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The Namibia Labour Force Survey 2016 Report



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Vision Statement

“To be a high performance institution in quality statistics delivery”



Core Values

- ✓ Integrity
 - ✓ Excellent Performance
 - ✓ Accuracy
 - ✓ Team Work
 - ✓ Accountability
 - ✓ Transparency
-

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List of Acronyms

ARS	Assistant Regional Supervisor
CTA	Chief Technical Assistance
DSS	Demographic and Social Statistics
DVS	Demographic and Vital Statistics
EA	Enumeration area
EMT	Executive Management Team
EPR	Employment to Population Ratio
ER	Employment ratio
GIS	Geographical Information System
GPS	Geographical Positioning System
ILO	International Labour Organisation
LFPR	Labour force participation rate
LFS	Labour Force Survey
MLIREC	Ministry of Labour Industrial Relations and Employment Creation
NASCO	Namibia Standard Occupation Classification
NDP	National Development Programme
NLFS	Namibia Labour Force Survey
NSA	Namibia Statistics Agency
NSS	National Statistics System
PSU	Primary Sampling Unit
RS	Regional Supervisors
SG	Statistician-General
SIC	Standard Industry Classification
SSD	Social Statistics Division
SSC	Social Security Commission
SFO	Surveys and Field Operations
TIFF	Tagged image file format
TS	Team Supervisor
TWG	Technical Working Group
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UR	Unemployment rate



Explanatory note on why revising the weights for LFS 2012 to 2014

The estimated figures from the published labour force surveys (LFS) in 2012 to 2014 were compiled using a weighting procedure which is the derivation of the design weights based on the sample design and then revising those using post stratified weight adjustments so that the estimated regional totals conform to the population projections. A simple manual procedure of revising the weights at the regional level was adopted for these previous surveys. However, to be in line with best practices of efficient weighting procedures, a more rigorous process of post stratification method known as “Weight Calibration” adjusting for the variations in the key estimation parameters such as area (urban/rural), age groups, sex distribution in addition to the regions was applied for the LFS 2016.

It therefore became necessary to revise the figures of the 2012 to 2014 surveys as per the NSA revision policy for comparison purposes. The objective of this revision is to make LFS data series comparable across the past years and onwards. The latest revision was done by applying the same efficient weighting procedure (called Weight Calibration) from 2016 as well as the previous years. Users should be aware that there are no changes in the methodology for calculating the labour statistics, and hence no significant differences in the estimated proportions/rates such as unemployment rate before and after the revision. The changes are observed only in the actual counts.



Preface

The first full-scale Labour Force Survey (LFS) in Namibia was carried out in 1997 under the National Household Survey Programme, launched after the Government endorsed the Five Year Plan for the Development of Statistics in 1993. Since then, five Labour Force Surveys (1997, 2000, 2004, 2008, and 2012) have been conducted in the country at more or less regular intervals of every four years.

The Labour Force Survey of 2016 was the fourth annual labour force survey to be conducted by the Namibia Statistics Agency. The first, second and third labour force surveys were conducted in 2012, 2013 and 2014 respectively. Although the LFS 2015 was included as a module in the 2015/16 NHIES, there was no official publication of the labour force statistics in 2015 as the resulting outcome was used as a pilot for determining the viability of producing quarterly labour force statistics. The pilot did not produce on average comparable results to previous years, hence the gap.

Like previous labour force surveys, the 2016 survey was conducted with the objective of generating key socio-economic indicators for assessment of labour market conditions in Namibia.” The survey covers all aspects of people’s work, including employment, unemployment, underemployment, occupation, industry, education and training needed to equip them for work, wages and salaries.

This document presents results of key indicators of the survey. It is hoped that the release will be of assistance to planners, policy makers, researchers and the public in general and provide a quick glance of standard employment and unemployment indicators for accessing Namibia’s efforts in meeting its various developmental goals in particular, those relating to job creations.

This report covers wide-range of topics to meet the demands of users of labour statistics at national level, as well as SADC, AU, and ILO levels. For example, a page with a summary of SADC Minimum Indicators is included, for a quick glance of standard employment and unemployment indicators for accessing Namibia’s efforts in achieving its developmental goals relating job creations.

Moreover, the anonymised micro-level and Meta data for this report will be available via the NSA website at <http://www.nsa.org.na> to enable the public and individuals who are interested in doing further analysis to have access to data. In this way, the country will derive full benefits from the resources that were allocated to conduct the survey.



These findings should provide a basis for better planning, policy formulation and labour-related discussions by all concerned.



Our appreciation also goes to Regional and Local leaders and the general public for their support and cooperation to ensure that the importance of the surveys was explained to their respective communities.

I therefore would like to express our sincere gratitude and appreciation for all the support that was received from various stakeholders who contributed to the implementation of this survey. Particularly, our gratitude goes to the users and producers who provided inputs to survey data collection instruments.

Furthermore, our appreciation goes to the household members who participated in the survey to provide the required information. Our appreciation also goes to Regional and Local leaders and the general public for their support and cooperation to ensure that the importance of the surveys was explained to their respective communities.

Also, I would like to address my sincere thanks to the International Labour Organisation (ILO) for their technical inputs to the labour force survey 2016 in Namibia. The technical advice of StatsSA is also highly appreciated and this good cooperation should continue.

Finally, I would like to thank the Government of the Republic of Namibia for its continued funding of this survey. Basic findings and indicators from this survey provide fresh understanding of the prevailing labour market situation in the country. These findings should provide a basis for better planning, policy formulation and labour-related discussions by all concerned.

I hope that the users will find this report informative and use it in their planning for the development of the country.

Mr Alex Shimuafeni
The Statistician-General
Windhoek, June 2017



SADC Minimal Indicator List

Table 1: SADC minimal indicator list

Population	2012	2013	2014	2016	Changes between 2013 & 2012	Changes between 2014 & 2013	Changes between 2016 & 2014
Total	2,155,440	2,196,086	2,237,894	2,324,388	40,646	41,808	86,494
Male	1,046,434	1,066,541	1,087,178	1,129,754	20,107	20,637	42,576
Female	1,109,006	1,129,545	1,150,716	1,194,634	20,539	21,171	43,918
Age Composition							
Under 15 years	789,113	801,757	815,294	846,195	12,644	13,537	30,901
Population Working Age 15 + years	1,366,327	1,394,329	1,422,600	1,478,193	28,002	28,271	55,593
Male 15 + years	650,101	663,361	676,759	703,139	13,260	13,398	26,380
Female 15+ years	716,226	730,968	745,841	775,054	14,742	14,873	29,213
Youth 15 -34 Years	795,096	811,378	826,981	854,567	16,282	15,603	27,586
Active Population or Labour Force							
Employed	657,584	682,597	708,895	676,885	25,013	26,298	-32,010
Unemployed	248,944	295,947	274,948	349,383	47,003	-20,999	74,435
Labour Force Participation Rate	66.3	70.2	69.2	69.4	3.8	-1.0	0.3
Labour Force Absorption Rate	48.1	49.0	49.8	45.8	0.8	0.9	-4.0
Unemployment Rate	27.5	30.2	27.9	34.0	2.8	-2.3	6.1
Active Population by sex							
Male Employed	350,204	348,244	368,358	358,270	-1,960	20,114	-10,088
Female Employed	307,380	334,353	340,537	318,615	26,973	6,184	-21,923
Male Unemployed	103,062	127,691	117,063	151,774	24,629	-10,628	34,711
Female Unemployed	145,882	168,256	157,885	197,609	22,374	-10,371	39,724
Rates by sex							
Male Labour Absorption Rate	53.9	52.5	54.4	51.0	-1.4	1.9	-3.5
Female Labour Absorption Rate	42.9	45.7	45.7	41.1	2.8	-0.1	-4.5
Male Unemployment Rate	22.7	26.8	24.1	29.8	4.1	-2.7	5.6
Female Unemployment Rate	32.2	33.5	31.7	38.3	1.3	-1.8	6.6
Active Population for Youth 15 - 34 years							
Youth Employed	302,395	301,445	320,954	320,737	-950	19,509	-217
Youth Unemployed	183,670	220,519	204,828	246,262	36,849	-15,691	41,434
Youth Labour Absorption Rate	38.0	37.2	38.8	37.5	-0.9	1.7	-1.3
Youth Unemployment Rate	37.8	42.2	39.0	43.4	4.5	-3.3	4.5



Executive summary

This report presents the main results of the Namibia Labour Force Survey of 2016. The survey was conducted by the Namibia Statistics Agency (NSA) with funding from the Government of the Republic of Namibia.

The survey collected data on the labour market activities of individuals aged eight (15) years and above who were present in Namibia on the reference night of the 30th October 2016. Interviewing of households started on the 31st October and ended on the 12th November 2016. Like in the preceding surveys, the LFS 2016 was conducted by interviewing individuals in private households excluding persons who were in institutions at the time of the survey.

The objective of this report is to provide the main findings and indicators arising from the survey to promote understanding of the labour market situation prevailing in the country between the period of 2014 and 2016. The findings presented in this report will go a long way in providing the basis for better planning, policy formulation and labour-related discussions.

For international comparisons, the results presented in this report covers persons aged 15 years and older. The number of the estimated people aged 15 years and above in each economic status are shown in Figure 1 below.

Figure 1: Population by activity status



Figure 1 shows that the estimated population in the working age (15 years and above) was 1,478,193. The Population in the labour force was 1,026,268, while those outside the labour force was 451,925.

The employed population decreased by 32,010 persons since the last survey was conducted in 2014, while unemployment based on the broad definition increased by 5.9 percentage points. Table 1 below presents a summary of the labour force indicators for Namibia for the year 2016.

Table 1: Summary of the labour force indicators for Namibia for 2016

Basic indicators	2016
Total population age 15 years and older	1,478,193
Economically active population	
Employed	676,885
Unemployed – broad	349,383
Labour force	1,026,268
Labour force participation rate – broad	69.4%
Unemployment rate - broad	34.0%



Chapter

1

Methodology

1.1 Introduction

Like in the previous labour force surveys, the Namibia Labour Force Survey 2016, herein referred to as the LFS 2016 throughout this report, was conducted with the objective of generating “timely collection and release of key socio-economic indicators for assessment of labour market conditions in Namibia.” The survey covers key aspects of people’s work, including the education and training needed to equip them for work, status in employment, occupation, industry, wages/salaries, underemployment, informal employment, etc. More specifically, the survey was designed to provide detailed information on the following:

1. Information on the size and structure of the country’s work force;
2. Information on the size of the informal employment;
3. Elements for measuring the labour supply and the extent to which the available human resources are utilised in the production process of the economy;
4. Employment and unemployment status;
5. A basis for research in many areas ranging from testing labour market segmentation theories to formulating demographic models;

The first chapter of the LFS 2016 report presents the methodologies adopted in the execution of the survey. This chapter therefore provides useful information to potential users of the LFS 2016 results as to how the data was collected, its intended uses, strength and limitations.

One key objective of the LFS 2016 was to ensure the production of the labour force indicators that meet local, Southern African Development Community (SADC), the Africa Union (AU) and international standards for comparability purposes. It is hoped that continual production of reliable data from annual labour force surveys will provide valuable inputs in the formulation and evaluation of economic and social policies, particularly in the areas of employment creation, and poverty reduction. The wide range of employment data collected in this survey will be of assistance to the Government of the Republic of Namibia in the monitoring of the progress made in the implementation of various labour-related initiatives through national and international plans and Namibia’s progress towards the attainment of Vision 2030.



1.2 Users and uses

Users of the LFSs often combine the LFS data with related data from other sources to provide an overall view of the state of the labour market and the economy of the country at large. Key users of LFS data in Namibia are government ministries, offices and agencies which use the data for monitoring and evaluating initiatives e.g. National Development Programmes (NDPs) aimed at employment and wealth creation in the country.

Other users of LFS data include local authorities, the trade unions, employers' associations, non-governmental organisations, academics and research institutions, international organisations, private sectors, individuals and the general public.

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

1.3 Strengths and limitations of LFS 2016

The strengths of the LFS 2016 are that it has the largest coverage of any household survey in Namibia in recent times. It thus, has more reliable statistics for estimation of labour conditions for smaller geographical areas (in particular regions) in Namibia.

The sampling errors are relatively small, as a result of improved and modern methods of data collection using a combination of Geographical Information Systems (GIS) for identification of boundaries of sampled Primary Sampling Units (PSUs) and selected households within PSUs. The improved methodology also ensures efficient geo-coding of the questionnaires during data capturing and processing.

