3**	**33.8**
	Strict measure of unemployment								
15-19	74.7	61.8	67.3	46.9	39.9	43.2	56.1	43.4	49.4
20-24	61.1	52.3	56.6	47.1	35.7	41.2	42.7	41.3	42.0
25-29	49.9	36.6	43.3	33.6	23.6	28.1	31.2	28.7	29.9
30-34	42.5	27.5	34.6	21.2	19.7	20.4	21.7	17.6	19.7
35-39	38.2	22.0	30.6	17.7	13.5	15.5	11.1	11.1	11.1
40-44	25.2	22.2	23.7	13.6	8.1	10.7	8.3	9.8	9.1
45-49	22.7	21.7	22.1	5.8	7.4	6.7	8.7	5.1	6.7
50-54	21.3	15.9	18.3	3.6	5.1	4.5	7.1	7.3	7.2
55-59	21.5	21.7	21.7	2.3	8.2	5.9	3.8	5.9	5.0
60-64	24.2	15.3	18.0	0.0	15.7	11.0	1.0	4.1	2.9
65+	13.8	10.3	11.6	4.8	3.9	4.3	1.2	3.4	2.1
Don't know	37.7	55.1	47.3	0.0	33.8	31.3	0.0	0.0	0.0
Total	**43.0**	**32.5**	**37.6**	**25**	**19.4**	**21.9**	**21.5**	**19**	**20.2**

7. Underemployment

7.1 Introduction

7.1.1 Current international standards on the measurement of employment and unemployment, adopted by the seventeenth International Conference of Labour Statisticians (ICLS) in 2003, are recognized worldwide. Most national measures of employment and unemployment tend to converge towards these standards, allowing reasonable international comparisons of national estimates. A person is regarded as employed if he or she worked for as little as one hour during the reference period. This fact implies that some of the 'employed' population may not in fact be fully or satisfactory employed, this gives rise to various notions of 'underemployment'.

7.1.2 The NLFS 2008 data do allow for the measurement of some aspects in inadequate employment, as well as more comprehensive analysis of visible underemployment. This chapter therefore focuses on one such comprehensive measure and provides a preliminary assessment of its extent. The visibly underemployed persons consists of: (i) all persons in paid or self-employment, (ii) whether at work or not at work, involuntary working less than the normal duration of work determined for the activity and (iii) who were seeking or available for additional work during the reference period.

7.1.3 A person is regarded as underemployed if and when a person in employment did not attain his/her 'full employment' level in relation to the duration or productivity of work. Alternatively, a person is regarded to be underemployed when the duration or productivity of the work done is below the full employment level. A person is regarded as underemployed if that persons' job does not utilize his/her skills fully or the person is not fully occupied for the maximum number of hours during the working day. In this survey, an attempt was made to find out the extent to which underemployment is prevalent in the country.

7.1.4 The survey considered only those who work less or up to 35 hours per week as underemployed. The 35 hours limit was taken as it is close to the normal working hours (40) of most government and private sectors' employees.

7.2 Employed persons with part time employment

7.2.1 Table 7.1 illustrates employed persons with part time employment by industry and occupations. Out of 331,444 employed persons in Namibia, 61,474 or 18.5 percent are employed on a part time basis. The majority of these persons are in Elementary occupations (18,151), followed by Craft and Trade workers (15,360) and Services, Shops & market sales workers (10,831). The occupation that has the least number of persons with part time employment is Armed Forces (47), who are all in Public Administration, Defence & Social Security industry. (*Note that the survey did not cover institutional population i.e army barracks and camps, hospitals, etc)*.

7.2.2 The table further shows that industries such as Agriculture, Private Household (with employed persons) and Wholesale and Retail Trade, Repair of Motor Vehicles are recorded to have the highest number of employed persons with part time employment (11,474, 10,500 and 9,317) respectively. Industry with the least number of part time employees is Extra-territorial Organizations & Bodies (73).

7.3 Employed persons with full time employment

7.3.1 Most of the employed persons in Namibia are full time employed in their main job, as indicated in Table 7.2. The Table shows that 81.3 percent of all employed persons are full time employed. The majority of these persons are recorded as Subsistence/Communal farmers (with paid employees) with 89.4 percent, followed by Employees with 83.8 percent and other employer (with paid employees) with 80.5 percent.

7.3.2 The table further shows that Omaheke region recorded the highest percentage of persons employed full time (88.4 percent), Khomas and Ohangwena regions are the next highest (84.5 percent each), while Caprivi showed the lowest percentage of such persons (66.7 percent).

7.3.3 Furthermore, the table indicates that most of those employed full time are in urban areas (83.1 percent) while 78.3 percent are in rural areas. Sex distribution shows that in urban areas, 82.9 percent are males and 83.3 percent are females as compared to rural areas where 80.1 percent are males and 75.9 percent are females.

7.4 Employed persons available for and preferring to work more hours

7.4.1 In assessing underemployment in Namibia, the NLFS 2008 looked at the employed persons available for and preferred to work more hours by employment status, sex and area as it can be observed in Table 7.3. The table reveals that a total number of 74,207 (22.4 percent) employed persons are available for and preferring to work more hours. Among them, 48,951 (23.5 percent) are in urban areas, while 25,256 (20.5 percent) are in rural areas. Males outnumbered their female counterparts in both areas.

7.4.2 The table further indicates that among all the employed persons who are available for and preferring to work more hours, the majority are Employees (58,838), followed by other own account workers (9,977) and other employers with paid employees (2,067). Other unpaid family workers is reported to have the least number of employees (82) who are available for and preferring to work more hours.

7.5 Employed persons looking for additional work

7.5.1 Table 7.4 shows the distribution of the employed persons looking for additional work by occupations, area and sex. The table indicates that among all the employed persons (331,444), 37,520 or 11.1 percent are looking for additional work. Most of them are in Elementary occupations (9,767), followed by Services, shops & market sales workers (7,485) and Craft & Trade workers (7,278). Occupation with the least number of employed persons looking for additional work is Armed forces (79).

7.5.2 Furthermore, the table shows that the majority of persons looking for additional work are in urban areas (24,967 or 12.0 percent), while 12,553 or 10.1 percent are in rural areas. Males dominate their female counterparts in both areas.

7.6 Employed persons available to work more hours

7.6.1 Out of 331,444 employed persons in Namibia, 20,351 (6.4 percent) are working up to 35 hours per week and are available to work more hours, as indicated in Table 7.5. The majority of these persons are in urban areas (11,478), while only 8,873 are in rural areas. It can be observed from the table that females preferred to work more hours as compared to their male counterparts in both urban and rural areas.

7.6.2 Table 7.6 indicates that most of the employed persons who usually worked up to 35 hours per week and are available to work more hours are in Private Households with paid employees (6,621), followed by those in Agriculture (3,198) and Education (2,675). Financial Intermediation industry recorded the least number of such persons (70).

7.6.3 The table further reveals that Elementary occupation have the majority (7,649) of the employed persons who are usually working up to 35 hours per week and available to work for more hours. This is followed by Skilled agricultural & fishery workers and Services, shops & market sales workers with 3,251 and 2,461 respectively.

7.6.4 Table 7.7 shows that age group 25-29 has the majority of the employed persons who are available to work more hours (3,712), followed by age group 35-39 (3,683) and age group 30-34 (3,604), while age group 65+ recorded the least number of such persons (324). It can be observed from the table that underemployed females (58.8 percent) outnumber their male counterparts (41.2 percent).

7.6.5 Table 7.8 indicates the distribution of the underemployed by educational attainment and sex. It shows that employed persons with Junior Secondary education are mostly affected by underemployment

(8,013), followed by those with Primary education (5,238) and Senior Secondary education (3,262). The table further reveals that no female with Post graduate 1st degree was underemployed, as compared to males with the same educational level (33).

7.7 Employed persons with more than one job

7.7.1 The NLFS 2008 also captured information on employed persons who have more than one job. Table 7.9 shows that out of 331,444 employed persons in Namibia, 9,505 have more than one job, with the majority being males (4,845or 51.0 percent), while their female counterparts are 4,660 or 49.0 percent. Most of those who have more than one job are in Private Household with employed persons (1,904), followed by those in Wholesale and Retail Trade, Repair of motor vehicles (1,299) and Agriculture (1,102).

7.7.2 Table 7.10 looks at the age groups of the employed persons who have more than one job. The age group 35-39 indicate the highest number of such employees (1,914), followed by those in the age group 30-34 and 25-29 (1,526 and 1,350) respectively. As observed in most cases of the employed persons, males outnumbered their female counterparts. No female was recorded to have more than one job in the age group 60-64.

Table 7.1: Distribution of the employed persons with part-time employment by industry and occupation

Industry	Occupation										Totals		
	Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clerks	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & Assemblers	Elementary occupations	Armed forces	Total	% of part time employees	All employed
Agriculture	214	0	0	0	35	6,279	983	58	3,905	0	11,474	21.7	52,788
Fishing	0	0	0	0	0	433	64	0	56	0	553	42.0	1,318
Mining and Quarrying	0	93	42	0	0	0	239	88	81	0	543	6.1	8,894
Manufacturing	153	0	52	0	264	280	2,785	169	1,460	0	5,163	24.6	20,961
Electricity, Gas & Water	0	0	97	76	95	0	607	0	227	0	1,101	20.4	5,384
Construction	49	76	132	0	0	0	7,513	178	947	0	8,894	38.1	23,316
Wholesale and Retail Trade, Repair of motor vehicles	677	32	0	760	4,772	0	1,918	155	1,003	0	9,317	18.6	50,163
Hotels and Restaurants	228	0	94	95	935	0	0	0	599	0	1,950	17.2	11,317
Transport, Storage and Communication	0	43	102	142	58	0	251	833	390	0	1,819	11.7	15,598
Financial Intermediation	0	0	114	144	314	0	0	0	0	0	572	6.5	8,838
Real Estate, Renting and Business Activities	0	134	159	49	654	0	164	0	302	0	1,463	9.9	14,751
Public Administration, Defence & Social Security	39	146	125	55	813	0	94	198	51	47	1,570	5.7	27,714
Education	0	581	781	259	128	0	0	0	174	0	1,922	6.7	28,512
Health and Social Work	0	973	102	168	263	74	0	0	150	0	1,729	12.4	13,940
Other Community, Social & Personal Services	200	87	87	138	1,297	0	355	47	619	0	2,831	24.8	11,396
Private Households with employed persons	87	0	0	0	1,202	635	388	0	8,187	0	10,500	29.2	35,971
Extra-territorial Organizations & Bodies	0	0	0	73	0	0	0	0	0	0	73	100.0	73
Not recorded	0	0	0	0	0	0	0	0	0	0	0	0.0	511
Total	**1,647**	**2,165**	**1,887**	**1,959**	**10,830**	**7,701**	**15,361**	**1,726**	**18,151**	**47**	**61,474**	**18.5**	**331,444**

Table 7.2: Percentage of the employed persons with full time employment by employment status, region, area and sex

Region	Sex	Employment Status									Totals		
		Subsistence/communal farmer(with paid employees)	Subsistence/communal farmer (without paid employees)	Other employer(with paid employees)	Other own account worker(without paid employees)	Employees	Unpaid family worker(Subsistence/ communal)	Other unpaid family worker	Others	Not reported	% of full time employed	Full time employed persons	All employed
Caprivi	B	0.0	0.0	55.4	32.8	77.9	0.0	0.0	0.0	0.0	66.7	6,030	9,044
Erongo	B	68.6	100.0	75.8	78.0	80.1	100.0	0.0	0.0	0.0	79.7	28,834	36,167
Hardap	B	100.0	100.0	91.3	87.7	78.1	0.0	100.0	0.0	0.0	80.5	12,923	16,055
Karas	B	100.0	0.0	94.3	73.2	83.4	0.0	0.0	0.0	50.0	83.0	18,201	21,940
Kavango	B	0.0	45.6	81.0	73.6	75.9	84.9	0.0	0.0	0.0	68.1	14,384	21,117
Khomas	B	100.0	100.0	86.0	60.9	86.8	69.5	0.0	55.6	41.4	84.5	88,744	105,061
Kunene	B	100.0	66.1	100.0	50.7	84.5	82.0	0.0	0.0	0.0	80.7	10,752	13,323
Ohangwena	B	0.0	0.0	36.1	66.9	88.2	0.0	0.0	0.0	0.0	84.5	9,265	10,966
Omaheke	B	100.0	100.0	92.1	92.2	86.7	0.0	0.0	0.0	0.0	88.4	12,267	13,884
Omusati	B	100.0	0.0	100.0	38.7	85.6	0.0	100.0	0.0	0.0	78.5	9,516	12,126
Oshana	B	100.0	0.0	72.6	76.4	88.3	0.0	0.0	0.0	0.0	84.4	21,952	26,011
Oshikoto	B	100.0	0.0	12.8	54.4	85.6	0.0	0.0	0.0	0.0	80.6	11,930	14,799
Otjozondjupa	B	100.0	100.0	89.0	79.0	77.7	50.0	100.0	35.7	100.0	79.8	24,694	30,953
	F	91.1	44.4	77.8	61.9	81.8	74.4	100.0	0.0	0.0	75.9	39,215	51,672
	M	93.2	86.2	67.2	72.9	80.8	39.9	0.0	0.0	48.5	80.1	57,413	71,696
Rural	**B**	**92.7**	**66.2**	**70.5**	**66.7**	**81.2**	**54.1**	**58.2**	**0.0**	**48.5**	**78.3**	**96,628**	**123,369**
	F	13.3	40.5	89.3	66.5	85.5	89.4	100.0	55.6	31.8	83.3	78,014	93,678
	M	72.5	65.6	81.1	67.8	84.9	59.9	100.0	39.7	64.0	82.9	94,849	114,397
Urban	**B**	**64.1**	**50.9**	**83.4**	**67.1**	**85.2**	**74.4**	**100.0**	**45.1**	**44.2**	**83.1**	**172,863**	**208,075**
	F	**85.3**	**44.1**	**86.4**	**64.3**	**84.3**	**87.4**	**100.0**	**27.5**	**31.8**	**80.7**	**117,229**	**145,351**
	M	**90.6**	**85.5**	**78.1**	**70.1**	**83.4**	**56.4**	**45.8**	**36.4**	**55.3**	**81.8**	**152,262**	**186,093**
Namibia	**B**	**89.4**	**65.5**	**80.5**	**66.9**	**83.8**	**71.2**	**72.0**	**32.1**	**45.6**	**81.3**	**269,491**	**331,444**