Furthermore, LFS 2016 is the first labour force survey to use digital questionnaire in tablets to capture data during listing and data collection stages.

The paperless method made it possible to check for data inconsistencies interactively during the interview process as edit rules were included in the data entry application. Such approach enhances on time data integrity and reliability.

One of the limitations of the LFS 2016, as with other household-based surveys, is that the sample design does not guarantee adequate coverage of any industry, as the survey is household based and not industrially stratified. The LFS coverage was limited to persons in private households excluding those in institutions at the time of the survey, such as school hostels, army/police barracks, hospitals wards, etc. Household members residing in these institutions are only included if they live in their own private accommodation.

1.4 Organisation and preparation

1.4.1 Legal Basis

The LFS 2016 was conducted by the Namibia Statistics Agency under the Statistics Act, 2011 (Act No.9 of 2011), which mandates the agency, among others, to constitute the central statistical authority of the country and to collect, produce, analyse and disseminate official and other statistics in Namibia. By virtue of this Act, all information collected that could be linked to identified individuals or households was kept strictly confidential.

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

- i. Review of variables and questions asked in the 2014 LFS
- ii. Contribution to the drafting of the questionnaire for the 2016 LFS

1.4.2 Stakeholders’ workshop

The field operation was preceded by two stakeholders’ workshops. The first workshop was conducted in March 2016 where the NSA presented to stakeholders the LFS 2016 questionnaire, as well as the survey activity plan. The second workshop was conducted in August 2016 just before the pilot survey took off. During this workshop, the stakeholders were presented with the changes (as per the first workshop comments) and final content of the LFS 2016 questionnaire. The Stakeholders were also given a demonstration of how the CAPI application works and how the questions appear on the tablets. Generally, not many changes were made to the 2014 questionnaire. Below are the three additional questions that were introduced in the 2016 questionnaire that were not included in the previous 2014 questionnaire.

- **Second main job:** Questions pertaining to hours usually worked on second main job were added.

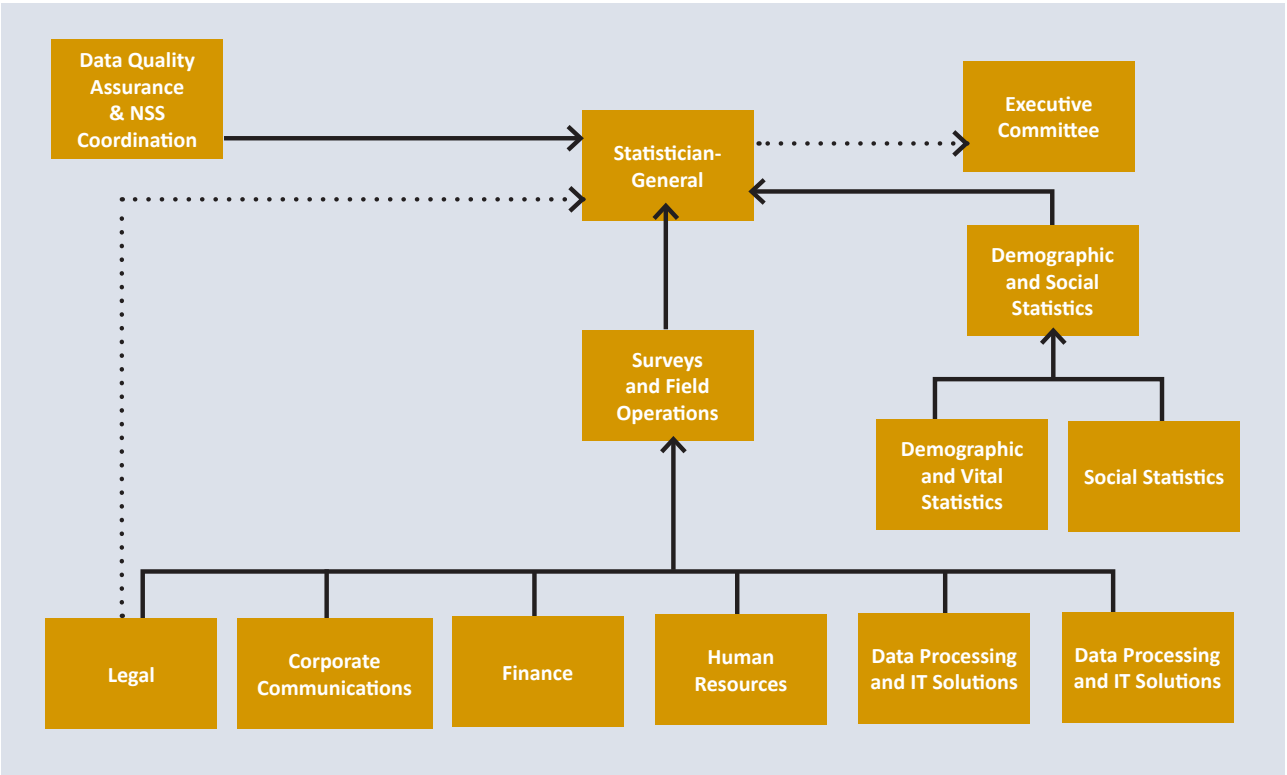
- **New questions on trade unions** were introduced in order to measure union density in the country – an important indicator needed for monitoring social dialogue and progress made in providing decent work in the country.
- **Labour migration, and disability modules** were introduced as per demand from SADC that all LFS in the region should be measuring these indicators.

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

1.4.3 Survey organisation structure

During the undertaking of the LFS of 2016, the organizational hierarchical structure presented in figure 1.1 was adopted.

Figure 1.1: NLFS 2016 Organisational Structure



The Surveys and Field Operations (SFO) division was responsible for planning, survey design, fieldwork, and administration of survey resources and progress reporting. The Social Statistics (SS) and the Demographic and Vital Statistics divisions of Demographic and Social Statistics (DSS) department were responsible for questionnaire design, analysis and report writing. The Data Quality Assurance division provided guidelines and procedures that ensure the data collected meets quality standards as set out in the Namibia Data Quality Assessment Framework (DQAF), and the Data Collection, Processing and Dissemination Policy and Practice. The SFO worked closely with the following departments/divisions: DSS, Legal, Data Processing, Information Technology Solution, Quality Assurance, Human Resources, Finance, Administration and Logistics and Strategic Communication.

The survey progress was reported to the Statistician-General (SG) and the Executive Committee (EXCO) members on bi-weekly basis or when asked to do so by the SG and this was done by SFO division and DSS department respectively.

The survey core team consists of NSA permanent staff members from various departments and divisions and dealt with day to day planning of the survey activities, development of survey manual and instruments and training of field staff. In addition, the core team was also responsible for field monitoring during data collection and this was done to ensure data quality is collected.

1.5 Pilot survey

In order to ensure smooth running of the survey, a pilot test was undertaken in two Primary Sampling Units (PSUs) one in lower income and the other in higher income areas of Khomas region respectively. The Pilot Survey fieldwork was conducted from 22nd August to the 3rd of September 2016.

The main objective of the pilot was to test whether the survey data collection tools including the CAPI applications and questionnaire were adequate to provide the required data within a specified period of time. This also involved testing the adequacy of logistics and administrative arrangements on the ground. The data processing plan was also tested through the use of the pilot survey data. The results of the pilot survey were used to review and improve in all areas of the survey implementations, such as review of the survey instruments and tools; and draw up the field deployment and final fieldwork plans.

1.5.1 Outcome of the pilot survey and adjustment made

Subject matter received pilot data from data processing on the 8th September 2016. The data was evaluated by running basic tables from the 9th – 13th September 2016. Some issues and errors that were found were noted and communicated to Data Processing on the 13th September 2016 for corrections and incorporation into the CAPI questionnaire.

Some findings were then used to make changes in survey manuals. Some of the observations from the pilot study were as follows:

- Maximum age for the survey needed to be changed to 120 years instead of recording all those 95 years and above in one age group, because there were many cases found to be over 95 years. There is also a need to monitor how the population is aging hence such recommendation.
- Other specify category** came out with many observations that need to be reclassified or create new categories. Thus, Population Census and Demographic Surveys and Social Statistics (SS) divisions reviewed the field notes and it was noted that most of the notes came as a result of enumerators not knowing where to classify them
- With regards to notes on other specify for section E, the notes were not matching with industry and occupation codes in CAPI selected by interviewers. Hence, more training on occupation and industry during training for main field work was recommended.
- The other point of interest for section E was work done in Agriculture in the last 7 days, since the pilot was conducted in Khomas region, there was only one observation which is not good enough to make conclusion about this cases.

1.6 Recruitment, training and fieldwork

1.6.1. Recruitment of field staff

The distribution of the survey field staff that were recruited during the undertaking of the LFS 2016 is presented in table 1.1 below. In the table, the total number of field staff who were trained and those who were employed for the survey and how they were allocated to respective regions are presented.

Team Supervisors and Enumerators were recruited from the NSA field staff database while the positions of IT Field Technicians were advertised in the local print media.

Table 1.1: Distribution of recruited, trained and deployed staff for LFS 2016

Region	No of Field Teams	Actual Employment			Training		IT Field Technicians (LTFT)/ ARS	Regional Statistician (RS)
		Team Supervisors	Enumerators	Total Staff	Reserves	Total Staff For The Training		
//Karas	11	11	22	33	6	40	1	1
Erongo	17	17	34	51	6	58	1	1
Hardap	11	11	22	33	6	40	1	1
Kavango East	8	8	16	24	6	31	1	1
Kavango West	7	7	14	21	6	28	1	1
Khomas	17	17	34	51	6	58	1	1
Kunene	10	10	20	30	6	37	1	1
Ohangwena	11	11	22	33	6	40	1	1
Omaheke	10	10	20	30	6	37	1	1
Omusati	12	12	24	36	6	43	1	1
Oshana	11	11	22	33	6	40	1	1
Oshikoto	12	12	24	36	6	43	1	1
Otjozondjupa	12	12	24	36	6	43	1	1
Zambezi	10	10	20	30	6	37	1	1
Namibia	159	159	318	477	84	575	14	14

1.6.2 Training

In the undertaking of the LFS 2016, a number of trainings took place namely the master training, training of trainers and the main training. The master training is the first stage of training conducted for all NSA staff who will be part of the survey to acquaint them with the survey methodologies and instruments. This intensive training was done for a period of one week. The second stage of the training comprised of a large number of staff from the head office, regional statisticians, and field staff who will be involved in the pilot field work and this training was called the Pilot Training. In preparation for the main training, a group of staff who were involved in the pilot survey, IT Field Technicians (ITF) and the Assistant Regional Statisticians (ARS) attended a one week refresher training before they were deployed to different training centers to carry out the main training of the field staff.

The main training of all the field staffs was conducted at three (3) different centers namely Ongwediva, Otjiwarongo and Rundu. All staff that were involved in the survey undertaking went through an intensive training program covering the survey methodology, questionnaire, concepts and definitions and the use of data capturing applications. In addition, all trainees were subjected to various assessments and only the top candidates were selected to be part of the main survey field work.

1.6.3 Survey field structure

The main survey consisted of field teams operating within a region under the regional supervisor a position held by the NSA Regional Statisticians (RS). Each regional supervisor was supported by an IT technician who provided IT support to the regional field team. There were in total 15 IT technicians employed during the survey field work period, 14 for the regions and one IT technician based at the NSA head office to oversee data transmission and management. The IT Technicians worked closely with Regional supervisors and also assisted them with administrative issues and field logistics.

The field teams consisted of a team supervisor and two interviewers. Field personnel were recruited from their own areas since they needed to be familiar with the local terrain/locality and to facilitate interviews in local languages. In Total 491 field staffs were deployed for the fieldwork for a period of approximately one month (30 days). The work plan was designed to include the first two weeks for listing of private households within the selected PSUs and the last two weeks to administer the questionnaire to the sampled 20 private households per PSU.

1.6.4 Survey publicity and advocacy

A Communication Strategy Plan that focused on advocacy and publicity of the LFS 2016 both at national and regional level was developed. The most convenient method used was the distribution of flyers and pasting of posters to create awareness. During this activity, the Regional Statisticians were able to hold community meetings and had the opportunity to elaborate on the objectives of the survey.

Mobilisation were done in each and every selected PSU before commencement of listing and data collection exercises to ensure that the local people were aware of the survey and what was expected from them.

Pamphlets about the survey were posted at traffic light intersections in PSUs with high income characteristics specifically in Khomas and Erongo regions. This was necessitated by the high refusals and non-contacts experienced in these areas in past surveys. Courtesy visits to constituency and local councillors was also undertaken to introduce the survey and its components as well as to request for their assistance in informing their constituency inhabitants about the survey during their respective radio announcements and community meetings.

In addition, road shows were held in various urban centers in collaboration with the Namibia Broadcasting Corporation (NBC) out broadcasting programme to create awareness in the selected PSUs. FRadio announcements complimented by newspaper articles and newspaper advertisements were also placed in local newspapers to inform the general public about the survey and its approach.

Television strips were run on NBC-TV before the News Bulletin and specific talk shows such as Good morning Namibia and Business Today programmes to announce the commencement of the survey. Finally, the Agency has also made use of Community Watch groups in the Khomas region to seek for their cooperation and support during the visitation of households in their areas of operation. This approach proved to be very effective in informing respondents living in high income areas about the survey in order to minimize non-response rate.

1.6.5 Field monitoring and data quality control

To ensure reliable, quality and timely data were collected a series of data assurance activities were undertaken at different levels of monitoring. This was done by the Regional Supervisors (RS) who are constantly monitored by the National Supervisors (NS) who reports to the Surveys and Field Operation Manager who oversee the field work. In addition, a monitoring team comprised of staff from the head office were sent to regions at the beginning of the listing and interviewing phase to ensure that the field work started off as planned and that all data collection rules and guidelines are followed as prescribed. Monitoring teams also had to observe interviews by field staff at different households to ensure that they introduce the objective of the survey properly and questions are asked as trained including the translations of questions from English to vernacular languages. In doing so, remedial actions were undertaken timely without further delays and compromise to the data collection exercise.

In addition, daily transmission of the collected data to head office were undertaken to ensure minimum effect in the event of loss or damaged to the data collection tools. As a result secondary verification and completeness checks were carried out to ensure correct, complete and valid information are transmitted.

1.7 Sampling

1.7.1 Sample design

In the design of the sample, a national sampling frame was used. The national sampling frame is a list of small geographical areas called Primary Sampling Units (PSU), created using the enumeration areas (EA) based on the 2011 Population and Housing Census. The measure of size in the frame is the number of households within a particular PSU of which the size ranges between 40 and 120 households. The frame units were stratified first by regions, and then by urban/rural areas within the regions. The sample design was therefore a two stage stratified cluster sample, where the first stage units were the PSUs and the second stage units were the households. Sample sizes were determined to give reliable estimates of the population characteristics at the regional level which is the lowest domain of estimation for the LFS 2016. A total of 12 480 households constituted the sample representing all 14 regions from 624 PSUs. Power allocation procedure was adopted to distribute the sample across the regions so that the smaller regions will get adequate samples.

1.7.2 Sample Accountability

The sample was designed such that direct survey estimates could be produced at national, urban/rural (national) and regional levels. The design weights were the inverse of the selection probabilities (i.e. Inverse sampling rate) at both first (PSU level) and second (Household level) stages. The PSUs that were found to be larger or difficult to manage were segmented and their design weights were adjusted accordingly to account for the third level of selection (selection of segment). In order to account for household non-response, the design weights were adjusted for household non-response.

The non-response adjustment factor is defined as the ratio of the sampled households to the respondent households. The final step undertaken in constructing the final weights at person level for the LFS 2016 was to calibrate the design weights such that the respective aggregate totals matched the distribution of the population across key demographic variables such as age and sex, nationally at urban/rural and at regional level. The control totals used for this calibration process were the 2016 population projections. This was achieved by running a Statistical Analysis System (SAS) Macro for calibration called GREGWT developed by the Australian Bureau of Statistics (ABS).

1.7.3 Quality Indicators for survey data

1.7.3.1 Response rate

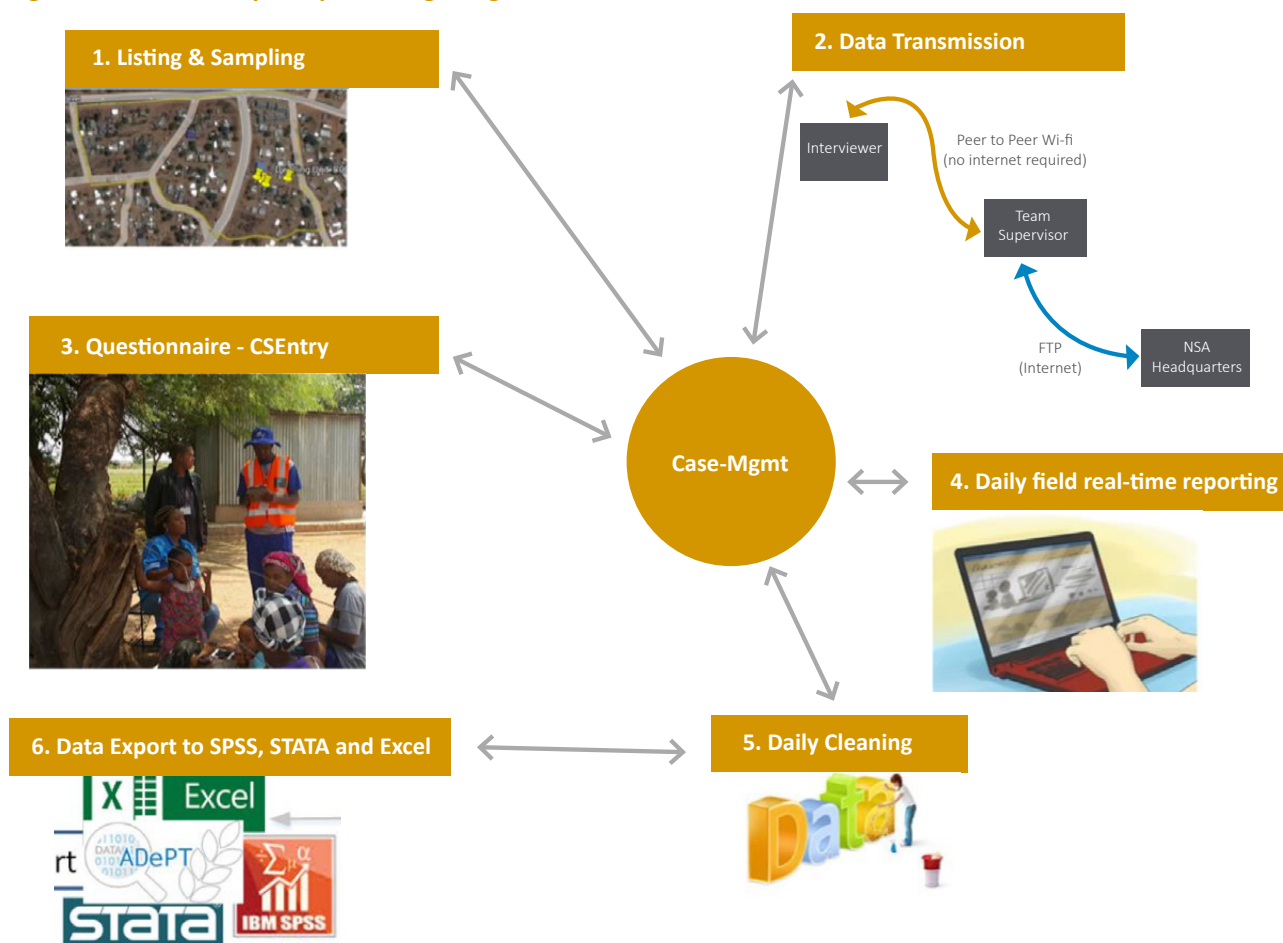
When the household sample was implemented it was not possible to interview some of the households due to refusals or non-contacts. If such households were found to be more than two per PSU, they were substituted by other households closest to the originally selected ones. After data processing, the response rate was 98.1%.

1.8 Data Processing

The data processing methodology that was adopted for this study was the Computer Assisted Personal Interview method referred to as CAPI.

Data management tools to collect, transmit and store and clean survey data were designed and developed using CSPro 6.3.; the process involved is shown in Figure 1.2 below.

Figure 1.2: LFS data capture processing using CAPI



The programs developed are listed below and explained on how they were used in the field;

a) In-field automated listing and sampling program

Data processing developed a systematic sampling routine program. This reduced errors of supervisors not properly following the sampling algorithm or introducing bias in the household selection. In addition, it ensured that substitution of households is done procedurally in that substitution households are selected from the same stratum as the households to be substituted.

b) Case Management program

This program allowed for the automation of the following field activities with minimum human interventions.

A team consisted of one supervisor and two interviewers. Interviewers listed households and then each independently transmitted the households' information to the supervisor's tablet. The supervisor then merged the listing files on a tablet and run the program to sample from the listed households.

The supervisor further assign the sampled households to the respective interviewers. During the household interview, the interviewers will then transmit the household roster data to the supervisor in order to ensure data quality. In order to successfully transmit the data, the interviewers were required to validate all household data in the tablet, while the supervisors were required to validate all primary sampling units (PSUs) data in the tablet before transmitting the data further to the headquarter server. At both levels of validation, if the data did not pass the validation tests, the staff concern was then required to provide an explanation as to why the submitted data are incomplete.

Case Management and data flow was tightly controlled, but the system allowed for some flexibility. For instance, substitution of sampled households, was done with the assistance of the data processing team who provided codes to unlock the substitution action.

c) Data Entry program

Data entry application was built with many consistency checks, skipping patterns and other validations such as maximum and minimum acceptance range per variable. Supervisors were given minimum variables to check on a day to day basis, especially for other's specify (notes) variables. As a result, data consistency checks, coding and validation was done at field level. This minimized the time spent on post data cleaning, validation and editing process.

d) Data synchronization program

This program allowed for the following; Supervisors were given SIM cards and controlled transmission of data to the Head Office. Since MD5 (Message digests are designed to protect the integrity of a piece of data or media to detect changes and alterations to any part of a message.) hashes was stored on the program, only modified data was transferred and only newly collected data was sent to head office.

Interviewers did not have SIM cards and hence, their programs and files were updated via the supervisor's tablets. Transmissions between supervisor's tablets and interviewer's tablets was done via a locally created WI-FI hotspot.

e) Post data processing programs

The implementation of CAPI application allowed for improved data quality due to consistency checks in the data entry application. In-field coding using lookups files eliminated the need for a time consuming coding process at the Data Processing Centre (DPC). For this survey, data cleaning was divided into two (2) parts, primary cleaning and secondly cleaning.

Primary cleaning was done by data processing unit and it involved the following programs and activities.

(i) Concatenate program

Data is transmitted to head office via ftp server and stored in folders by geographical hierarchy of the survey. The concatenate program was designed to concatenate data from each interviewer into one file per section. Then program takes the PSU level generated data and concatenate files per region to create a regional file. Subsequently, generate a national file for each section. In the end, there is PSU, Region and National folders created in this process.

(ii) Submission Analysis program

This program checks if all the sections have been validated and writes the finding to three output files (csv). These files are Kept cases, Removed cases and Review cases. Kept cases are all the validated and complete households found in the data file. Removed cases includes all the households removed from the data files. These can be blank households or substituted households from the sampled households and/ or household with missing sections either for household or individual. Review cases consist of all the households that requires input / decision from subject matter whether it should be KEPT or Removed from the data file.

(iii) Merge data program

This program simply merge all the data per section into one file per household.

(iv) Data consistency check program

Numerous batch programs were developed to run through the data to sort and fix inconsistencies. Main programs developed were; **Case specific edits program** – this program allows to implement edits which are specific to a case (household), these edits are provided by subject matter after checking/ investigating each household. **General edits program** – this program fix any data inconsistency found during the run. Standardize data program – removes deleted persons and ensure that the head of household is on the first row for each household. In the end, only valid person lines are remaining in the data file. **Recode variables program** – this program recode variable values from the notes (others specify) to different values based on the input from subject matter (SM). An excel sheet is provided to SM to put the correct value for each case and variable for recoding, then program convert the excel sheet to CSpro data file and implements the changes. **Add weight program** – the weight is also applied through the CSpro post data processing program. Sampling team design weight (both individual and household) based on the completeness of survey interviews by PSU. Once the weight is applied to the dataset Data Processing (DP) runs the final **Merge flatten program**, which convert and flatten the multi select answers into more human readable data. The final step is to drop the person identification information such as the person name from the dataset, this is done via an **Anonymize data program**.