Table 7.3: Distribution of the employed persons available for and preferring to work more hours by employment status, sex and area

Area	Sex	Employment Status									Totals	
		Subsistence/ communal farmer(with paid employees)	Subsistence/ communal farmer (without paid employees)	Other employer (with paid employees)	Other own account worker (without paid employees)	Employees	Unpaid family worker (Subsistence/ communal)	Other unpaid family worker	Others	Total	% of the employed persons available for and preferred to work more hours	All employed
	F	28	756	129	2,599	10,502	0	0	202	14,217	27.5	51,672
	M	570	1,051	673	2,710	14,201	0	0	0	19,206	26.8	71,696
Rural	B	**598**	**1,807**	**802**	**5,309**	**24,703**	**0**	**0**	**202**	**33,423**	27.2	**123,369**
	F	0	0	406	4,520	21,341	83	0	132	26,483	28.3	93,678
	M	285	86	1,786	3,247	33,625	396	82	216	39,725	34.7	114,397
Urban	B	**285**	**86**	**2,192**	**7,767**	**54,966**	**479**	**82**	**348**	**66,208**	31.5	**208,075**
	F	**28**	**756**	**535**	**7,119**	**31,843**	**83**	**0**	**334**	**40,700**	28.0	**145,351**
	M	**855**	**1,137**	**2,459**	**5,957**	**47,826**	**396**	**82**	**216**	**58,931**	31.7	**186,093**
Namibia	**B**	**883**	**1,893**	**2,994**	**13,076**	**79,669**	**479**	**82**	**550**	**99,631**	29.8	**331,444**

Table 7. 4: Distribution of the Employed persons looking for additional work by occupation, area and sex

Area	Sex	Occupation										Total		
		Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clerks	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & Assemblers	Elementary occupations	Armed forces	Total	% of the employed persons looking for additional work	all employed
	F	193	457	303	51	912	1,431	253	129	1,224	0	4,955	9.6	51,672
	M	0	617	251	0	762	2,017	1,705	336	1,831	79	7,598	10.6	71,696
Rural	**B**	**193**	**1,074**	**554**	**51**	**1,674**	**3,448**	**1,958**	**465**	**3,055**	**79**	**12,553**	**10.1**	**123,369**
	F	418	242	356	1,292	3,082	204	789	112	4,383	0	10,879	11.6	93,678
	M	388	435	460	818	2,729	351	4,530	2,047	2,329	0	14,088	12.3	114,397
Urban	**B**	**806**	**677**	**816**	**2,110**	**5,811**	**555**	**5,319**	**2,159**	**6,712**	**0**	**24,967**	**12.0**	**208,075**
	F	**611**	**699**	**659**	**1,343**	**3,994**	**1,635**	**1,043**	**241**	**5,607**	**0**	**15,834**	**10.9**	**145,351**
	M	**388**	**1,053**	**711**	**818**	**3,491**	**2,368**	**6,235**	**2,383**	**4,160**	**79**	**21,686**	**11.2**	**186,093**
Namibia	**B**	**999**	**1,752**	**1,370**	**2,161**	**7,485**	**4,003**	**7,278**	**2,624**	**9,767**	**79**	**37,520**	**11.1**	**331,444**

Table 7.5: Distribution of the employed persons who usually work up to 35 hours per week and are actually available to work more hours by employment status, area and sex

Area	Sex	Employment status							Totals		
		Subsistence/ communal farmer(with paid employees)	Subsistence/ communal farmer (without paid employees)	Other employer (with paid employees)	Other own account worker (without paid employees)	Employee	Unpaid family worker(Subsistence/communal)	Others	Total	% of the employed persons who worked up to 35 Hours per week and were available to work more hours	all employed
	F	0	249	0	952	3,423	0	93	4,718	9.1	51,672
	M	52	350	39	997	2,718	0	0	4,155	5.8	71,696
Rural	**B**	**52**	**599**	**39**	**1,949**	**6,141**	**0**	**93**	**8,873**	**7.5**	**123,369**
	F	0	0	190	1,503	5,463	0	87	7,243	7.7	93,678
	M	0	0	70	398	3,528	85	152	4,235	3.7	114,397
Urban	**B**	**0**	**0**	**261**	**1,902**	**8,991**	**85**	**239**	**11,478**	**5.7**	**208,075**
	F	0	249	190	2,456	8,886	0	180	11,961	8.2	145,351
	M	52	350	109	1,395	6,246	85	152	8,390	4.5	186,093
Namibia	**B**	**52**	**599**	**299**	**3,851**	**15,132**	**85**	**333**	**20,351**	6.4	**331,444**

Table 7.6: Employed persons who usually work up to 35 hours per week and were actually available for more hours by industry and occupation

Industry	Occupation										Total
	Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clerks	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & Assemblers	Elementary occupations	Armed forces	
Agriculture	0	0	0	0	0	2,131	133	85	848	0	3,198
Fishing	0	0	0	0	0	207	0	0	0	0	207
Mining and Quarrying	0	76	0	0	0	0	0	0	0	0	76
Manufacturing	0	116	0	0	29	39	508	86	200	0	978
Electricity, Gas & Water	0	0	97	0	0	0	0	0	0	0	97
Construction	0	0	0	0	0	0	897	0	277	0	1,174
Wholesale and Retail Trade, Repair of motor vehicles	369	32	0	241	1,227	0	486	56	108	0	2,518
Hotels and Restaurants	0	0	0	95	47	0	0	0	54	0	196
Transport, Storage and Communication	0	0	35	53	58	0	0	182	117	0	445
Financial Intermediation	0	0	33	37	0	0	0	0	0	0	70
Real Estate, Renting and Business Activities	92	51	0	0	0	0	0	0	188	0	331
Public Administration, Defence & Social Security	39	0	0	0	0	0	0	0	51	39	129
Education	0	1,105	1,272	0	77	0	0	54	167	0	2,675
Health and Social Work	0	77	0	84	0	74	0	0	43	0	277
Other Community, Social & Personal Services	134	65	87	0	536	0	114	0	424	0	1,360
Private Households with employed persons	87	0	0	0	486	801	74	0	5,173	0	6,621
Total	**721**	**1,521**	**1,525**	**510**	**2,461**	**3,251**	**2,211**	**463**	**7,649**	**39**	**20,351**

Table 7.7: Employed persons who usually work up to 35 hours per week and are actually available to work more hours by age group and sex

Age group	Sex		
	Female	Male	Total
(Number)			
15-19	388	674	1,062
20-24	1,211	1,201	2,412
25-29	2,052	1,660	3,712
30-34	2,382	1,223	3,604
35-39	1,834	1,849	3,683
40-44	2,096	440	2,536
45-49	786	331	1,117
50-54	483	370	853
55-59	380	248	629
60-64	92	329	421
65+	256	65	321
Total	**11,961**	**8,390**	**20,351**
(Percent)			
15-19	36.5	63.5	100.0
20-24	50.2	49.8	100.0
25-29	55.3	44.7	100.0
30-34	66.1	33.9	100.0
35-39	49.8	50.2	100.0
40-44	82.6	17.4	100.0
45-49	70.4	29.6	100.0
50-54	56.6	43.4	100.0
55-59	60.5	39.5	100.0
60-64	22.0	78.0	100.0
65+	79.8	20.2	100.0
Total	**58.8**	**41.2**	**100.0**

Table 7.8: Employed persons who usually work up to 35 hours per week and are actually available to work more hour by educational attainment and sex

Highest level of education attained	Sex		
	Female	Male	Total
(Number)			
Primary School	3,037	2,201	5,238
Junior Sec School	4,681	3,331	8,013
Senior Sec School	2,130	1,132	3,262
Education after Std 10	414	34	448
University 1st Degree	0	33	33
Post graduate Degree	144	116	260
Teachers' Training	547	322	869
Not Reported	77	0	77
No Education	931	1,220	2,151
Total	**11,961**	**8,390**	**20,351**
(percent)			
Primary School	58.0	42.0	100.0
Junior Sec School	58.4	41.6	100.0
Senior Sec School	65.3	34.7	100.0
Education after Std 10	92.5	7.5	100.0
University 1st Degree	0.0	100.0	100.0
Post graduate Degree	55.3	44.7	100.0
Teachers' Training	63.0	37.0	100.0
Not Reported	100.0	0.0	100.0
No Education	43.3	56.7	100.0
Total	**58.8**	**41.2**	**100.0**

Table 7.9: Distribution of the employed persons with more than one job by industry and sex

Industry	Sex		Total
	Female	Male	
(Number)			
Agriculture	507	595	1,102
Fishing	0	40	40
Mining and Quarrying	0	95	95
Manufacturing	211	406	617
Electricity, Gas & Water	0	191	191
Construction	142	352	494
Wholesale and Retail Trade, Repair of motor vehicles	351	948	1,299
Hotels and Restaurants	194	129	323
Transport, Storage and Communication	53	187	240
Financial Intermediation	76	140	216
Real Estate, Renting and Business Activities	0	187	187
Public Administration, Defence & Social Security	255	509	764
Education	495	472	967
Health and Social Work	414	225	639
Other Community, Social & Personal Services	157	202	359
Private Households with employed persons	1,805	99	1,904
Not recorded	0	68	68
Total	**4,660**	**4,845**	**9,505**
(Percent)			
Agriculture	46.0	54.0	100.0
Fishing	0.0	100.0	100.0
Mining and Quarrying	0.0	100.0	100.0
Manufacturing	34.2	65.8	100.0
Electricity, Gas & Water	0.0	100.0	100.0
Construction	28.7	71.3	100.0
Wholesale and Retail Trade, Repair of motor vehicles	27.0	73.0	100.0
Hotels and Restaurants	60.1	39.9	100.0
Transport, Storage and Communication	22.1	77.9	100.0
Financial Intermediation	35.2	64.8	100.0
Real Estate, Renting and Business Activities	0.0	100.0	100.0
Public Administration, Defence & Social Security	33.4	66.6	100.0
Education	51.2	48.8	100.0
Health and Social Work	64.8	35.2	100.0
Other Community, Social & Personal Services	43.7	56.3	100.0
Private Households with employed persons	94.8	5.2	100.0
Not recorded	0.0	100.0	100.0
Total	**49.0**	**51.0**	**100.0**

Table 7.10: Distribution of the employed persons with more than one job by age group and sex

Age group	Sex		
	Female	Male	Total
(Number)			
20-24	453	205	658
25-29	892	458	1,350
30-34	981	545	1,526
35-39	582	1,332	1,914
40-44	786	331	1,117
45-49	349	953	1,302
50-54	411	405	816
55-59	205	452	657
60-64	0	165	165
Total	**4,660**	**4,845**	**9,505**
(Percent)			
20-24	68.8	31.2	100.0
25-29	66.1	33.9	100.0
30-34	64.3	35.7	100.0
35-39	30.4	69.6	100.0
40-44	70.4	29.6	100.0
45-49	26.8	73.2	100.0
50-54	50.4	49.6	100.0
55-59	31.2	68.8	100.0
60-64	0.0	100.0	100.0
Total	49.0	51.0	100.0

Main Conclusions And Policy Recommendations

1. The NLFS 2008 recorded a total population of 1,789,933, of which 940,844 are females and 849,089 are males. About 64.9 percent of the Namibian population resides in rural areas. The regional distribution shows that Khomas is the most highly populated region accounting for 15.9 percent of the total population. This calls for a concerted effort by all stakeholders in regional development to identify and/or introduce more developmental programmes in rural areas in order to curb the problem of rural-urban migration.

2. Employment in Namibia is unevenly distributed across regions, area and by sex. The employment to population ratio varies from a low of 11.9 percent in Omusati region to a high of 57.8 percent in Erongo region. This call for special programs like the establishment of regional development funds to provide support and facilitate entrepreneurial activities in disadvantaged regions. The survey findings also revealed that the employment to population ratio is higher in urban areas (51.9 percent) than in rural areas (22.2 percent). Males have a higher (41.6 percent) employment to population ratio than females (28.5 percent).

3. Agriculture continues to be the main source of employment accounting for 15.9 percent of the total employment in Namibia.

4. Occupational distribution reflects a good deal of variability across different industrial categories. The employment composition in Agriculture is dominated by skilled agricultural workers, while Private households with employed persons have a high intake of elementary occupations. Wholesale and retail trade, repair of motor vehicles has a high number of services, shops and market sales workers. Professionals dominate education and health and social work sectors.

5. The unemployment situation in Namibia has not improved but rather continues to deteriorate over the years. The NLFS 2008 estimated a higher unemployment rate of 51.2 percent (broad definition) and is reduced to 37.6 percent when the strict definition is used. This is a clear indication that the country's economic and employment policies have not been sufficiently employment friendly to make a dent in the rate of unemployment. This calls for all social partners to join forces to assess past policies and devise more effective policies for job creation.

6. The unemployment rate is higher in rural areas (64.9 percent) than in urban areas (36.4 percent). Regional disparities are wide, with the two northern regions of Omusati and Ohangwena being the worst affected with high unemployment rate of (78.6 percent and 76.4 percent) respectively. There is a need for the establishment of regional economic development planning services, which are intended to help communities develop the local economy and generate new employment and investment by identifying and marketing regional resources, potential areas of development, and opportunities to potential investors. Such services could help to ensure the links between training provision and the development plans of the local economy through the development of local partnership.

7. The rate of unemployment is higher among the youth with an average rate of above 60 percent. The reason could be attributed to their low educational qualification and lack of marketable skills and job experience. This situation calls for an urgent government intervention. Special emphasis should be given to entrepreneurial skills training in order to encourage the youth to start their own income-generating projects. Relaxation of admission requirements to vocational training institutions is also necessary to absorb the increasing number of the unemployed youth. It should also be a priority to carefully assess curriculums in connection with an assessment of likely labor demand, and to link the training with the skill needs of the private sector.

8. High unemployment in Namibia is compounded by its long duration. The survey findings revealed that 72.2 percent of the unemployed have been without a job for 2 years or more, the majority (75.3 percent) being females as compared to (67.8 percent) males.

Appendix 1: Glossary

CHAPTER 3

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.

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

Literacy is the ability to read and write with understanding in any language. Persons who could read and not write were classified as non-literate. Similarly, persons who were able to write and not read were classified as non-literate.

The ***child dependency ratio*** is the number of children aged 0-14 years divided by the working age population (15-64), expressed as a percentage. The ***aged dependency ratio*** is the number of persons aged 65 and older divided by the working age population, expressed as a percentage. The ***overall dependency ratio*** is the sum of the child dependency ratio and the aged dependency ratio.

The ***sex ratio*** is the number of males divided by the number of females, expressed as a percentage.

Educational attainment is normally defined as the highest standard, grade or years *completed*. The classification of persons into educational categories in the NLFS2008, however, is based on whether a person has *reached* a certain educational category. Thus, a person classified in the category of "primary education" has reached a certain grade within this category but has not necessarily completed primary education.

Types of housing unit

A ***housing unit*** is a separate and independent living premise for a household.

A ***detached house*** is a house on its own and is not attached to any other house.

A ***semi-detached house/townhouse*** is a house which is attached to another house or even other houses. Such a house has its own facilities and a separate entrance.

An ***apartment/flat*** is a self-contained living premise in a building with, usually, two or more floors. The living premises usually have a common entranceway or stairway.

A ***guest flat*** is a self-contained separate living premise, usually an outhouse of a detached house.

A ***part commercial/industrial*** house is a housing unit part of which is used for commercial or industrial purposes. Examples include housing units part of which is used as a bottle store, a supermarket, or a workshop.

A ***mobile home (caravan, tent)*** is any type of a housing unit which can be transported, i.e. it is not fixed permanently on the ground.

A ***single quarter*** is a housing unit consisting of a room or a set of rooms with shared toilet and kitchen facilities.

A ***traditional dwelling*** is a housing unit constructed in the various traditional styles. It can be a hut or a group of huts with or without walls, with sticks, poles, with or without thatch or grass. The ongandas fall under this category.

An ***improvised housing unit (shack)*** is one built with waste materials like cardboards, plastic sheets, sacking, flattened empty tins and other materials. It is generally considered unfit for human habitation.

Other housing units are those which cannot be classified into any of the above categories.

Types of housing tenure

Rented (not tied to the job): The tenure status is independent of any household member's job.

Owner occupied (with mortgage): The dwelling unit is owned by one of the household members who is still paying mortgage on it.

Owner occupied unit (without mortgage): The house is entirely owned by one of the household members and is occupied free of rent.

Rent-free (not owner occupied): The dwelling unit is not entirely owned by any of the household members and is occupied free of rent.

Provided by employer (public) with pay: The dwelling unit is provided by the Government to one of the household members, even though some rent is paid.

Provided by employer (public) without pay: The dwelling unit is provided by the Government to one of the household members, free of charge.

Provided by employer (private) with pay: The dwelling unit is provided by a private employer to one of the household members, even though some rent is paid.

Provided by employer (private) without pay: The dwelling unit is provided by a private employer to one of the household members, free of charge.

Other: Type of tenure which cannot be classified into any of the above categories.

CHAPTER 4

Type of ***activity*** referred to the economic activity status of the respondents during the reference period. A person was regarded as having worked if he/she worked even for one hour for pay, profit or family gain during that period. Students who, while studying, were at the same time engage in any paid, self-employment or any economic activity were considered as having worked.

The following are the definitions of the various categories of economic activity status used:

(i) ***Worked:*** This referred to all persons aged 10 years and over who were engaged in paid or self employment or who worked for family gain.

(ii) ***Did not work but had job or business***: This category referred to persons who had worked in their present jobs, but who were temporarily not at work during the reference period due to sickness, vacation, drought, unpaid leave, mechanical or electrical breakdown at work place, or reduction in economic activity, etc., provided they had assurance to return to work after the short absence. Farmers and farm workers who were not working because of drought were also classified under this category.

(iii) ***Unemployed:*** This category refers to those persons aged 15 years and above who meet the three criteria as spelt out by international statistical standards, which are, (i) being without work (ii) being available for work, (iii) seeking or not seeking work.

(iv) ***Students:*** This category referred to persons who were attending school during the reference period and were not engaged in any paid or self-employment and were also not available for work.

(v) ***Homemakers:*** This category referred to persons, male and female, who during the reference period were wholly engaged in household duties and were neither engaged in any form of paid or self-employment nor worked for family gain, and who were also not available for work.

(vi) ***Income recipients***: This category referred to persons who were not in any paid or self-employment during the reference period but who received income from rents and investments.

(vii) ***Disabled***: Persons who were not in any paid or self-employment and were also not available for work because of their disability or handicap were classified under this category. However, disabled persons

who were in paid or self-employment were classified as worked. Similarly disabled persons who were looking for work or available for work were classified as unemployed (worked before) or unemployed (first time job seeker) as applicable.

(viii) ***Retired/old age****:* This category referred to persons who were retired or pensioned and were not in any form of paid or self-employment or available for work. This category also included persons who were not working because of old age. Retired persons who were engaged in any form of paid or self-employment were classified as worked.

(ix) ***Other****:* All other persons engaged in activities not classified in the above mentioned were classified in this category e.g., prisoners, etc.

The labour force framework

(Currently) Employed persons are those aged 15 years or more who worked for pay, profit or family gain for at least one hour during a seven-day period before the interview or who did not work during that period but had a job or business to go back to.

(Currently) Unemployed persons are those aged 15 years or more, during the seven-day period before the interview, did not work and had no job or business to go back to, but who were available for work.

The ***labour force*** equals the number of employed plus the number of unemployed

The (current) ***labour force participation rate, or economic activity rate,*** is the percentage of persons that are (currently) economically active out of all persons aged 15 years and above (the working age population).

The ***unemployment rate*** is the percentage of unemployed persons in the labour force.

CHAPTER 5

Employment to population ratio is employment as a percentage of the working age population, i.e. those aged 15 years or more.

Employer refers to a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more paid employees.

Employee refers to a person who works for a public or private employer and receives remuneration in wages, salary, commission, piece rates, or pay in kind.

Industry refers to the type of activity carried out, goods produced, services provided or business carried out at the work place where respondents worked (if worked) or previously worked (if unemployed), during the reference period.

Occupation refers to the kind of work done and the main duties performed at the respondent.

Own account worker refers to a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires no paid employees.

Status in employment refers to the status of those who were working or had jobs but did not work during the reference period in relation to their employment, i.e. whether they were working as an employer, own account worker, employee or unpaid family worker etc.

Unpaid family worker refers to a person who works without pay in an economic enterprise operated by a related member of the same household (including peasant farmers).

CHAPTER 6

According to the ***broad* or *expanded*** definition of ***unemployment***, the unemployed are those persons aged 15 years or more who, during the seven-day period before the interview, did not work and had no job or business to go back to, but were available for work. The ***strict or narrow*** definition requires further that these persons actively look for work to be considered unemployed.

***Unemployed (first time job seekers*)**: persons who had never worked before and were actively looking for work for the first time or were available for work if offered jobs, were classified under this category.

***Unemployed (worked before*)**: Persons who were not in any form of paid or self-employment during the referenced period, but who had worked before and were actively looking for work or were available for work if offered jobs.

Youth unemployment refers to the unemployment of those aged between 15 and 34 years.

CHAPTER 7

According to the most recent *proposals* concerning the measurement of underemployment, ***underemployment*** *exists when a person's employment is inadequate in relation to specified norms or a possible alternative employment, account being taken of the person's willingness and abilities to perform it* (ILO, 1997, p. 5).

Visibly underemployed persons comprise all employed persons, as defined above, who worked less than the normal duration of work (35-40 hours per week in all jobs held) and were willing to take up additional employment (irrespective of whether they were actively looking for additional work or not).

App. Table 1: Activity Status of the Population (15 years or more) by age and sex

Age	Sex	Economically Active			Economically Inactive	Total working age popul. (15 years and more)
		Employed	Unempl. (Strict)	Labour Force		
15-19	B	8661	17864	26525	172,462	198987
	F	2865	8469	11334	89,243	100577
	M	5796	9395	15191	83,219	98410
20-24	B	41317	53872	95189	39,844	135033
	F	18136	28448	46584	21,398	67982
	M	23181	25424	48605	18,446	67051
25-29	B	57602	43907	101509	15,900	117409
	F	25544	25423	50966	9,418	60384
	M	32059	18484	50543	6,482	57025
30-34	B	54145	28695	82840	11,770	94610
	F	22727	16777	39504	8,292	47796
	M	31418	11918	43336	3,478	46814
35-39	B	51650	22721	74371	9,913	84284
	F	24312	15029	39341	7,423	46764
	M	27338	7693	35031	2,490	37521
40-44	B	40679	12645	53324	10,543	63867
	F	19894	6718	26612	8,224	34837
	M	20785	5927	26712	2,318	29031
45-49	B	30843	8769	39612	12,413	52025
	F	13437	3941	17378	9,693	27071
	M	17406	4828	22234	2,720	24954
50-54	B	22324	5009	27333	11,459	38791
	F	9666	2619	12285	9,238	21524
	M	12657	2390	15047	2,221	17268
55-59	B	14172	3918	18091	16,265	34355
	F	5441	1493	6934	11,864	18797
	M	8731	2426	11157	4,401	15558
60-64	B	4490	984	5474	31,060	36533
	F	1257	402	1658	21,873	23531
	M	3233	582	3815	9,187	13002
65+	B	4964	651	5615	95,135	100750
	F	1756	282	2038	58,379	60417
	M	3208	369	3577	36,757	40333
Not reported	B	166	164	331	0	331
	F	64	0	64	0	64
	M	103	164	267	0	267
Don't know	B	430	371	800	1,411	2212
	F	252	191	443	866	1310
	M	177	180	357	545	902
Urban	**B**	**208,075**	**91,960**	**300,035**	**103,008**	**403,043**
	F	93,678	52,081	145,760	56,740	202,500
	M	114,397	39,878	154,275	46,268	200,543
Rural	**B**	**123,369**	**107,610**	**230,979**	**325,165**	**556,144**
	F	51,672	57,710	109,382	199,169	308,551
	M	71,696	49,900	121,596	125,996	247,593
Namibia	**B**	**331,444**	**199,570**	**531,013**	**428,173**	**959,187**
	F	**145,351**	**109,791**	**255,142**	**255,909**	**511,051**
	M	**186,093**	**89,778**	**275,871**	**172,264**	**448,135**

App. Table 2 Activity status of the population (15 years and more) by region and sex.

Region	Sex	Economically Active Population				Total working age popul. (15 years and more)
		Employed	Unempl (Strict)	Labour Force	Economically Inactive	
Caprivi	B	9,044	8,704	17,747	17,449	35,196
	F	3,902	4,709	8,611	10,517	19,127
	M	5,142	3,995	9,137	6,932	16,069
Erongo	B	36,167	13,917	50,083	12,457	62,540
	F	15,458	8,057	23,515	6,930	30,445
	M	20,709	5,859	26,568	5,526	32,095
Hardap	B	16,055	6,215	22,270	14,197	36,467
	F	6,728	3,296	10,024	8,787	18,811
	M	9,327	2,920	12,246	5,410	17,656
Karas	B	21,940	8,212	30,152	10,274	40,426
	F	9,343	4,149	13,491	5,350	18,842
	M	12,597	4,063	16,660	4,924	21,584
Kavango	B	21,117	21,046	42,162	51,003	93,165
	F	10,216	10,705	20,921	29,945	50,866
	M	10,900	10,341	21,242	21,058	42,299
Khomas	B	105,061	41,866	146,926	48,752	195,678
	F	45,844	21,694	67,537	26,913	94,451
	M	59,217	20,172	79,389	21,839	101,227
Kunene	B	13,323	8,108	21,431	9,482	30,913
	F	5,360	4,651	10,011	5,444	15,455
	M	7,962	3,458	11,420	4,038	15,458
Ohangwena	B	10,966	17,174	28,140	86,861	115,001
	F	6,030	8,657	14,687	54,659	69,346
	M	4,936	8,517	13,453	32,202	45,656
Omaheke	B	13,884	10,595	24,479	7,182	31,661
	F	5,876	5,905	11,782	4,158	15,939
	M	8,008	4,690	12,697	3,024	15,722
Omusati	B	12,126	19,794	31,920	69,641	101,561
	F	5,940	11,236	17,176	41,692	58,869
	M	6,186	8,558	14,744	27,949	42,692
Oshana	B	26,011	15,141	41,152	36,469	77,620
	F	15,764	8,534	24,297	21,179	45,477
	M	10,247	6,607	16,855	15,289	32,144
Oshikoto	B	14,799	15,180	29,979	46,528	76,508
	F	6,494	8,914	15,409	28,407	43,816
	M	8,305	6,266	14,571	18,121	32,692
Otjozondjupa	B	30,953	13,618	44,571	17,880	62,450
	F	8,396	9,284	17,680	11,928	29,608
	M	22,557	4,333	26,890	5,952	32,842
Urban	**B**	**208,075**	**91,960**	**300,035**	**103,008**	**403,043**
	F	93,678	52,081	145,760	56,740	202,500
	M	114,397	39,878	154,275	46,268	200,543
Rural	**B**	**123,369**	**107,610**	**230,979**	**325,165**	**556,144**
	F	51,672	57,710	109,382	199,169	308,551
	M	71,696	49,900	121,596	125,996	247,593
Namibia	**B**	**331,444**	**199,570**	**531,013**	**428,173**	**959,187**
	F	**145,351**	**109,791**	**255,142**	**255,909**	**511,051**
	M	**186,093**	**89,778**	**275,871**	**172,264**	**448,135**

App. Table 3: Distribution of the employed population by region, area, sex and age group