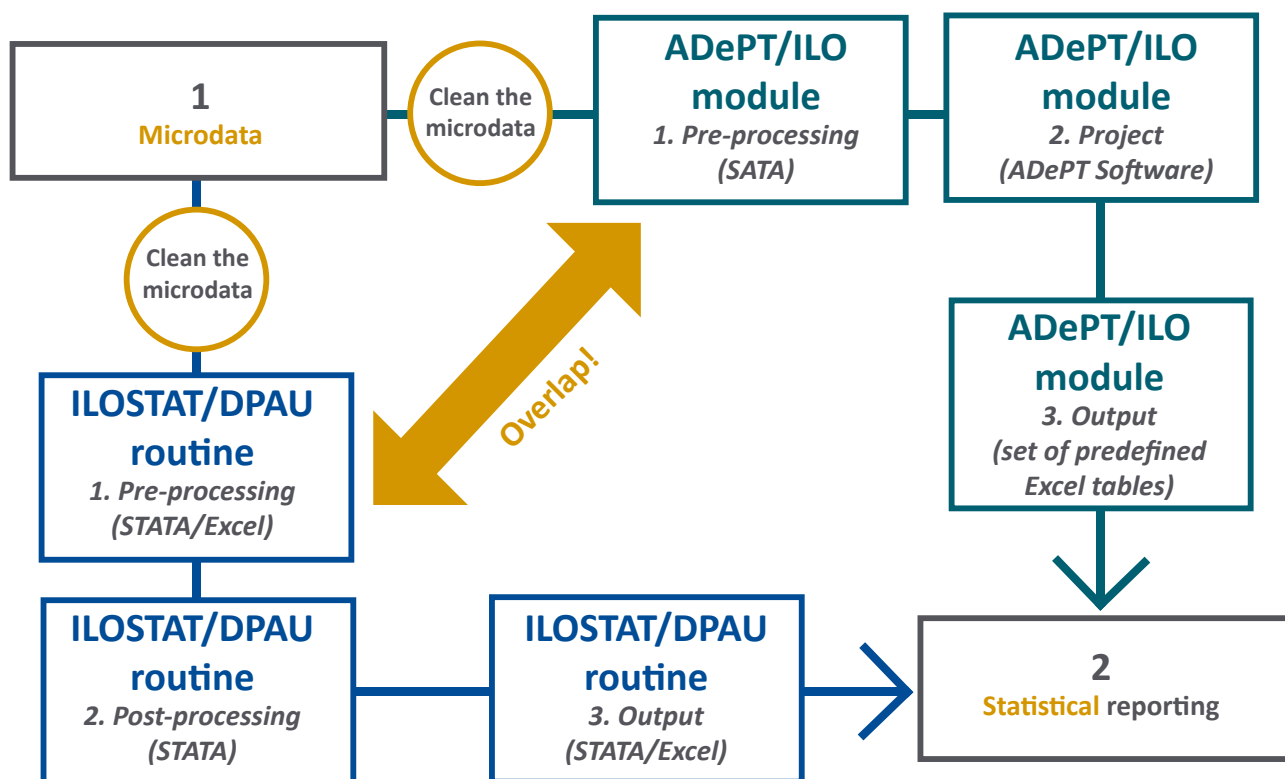
The first stage of data processing activities end at this stage, with the production of the version one (1) dataset. The planning, design, develop, test and implement the survey data management programs took at least six months before actual fieldwork, while the post data processing took only two (2) months to complete after the fieldwork. The next process is the secondly cleaning phase which was done by subject matter and produced version two (2) of the datasets.

1.8.1 Secondary data validation, edit checks and analysis

The Social Statistics Division (SSD), with technical assistance from the ILO Department of STATISTICS has developed a comprehensive framework for processing labour force survey micro data sets that were received from the Data Processing Division. This framework is shown below in Figure 1.3

Figure 1.3: Framework for producing standardised variable and indicators from LFS

Concept map



The first phase, involves pre-processing activities of subject of the micro data sets that was received from the Data Processing Division to strict and rigorous checks and validate whether the collected data followed the edits rules built into the CAPI application before the data collection. The process involves developing STATA do-files programs to automate the checking of all variables and flag violations of edit (e.g. skipping) rules, invalid geo-codes, missing data values, incorrect data values, monotonic data values; and cases and section with missing values etc.

Reports generated from the STATA software particularly where there were violations of the edit rules were reviewed case by case by the Subject Staff and decisions where arrived at how to treat such cases.

After the validation process standard variable names and codes were generated from the validated data sets to allow for the production of internationally comparable labour market indicators.

The variables included in the standard published micro-data set were selected on the basis of the structure and contents of previous LFS reports, demand from SADC/AU for Labour Market Information System indicators¹, and ILOSTAT, the ILO's corporate statistical database, for the production of indicators for publication on ILOSTAT.

1.8.2 Quality assurance

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



¹The need for the creation of a SADC Labour Market Information System (LMIS) was approved by the Integrated Committee of Ministers (ICM) in June 2007 and reiterated by the SADC Ministers responsible for Employment and Labour and Social Partners in Maseru in April 2008. The LMIS is one of the key priorities in the SADC Decent Work Programme approved in May 2013. The LFS is one of the major sources of indicators for producing SADC LMIS country-report.

1.9 Basic terminologies in labour statistics

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

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

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

Child dependency ratio is the number of children aged 0 – 14 years divided by the population aged 15 – 64 years.

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

Employed: The employed comprise all persons of working age who during a specified brief period, such as one week or one day, were in the following categories: a) paid employment (whether at work or with a job but not at work); or b) self-employment (whether at work or with an enterprise but not at work). Temporary absence from work includes reasons such as illness, maternity and parental leave, holiday, training, and industrial disputes.

Household: In this report, a household is defined as a group of people who normally live together, eat their meals together. For the LFS ‘normally’ means that the person concerned has lived in the household for at least six consecutive months of the past 12 months. Thus, the members of the household are identified on the basis of their ‘usual place of residence.’

Labour force: comprises all persons of either sex who furnish the supply of labour for the production of economic goods and services as defined by the United Nations systems of national accounts and balances during a specified time-reference period. It therefore consists of all persons of working age who were either employed or unemployed.

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

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

Private household: 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 and answerable to the same head of household. A person who lives alone and caters for himself/herself forms a one-person household.

Reference period: In collecting data on current work activities, all questions relate to a short reference period of a week. This week is taken as comprising the seven calendar days preceding the interview date.

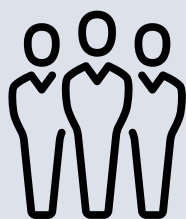
Total Population: All persons living in Namibia during the reference period.

Unemployed in the strict sense: The unemployed comprise all persons of working age who were: a) without work during the reference period, i.e. were not in paid employment or self-employment; b) currently available for work, i.e. were available for paid employment or self-employment during the reference period; and c) seeking work, i.e. had taken specific steps in a specified recent period to seek paid employment or self-employment.

Unemployed in the broad sense: The unemployed comprise all persons of working age who were: a) without work during the reference period, i.e. were not in paid employment or self-employment; and b) currently available for work, i.e. were available for paid employment or self-employment during the reference period.

Unemployment rate: signals to some extent the underutilization of the labour supply. It reflects the inability of an economy to generate employment for those persons who want to work but are not doing so, even though they are available for employment and actively seeking work. It is thus seen as an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of the performance of the labour market.

Work: The concept at work refers to persons who during the reference period performed some work for wage or salary, in cash or in kind (for paid employment), or persons who during the reference period performed some work for profit or family gain, in cash or in kind (for self-employment). For operational purposes, the notion “some work” may be interpreted as work for at least one hour. Employed persons include those persons of working age who worked for at least one hour during the reference period as contributing family workers (formerly referred to as unpaid family workers) working in a family business.



Chapter

2

Demographic characteristics

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

2.1 Population

Table 2.1 presents the distribution of the estimated total population by sex and area. The result reveals that 48.8 percent of the male population lives in urban areas as compared to 51.2 percent of the female population. A similar trend was further observed for rural areas.

Table 2.1: Distribution of population by sex and area

Area	Both Sexes	Male	Female		Both Sexes	Male	Female
	Number				Percent		
Namibia	2,324,388	1,129,754	1,194,634		100	48.6	51.4
Urban	1,112,868	542,893	569,975		100	48.8	51.2
Rural	1,211,520	586,861	624,659		100	48.4	51.6
!Karas	85,759	43,270	42,489		100	50.5	49.5
Erongo	182,402	96,524	85,878		100	52.9	47.1
Hardap	87,186	44,715	42,471		100	51.3	48.7
Kavango East	148,466	69,102	79,364		100	46.5	53.5
Kavango West	89,313	42,220	47,093		100	47.3	52.7
Khomas	415,780	206,090	209,690		100	49.6	50.4
Kunene	97,865	49,596	48,269		100	50.7	49.3
Ohangwena	255,510	117,944	137,566		100	46.2	53.8
Omaheke	74,629	39,382	35,247		100	52.8	47.2
Omusati	249,885	112,812	137,073		100	45.1	54.9
Oshana	189,237	85,995	103,242		100	45.4	54.6
Oshikoto	195,165	94,100	101,065		100	48.2	51.8
Otjozondjupa	154,342	79,561	74,781		100	51.5	48.5
Zambezi	98,849	48,443	50,406		100	49.0	51.0

The Key Indicators of the Labour Market (KILM) makes wide use of the following broader age groups: 15-24; 25-34; 35-54; 55-64 and 65+ (65 years and above). Table 2.2 shows the distribution of the population by sex, area and broad age group. Analysis presented in this report focuses on the population aged 15 years and above, that makes up 1,478,193 persons of which the majority (854,567 persons) were the youth (in the age group of 15-34 years).

Therefore, in the analysis of the survey results at both national and regional levels the youth will be defined as above in line with the Namibian, SADC and the African Union definition. However, for international comparisons, the youth will be defined as persons in the age-group 15-24 in line with the United Nations recommendations (see ANNEX B).

Table 2.2: Population of Namibia by sex, area and broad age group

Broad age group	Namibia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
0-14	846,195	426,615	419,580	340,606	170,623	169,983	505,589	255,992	249,597
15-24	476,916	235,081	241,835	202,395	93,608	108,787	274,521	141,473	133,048
25-34	377,651	184,454	193,197	252,438	123,430	129,008	125,213	61,024	64,189
35-44	256,634	123,861	132,773	156,688	78,093	78,595	99,946	45,768	54,178
45-54	165,057	76,044	89,013	88,192	44,160	44,032	76,865	31,884	44,981
55-64	98,676	42,437	56,239	44,442	21,481	22,961	54,234	20,956	33,278
65+	103,259	41,262	61,997	28,107	11,498	16,609	75,152	29,764	45,388
Total	2,324,388	1,129,754	1,194,634	1,112,868	542,893	569,975	1,211,520	586,861	624,659
15+	1,478,193	703,139	775,054	772,262	372,270	399,992	705,931	330,869	375,062

2.2 Age dependency ratio

The dependency ratios is defined as the ratio of children aged 0-14 and persons aged 65 years and older per 100 persons in the aged group of 15-64 years old (core working age group). Table 2.3 presents the age dependency ratios for Namibia for the 2012 to 2014 and 2016 LFS's.

It is observed from the table that overall the dependency ratio in Namibia has slightly decreased from 69.7 percent in 2014 to 69.1 percent in 2016. This implies that there is no much difference in the population age structure between 2014 and 2016 as there are about 69 dependants for every 100 persons in the core working age group.

Table 2.3: Dependency ratios for 2012 to 2014 and 2016 LFS's

Age group	201		2013		2014		2016	
	Number	Dependency ratio	Number	Dependency ratio	Number	Dependency ratio	Number	Dependency ratio
0-14	789,113	62.6	801,757	64.2	815,294	61.8	846,195	61.5
65+	106,134	8.4	104,783	8.4	103,960	7.9	103,259	7.5
Total	895,247	71.0	906,540	72.6	919,254	69.7	949,454	69.1

2.3 Sources of household income

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

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

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

The resulting main source of income by area were presented in table 2.4. Overall, 52 percent of households in Namibia reported salaries and/or wages as their main source of income followed by subsistence farming which is the main source of income to about 14.5 percent of the households. The second highest main source of income is subsistence farming with 14.5 percent, followed by state old age pension with 10.2 percent.