Region	Sex	Age group													Total
		15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Not reported	Don't know	
	F	168	294	493	716	659	663	606	82	221	0	0	0	0	3,902
	M	138	561	687	814	803	607	565	210	276	133	349	0	0	5,142
Caprivi	**B**	**306**	**854**	**1,181**	**1,531**	**1,462**	**1,269**	**1,171**	**292**	**497**	**133**	**349**	**0**	**0**	**9,044**
	F	421	1,368	2,982	2,379	2,612	2,199	1,745	949	350	270	0	64	118	15,458
	M	339	2,397	3,760	3,946	2,901	2,692	1,816	1,288	835	275	233	103	125	20,709
Erongo	**B**	**760**	**3,765**	**6,742**	**6,325**	**5,514**	**4,891**	**3,561**	**2,237**	**1,185**	**545**	**233**	**166**	**242**	**36,167**
	F	157	870	1,099	844	1,279	807	515	391	585	140	42	0	0	6,728
	M	695	983	1,145	945	975	1,023	828	1,348	646	354	387	0	0	9,327
Hardap	**B**	**852**	**1,853**	**2,244**	**1,789**	**2,253**	**1,830**	**1,342**	**1,739**	**1,230**	**493**	**429**	**0**	**0**	**16,055**
	F	186	1,243	1,757	1,238	1,349	1,596	773	675	526	0	0	0	0	9,343
	M	460	1,428	1,763	1,593	2,957	961	1,604	1,126	538	84	83	0	0	12,597
Karas	**B**	**646**	**2,670**	**3,520**	**2,831**	**4,306**	**2,557**	**2,377**	**1,801**	**1,065**	**84**	**83**	**0**	**0**	**21,940**
	F	0	1,027	2,356	1,294	1,268	1,597	829	724	180	188	618	0	135	10,216
	M	442	1,251	1,721	1,950	1,608	830	980	1,120	171	415	413	0	0	10,900
Kavango	**B**	**442**	**2,277**	**4,078**	**3,244**	**2,876**	**2,427**	**1,809**	**1,844**	**351**	**603**	**1,032**	**0**	**135**	**21,117**
	F	789	6,548	8,323	6,552	8,153	6,099	3,443	3,448	1,973	330	187	0	0	45,844
	M	1,104	6,682	11,492	10,155	9,635	7,047	4,572	3,668	3,291	595	975	0	0	59,217
Khomas	**B**	**1,893**	**13,229**	**19,815**	**16,707**	**17,788**	**13,145**	**8,015**	**7,116**	**5,265**	**925**	**1,162**	**0**	**0**	**105,061**
	F	115	572	731	1,125	616	1,071	530	448	115	37	0	0	0	5,360
	M	399	1,149	1,203	1,843	707	745	836	397	631	0	0	0	53	7,962
Kunene	**B**	**513**	**1,721**	**1,934**	**2,968**	**1,323**	**1,816**	**1,367**	**845**	**746**	**37**	**0**	**0**	**53**	**13,323**
	F	75	353	789	1,531	1,220	582	665	399	240	176	0	0	0	6,030
	M	43	453	806	857	939	908	401	216	38	100	176	0	0	4,936
Ohangwena	**B**	**118**	**806**	**1,595**	**2,388**	**2,158**	**1,490**	**1,065**	**615**	**279**	**275**	**176**	**0**	**0**	**10,966**
	F	137	592	898	1,330	829	699	552	545	134	0	162	0	0	5,876
	M	171	604	972	1,272	1,164	1,230	990	756	518	242	89	0	0	8,008
Omaheke	**B**	**308**	**1,196**	**1,870**	**2,602**	**1,993**	**1,929**	**1,542**	**1,301**	**652**	**242**	**251**	**0**	**0**	**13,884**
	F	247	1,070	753	745	1,140	722	796	83	108	0	275	0	0	5,940
	M	574	1,707	524	1,006	356	484	636	396	294	68	141	0	0	6,186
Omusati	**B**	**822**	**2,778**	**1,276**	**1,751**	**1,496**	**1,206**	**1,431**	**479**	**403**	**68**	**416**	**0**	**0**	**12,126**
	F	192	1,978	3,417	2,249	2,966	1,932	1,598	663	498	86	183	0	0	15,764
	M	117	1,425	2,113	1,955	1,614	1,142	993	305	356	186	39	0	0	10,247
Oshana	**B**	**309**	**3,403**	**5,531**	**4,205**	**4,580**	**3,075**	**2,592**	**968**	**854**	**273**	**222**	**0**	**0**	**26,011**
	F	171	1,087	620	1,218	828	880	634	461	375	29	192	0	0	6,494
	M	406	1,663	1,423	1,196	616	1,164	798	389	370	220	61	0	0	8,305
Oshikoto	**B**	**577**	**2,750**	**2,042**	**2,414**	**1,444**	**2,044**	**1,432**	**849**	**745**	**250**	**252**	**0**	**0**	**14,799**
	F	207	1,135	1,325	1,505	1,394	1,047	752	797	136	0	97	0	0	8,396
	M	908	2,878	4,450	3,885	3,063	1,953	2,388	1,441	765	562	263	0	0	22,557
Otjozondjupa	**B**	**1,115**	**4,013**	**5,775**	**5,390**	**4,457**	**3,000**	**3,140**	**2,238**	**901**	**562**	**361**	**0**	**0**	**30,953**
	F	1,139	6,293	8,467	7,926	8,133	7,408	5,481	3,100	2,061	371	1,294	0	0	51,672
	M	3,309	10,622	10,836	10,614	8,543	7,119	6,835	6,079	3,728	2,066	1,892	0	53	71,696
Rural	**B**	**4,448**	**16,915**	**19,303**	**18,540**	**16,676**	**14,527**	**12,316**	**9,179**	**5,789**	**2,437**	**3,186**	**0**	**53**	**123,369**
	F	1,726	11,843	17,076	14,801	16,179	12,487	7,956	6,566	3,380	886	462	64	252	93,678
	M	2,487	12,559	21,223	20,804	18,795	13,666	10,571	6,579	5,003	1,167	1,316	103	125	114,397
Urban	**B**	**4,213**	**24,402**	**38,299**	**35,605**	**34,974**	**26,153**	**18,527**	**13,145**	**8,383**	**2,053**	**1,778**	**166**	**377**	**208,075**
	F	2,865	18,136	25,544	22,727	24,312	19,894	13,437	9,666	5,441	1,257	1,756	64	252	145,351
	M	5,796	23,181	32,059	31,418	27,338	20,785	17,406	12,657	8,731	3,233	3,208	103	177	186,093
Namibia	**B**	**8,661**	**41,317**	**57,602**	**54,145**	**51,650**	**40,679**	**30,843**	**22,324**	**14,172**	**4,490**	**4,964**	**166**	**430**	**331,444**

App. Table 4: Employed persons (15 yrs & more) by industry, employment status, occupation, area and sex

	Rural			Urban			Namibia		
Industry	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	10,008	37,208	47,216	1,645	3,927	5,572	11,652	41,135	52,788
Fishing	124	676	800	127	391	518	251	1,067	1,318
Mining and Quarrying	237	1,392	1,629	1,435	5,830	7,265	1,672	7,222	8,894
Manufacturing	1,363	1,464	2,827	7,062	11,072	18,133	8,425	12,536	20,961
Electricity, Gas & Water	465	984	1,449	597	3,338	3,936	1,062	4,322	5,384
Construction	917	6,012	6,928	1,135	15,252	16,388	2,052	21,264	23,316
Wholesale and Retail Trade, Repair of motor vehicles	10,117	4,355	14,472	16,054	19,638	35,691	26,170	23,993	50,163
Hotels and Restaurants	2,240	1,723	3,963	4,876	2,477	7,354	7,117	4,200	11,317
Transport, Storage and Communication	439	1,051	1,490	2,572	11,535	14,107	3,012	12,586	15,598
Financial Intermediation	394	278	672	4,898	3,268	8,166	5,292	3,547	8,838
Real Estate, Renting and Business Activities	1,155	995	2,150	6,416	6,184	12,600	7,571	7,179	14,751
Public Administration, Defence & Social Security	1,865	4,241	6,106	7,158	14,450	21,608	9,024	18,690	27,714
Education	11,841	5,378	17,219	7,796	3,498	11,293	19,637	8,875	28,512
Health and Social Work	2,128	2,034	4,162	6,659	3,119	9,777	8,787	5,153	13,940
Other Community, Social & Personal Services	930	810	1,740	4,275	5,381	9,656	5,204	6,192	11,396
Private Households with employed persons	7,448	2,899	10,348	20,751	4,872	25,623	28,200	7,771	35,971
Extra-territorial Organizations & Bodies	0	73	73	0	0	0	0	73	73
Not recorded	0	124	124	222	165	387	222	288	511
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
Employment status									
Subsistence/communal farmer(with paid employees)	931	3,081	4,012	75	454	529	1,006	3,535	4,541
Subsistence/communal farmer (without paid employees)	3,101	3,397	6,498	195	131	326	3,296	3,528	6,824
Other employer(with paid employees)	769	1,690	2,459	2,327	6,178	8,506	3,097	7,868	10,965
Other own account worker(without paid employees)	9,040	7,120	16,160	9,856	8,386	18,242	18,896	15,506	34,402
Employee	37,287	55,737	93,024	79,370	97,208	176,578	116,658	152,945	269,602
Unpaid family worker(Subsistence/communal)	207	298	505	1,322	1,384	2,706	1,529	1,682	3,211
Other unpaid family worker	135	97	232	33	82	114	167	179	346
Others	202	35	237	198	385	583	400	420	820
Not reported	0	241	241	302	189	491	302	430	732
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
Occupation									
Legislators, senior officials & managers	2,540	1,679	4,218	4,933	7,710	12,643	7,473	9,388	16,861
Professionals	7,140	4,703	11,843	9,733	7,115	16,848	16,874	11,818	28,692
Technicians & Associate professionals	3,381	2,364	5,746	8,127	7,765	15,893	11,509	10,130	21,639
Clerks	2,060	857	2,917	13,823	6,137	19,960	15,884	6,994	22,877
Services, shops & market sales workers	11,313	6,966	18,278	22,767	20,099	42,866	34,080	27,064	61,144
Skilled agricultural & fishery workers	5,801	18,919	24,720	1,134	3,331	4,465	6,935	22,250	29,185
Craft & Trade workers	4,277	11,377	15,654	4,647	32,316	36,962	8,924	43,693	52,617
Plant & Machine operators & Assemblers	212	3,600	3,812	858	13,370	14,228	1,071	16,970	18,040
Elementary occupations	14,880	20,850	35,730	27,364	14,477	41,841	42,244	35,326	77,571
Armed forces	67	259	326	165	1,944	2,109	232	2,203	2,435
Not recorded	0	124	124	126	134	259	126	257	383
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**

App. Table 5: Percentage of the employed persons registered with SSC by industry, area and sex

Industry	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
No. of employed persons registered with SSC									
Agriculture	1,738	9,994	11,732	601	1,253	1,853	2,339	11,246	13,585
Fishing	0	149	149	127	237	364	127	386	513
Mining and Quarrying	65	440	506	1,161	4,833	5,994	1,226	5,274	6,500
Manufacturing	142	293	435	4,815	7,434	12,249	4,957	7,728	12,684
Electricity, Gas & Water	0	436	436	389	2,604	2,993	389	3,040	3,429
Construction	235	831	1,066	503	4,058	4,562	738	4,889	5,627
Wholesale and Retail Trade, Repair of motor vehicles	1,098	519	1,616	5,717	8,971	14,688	6,815	9,489	16,304
Hotels and Restaurants	1,356	981	2,337	1,876	901	2,777	3,232	1,882	5,114
Transport, Storage and Communication	389	481	871	2,114	5,788	7,903	2,504	6,270	8,773
Financial Intermediation	176	111	287	4,545	2,426	6,971	4,721	2,537	7,258
Real Estate, Renting and Business Activities	0	494	494	3,268	3,424	6,692	3,268	3,918	7,186
Public Administration, Defence & Social Security	1,140	3,074	4,213	6,200	11,151	17,351	7,339	14,225	21,564
Education	9,805	4,275	14,079	6,280	3,218	9,498	16,084	7,493	23,577
Health and Social Work	1,782	1,342	3,125	5,532	2,115	7,647	7,314	3,458	10,772
Other Community, Social & Personal Services	163	425	588	2,153	2,702	4,855	2,316	3,127	5,443
Private Households with employed persons	992	188	1,180	4,101	958	5,058	5,092	1,146	6,238
Not recorded	0	0	0	0	96	96	0	96	96
Total	**19,079**	**24,035**	**43,113**	**49,382**	**62,169**	**111,552**	**68,461**	**86,204**	**154,665**
No. of employed persons									
Agriculture	10,008	37,208	47,216	1,645	3,927	5,572	11,652	41,135	52,788
Fishing	124	676	800	127	391	518	251	1,067	1,318
Mining and Quarrying	237	1,392	1,629	1,435	5,830	7,265	1,672	7,222	8,894
Manufacturing	1,363	1,464	2,827	7,062	11,072	18,133	8,425	12,536	20,961
Electricity, Gas & Water	465	984	1,449	597	3,338	3,936	1,062	4,322	5,384
Construction	917	6,012	6,928	1,135	15,252	16,388	2,052	21,264	23,316
Wholesale and Retail Trade, Repair of motor vehicles	10,117	4,355	14,472	16,054	19,638	35,691	26,170	23,993	50,163
Hotels and Restaurants	2,240	1,723	3,963	4,876	2,477	7,354	7,117	4,200	11,317
Transport, Storage and Communication	439	1,051	1,490	2,572	11,535	14,107	3,012	12,586	15,598
Financial Intermediation	394	278	672	4,898	3,268	8,166	5,292	3,547	8,838
Real Estate, Renting and Business Activities	1,155	995	2,150	6,416	6,184	12,600	7,571	7,179	14,751
Public Administration, Defence & Social Security	1,865	4,241	6,106	7,158	14,450	21,608	9,024	18,690	27,714
Education	11,841	5,378	17,219	7,796	3,498	11,293	19,637	8,875	28,512
Health and Social Work	2,128	2,034	4,162	6,659	3,119	9,777	8,787	5,153	13,940
Other Community, Social & Personal Services	930	810	1,740	4,275	5,381	9,656	5,204	6,192	11,396
Private Households with employed persons	7,448	2,899	10,348	20,751	4,872	25,623	28,200	7,771	35,971
Extra-territorial Organizations & Bodies	0	73	73	0	0	0	0	73	73
Not recorded	0	124	124	222	165	387	222	288	511
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
SSC density (%)									
Agriculture	17.4	26.9	24.8	36.5	31.9	33.3	20.1	27.3	25.7
Fishing	0.0	22.0	18.6	100.0	60.6	70.3	50.8	36.1	38.9
Mining and Quarrying	27.4	31.6	31.0	80.9	82.9	82.5	73.3	73.0	73.1
Manufacturing	10.4	20.0	15.4	68.2	67.1	67.6	58.8	61.6	60.5
Electricity, Gas & Water	0.0	44.3	30.1	65.1	78.0	76.0	36.6	70.3	63.7
Construction	25.6	13.8	15.4	44.3	26.6	27.8	36.0	23.0	24.1
Wholesale and Retail Trade, Repair of motor vehicles	10.8	11.9	11.2	35.6	45.7	41.2	26.0	39.6	32.5
Hotels and Restaurants	60.5	57.0	59.0	38.5	36.4	37.8	45.4	44.8	45.2
Transport, Storage and Communication	88.6	45.8	58.4	82.2	50.2	56.0	83.1	49.8	56.2
Financial Intermediation	44.6	40.0	42.7	92.8	74.2	85.4	89.2	71.5	82.1
Real Estate, Renting and Business Activities	0.0	49.7	23.0	50.9	55.4	53.1	43.2	54.6	48.7
Public Administration, Defence & Social Security	61.1	72.5	69.0	86.6	77.2	80.3	81.3	76.1	77.8
Education	82.8	79.5	81.8	80.6	92.0	84.1	81.9	84.4	82.7
Health and Social Work	83.7	66.0	75.1	83.1	67.8	78.2	83.2	67.1	77.3
Other Community, Social & Personal Services	17.5	52.5	33.8	50.4	50.2	50.3	44.5	50.5	47.8
Private Households with employed persons	13.3	6.5	11.4	19.8	19.7	19.7	18.1	14.7	17.3
Not recorded	0.0	0.0	0.0	0.0	58.5	24.9	0.0	33.4	18.9
Total	**36.9**	**33.5**	**34.9**	**52.7**	**54.3**	**53.6**	**47.1**	**46.3**	**46.7**

App. Table 6: Percentage of the Employed persons registered with SSC over all employed persons by employment status, area and sex

Employment status	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employed persons registered with SSC									
Subsistence/communal farmer(with paid employees)	0	54	54	10	0	10	10	54	63
Subsistence/communal farmer (without paid employees)	0	0	0	0	0	0	0	0	0
Other employer(with paid employees)	139	325	464	377	69	445	515	394	909
Other own account worker(without paid employees)	0	0	0	0	76	76	0	76	76
Employee	18,940	23,656	42,596	48,385	61,404	109,789	67,325	85,060	152,385
Unpaid family worker(Subsistence/communal)	0	0	0	530	541	1,072	530	541	1,072
Other unpaid family worker	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0
Not reported	0	0	0	80	80	160	80	80	160
Total	**19,079**	**24,035**	**43,113**	**49,382**	**62,169**	**111,552**	**68,461**	**86,204**	**154,665**
No. of employed Persons									
Subsistence/communal farmer(with paid employees)	931	3,081	4,012	75	454	529	1,006	3,535	4,541
Subsistence/communal farmer (without paid employees)	3,101	3,397	6,498	195	131	326	3,296	3,528	6,824
Other employer(with paid employees)	769	1,690	2,459	2,327	6,178	8,506	3,097	7,868	10,965
Other own account worker(without paid employees)	9,040	7,120	16,160	9,856	8,386	18,242	18,896	15,506	34,402
Employee	37,287	55,737	93,024	79,370	97,208	176,578	116,658	152,945	269,602
Unpaid family worker(Subsistence/communal)	207	298	505	1,322	1,384	2,706	1,529	1,682	3,211
Other unpaid family worker	135	97	232	33	82	114	167	179	346
Others	202	35	237	198	385	583	400	420	820
Not reported	0	241	241	302	189	491	302	430	732
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
Percentage of employed persons registered with SSC									
Subsistence/communal farmer(with paid employees)	0.0	1.7	1.3	12.9	0.0	1.8	1.0	1.5	1.4
Subsistence/communal farmer (without paid employees)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other employer(with paid employees)	18.0	19.2	18.9	16.2	1.1	5.2	16.6	5.0	8.3
Other own account worker(without paid employees)	0.0	0.0	0.0	0.0	0.9	0.4	0.0	0.5	0.2
Employee	50.8	42.4	45.8	61.0	63.2	62.2	57.7	55.6	56.5
Unpaid family worker(Subsistence/communal)	0.0	0.0	0.0	40.1	39.1	39.6	34.7	32.2	33.4
Other unpaid family worker	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Others	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not reported	0.0	0.0	0.0	26.5	42.4	32.6	26.5	18.7	21.9
Total	**36.9**	**33.5**	**34.9**	**52.7**	**54.3**	**53.6**	**47.1**	**46.3**	**46.7**

App. Table 7: Percentage of the Employed persons registered with SSC over all employed persons by occupation, area and sex

Occupation	Rural			Urban			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employed persons registered with SSC									
Legislators, senior officials & managers	159	537	696	3,132	4,366	7,498	3,291	4,903	8,194
Professionals	6,514	3,700	10,214	8,287	4,846	13,134	14,802	8,546	23,348
Technicians & Associate professionals	1,561	1,575	3,136	5,977	6,124	12,101	7,538	7,699	15,236
Clerks	1,385	598	1,982	10,377	4,711	15,088	11,762	5,308	17,070
Services, shops & market sales workers	2,185	3,369	5,554	7,590	11,283	18,874	9,775	14,653	24,428
Skilled agricultural & fishery workers	137	3,179	3,316	193	743	936	330	3,921	4,252
Craft & Trade workers	854	1,372	2,226	1,913	14,288	16,201	2,768	15,660	18,428
Plant & Machine operators & Assemblers	129	2,832	2,961	634	6,893	7,527	763	9,726	10,488
Elementary occupations	6,088	6,615	12,703	11,113	7,021	18,134	17,201	13,636	30,837
Armed forces	67	259	326	165	1,829	1,994	232	2,088	2,320
Not recorded	0	0	0	0	65	65	0	65	65
Total	**19,079**	**24,035**	**43,113**	**49,382**	**62,169**	**111,552**	**68,461**	**86,204**	**154,665**
No. of employed persons									
Legislators, senior officials & managers	2,540	1,679	4,218	4,933	7,710	12,643	7,473	9,388	16,861
Professionals	7,140	4,703	11,843	9,733	7,115	16,848	16,874	11,818	28,692
Technicians & Associate professionals	3,381	2,364	5,746	8,127	7,765	15,893	11,509	10,130	21,639
Clerks	2,060	857	2,917	13,823	6,137	19,960	15,884	6,994	22,877
Services, shops & market sales workers	11,313	6,966	18,278	22,767	20,099	42,866	34,080	27,064	61,144
Skilled agricultural & fishery workers	5,801	18,919	24,720	1,134	3,331	4,465	6,935	22,250	29,185
Craft & Trade workers	4,277	11,377	15,654	4,647	32,316	36,962	8,924	43,693	52,617
Plant & Machine operators & Assemblers	212	3,600	3,812	858	13,370	14,228	1,071	16,970	18,040
Elementary occupations	14,880	20,850	35,730	27,364	14,477	41,841	42,244	35,326	77,571
Armed forces	67	259	326	165	1,944	2,109	232	2,203	2,435
Not recorded	0	124	124	126	134	259	126	257	383
Total	**51,672**	**71,696**	**123,369**	**93,678**	**114,397**	**208,075**	**145,351**	**186,093**	**331,444**
Percentage of employed persons registered with SSC									
Legislators, senior officials & managers	6.3	32.0	16.5	63.5	56.6	59.3	44.0	52.2	48.6
Professionals	91.2	78.7	86.2	85.1	68.1	78.0	87.7	72.3	81.4
Technicians & Associate professionals	46.2	66.6	54.6	73.5	78.9	76.1	65.5	76.0	70.4
Clerks	67.2	69.7	67.9	75.1	76.8	75.6	74.1	75.9	74.6
Services, shops & market sales workers	19.3	48.4	30.4	33.3	56.1	44.0	28.7	54.1	40.0
Skilled agricultural & fishery workers	2.4	16.8	13.4	17.0	22.3	21.0	4.8	17.6	14.6
Craft & Trade workers	20.0	12.1	14.2	41.2	44.2	43.8	31.0	35.8	35.0
Plant & Machine operators & Assemblers	60.7	78.7	77.7	73.8	51.6	52.9	71.2	57.3	58.1
Elementary occupations	40.9	31.7	35.6	40.6	48.5	43.3	40.7	38.6	39.8
Armed forces	100.0	100.0	100.0	100.0	94.1	94.5	100.0	94.8	95.3
Not recorded	0.0	0.0	0.0	0.0	48.8	25.1	0.0	25.3	17.0
Total	**36.9**	**33.5**	**34.9**	**52.7**	**54.3**	**53.6**	**47.1**	**46.3**	**46.7**

App. Table 8: Educational Profile of the Unemployed by area, sex and measure of unemployment

Area	Sex	Highest level of education attained										Total
		No Education	Primary School	Junior Sec School	Senior Sec School	Education after Std 10	University 1st Degree	Post graduate Degree	Teachers' Training	Not Reported	Don't Know	
		(Broad unemployment: Looking and not looking for work combined)										
	F	14,734	48,014	54,971	14,037	451	128	32	0	1,360	0	133,726
	M	11,462	37,800	33,602	9,644	524	109	0	77	1,193	0	94,410
Rural	B	26,196	85,814	88,573	23,681	975	236	32	77	2,553	0	228,136
	F	4,312	13,992	31,860	18,202	645	630	216	192	219	0	70,268
	M	4,175	9,884	20,965	10,982	685	1,084	180	297	541	39	48,833
Urban	B	8,487	23,876	52,824	29,185	1,329	1,714	397	489	760	39	119,100
	F	**19,046**	**62,006**	**86,831**	**32,239**	**1,096**	**758**	**248**	**192**	**1,579**	**0**	**203,994**
	M	**15,637**	**47,684**	**54,567**	**20,627**	**1,208**	**1,193**	**180**	**374**	**1,734**	**39**	**143,243**
Namibia	**B**	**34,683**	**109,689**	**141,398**	**52,866**	**2,304**	**1,951**	**429**	**566**	**3,313**	**39**	**347,237**
		(Strict unemployment: Looking for work)										
	F	3,765	18,077	25,726	8,789	375	128	32	0	818	0	57,710
	M	4,980	17,495	19,524	6,312	524	109	0	77	880	0	49,900
Rural	B	8,744	35,572	45,251	15,102	898	236	32	77	1,698	0	107,610
	F	2,583	10,531	23,636	13,990	514	409	68	192	158	0	52,081
	M	3,295	7,338	18,038	9,104	619	678	143	252	411	0	39,878
Urban	B	5,878	17,869	41,674	23,094	1,134	1,086	212	444	569	0	91,960
	F	**6,348**	**28,608**	**49,362**	**22,779**	**889**	**536**	**100**	**192**	**977**	**0**	**109,791**
	M	**8,274**	**24,833**	**37,562**	**15,417**	**1,143**	**787**	**143**	**329**	**1,291**	**0**	**89,778**
Namibia	B	**14,622**	**53,441**	**86,925**	**38,195**	**2,032**	**1,323**	**244**	**521**	**2,267**	**0**	**199,570**
		(Not Looking for work)										
	F	10,969	29,739	29,245	5,248	77	0	0	0	542	0	75,819
	M	6,483	20,305	13,674	3,332	0	0	0	0	313	0	44,106
Rural	B	17,452	50,044	42,918	8,579	77	0	0	0	855	0	119,925
	F	1,729	3,461	8,169	4,048	130	222	148	0	60	0	17,967
	M	880	2,546	2,849	1,768	65	406	37	45	131	39	8,765
Urban	B	2,609	6,007	11,018	5,816	195	628	185	45	191	39	26,732
	F	**12,698**	**33,200**	**37,414**	**9,295**	**207**	**222**	**148**	**0**	**602**	**0**	**93,786**
	M	**7,363**	**22,850**	**16,522**	**5,100**	**65**	**406**	**37**	**45**	**443**	**39**	**52,871**
Namibia	**B**	**20,061**	**56,051**	**53,936**	**14,395**	**272**	**628**	**185**	**45**	**1,046**	**39**	**146,657**

App. Table 9: Rate of unemployment (broad) by educational attainment, area and sex