At regional level, most regions recorded the highest percentage of households that reported salaries and/or wages as their main sources of income except for Omusati (53 percent), Ohangwena (35.9 percent) and Kavango West (30.7 percent) where the highest percentage of households reported subsistence farming as their main source of income. Furthermore, salaries and/or wages as a main source of income was more pronounced in regions such as Erongo (77.5 percent), Khomas (74.5 percent), !Karas (74.4 percent) and Otjozondjupa (65.6 percent).

Table 2.4: Percentage of households by main source of income and area

Area	Salaries and/or wages	Subsistence farming	Commercial farming	Business activities, non-farming	Pensions from employment and/or annuity funds	Cash remittances (not incl. alimony/ child support)	State old age pension	Disability grants for adults (over 16 years)	State child maintenance grants	Drought relief assistance	Other (Specify)	Total
!Karas	74.4	0.4	1.6	3.8	1.3	1.5	11.0	0.3	0.8	0.3	4.6	100
Erongo	77.5	0.4	0.4	7.2	0.7	1.6	5.3	0.7	0.3	0.7	5.4	100
Hardap	61.1	1.6	1.8	3.7	4.7	3.5	9.2	2.0	1.7	1.0	9.8	100
Kavango East	38.9	15.2	0.5	9.6	1.2	5.8	16.7	2.0	0.5	3.4	6.2	100
Kavango West	25.0	30.7	0.7	9.0	0.5	3.4	12.5	2.8	2.1	3.6	9.7	100
Khomas	74.5	0.2	0.1	9.7	1.4	5.6	1.9	0.1	0.2	0.5	5.8	100
Kunene	35.6	10.6	2.0	4.4	1.0	2.1	14.0	0.9	1.4	15.0	13.2	100
Ohangwena	22.6	35.9	0.5	3.5	0.6	6.2	19.4	0.6	1.8	5.5	3.4	100
Omaheke	58.3	9.5	1.5	7.0	2.2	5.2	10.9	1.5	0.1	0.5	3.5	100
Omusati	17.2	53.0	0.2	4.0	0.2	5.0	13.0	0.6	0.1	5.4	1.2	100
Oshana	46.0	11.9	0.2	11.4	0.6	9.7	14.4	0.9	0.8	1.0	3.0	100
Oshikoto	38.3	31.5	0.1	4.6	1.0	4.5	13.0	0.8	0.6	3.6	2.0	100
Otjozondjupa	65.6	1.9	1.3	7.0	2.2	1.9	9.6	0.6	0.8	3.7	5.4	100
Zambezi	45.0	7.7	0.1	11.6	1.4	6.7	11.8	1.1	1.6	5.1	7.9	100
Namibia	52.0	14.5	0.6	7.1	1.2	4.7	10.2	0.8	0.7	3.0	5.2	100



Note: Others Specify includes rental income, Interest from savings/ investments, War Veterans/ Ex-Combatants Grant, State Foster Care Grant, Vulnerable Grant, alimony and similar allowances and In-kind receipts.



Chapter

3

Labour Force and Inactive Population

In the labour force framework (see Figure 1), the entire working age population is divided into two major groups: economically active and economically inactive. The active population which is referred to as the “labour force,” is further composed of the employed and the unemployed persons.



3.1 Labour Force

A person's current activity status is a key concept in labour force surveys. A person is classified into one of two main categories depending on whether one is economically active (that is employed and unemployed), and economically inactive, on the basis of their activities over the past seven days. The employed and the unemployed persons aged 15 years and above together constitute the national labour force.

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

Table 3.1 presents the populations in the labour force by sex, area and five-year age group. There were 1,026,268 person aged 15 years and older in the labour force in 2016. This indicates a net increase of 42,425 persons compared to the figure of 983,843 persons recorded in 2014. A similar trend is observed across the sex distribution with an increase of 17,802 among females and 24,623 among males.

Table 3.1: Distribution of persons in the labour force, by sex, age group, and area (broad)

Age group	Namibia				Urban				Rural		
	Both sexes	Male	Female		Both sexes	Male	Female		Both sexes	Male	Female
15-19	51,725	25,522	26,203		23,107	9,647	13,460		28,618	15,875	12,743
20-24	170,238	84,526	85,712		82,646	39,033	43,613		87,592	45,493	42,099
25-29	189,830	95,157	94,672		126,202	62,443	63,759		63,628	32,715	30,913
30-34	155,206	77,577	77,629		107,561	54,404	53,157		47,645	23,174	24,471
35-39	127,163	63,862	63,302		82,828	42,344	40,484		44,335	21,517	22,818
40-44	103,856	51,117	52,739		62,195	31,362	30,833		41,661	19,755	21,906
45-49	79,414	39,283	40,131		45,437	23,668	21,768		33,977	15,615	18,362
50-54	61,168	29,480	31,688		33,051	17,818	15,233		28,117	11,662	16,456
55-59	41,141	19,240	21,901		21,263	10,903	10,361		19,878	8,338	11,540
60-64	18,193	9,505	8,689		6,589	3,864	2,725		11,605	5,641	5,963
65+	28,333	14,775	13,558		4,622	3,261	1,361		23,711	11,514	12,197
Total	1,026,268	510,044	516,224		595,500	298,745	296,755		430,768	211,300	219,469
Percentages											
15-19	5.0	5.0	5.1		3.9	3.2	4.5		6.6	7.5	5.8
20-24	16.6	16.6	16.6		13.9	13.1	14.7		20.3	21.5	19.2
25-29	18.5	18.7	18.3		21.2	20.9	21.5		14.8	15.5	14.1
30-34	15.1	15.2	15.0		18.1	18.2	17.9		11.1	11.0	11.2
35-39	12.4	12.5	12.3		13.9	14.2	13.6		10.3	10.2	10.4
40-44	10.1	10.0	10.2		10.4	10.5	10.4		9.7	9.3	10.0
45-49	7.7	7.7	7.8		7.6	7.9	7.3		7.9	7.4	8.4
50-54	6.0	5.8	6.1		5.6	6.0	5.1		6.5	5.5	7.5
55-59	4.0	3.8	4.2		3.6	3.6	3.5		4.6	3.9	5.3
60-64	1.8	1.9	1.7		1.1	1.3	0.9		2.7	2.7	2.7
65+	2.8	2.9	2.6		0.8	1.1	0.5		5.5	5.4	5.6
Total	100	100	100		100	100	100		100	100	100

Table 3.2 below indicates that there were 595,500 persons aged 15 years and above in the labour force who lived in urban areas and 430,768 persons lived in rural areas. The table further shows that between 2016 and 2014, the population in rural areas decreased by 22,982 persons while in urban areas the population increased by 65,407 persons.

Table 3.2: Comparison of the labour force (aged 15+) by sex, urban and rural 2014-2016

Year	Namibia		Urban				Rural		
			Both sexes	Male	Female		Both sexes	Male	Female
2016	1,026,268		595,500	298,745	296,755		430,768	211,300	219,469
2014	983,843		530,093	269,984	260,108		453,750	215,437	238,313
Change	42,425		65,407	28,761	36,647		-22,982	-4,137	-18,844

3.2 Labour Force Participation Rate

The labour force participation rate is the proportion of the economically active population in a given working age population, i.e. the number of persons in the labour force given as a percentage of the working age population in that population group. Table 3.3 provides the population in the labour force by five-year age groupings for urban and rural areas. The national Labour Force Participation Rate (LFPR) is 69.4 which is slightly identical to the 69.2 percent recorded in 2014. As one would expect, the youngest group, those aged 15 to 19 years (LFPR 21.3 percent) and the older group aged 60 years and above (LFPR 27.4 percent) have the least LFPR.

This is because the young once are mostly still at school and not economically active, while the older group is in retirements and not available to work, hence not economically active either.

The table also indicates that LFPR is lower in rural areas (LFPR 61.0 percent) than in urban areas (LFPR 77.1 percent). Furthermore, the table reveals that LFPR is lower in general for age groups in rural areas as compared with similar age groups in the urban areas, except in the age group of 60+ where LFPR was higher in rural areas.

Table 3.3 : Labour force participation by age group and area

Age group	Namibia				Urban				Rural		
	Working age	Labour Force	LFPR %		Working age	Labour Force	LFPR %		Working age	Labour Force	LFPR %
15-19	242,819	51,725	21.3		92,958	23,107	24.9		149,861	28,618	19.1
20-24	234,097	170,238	72.7		109,437	82,646	75.5		124,660	87,592	70.3
25-29	208,797	189,830	90.9		137,218	126,202	92.0		71,579	63,628	88.9
30-34	168,854	155,206	91.9		115,220	107,561	93.4		53,634	47,645	88.8
35-39	140,133	127,163	90.7		88,757	82,828	93.3		51,376	44,335	86.3
40-44	116,501	103,856	89.1		67,931	62,195	91.6		48,570	41,661	85.8
45-49	90,798	79,414	87.5		50,197	45,437	90.5		40,601	33,977	83.7
50-54	74,259	61,168	82.4		37,995	33,051	87.0		36,264	28,117	77.5
55-59	56,074	41,141	73.4		26,843	21,263	79.2		29,231	19,878	68.0
60-64	42,602	18,193	42.7		17,599	6,589	37.4		25,003	11,605	46.4
65+	103,259	28,333	27.4		28,107	4,622	16.4		75,152	23,711	31.6
Total	1,478,193	1,026,268	69.4		772,262	595,500	77.1		705,931	430,768	61.0

The above results are further amplified in figures 3.1 (for Namibia), 3.2 (for rural areas) and 3.3 (for urban areas). The three graphs show similar trends for males and females for all age groups where male LFPRs are generally higher than that of female with relatively bigger gap at the end of the tail.

In all instances the graphs indicates that labour force participation rates increases with increase in ages, peaking in the age group 35 to 39 years and gradually begins to decline from age group of 45 to 49 years.