Educational attainment	Female			Male			Total		
	Unemp.	Labour force	Unemp. Rate	Unemp.	Labour force	Unemp. Rate	Broad Unemp.	Labour force	Unemp. Rate
	(No)		(%)	(No)		(%)	(No)		(%)
Rural									
No Education	14,734	20,423	72.1	11,462	25,658	44.7	26,196	46,081	56.8
Primary School	48,014	59,813	80.3	37,800	63,692	59.3	85,814	123,505	69.5
Junior Sec School	54,971	73,972	74.3	33,602	50,580	66.4	88,573	124,553	71.1
Senior Sec School	14,037	20,880	67.2	9,644	17,634	54.7	23,681	38,513	61.5
Education after Std 10	451	2,708	16.7	524	2,503	20.9	975	5,211	18.7
University 1st Degree	128	1,189	10.8	109	1,670	6.5	236	2,859	8.3
Post graduate Degree	32	695	4.6	0	555	0.0	32	1,250	2.6
Teachers' Training	0	3,943	0.0	77	2,241	3.4	77	6,184	1.2
Not Reported	1,360	1,777	76.5	1,193	1,574	75.8	2,553	3,351	76.2
Total	**133,726**	**185,399**	**72.1**	**94,410**	**166,106**	**56.8**	**228,136**	**351,505**	**64.9**
Urban									
No Education	4,312	7,825	55.1	4,175	11,581	36.1	8,487	19,405	43.7
Primary School	13,992	27,045	51.7	9,884	32,615	30.3	23,876	59,660	40.0
Junior Sec School	31,860	64,463	49.4	20,965	57,891	36.2	52,824	122,354	43.2
Senior Sec School	18,202	46,313	39.3	10,982	42,627	25.8	29,185	88,939	32.8
Education after Std 10	645	4,641	13.9	685	4,688	14.6	1,329	9,329	14.2
University 1st Degree	630	5,033	12.5	1,084	5,736	18.9	1,714	10,768	15.9
Post graduate Degree	216	4,134	5.2	180	4,470	4.0	397	8,604	4.6
Teachers' Training	192	3,332	5.8	297	1,842	16.1	489	5,173	9.5
Not Reported	219	1,160	18.9	541	1,743	31.0	760	2,903	26.2
Don't Know	0	0	0	39	39	100.0	39	39	100.0
Total	**70,268**	**163,946**	**42.9**	**48,833**	**163,229**	**29.9**	**119,100**	**327,175**	**36.4**
Namibia									
No Education	19,046	28,248	67.4	15,637	37,238	42.0	34,683	65,486	53.0
Primary School	62,006	86,858	71.4	47,684	96,307	49.5	109,689	183,166	59.9
Junior Sec School	86,831	138,435	62.7	54,567	108,471	50.3	141,398	246,906	57.3
Senior Sec School	32,239	67,192	48.0	20,627	60,260	34.2	52,866	127,452	41.5
Education after Std 10	1,096	7,349	14.9	1,208	7,191	16.8	2,304	14,540	15.8
University 1st Degree	758	6,221	12.2	1,193	7,405	16.1	1,951	13,627	14.3
Post graduate Degree	248	4,829	5.1	180	5,024	3.6	429	9,853	4.4
Teachers' Training	192	7,275	2.6	374	4,082	9.2	566	11,357	5.0
Not Reported	1,579	2,938	53.7	1,734	3,317	52.3	3,313	6,255	53.0
Don't Know	0	0	0.0	39	39	100.0	39	39	100.0
Total	**203,994**	**349,345**	**58.4**	**143,243**	**329,336**	**43.5**	**347,237**	**678,680**	**51.2**

App. Table 10: Rate of unemployment (broad) by age, area and sex

Age group	Female			Male			Total		
	Unemp.	Labour force	Unemp. Rate	Unemp.	Labour force	Unemp. Rate	Broad Unemp.	Labour force	Unemp. Rate
	(No)		(%)	(No)		(%)	(No)		(%)
Rural									
15-19	15,959	17,097	93.3	13,556	16,865	80.4	29,515	33,963	86.9
20-24	30,666	36,959	83	22,608	33,230	68	53,273	70,189	75.9
25-29	23,956	32,423	73.9	16,702	27,538	60.7	40,658	59,961	67.8
30-34	17,767	25,693	69.2	12,643	23,257	54.4	30,410	48,950	62.1
35-39	17,132	25,265	67.8	8,557	17,100	50	25,689	42,365	60.6
40-44	8,988	16,396	54.8	5,237	12,356	42.4	14,226	28,752	49.5
45-49	10,226	15,708	65.1	4,076	10,911	37.4	14,302	26,618	53.7
50-54	4,926	8,026	61.4	4,532	10,611	42.7	9,459	18,638	50.8
55-59	2,478	4,539	54.6	4,024	7,752	51.9	6,502	12,291	52.9
60-64	838	1,209	69.3	888	2,954	30.1	1,726	4,163	41.5
65+	422	1,715	24.6	1,004	2,896	34.7	1,425	4,611	30.9
Don't know	369	369	100.0	582	635	91.7	952	1957	48.6
Total	**133,726**	**185,399**	**72.1**	**94,410**	**166,106**	**56.8**	**228,136**	**351,505**	**64.9**
Urban									
15-19	7,560	9,285	81.4	7,191	9,678	74.3	14,751	18,963	77.8
20-24	17,579	29,422	59.7	14,526	27,085	53.6	32,105	56,507	56.8
25-29	15,727	32,803	47.9	9,363	30,587	30.6	25,091	63,390	39.6
30-34	10,172	24,973	40.7	5,474	26,278	20.8	15,646	51,251	30.5
35-39	9,665	25,844	37.4	4,635	23,430	19.8	14,300	49,274	29
40-44	3,987	16,474	24.2	3,259	16,925	19.3	7,246	33,399	21.7
45-49	2,486	10,442	23.8	2,147	12,718	16.9	4,632	23,159	20
50-54	1,541	8,107	19	1,037	7,615	13.6	2,578	15,722	16.4
55-59	1,023	4,403	23.2	492	5,495	9	1,514	9,897	15.3
60-64	226	1,111	20.3	404	1,571	25.7	630	2,683	23.5
65+	235	697	33.7	204	1,520	13.4	439	2,217	19.8
Don't know	69	385	17.9	101	328	30.8	170	883	19.3
Total	**70,268**	**163,946**	**42.9**	**48,833**	**163,229**	**29.9**	**119,100**	**327,175**	**36.4**
Namibia									
15-19	23,518	26,383	89.1	20,747	26,543	78.2	44,265	52,926	83.6
20-24	48,244	66,381	72.7	37,134	60,315	61.6	85,378	126,695	67.4
25-29	39,683	65,227	60.8	26,066	58,125	44.8	65,749	123,351	53.3
30-34	27,939	50,666	55.1	18,117	49,535	36.6	46,056	100,201	46
35-39	26,797	51,109	52.4	13,192	40,530	32.5	39,989	91,639	43.6
40-44	12,975	32,869	39.5	8,496	29,282	29	21,472	62,151	34.5
45-49	12,712	26,149	48.6	6,223	23,628	26.3	18,934	49,778	38
50-54	6,467	16,133	40.1	5,569	18,227	30.6	12,036	34,360	35
55-59	3,501	8,942	39.2	4,516	13,247	34.1	8,016	22,188	36.1
60-64	1,063	2,320	45.8	1,292	4,525	28.6	2,356	6,845	34.4
65+	656	2,413	27.2	1,208	4,416	27.4	1,864	6,828	27.3
Don't know	438	754	58.1	683	964	70.9	1121	2839	39.5
Total	**203,994**	**349,345**	**58.4**	**143,243**	**329,336**	**43.5**	**347,237**	**678,680**	**51.2**

pp. Table 11: Rate of unemployment (Strict) by age, area and sex

Urban									
Age group	Female			Male			Total		
	Labour Force	unempl	Unemp. rate	unempl	Labour Force	Unemp. rate	unempl	Labour Force	Unemp. rate
15-19	5,760	4,034	70.0	4,529	7,016	64.6	8,563	12,776	67.0
20-24	24,979	13,136	52.6	12,618	25,177	50.1	25,754	50,156	51.3
25-29	30,518	13,442	44.0	8,280	29,503	28.1	21,722	60,021	36.2
30-34	22,688	7,886	34.8	4,653	25,456	18.3	12,539	48,144	26.0
35-39	23,643	7,464	31.6	3,472	22,267	15.6	10,936	45,910	23.8
40-44	15,360	2,874	18.7	2,940	16,606	17.7	5,814	31,967	18.2
45-49	9,447	1,491	15.8	1,829	12,400	14.8	3,320	21,847	15.2
50-54	7,591	1,025	13.5	808	7,386	10.9	1,833	14,978	12.2
55-59	3,941	561	14.2	387	5,390	7.2	948	9,331	10.2
60-64	960	74	7.7	261	1,428	18.3	335	2,388	14.0
65+	556	94	16.8	0	1,316	0.0	94	1,872	5.0
Don't know	316	0	0.0	101	328	30.8	101	644	15.7
Total	**145,760**	**52,081**	**35.7**	**39,878**	**154,275**	**25.8**	**91,960**	**300,035**	**30.6**
Rural									
Age group	Female			Male			Total		
	Unemp.	Labour force	Unemp. rate	Unemp.	Labour force	Unemp. rate	Unemp.	Labour force	Unemp. rate
15-19	4,435	5,574	79.6	4,866	8,175	59.5	9,301	13,749	67.6
20-24	15,312	21,605	70.9	12,806	23,428	54.7	28,118	45,033	62.4
25-29	11,981	20,448	58.6	10,203	21,039	48.5	22,185	41,488	53.5
30-34	8,891	16,816	52.9	7,265	17,879	40.6	16,156	34,695	46.6
35-39	7,565	15,697	48.2	4,221	12,764	33.1	11,785	28,461	41.4
40-44	3,844	11,252	34.2	2,987	10,106	29.6	6,831	21,358	32.0
45-49	2,450	7,931	30.9	2,999	9,834	30.5	5,449	17,765	30.7
50-54	1,594	4,694	34.0	1,582	7,661	20.7	3,176	12,355	25.7
55-59	932	2,993	31.1	2,039	5,767	35.4	2,970	8,759	33.9
60-64	328	698	46.9	321	2,387	13.5	649	3,086	21.0
65+	188	1,482	12.7	369	2,261	16.3	557	3,743	14.9
Don't know	191	191	100.0	243	296	82.1	434	487	89.1
Total	**57,710**	**109,382**	**52.8**	**49,900**	**121,596**	**41.0**	**107,610**	**230,979**	**46.6**
Namibia									
Age group	Female			Male			Total		
	Labour Force	unempl	Unemp. rate	unempl	Labour Force	Unemp. rate	unempl	Labour Force	Unemp. rate
15-19	11,334	8,469	74.7	9,395	15,191	61.8	17,864	26,525	67.3
20-24	46,584	28,448	61.1	25,424	48,605	52.3	53,872	95,189	56.6
25-29	50,966	25,423	49.9	18,484	50,543	36.6	43,907	101,509	43.3
30-34	39,504	16,777	42.5	11,918	43,336	27.5	28,695	82,840	34.6
35-39	39,341	15,029	38.2	7,693	35,031	22.0	22,721	74,371	30.6
40-44	26,612	6,718	25.2	5,927	26,712	22.2	12,645	53,324	23.7
45-49	17,378	3,941	22.7	4,828	22,234	21.7	8,769	39,612	22.1
50-54	12,285	2,619	21.3	2,390	15,047	15.9	5,009	27,333	18.3
55-59	6,934	1,493	21.5	2,426	11,157	21.7	3,918	18,091	21.7
60-64	1,658	402	24.2	582	3,815	15.3	984	5,474	18.0
65+	2,038	282	13.8	369	3,577	10.3	651	5,615	11.6
Don't know	507	191	37.7	344	624	55.1	535	1,131	47.3
Total	**255,142**	**109,791**	**43.0**	**89,778**	**275,871**	**32.5**	**199,570**	**531,013**	**37.6**

App. Table 12: Rate of unemployment (Strict) by educational attainment, area and sex

Highest level of education attained	Female			Male			Total		
	Labour Force	Strict Unempl.	Unempl. Rate	Labour Force	Strict Unempl.	Unempl. Rate	Labour Force	Strict Unempl.	Unempl. Rate
Rural									
No Education	9,454	3,765	39.8	19,175	4,980	26.0	28,629	8,744	30.5
Primary School	29,876	18,077	60.5	43,387	17,495	40.3	73,264	35,572	48.6
Junior Sec School	44,728	25,726	57.5	36,502	19,524	53.5	81,230	45,251	55.7
Senior Sec School	15,632	8,789	56.2	14,302	6,312	44.1	29,934	15,102	50.5
Education after Std 10	2,631	375	14.2	2,503	524	20.9	5,134	898	17.5
University 1st Degree	1,189	128	10.7	1,670	109	6.5	2,859	236	8.3
Post graduate Degree	695	32	4.6	555	0	0.0	1,250	32	2.6
Teachers' Training	3,943	0	0.0	2,241	77	3.4	6,184	77	1.2
Not Reported	1,235	818	66.2	1,261	880	69.8	2,496	1,698	68.0
Total	**109,382**	**57,710**	**52.8**	**121,596**	**49,900**	**41.0**	**230,979**	**107,610**	**46.6**
Urban									
No Education	6,096	2,583	42.4	10,700	3,295	30.8	16,796	5,878	35.0
Primary School	23,584	10,531	44.7	30,070	7,338	24.4	53,654	17,869	33.3
Junior Sec School	56,240	23,636	42.0	54,964	18,038	32.8	111,203	41,674	37.5
Senior Sec School	42,100	13,990	33.2	40,748	9,104	22.3	82,848	23,094	27.9
Education after Std 10	4,511	514	11.4	4,623	619	13.4	9,134	1,134	12.4
University 1st Degree	4,811	409	8.5	5,329	678	12.7	10,140	1,086	10.7
Post graduate Degree	3,986	68	1.7	4,433	143	3.2	8,419	212	2.5
Teachers' Training	3,332	192	5.8	1,796	252	14.0	5,128	444	8.7
Not Reported	1,100	158	14.4	1,612	411	25.5	2,712	569	21.0
Total	**145,760**	**52,081**	**35.7**	**154,275**	**39,878**	**25.8**	**300,035**	**91,960**	**30.6**
Namibia									
No Education	15,550	6,348	40.8	29,875	8,274	27.7	45,425	14,622	32.2
Primary School	53,460	28,608	53.5	73,457	24,833	33.8	126,917	53,441	42.1
Junior Sec School	100,967	49,362	48.9	91,466	37,562	41.1	192,433	86,925	45.2
Senior Sec School	57,732	22,779	39.5	55,050	15,417	28.0	112,782	38,195	33.9
Education after Std 10	7,142	889	12.4	7,126	1,143	16.0	14,268	2,032	14.2
University 1st Degree	6,000	536	8.9	6,999	787	11.2	12,999	1,323	10.2
Post graduate Degree	4,681	100	2.1	4,987	143	2.9	9,668	244	2.5
Teachers' Training	7,275	192	2.6	4,037	329	8.1	11,312	521	4.6
Not Reported	2,335	977	41.8	2,874	1,291	44.9	5,209	2,267	43.5
Total	**255,142**	**109,791**	**43.0**	**275,871**	**89,778**	**32.5**	**531,013**	**199,570**	**37.6**