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

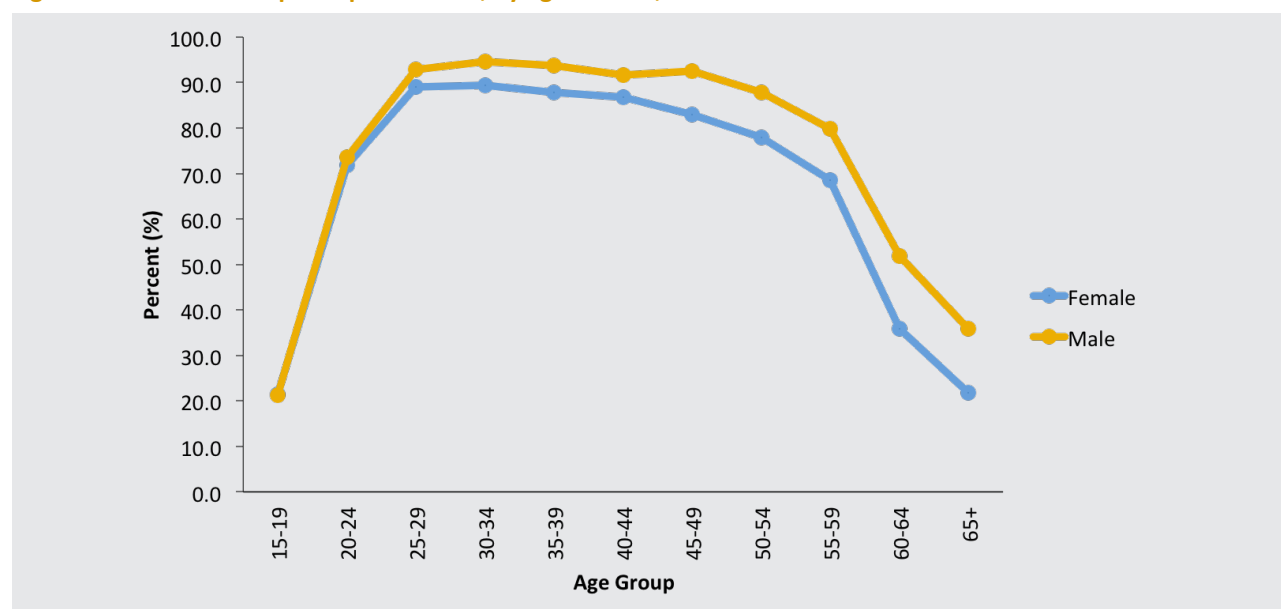


Figure 3.2: Labour force participation rates, by age and sex, rural areas

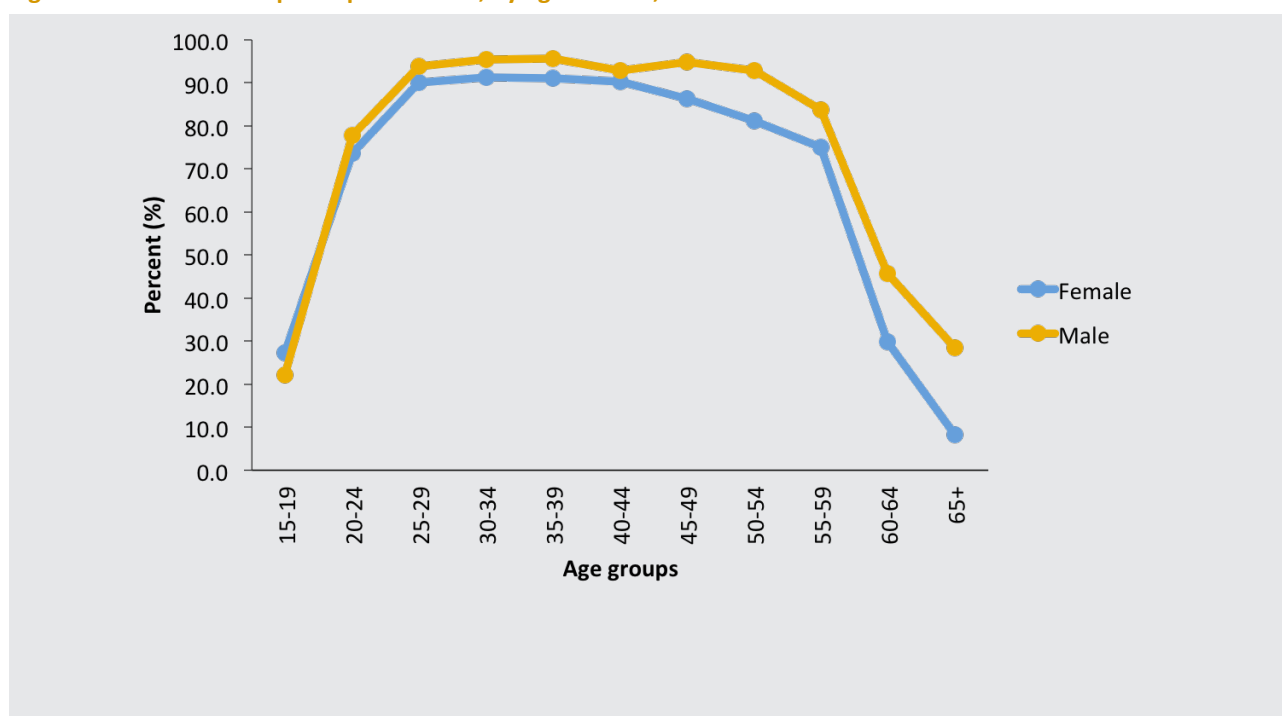
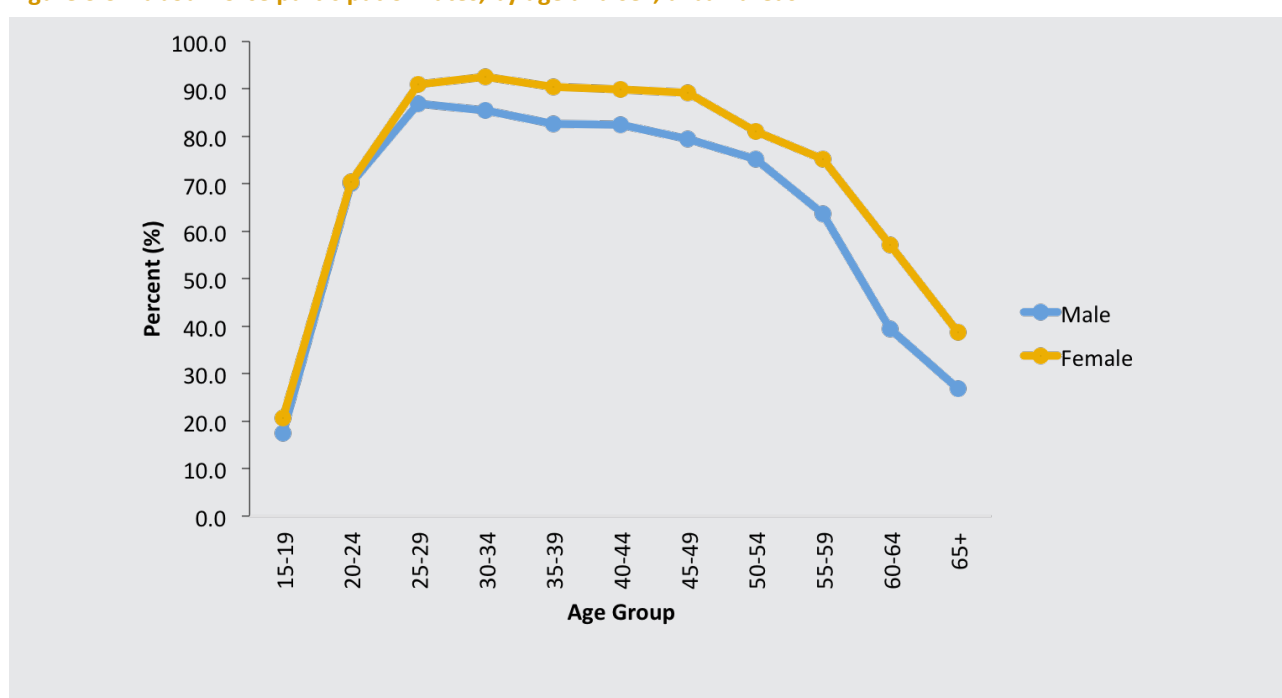


Figure 3.3: Labour force participation rates, by age and sex, urban areas

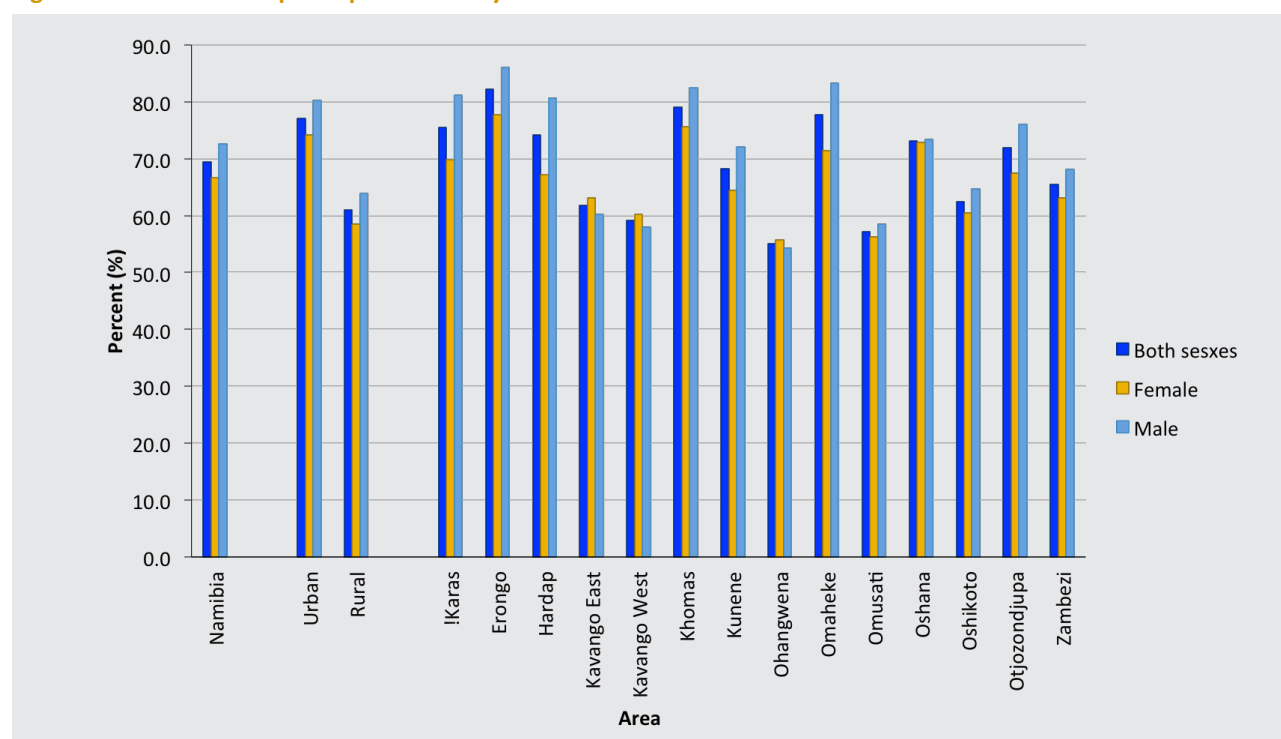


The broad labour force participation rates by sex and area is presented in table 3.4. Most of the regions recorded a high LFPR which is well over 60 percent except for Kavango West (59.2 percent), Ohangwena (55.1 percent) and Omusati (57.2 percent). Erongo region recorded the highest LFPR of 82.2 percent followed by Khomas region with the rate of 79 percent.

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

Area	Both sexes				Male				Female		
	Working age	Labour Force	LFPR %		Working age	Labour Force	LFPR %		Working age	Labour Force	LFPR %
Namibia	1,478,193	1,026,268	69.4		703,139	510,044	72.5		775,054	516,224	66.6
Urban	772,262	595,500	77.1		372,270	298,745	80.2		399,992	296,755	74.2
Rural	705,931	430,768	61.0		330,869	211,300	63.9		375,062	219,469	58.5
!Karas	59,447	44,889	75.5		30,044	24,372	81.1		29,403	20,517	69.8
Erongo	130,791	107,523	82.2		70,462	60,644	86.1		60,329	46,879	77.7
Hardap	58,401	43,289	74.1		30,154	24,313	80.6		28,247	18,976	67.2
Kavango East	86,941	53,741	61.8		38,362	23,073	60.1		48,579	30,668	63.1
Kavango West	47,746	28,250	59.2		21,065	12,199	57.9		26,681	16,051	60.2
Khomas	295,684	233,707	79.0		145,757	120,259	82.5		149,927	113,448	75.7
Kunene	56,549	38,625	68.3		28,589	20,616	72.1		27,960	18,009	64.4
Ohangwena	145,074	79,913	55.1		62,384	33,878	54.3		82,690	46,035	55.7
Omaheke	45,155	35,113	77.8		24,297	20,221	83.2		20,858	14,893	71.4
Omusati	151,780	86,841	57.2		63,482	37,138	58.5		88,298	49,703	56.3
Oshana	124,524	91,014	73.1		53,895	39,572	73.4		70,629	51,442	72.8
Oshikoto	119,561	74,682	62.5		55,773	36,086	64.7		63,788	38,595	60.5
Otjozondjupa	96,136	69,120	71.9		49,891	37,923	76.0		46,245	31,197	67.5
Zambezi	60,404	39,562	65.5		28,984	19,751	68.1		31,420	19,811	63.1

The distribution of the LFPR by sex and area is presented in Figure 3.4. Overall male LFPR (LFPR 72.5 percent) was found to be higher than that of their female counterparts (LFPR 66.6 percent). This pattern is similar to that observed in the LFS 2014. The rates were also higher in urban areas as compared to rural areas. Most regions show males having higher LFPR with the exception of Kavango East, Kavango West and Ohangwena regions.

Figure 3.4: Labour force participation rate by sex and area

3.4 Economically Inactive Population

The economically inactive population is comprised of persons who were not in employment and not available to take up any form of employment due to various reasons, such as age limitation (either both too young or too old); family or social commitments such as tending to the young, sickness and otherwise vulnerable; study; health; or inability due to physical or mental challenges; and other guaranteed sources of income, for example, from investment, etc.

Throughout this section the inactive population was derived using the broad definition of unemployment.

Table 3.5 shows that females' accounted for the majority of the total inactive population with 57.3 percent, a trend which is further consistently reflected across the rural/urban divide as well as across the regions.

Table 3.5: Inactive population by sex and area

Area	Both sexes			Male			Female	
	Number	%		Number	%		Number	%
Namibia	451,925	100		193,095	42.7		258,830	57.3
Urban	176,762	100		73,525	41.6		103,237	58.4
Rural	275,163	100		119,569	43.5		155,593	56.5
!Karas	14558	100		5,672	39.0		8886	61.0
Erongo	23268	100		9,818	42.2		13450	57.8
Hardap	15112	100		5,841	38.7		9271	61.3
Kavango East	33200	100		15,289	46.1		17911	53.9
Kavango West	19496	100		8,866	45.5		10630	54.5
Khomas	61977	100		25,498	41.1		36479	58.9
Kunene	17924	100		7973	44.5		9951	55.5
Ohangwena	65161	100		28506	43.7		36655	56.3
Omaheke	10042	100		4076	40.6		5965	59.4
Omusati	64939	100		26344	40.6		38595	59.4
Oshana	33510	100		14323	42.7		19187	57.3
Oshikoto	44879	100		19687	43.9		25193	56.1
Otjozondjupa	27016	100		11968	44.3		15048	55.7
Zambezi	20842	100		9233	44.3		11609	55.7

The distribution of the economically inactive population by age group, sex and areas is presented in table 3.6. The result shows that the youngest age group of 15 to 19 years accounts for the majority (42.3 percent) of the inactive population.

However, the youth (aged 15 to 34 years) accounts for 63.6 percent of the total inactive population. On the other hand, the age group 65 years and above accounts for only 16.6 percent of the inactive population, which is also expected as this is mostly persons in retirement.

Table 3.6: Inactive population by age group, sex and area

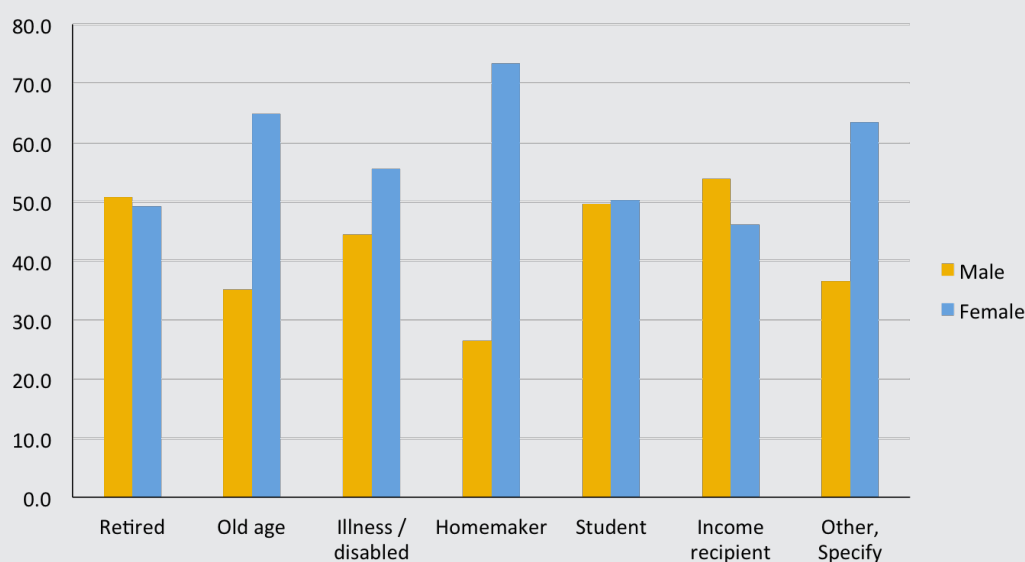
Age group	Namibia				Urban				Rural		
	Both sexes	Male	Female		Both sexes	Male	Female		Both sexes	Male	Female
15-19	191,094	94,806	96,288		69,851	33,780	36,071		121,243	61,026	60,217
20-24	63,859	30,227	33,632		26,791	11,148	15,643		37,068	19,079	17,989
25-29	18,967	7,318	11,650		11,016	4,030	6,986		7,951	3,287	4,664
30-34	13,648	4,402	9,246		7,659	2,553	5,106		5,989	1,848	4,141
35-39	12,970	4,218	8,751		5,929	1,960	3,969		7,041	2,259	4,782
40-44	12,645	4,664	7,981		5,736	2,427	3,309		6,909	2,237	4,672
45-49	11,384	3,166	8,218		4,760	1,282	3,479		6,624	1,884	4,740
50-54	13,091	4,115	8,976		4,944	1,392	3,552		8,147	2,723	5,423
55-59	14,933	4,869	10,064		5,580	2,120	3,459		9,353	2,748	6,605
60-64	24,409	8,823	15,585		11,010	4,594	6,416		13,398	4,229	9,170
65+	74,926	26,487	48,439		23,485	8,237	15,248		51,441	18,250	33,191
Namibia	451,925	193,095	258,830		176,762	73,525	103,237		275,163	119,569	155,593
Age group	Percentages										
15-19	42.3	49.1	37.2		39.5	45.9	34.9		44.1	51.0	38.7
20-24	14.1	15.7	13.0		15.2	15.2	15.2		13.5	16.0	11.6
25-29	4.2	3.8	4.5		6.2	5.5	6.8		2.9	2.7	3.0
30-34	3.0	2.3	3.6		4.3	3.5	4.9		2.2	1.5	2.7
35-39	2.9	2.2	3.4		3.4	2.7	3.8		2.6	1.9	3.1
40-44	2.8	2.4	3.1		3.2	3.3	3.2		2.5	1.9	3.0
45-49	2.5	1.6	3.2		2.7	1.7	3.4		2.4	1.6	3.0
50-54	2.9	2.1	3.5		2.8	1.9	3.4		3.0	2.3	3.5
55-59	3.3	2.5	3.9		3.2	2.9	3.4		3.4	2.3	4.2
60-64	5.4	4.6	6.0		6.2	6.2	6.2		4.9	3.5	5.9
65+	16.6	13.7	18.7		13.3	11.2	14.8		18.7	15.3	21.3
Namibia	100	100	100		100	100	100		100	100	100

Table 3.7 presents the outcome of the main reasons why people were inactive. The result shows that over half (52.4 percent) of the inactive population were students, while income recipient and the retired accounts for about 3 percent of the total inactive population

Table 3.7: Inactive population by sex, area and reason for inactivity

Reason for inactivity	Total				Urban				Rural		
	Total	Male	Female		Total	Male	Female		Total	Male	Female
Retired	7,213	3,660	3,554		4,689	1,978	2,712		2,524	1,682	842
Old age	85,130	29,912	55,218		30,023	10,924	19,099		55,107	18,988	36,119
Illness / disabled	40,442	17,976	22,467		11,787	4,788	7,000		28,655	13,188	15,467
Homemaker	73,272	19,448	53,824		27,110	7,205	19,905		46,163	12,243	33,919
Student	236,637	117,565	119,072		97,262	45,516	51,746		139,375	72,049	67,326
Income recipient	6,371	3,435	2,936		4,161	2,470	1,691		2,210	965	1,245
Other, Specify	2,691	983	1,708		1,586	553	1,033		1,105	430	674
Total	451,756	192,979	258,779		176,618	73,434	103,186		275,139	119,545	155,592
Reason for inactivity	Percentages										
Retired	1.6	1.9	1.4		2.7	2.7	2.6		0.9	1.4	0.5
Old age	18.8	15.5	21.3		17.0	14.9	18.5		20.0	15.9	23.2
Illness / disabled	9.0	9.3	8.7		6.7	6.5	6.8		10.4	11.0	9.9
Homemaker	16.2	10.1	20.8		15.3	9.8	19.3		16.8	10.2	21.8
Student	52.4	60.9	46.0		55.1	62.0	50.1		50.7	60.3	43.3
Income recipient	1.4	1.8	1.1		2.4	3.4	1.6		0.8	0.8	0.8
Other, Specify	0.6	0.5	0.7		0.9	0.8	1.0		0.4	0.4	0.4
Total	100	100	100		100	100	100		100	100	100

The results of table 3.7 are further graphically presented in figure 3.5. As observed earlier, the proportion of females who are inactive is higher than their males counterparts in most inactivity reasons except in for those who are retired and for those who are recipients of income.

Figure 3.5: Inactive population by sex and reason for inactivity



Chapter

4

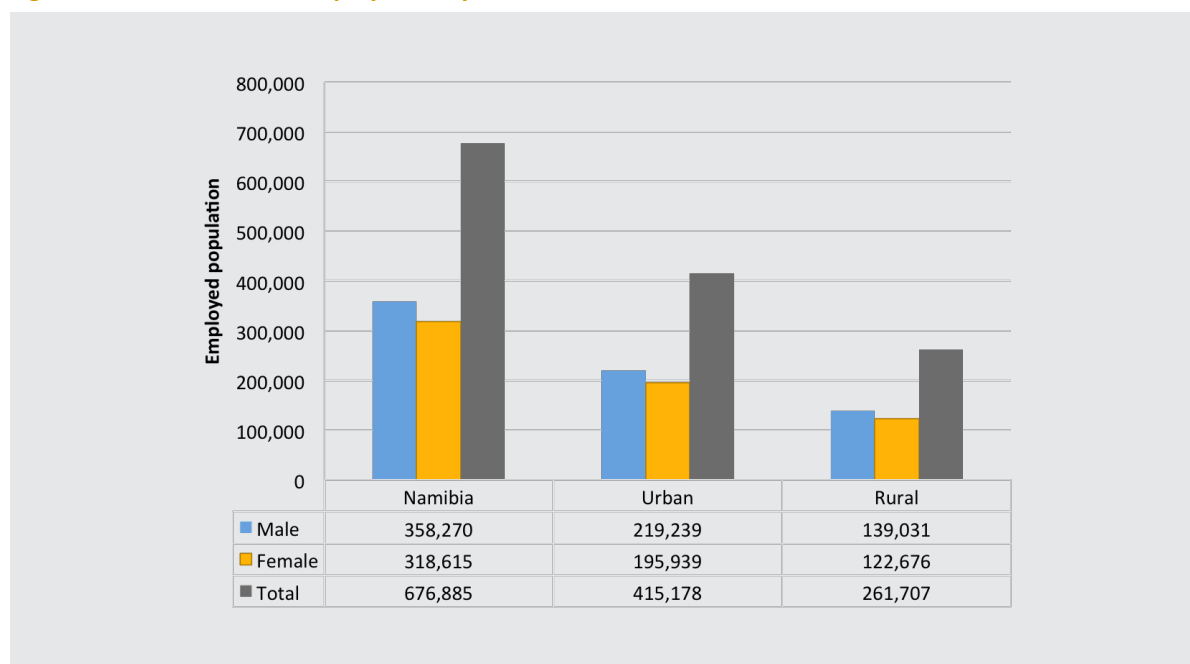
Employment

This chapter presents and describes the characteristics of the employed population, covering characteristics such as their level of education, sectors in which they are engaged, as well as their average wages/salaries.



Figure 4.1 presents the distribution of employed persons by sex, as well as by urban and rural areas. The results shows that the total number of the employed population in Namibia is 676,885 of whom 358,270 were males, while the remaining 318,615 were females, a difference of 39,655 persons in favour of males. Similarly, there are more males than females in employment in both rural and urban areas, with the difference being more pronounced in urban areas.

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



In addition, the distribution of the employed persons by sex and age group is presented in table 4.1. The result indicates that more people were employed between the age groups of 20 to 24 and 40 to 44 years, with the highest percentage (17.4 percent) recorded for the age group 25 to 29 years. The total number of employed persons was the lowest (2.3 percent) for the age group 15 to 19 years, this is expected given that many of them were still in schools.

Table 4.1: Employed persons by sex and age group

Age group	Both sexes			Male			Female	
	Number	%		Number	%		Number	%
15-19	15,316	2.3		9,768	2.7		5,548	1.7
20-24	76,821	11.3		45,963	12.8		30,858	9.7
25-29	117,848	17.4		62,977	17.6		54,871	17.2
30-34	110,753	16.4		58,076	16.2		52,677	16.5
35-39	92,713	13.7		48,533	13.5		44,181	13.9
40-44	78,177	11.5		39,897	11.1		38,280	12.0
45-49	60,445	8.9		30,803	8.6		29,643	9.3
50-54	48,690	7.2		23,916	6.7		24,775	7.8
55-59	34,063	5.0		16,501	4.6		17,562	5.5
60-64	16,008	2.4		8,467	2.4		7,541	2.4
65+	26,051	3.8		13,371	3.7		12,680	4.0
Namibia	676,885	100		358,270	100		318,615	100

4.1 Education levels of the employed population

Table 4.2 provides information on the educational levels of the employed population. Persons with Secondary education in total makes up the largest part of the employed persons, accounting for 52.9 percent, followed by those with Primary education with 18.8 percent. It is also interesting to note that there is a large number of employed persons without formal education.