App. Table 13: Unemployed persons looking/not looking for work by region, area and sex

Region/Area	Unemployed persons looking/not looking for work								
	Female			Male			Total		
	Looking	Not Looking	Total	Looking	Not Looking	Total	Looking	Not Looking	Total
(No.)									
Caprivi	4,709	5,100	9,809	3,995	3,317	7,312	8,704	8,416	17,120
Erongo	8,057	2,626	10,683	5,859	984	6,843	13,917	3,610	17,527
Hardap	3,296	3,086	6,382	2,920	777	3,697	6,215	3,863	10,078
Karas	4,149	3,071	7,220	4,063	1,279	5,342	8,212	4,350	12,562
Kavango	10,705	18,279	28,984	10,341	9,724	20,065	21,046	28,003	49,049
Khomas	21,694	7,074	28,768	20,172	3,831	24,003	41,866	10,905	52,771
Kunene	4,651	3,196	7,847	3,458	2,218	5,676	8,108	5,414	13,522
Ohangwena	8,657	11,270	19,927	8,517	6,608	15,125	17,174	17,878	35,052
Omaheke	5,905	1,394	7,299	4,690	913	5,603	10,595	2,306	12,901
Omusati	11,236	14,457	25,693	8,558	10,192	18,750	19,794	24,649	44,443
Oshana	8,534	6,714	15,248	6,607	2,916	9,523	15,141	9,631	24,772
Oshikoto	8,914	10,872	19,786	6,266	6,234	12,500	15,180	17,107	32,287
Otjozondjupa	9,284	6,647	15,931	4,333	3,878	8,211	13,618	10,525	24,143
Rural	57,710	75,819	133,529	49,900	44,106	94,006	107,610	119,925	227,535
Urban	52,081	17,967	70,048	39,878	8,765	48,643	91,960	26,732	118,692
Namibia	**109,791**	**93,786**	**203,577**	**89,778**	**52,871**	**142,649**	**199,570**	**146,657**	**346,227**
(%)									
Caprivi	48.0	52.0	100.0	54.6	45.4	100.0	50.8	49.2	100.0
Erongo	75.4	24.6	100.0	85.6	14.4	100.0	79.4	20.6	100.0
Hardap	51.6	48.4	100.0	79.0	21.0	100.0	61.7	38.3	100.0
Karas	57.5	42.5	100.0	76.1	23.9	100.0	65.4	34.6	100.0
Kavango	36.9	63.1	100.0	51.5	48.5	100.0	42.9	57.1	100.0
Khomas	75.4	24.6	100.0	84.0	16.0	100.0	79.3	20.7	100.0
Kunene	59.3	40.7	100.0	60.9	39.1	100.0	60.0	40.0	100.0
Ohangwena	43.4	56.6	100.0	56.3	43.7	100.0	49.0	51.0	100.0
Omaheke	80.9	19.1	100.0	83.7	16.3	100.0	82.1	17.9	100.0
Omusati	43.7	56.3	100.0	45.6	54.4	100.0	44.5	55.5	100.0
Oshana	56.0	44.0	100.0	69.4	30.6	100.0	61.1	38.9	100.0
Oshikoto	45.1	54.9	100.0	50.1	49.9	100.0	47.0	53.0	100.0
Otjozondjupa	58.3	41.7	100.0	52.8	47.2	100.0	56.4	43.6	100.0
Rural	43.2	56.8	100.0	53.1	46.9	100.0	47.3	52.7	100.0
Urban	74.4	25.6	100.0	82.0	18.0	100.0	77.5	22.5	100.0
Namibia	**53.9**	**46.1**	**100.0**	**62.9**	**37.1**	**100.0**	**57.6**	**42.4**	**100.0**

App. Table 14: Employed persons available for and preferring to work for more hours by occupation, area and sex

Area	Sex	Occupations										Total
		Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clerks	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & Assemblers	Elementary occupations	Armed forces	
		(Number)										
	F	1,262	1,182	1,176	1,760	5,500	241	1,428	217	6,933	39	19,738
	M	1,605	1,486	1,487	1,235	5,939	886	8,486	3,865	3,915	310	29,213
Urban	**B**	**2,867**	**2,667**	**2,663**	**2,995**	**11,439**	**1,126**	**9,914**	**4,081**	**10,848**	**349**	**48,951**
	F	459	945	1,120	216	2,029	1,791	644	129	2,567	0	9,900
	M	213	1,254	778	182	1,957	3,181	3,264	538	3,990	0	15,356
Rural	**B**	**672**	**2,199**	**1,898**	**398**	**3,986**	**4,972**	**3,908**	**666**	**6,557**	**0**	**25,256**
	F	**1,721**	**2,127**	**2,295**	**1,976**	**7,529**	**2,032**	**2,073**	**345**	**9,500**	**39**	**29,638**
	M	**1,818**	**2,739**	**2,265**	**1,417**	**7,895**	**4,067**	**11,750**	**4,402**	**7,905**	**310**	**44,569**
Namibia	**B**	**3,539**	**4,866**	**4,561**	**3,393**	**15,425**	**6,098**	**13,823**	**4,748**	**17,405**	**349**	**74,207**
		(Percent)										
	F	6.4	6.0	6.0	8.9	27.9	1.2	7.2	1.1	35.1	0.2	100.0
	M	5.5	5.1	5.1	4.2	20.3	3.0	29.0	13.2	13.4	1.1	100.0
Urban	**B**	**5.9**	**5.4**	**5.4**	**6.1**	**23.4**	**2.3**	**20.3**	**8.3**	**22.2**	**0.7**	**100.0**
	F	4.6	9.5	11.3	2.2	20.5	18.1	6.5	1.3	25.9	0.0	100.0
	M	1.4	8.2	5.1	1.2	12.7	20.7	21.3	3.5	26.0	0.0	100.0
Rural	**B**	**2.7**	**8.7**	**7.5**	**1.6**	**15.8**	**19.7**	**15.5**	**2.6**	**26.0**	**0.0**	**100.0**
	F	**5.8**	**7.2**	**7.7**	**6.7**	**25.4**	**6.9**	**7.0**	**1.2**	**32.1**	**0.1**	**100.0**
	M	**4.1**	**6.1**	**5.1**	**3.2**	**17.7**	**9.1**	**26.4**	**9.9**	**17.7**	**0.7**	**100.0**
Namibia	**B**	**4.8**	**6.6**	**6.1**	**4.6**	**20.8**	**8.2**	**18.6**	**6.4**	**23.5**	**0.5**	**100.0**

A IDENTIFICATION

Region	PSU-number	R/U	Household No.	Form No	Response Category

B FOR ALL PERSONS | **C** For persons aged 6 years and above (Education) | **D** For persons aged 10 years and above *(current activity)* | **E** EMPLOYED *(Those coded 1 in D1 or D2)*

Who stayed the night of 28 September in this household? *List the name and surname of all persons who stayed the night of 28 September in this household. Usual members of household but who were travelling the entire night of 28 September and persons who spent the night of 28 September at work should be listed, if they came back on the following morning of 29 September. Enter the person who was heading the household as person number one.*	Person Number	What is (name)'s relationship to head of household? 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? *Enter age in completed years* (0 for children less than 1 year) 99 Don't know	What is (name)'s nationality? *Enter code from code list 1* ('140' if Namibia)	Does (name) receive/expect to receive any payment in the form of a grant/pension? *1 Receive 2 Expect to receive 3 No*	What is (name)'s marital status 1 Never married 2 Married with certificate 3 Married Traditional 4 Consensual Union 5 Divorced 6 Seperated 7 Widowed 9 Don't know	What is (name)'s schooling status? 1 Never attended (Go to C3) 2 At school 3 Left school 4 Distance learning 9 Don't know	If code 2 to 4 in C1: What is (name)'s highest level of education completed? *Enter code from code list 3*	Name at most three languages (name) speak best with understanding? *Enter code from code list 4*	Name at most three languages (name) can write in? *Enter code from code list 4* If none enter 00	During the last 7 days did you work for at least one hour for pay, profit, or family gain? *1 Yes 2 No* *If yes go to Section E*	If code 2 in D1: Even though you were not working did you have a job business or a holding (subsistence farming) which you will return to? *1 Yes 2 No* *If no go to D5*	If code 1 in D2: Why didn't you work during the last 7 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, specify 99 Don't Know	Were you being paid despite your absence from work during the last 7 days? *1 Yes 2 No 3 Own account worker/subsistence farmer*	If code 2 in D2: If you had been offered a job, would you have been ready to work during the last 7 days? *1 Yes 2 No* *If yes go to Section G*	If code 2 in D5: Since you were not working for pay, profit or family gain, nor ready to work, what were you doing during the last 7 days? *01 Retired 02 Old age 03 Illness/disabled 04 Homemaker 05 Student 06 Income recipient 07 Other, specify* (For all these codes, no further questions. End interview for this respondent)	How many different jobs including as self-employed person have held during the last 7 days? Enter number of jobs	For main or only Job: What kind of work did you do in your main job during the last 7 days? *Describe work done/name job title*	What were your main duties at this work? *Describe the main duties*	O/CODE	Did you work full time or part time in this job? 1 Full time 2 Part time
	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D1	D2	D3	D4	D5	D6	E1	E2	E3	E4	E5
Head of Household	1	1	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	2	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	3	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	4	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	5	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	6	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	7	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	8	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	9	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	10	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	11	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	12	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2

A IDENTIFICATION

Region	PSU-number	R/U	Household No.	Form No	Response Category

B FOR ALL PERSONS | **C** For persons aged 6 years and above (Education) | **D** For persons aged 10 years and above *(current activity)* | **E** EMPLOYED *(Those coded 1 in D1 or D2)*

	Person Number	What is (name)'s relationship to head of household?	Is (name) female or male?	How old was (name) at his/her last birthday?	What is (name)'s nationality?	Does (name) receive/expect to receive any payment in the form of a grant/pension?	What is (name)'s marital status	What is (name)'s schooling status?	If code 2 to 4 in C1: What is (name)'s highest level of education completed?	Name at most three languages (name) speak best with understanding?	Name at most three languages (name) can write in ?	During the last 7 days did you work for at least one hour for pay, profit, or family gain?	If code 2 in D1: Even though you were not working did you have a job business or a holding (subsistence farming) which you will return to?	If code 1 in D2: Why didn't you work during the last 7 days?	Were you being paid despite your absence from work during the last 7 days?	If code 2 in D2: If you had been offered a job, would you have been ready to work during the last 7 days?	If code 2 in D5: Since you were not working for pay, profit or family gain, nor ready to work, what were you doing during the last 7 days?	How many different jobs including as self-employed person have held during the last 7 days?	For main or only Job: What kind of work did you do in your main job during the last 7 days?	What were your main duties at this work?	O/CODE	Did you work full time or part time in this job?
	List the name and surname of all persons who stayed the night of 28 September in this household. *Usual members of household but who were travelling the entire night of 28 September and persons who spent the night of 28 September at work should be listed , if they came back on the following morning of 29 September* *Enter the person who was heading the household as person number one.*	1 Head 2 Spouse 3 Son/Daughter in law 4 Son/daughter 5 Grand son/ daughter 6 Father/Mother 7 Other relative 8 Other non relative 9 Don't know	1 Female 2 Male	*Enter age in completed years* *'0' for children less than 1 year* 99 Don't know	*Enter code from code list 1* *('140' if Namibia)*	*1 Receive 2 Expect to receive 3 No*	1 Never married 2 Married with certificate 3 Married Traditional 4 Consensual Union 5 Divorced 6 Seperated 7 Widowed 9 Don't know	1 Never attended *(Go to C3)* 2 At school 3 Left school 4 Distance learning 9 Don't know		*Enter code from code list 3*	*Enter code from code list 4*	If none enter 00	*Yes 2 No* *If yes go to Section E*	*1 Yes 2 No* *If no go to D5*	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, specify 99 Don't Know	*1 Yes 2 No 3 Own account worker/ subsistence farmer*	*1 Yes 2 No* *If yes go to Section G*	*01 Retired 02 Old age 03 Illness/disabled 04 Homemaker 05 Student 06 Income recipient 07 Other, specify* (For all these codes, no further questions. End interview for this respondent)	Enter number of jobs	*Describe work done/ name job title*	*Describe the main duties*		1 Full time 2 Part time
	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4	D1	D2	D3	D4	D5	D6	E1	E2	E3	E4	E5
	13	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	14	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	15	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	16	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	17	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	18	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	19	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	20	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	21	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	22	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	23	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2
	24	2 3 4 5 6 7 8 9	1 2			1 2 3	1 2 3 4 5 6 7 9	1 2 3 4 9				1 2	1 2	01 02 03 04 05 06 07 08 09 10 11 99	1 2 3	1 2	01 02 03 04 05 06 07					1 2

CONFIDENTIAL

A	IDENTIFICATION	Region	PSU-number	R/U	Household No.	Form No	Response Category

E **EMPLOYED** (who have worked the last 7 days or who had a job but did not work coded 1 in D1 or D2)

Before continuing with section E, transfer from section B column B1 actual names and person number for all coded 1 in D1 or D2	PERSON NUMBER	For main or only Job: What kind of activities are carried out at your work place? *Describe the activities*	What are the main products produced or services offered at your work place? *Describe the products produced or services offered*	I/CODE	In your main job did you 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 06 Unpaid family worker (Subsistence/Communal) 07 Other unpaid family worker 08 Other , specify 99 Don't know	If code 5 in E9: Is your place of work.....? 1. Goverment 2. Parastatal 3. A private enterprise 4. Non-profit organisation (NGO) 5 Cooperative 6. A private household 9. Don't know	If code 3 in E9: Is your business/ enterprise (or the business/ enterprise for which you work.....? 1. A corporation (joint stock company, limited liability company, etc.) 2. Unincorporated (sole ownership or ordinary partnership) 9. Don't know	How many people including yourself work in your work place? 1. 1 2. 2 - 3 3. 4 - 5 4. 6 - 10 5. 11 - 15 6. 16 -20 7. 20+	Is your place of work.....? 1. In the formal sector 2. In the informal sector 3. Private household 9. Don't know	Where is your place of work? 01 At home (no special business space) 02 Business space inside or attached to the home 03 Factory, office, shop, workshop etc independent from house 04 Farm or individual subsidiary plot 05 Homes or workplaces of clients 06 Construction sites 07 Markets, trade fairs 08 Street stall 09 No fixed location (mobile) 10 Other , specify	For second main Job (**if more than one job, E1>1**): In your second main job what kind of work did you do during the last 7 days? *Describe work done/ name job title*	What were your main duties at this work? *Describe the main duties*	O/CODE	What kind of activity was carried out at this work place during the last 7 days? *Describe the activity*	What were the main products produced or services offered at this work place during the last 7 days? *Describe the products produced or services offered*	I/CODE
	B1	E6	E7	E8	E9	E10	E11	E12	E13	E14	E15	E16	E17	E18	E19	E20
					01 02 03 04 05 06 07 08 99	1 2 3 4 5 6	1 2 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10						
					01 02 03 04 05 06 07 08 99	1 2 3 4 5 6 9	1 2 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10						
					01 02 03 04 05 06 07 08 99	1 2 3 4 5 6 9	1 2 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10						
					01 02 03 04 05 06 07 08 99	1 2 3 4 5 6 9	1 2 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10						
					01 02 03 04 05 06 07 08 99	1 2 3 4 5 6 9	1 2 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10						
					01 02 03 04 05 06 07 08 99	1 2 3 4 5 6 9	1 2 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10						
					01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 9	1 2 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10						
					01 02 03 04 05 06 07 08 99	1 2 3 4 5 6 9	1 2 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10						

CONFIDENTIAL

A	IDENTIFICATION	Region	PSU-number	R/U	Household No.	Form No	Response Category

E **EMPLOYED** (who have worked the last 7 days or who had a job but did not work coded 1 in D1 or D2)

F **HOURS WORKED** (who have worked the last 7 days or who had a job but did notwork coded 1 in D1 or D2)

Before starting with section G, transfer from section B column B1 actual names and person number for all who worked code 1 in D1 or D2	PERSON NUMBER	For second main Job (**if more than one job, E1>1**)				For the main job									For all other jobs than the main job									The interviewer fill in this columns the total hours worked		Would you have preferedto work for more hours during the last	How many hours would you have prefer-red to work during the last 7 days?	Could you have worked more hours during the last 7 days?	Did you look for addi-tional work during the last 7 days?
		Is your place of work.....? 1. Goverment 2. Parastatal 3. A private enterprise 4. Non-profit organisation (NGO) 5.A private household 6 Cooperative 9. Don't know	**How many people including yourself work in your work place?** 1. 1 2. 2 - 3 3. 4 - 5 4. 6 - 10 5. 11 - 15 6. 16 -20 7. 20+	**Is your place of work.....?** 1. In the formal sector 2. In the informal sector 3. Private household 9. Don't know	**Where is your place of work?** 01 At home (no special business space) 02 Business space inside or attached to the home 03 Factory, office, shop, work-shop etc independent from house 04 Farm or individual subsi-diary plot 05 Homes or workplaces of clients 06 Construction sites 07 Markets, trade fairs 08 Street stall 09 No fixed location (mobile) 10 Other , specify	Usual hours **How many hours do you usually work on each day in your main job?** Actual hours **How many hours (including paid or unpaid over time but excluding meal breaks, hours paid for but not worked and time spent on travel from home to work and vice versa) did you work on each day in your main job in the last 7 days?**									Usual hours **How many hours in total do you usually work on each day in your other jobs?** Actual hours **How many hours (including paid or unpaid over time but excluding meal breaks, hours paid for but not worked and time spent on travel from home to work and vice versa) did you work on each day in your other jobs in the last 7 days?**									**Total Usual hours** Main job + All other jobs	**Total Actual hours** Main job + All other jobs	If yes ask where 1 At present job 2 Other jobs in addition to present job 3 Other jobs with more hours to re place the present job 4 No (If no go to F21)	Record number of hours	1 Yes 2 No (If no go to Section H)	1 Yes 2 No (Go to Section H)
							Mo	Tu	We	Th	Fr	Sa	Su	Total		Mo	Tu	We	Th	Fr	Sa	Su	Total						
	B1	E22	E23	E24	E25		F1	F2	F3	F4	F5	F6	F7	F8		F9	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21	F22
		1 2 3 4 5 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10	Usual hours									Usual hours											1 2 3 4		1 2	1 2
						Actual hours									Actual hours														
		1 2 3 4 5 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10	Usual hours									Usual hours											1 2 3 4		1 2	1 2
						Actual hours									Actual hours														
		1 2 3 4 5 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10	Usual hours									Usual hours											1 2 3 4		1 2	1 2
						Actual hours									Actual hours														
		1 2 3 4 5 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10	Usual hours									Usual hours											1 2 3 4		1 2	1 2
						Actual hours									Actual hours														
		1 2 3 4 5 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10	Usual hours									Usual hours											1 2 3 4		1 2	1 2
						Actual hours									Actual hours														
		1 2 3 4 5 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10	Usual hours									Usual hours											1 2 3 4		1 2	1 2
						Actual hours									Actual hours														
		1 2 3 4 5 9	1 2 3 4 5 6 7	1 2 3 9	01 02 03 04 05 06 07 08 09 10	Usual hours									Usual hours											1 2 3 4		1 2	1 2
						Actual hours									Actual hours														

A IDENTIFICATION

Region	PSU-number	R/U	Household No.	Form No	Response Category

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G UNEMPLOYMENT (who have not worked during the last 7 days, had no job and were ready to work coded 1 in D5)

Before starting with section G, transfer from section B column B1 actual names and person number for all coded 1 in D5	PERSON NUMBER	For how long have you been without work and available for work? 1 Less than 1 month 2 1 month but under 3 months 3 3 months but under 6 months 4 6 months but under 1 year 5 1 year but under 2 years 6 2 years or more	Did you look for work or try to start your own businesss during the last 30 days? 1 Yes 2 No If no go to G6	If yes in G2: How did you look for work or try to start your own business during the last 30 days? (More than one answer possible) 01 Registration at Ministry of labour Offices 02 Registration at other employment agencies 03 Direct applications to employers 04 Checking at work sites, farms, factory gates, market or other assembly places 05 Placed or answered media advertisement 06 Seeking assistance of friends, relatives, colleaques, unions, 07 Take action to start business or subsistence farming 08 Other, specify	If yes in G2: What sort of job were you looking for? (Describe the type of job sought)	O/CODE	If no in G2: What was the main reason that you didn't look for work or try to start your own business during the last 30 days? 01 Thought no work available 02 Awaiting replies from employers 03 Got tired of seeking work 04 Already found work to start within one month 05 Awaiting busy season 06 Lack of resources to start business or subsistence farming 07 Studying 08 Other, specify	Have you ever worked before? 1 Yes 2 No (If no go to G15)	If yes in G7: What kind of work did you do in your last job? (Describe the type of work done)	What were your main duties at this work? *Describe the main duties*	O/CODE	What kind of activity was carried out at this work place ? *Describe the activity*	What were the main products produced or services offered at this work place ? *Describe the products produced or services offered*	I/CODE	What is the reason that you left your 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 Other, specify	How do you support yourself? (More than one response possible) 01 Did odd jobs during the last week 02 Supported by someone in the household 03 Suported by someone outside household 04 Old age/disability grant 05 Supported by charity,church 06 From savings 07 Child support/foster care grant 08 Income from sale of property 09 Other, specify *If code 1 go back to D1*
	B1	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	G11	G12	G13	G14	G15
		1 2 3 4 5 6	1 2	01 02 03 04 05 06 07 08			01 02 03 04 05 06 07 08	1 2							01 02 03 04 05 06 07 08 09	01 02 03 04 05 06 07 08 09
		1 2 3 4 5 6	1 2	01 02 03 04 05 06 07 08			01 02 03 04 05 06 07 08	1 2							01 02 03 04 05 06 07 08 09	01 02 03 04 05 06 07 08 09
		1 2 3 4 5 6	1 2	01 02 03 04 05 06 07 08			01 02 03 04 05 06 07 08	1 2							01 02 03 04 05 06 07 08 09	01 02 03 04 05 06 07 08 09
		1 2 3 4 5 6	1 2	01 02 03 04 05 06 07 08			01 02 03 04 05 06 07 08	1 2							01 02 03 04 05 06 07 08 09	01 02 03 04 05 06 07 08 09
		1 2 3 4 5 6	1 2	01 02 03 04 05 06 07 08			01 02 03 04 05 06 07 08	1 2							01 02 03 04 05 06 07 08 09	01 02 03 04 05 06 07 08 09
		1 2 3 4 5 6	1 2	01 02 03 04 05 06 07 08			01 02 03 04 05 06 07 08	1 2							01 02 03 04 05 06 07 08 09	01 02 03 04 05 06 07 08 09
		1 2 3 4 5 6	1 2	01 02 03 04 05 06 07 08			01 02 03 04 05 06 07 08	1 2							01 02 03 04 05 06 07 08 09	01 02 03 04 05 06 07 08 09

A	IDENTIFICATION	Region	PSU-number	R/U	Household No.	Form No	Response Category

H **EMPLOYEES** (who have worked the last 7 days coded 05 in E9)

I **EMPLOYERS, OWN ACCOUNT WORKERS** (who have worked the last 7 days and coded 01, 02, 03,and 04 in E9)

Before starting with section H, transfer from section B column B1 actual names and person number for all coded 05 in E9 For section I , transfer from section B column B1 actual names and person number for all coded 01,02,03 and 04 in E9	PERSON NUMBER	Does your employer pay social contribution for you e.g pension? 1 Yes 2 No 9 Don't Know	Do you benefit from paid annual leave or compensation for unused leave? 1 Yes 2 No 9 Don't Know	Would you benefit from paid sick leave in case of illness? 1 Yes 2 No 9 Don't Know	Does your employer deduct income tax from your salary/wage? 1 Yes 2 No 9 Don't Know	Have you been employed on the basis of.....? 1 A written contract 2 A verbal agreement	Is the contract or agreement of a .....? 1 Limited duration 2 Permanent nature 3 Unspecified duration	If code 1 in H6 What is the duration of your contract or agreement? 1 Daily contract/ agreement 2 Less than 1 month 3 1 to 2 months 4 3 to 6 months 5 7 to 12 months 6 More than 12 months 9 Don't Know	How long have you been employed in this job? 1 Less than 1 year 2 1 to 2 years 3 3 to 5 years 4 6 to 10 years 5 11 or more years	How much do your earn/get paid per month in your main job .....? (Write down monthly basic salary/wage in N$)	if more than one job, E1>1 How much do your earn/get paid per month in your other job/s .....? (Write down monthly basic salary/wage in N$)	Is your business/ enterprise registered as a company? 1 Yes 2 No 3 In the process of registration 9 Don't Know	If code 1 in I1 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 your business keep accounts? 1 Yes 2 No 9 Don't Know	If code 1 in I3 What type of accounts are kept for this business? 1 Detailed formal accounts 2 Simplified accounting format 3 Informal records for personal use 4 Other, specify	Is the business expenditure seperate from that of the owner's household? 1 Yes 2 No	How many employees (excluding business partners and unpaid family workers)are you employing? (Write down number of employees)	What is the estimated monthly income of your business? (Write down monthly income in N$)
	B1	H1	H2	H3	H4	H5	H6	H7	H8	H9	H10	I1	I2	I3	I4	I5	I6	I7
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 9	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		
		1 2 9	1 2 9	1 2 9	1 2 9	1 2	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5			1 2 3 9	1 2 3 4	1 2 9	1 2 3 4	1 2		

A IDENTIFICATION

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J HOUSING CONDITIONS - (To be asked of each household)

TYPE OF HOUSING UNIT	TENURE	INCOME (Cash/kind)	
	Is housing unit.....	**What is the Household's main source of income?**	**What is the Household's secondary source of income?**
01 Detached house 02 Semi-detached/ townhouse 03 Apartment/flat 04 Guest flat 05 Part commercial/ industrial 06 Mobile home (caravan, tent) 07 Single quarters 08 Traditional dwelling 09 Improvised housing unit (shack) 10 Other, specify	01 Rented (not tied to the job) 02 Owner occupied (with mortgage) 03 Owner occupied (without mortgage) 04 Rent free (not owner occupied) 05 Provided by employer (public) with pay 06 Provided by employer (public) without pay 07 Provided by employer (private) with pay 08 Provided by employer (private) without pay 09 Other, specify	1 Subsistence farming (crop & animal) 2 Cash cropping 3 Animal rearing 4 Business activities 5 Wages and salaries 6 Pension 7 Cash remittances 8 Other means of income, specify	1 Subsistence farming (crop & animal) 2 Cash cropping 3 Animal rearing 4 Business activities 5 Wages and salaries 6 Pension 7 Cash remittances 8 None 9 Other means of income, specify
J1	J2	J3	J4

K CONTROL SECTION

Number of questionnaire used in the Household	TO BE COMPLETED BY INTERVIEWER	TO BE COMPLETED BY TEAM SUPERVISOR	TO BE COMPLETED BY EDITOR/CODER	TO BE COMPLETED BY REGIONAL SUPERVISOR	TO BE COMPLETED BY NATIONAL SUPERVISOR
Number of persons enume-rated in the Total..... Male..... Female.....	Date interview started in Household..... Date interview completed in Household.....	Has questionnaire been checked? Yes ☐ No ☐ Date checked.....	Has questionnaire been edited/coded? Yes ☐ No ☐ Date edited/coded.....	Has questionnaire been checked? Yes No Date checked.....	Has questionnaire been checked? Yes ☐ No ☐ Date checked.....
	Name of Interviewer	Name of Team Supervisor	Name of Coder/Editor	Name of Regional Supervisor	Name of National Supervisor

K CONTROL SECTION (Continuation)

OFFICE ACTIVITIES

Activity	Data entry	Final validation
Date		
Signature		

Operator name

.....