This group constitutes 9.5 percent of the total employed persons. On the other hand, persons with tertiary education levels (Certificates, Diplomas and degrees) together make up 14.5 percent of the total employed population.²

Table 4.2: Employed persons by sex and level of education

Highest education level obtained	Employed population	
	Number	%
No formal education	64,023	9.5
Primary	127,481	18.8
Junior secondary	221,589	32.7
Senior secondary	136,619	20.2
Undergraduate certificate/diploma	34,463	5.1
University Degree	43,810	6.5
Postgraduate certificate/diploma	12,178	1.8
Master's and PHD's	7,703	1.1
Other (specify)	2,768	0.4
Don't know	26,250	3.9
Namibia	676,885	100

4.2 Employment to population ratio (EPR)

The employment-to-population ratio, also called employment absorption rate (shown in Table 4.3) is a useful indicator for examining the level of employment of persons with different categories, for example by levels of education. The employment-to-population ratio is calculated as the percentage of all persons in each category of interest that are employed. For Namibia, 45.8 percent of the population aged 15 years and above is employable, a decline of five percent from the 49.8 percent reported in 2014.

For example, persons with Master's and PHD's levels have the highest absorption rate of 89.9 percent, followed by those with postgraduate certificates or diplomas with 86.4 percent. Persons with the lowest absorption rate were those with no formal education with 39.0 percent.

The difference in the EPR between persons in urban and rural areas is notably large, with the urban proportion at 53.8 percent while the rural areas lurking at 37.1 percent.

Males have a higher absorption rate of 51.0 percent than females (41.1 percent). Generally, the employment absorption rate increases with the increase in the level of education.



²The questionnaire does not distinguish between persons having diplomas from Vocational Education Technical

Table 4.3: Employment to population ratio (EPR), within each categories of sex, area and level of completed education

Highest level of education completed	Namibia				Urban				Rural		
	Both sexes	male	female		Both sexes	male	female		Both sexes	male	female
No formal education	39.0	50.4	28.7		39.5	50.5	28.4		38.8	50.3	28.8
Primary	77.7	43.1	34.8		95.4	54.0	72.5		35.7	37.5	34.0
Junior secondary	41.9	46.6	38.0		49.7	54.0	46.0		32.4	37.2	28.5
Senior secondary	56.1	60.9	52.0		62.1	65.9	58.8		40.8	47.7	34.9
Undergraduate certificate/diploma	66.0	68.1	63.7		68.7	72.7	64.0		56.2	49.5	62.6
University Degree	61.4	64.9	58.7		59.7	62.3	57.7		69.6	78.0	63.3
Postgraduate certificate/diploma	86.4	86.8	86.2		86.0	87.4	85.0		87.9	85.0	90.3
Master's and PHD's	89.9	94.5	84.8		90.9	97.1	83.9		82.0	73.7	92.2
Other (specify)	52.5	59.4	47.4		42.4	57.3	28.9		61.2	61.6	60.9
Don't know	40.7	48.1	33.4		43.3	51.4	33.8		39.1	45.8	33.2
Namibia	45.8	51.0	41.1		53.8	58.9	49.0		37.1	42.0	32.7

Similarly, table 4.4 presents similar trends as table 4.3 above but at regional levels. The result showed that overall, Ohangwena region reported the lowest EPR of 30.1 percent, while Erongo region reported the highest rate of 64.2 percent.

Similarly, with respect to sex aggregation, male EPR continue to outnumber their female's counterpart in all regions except in Omusati and Oshana regions.

Table 4.4: Employment to population ratio (EPR) by sex and area

Region	Both sexes				Male				Female		
	Employed	Working Age	EPR%		Employed	Working Age	EPR%		Employed	Working Age	EPR%
Namibia	676,885	1,478,193	45.8		358,270	703,139	51.0		318,615	775,054	41.1
Urban	415,178	772,262	53.8		219,239	372,270	58.9		195,939	399,992	49.0
Rural	261,707	705,931	37.1		139,031	330,869	42.0		122,676	375,062	32.7
!Karas	34,553	59,447	58.1		20,296	30,044	67.6		14,257	29,403	48.5
Erongo	84,020	130,791	64.2		50,819	70,462	72.1		33,202	60,329	55.0
Hardap	26,988	58,401	46.2		17,109	30,154	56.7		9,879	28,247	35.0
Kavango East	32,478	86,941	37.4		14,949	38,362	39.0		17,529	48,579	36.1
Kavango West	17,953	47,746	37.6		8,356	21,065	39.7		9,597	26,681	36.0
Khomas	167,297	295,684	56.6		88,194	145,757	60.5		79,104	149,927	52.8
Kunene	18,461	56,549	32.6		11,765	28,589	41.2		6,696	27,960	23.9
Ohangwena	43,613	145,074	30.1		19,017	62,384	30.5		24,595	82,690	29.7
Omaheke	25,679	45,155	56.9		16,634	24,297	68.5		9,045	20,858	43.4
Omusati	51,889	151,780	34.2		20,869	63,482	32.9		31,020	88,298	35.1
Oshana	64,190	124,524	51.5		27,532	53,895	51.1		36,659	70,629	51.9
Oshikoto	44,926	119,561	37.6		23,317	55,773	41.8		21,609	63,788	33.9
Otjozondjupa	44,274	96,136	46.1		27,116	49,891	54.4		17,158	46,245	37.1
Zambezi	20,562	60,404	34.0		12,297	28,984	42.4		8,266	31,420	26.3

4.3 Occupation and sector of economic activity

The distribution of employed population by occupation and sex is presented in table 4.5, while table 4.6 gives the same information by industry and sex. It is observed from table 4.5 that Elementary occupation constitute the largest number (30.5 percent) of employed persons in Namibia followed by Service and Sales occupations (13.5 percent).

The results also shows that Skilled Agriculture which was the number one occupation in 2014 has dropped to the fourth position to account for 11.2 percent in 2016.

Table 4.5: Employed persons by occupation and sex

Occupation	Both sexes			Male			Female	
	Number	%		Number	%		Number	%
Armed forces	10,787	1.6		6,540	1.8		4,247	1.3
Legislators & managers	29,732	4.4		18,084	5.0		11,648	3.7
Professionals	58,308	8.6		23,560	6.6		34,748	10.9
Technicians & associate professionals	38,670	5.7		19,944	5.6		18,725	5.9
Clerks	51,394	7.6		13,247	3.7		38,147	12.0
Service & Sales	91,678	13.5		34,842	9.7		56,837	17.8
Skilled agriculture	75,714	11.2		38,457	10.7		37,257	11.7
Craft and trade	86,240	12.7		69,768	19.5		16,472	5.2
Machine Operators	27,604	4.1		25,971	7.2		1,633	0.5
Elementary	206,730	30.5		107,857	30.1		98,873	31.0
Not Stated	28	*		*	*		28	*
Namibia	676,885	100		358,270	100		318,615	100

In terms of the economic sector, the Agriculture, forestry and fishing sector remains the highest employment sector in Namibia accounting for 20.1 percent of the employed persons. This is a decline of about 9.4 percent when compared to the 29.5 percent recorded in the 2014 LFS.

The lowest employment sectors were the Real estate activities and Extraterritorial organization and bodies sectors each accounting for 0.2 percent of the employed persons in Namibia.

There were some significant differences in the figures of the employment sectors by sex. Females dominated in the following sectors; Wholesale and Retail trade (12.1 percent), Accommodation and Food service activities (11.5 percent), Education (8.9 percent) as well as in Private Household occupations (13.0 percent), while males were dominant in the Agriculture forestry and fishing (22.4 percent, Construction (16.6 percent) as well as the Transport and Storage occupations (5.4 percent).

Table 4.6: Employed persons by industry and sex

Industry	Both sexes			Male			Female	
	Number	%		Number	%		Number	%
Agriculture forestry & fishing	135,832	20.1		80,332	22.4		55,500	17.4
Mining and quarrying	14,825	2.2		12,775	3.6		2,050	0.6
Manufacturing	44,419	6.6		29,695	8.3		14,724	4.6
Electricity & related industries	5,018	0.7		4,044	1.1		974	0.3
Water supply & related industries	4,512	0.7		3,236	0.9		1,276	0.4
Construction	63,005	9.3		59,369	16.6		3,636	1.1
Wholesale and retail trade	65,492	9.7		26,803	7.5		38,688	12.1
Transport and storage	22,175	3.3		19,408	5.4		2,767	0.9
Accommodation & food service activities	47,840	7.1		11,096	3.1		36,744	11.5
Information & communication	5,973	0.9		3,928	1.1		2,044	0.6
Financial and insurance activities	15,525	2.3		5,834	1.6		9,691	3.0
Real estate activities	1,163	0.2		512	0.1		652	0.2
Professional, scientific and technical activities	12,140	1.8		6,690	1.9		5,449	1.7
Administrative & support service activities	40,499	6.0		19,063	5.3		21,436	6.7
Public administration, defense, compulsory social security	30,260	4.5		17,333	4.8		12,926	4.1
Education	41,422	6.1		12,986	3.6		28,436	8.9
Human health & social work activities	19,058	2.8		5,263	1.5		13,795	4.3
Arts, entertainment & recreation	4,143	0.6		2,090	0.6		2,054	0.6
Other services activities	43,211	6.4		19,171	5.4		24,040	7.5
Private households	59,113	8.7		17,829	5.0		41,283	13.0
Extraterritorial organization & bodies	1,232	0.2		813	0.2		419	0.1
Not recorded	28	*		*	*		28.2	*
Total	676,885	100		358,270	100		318,615	100

4.4 Status in employment

The survey questionnaire distinguishes the own account, self-employed and unpaid family workers between those who are working in subsistence agriculture and those who are working in other employment. Table 4.7 present four broad groups in status of employment.

- 1) Employees (i.e., wage and salary workers represented by domestic workers and other employees in Table).
- 2) Self-employed workers (i.e., own account workers represented by other own account workers without paid employees and subsistence/ communal farmers without paid employees in Table 4.7).

- 3) Employers (represented by other employers and subsistence/ communal farmers with paid employees as in Table 4.7) and
- 4) Unpaid family workers (represented by unpaid family workers in subsistence farming and other unpaid family workers as in Table 4.7).

Table 4.7: Employed persons by sex and status in employment

Status in employment	Both sexes			Male			Female	
	Number	%		Number	%		Number	%
Subsistence/ Communal Farmers (with paid employees)	8,958	100		6,313	70.5		2,645	29.5
Subsistence/Communal Farmers (without paid employees)	58,839	100		22,837	38.8		36,002	61.2
Other Employers	21,566	100		14,589	67.6		6,977	32.4
Other Own Account Worker s(without paid employees)	79,583	100		32,080	40.3		47,503	59.7
Domestic Workers	36,367	100		9,233	25.4		27,134	74.6
Other Employees	441,191	100		260,562	59.1		180,629	40.9
Unpaid Family Workers	25,865	100		10,115	39.1		15,751	60.9
Other	806	100		443	55.0		363	45.0
Don't know	3,681	100		2,099	57.0		1,582	43.0
Not Stated	28	100		*	*		28	*
Total	676,885	100		358,270	52.9		318,615	47.1

The result indicates that more males (70.5 percent) than females were working as subsistence farmers with paid employees. It is also evident that more females (60.9 percent) than males were employed as unpaid family workers.

Table 4.8 shows the employed persons by sector of economic activity and status in employment. There were 477,558 persons who were classified as employees. The largest numbers of employees were in Agriculture forestry & fishing (59,672 persons), construction (52,612 persons) and private households (46,241 persons) respectively.

About 138,422 of the total employees were own-account workers. These group of people (own-account workers) were more concentrated in the Agriculture, forestry and fishing industry sector. The unpaid family workers who made up 25 865 of employees were also more concentrated in the Agriculture, forestry and fishing sector with 11,966 persons.

Table 4.8: Employed persons by sector of economic activity and status in employment

Industry	Number					Percent			
	Employees	Employer	Own account worker	Unpaid Family workers		Employees	Employer	Own account worker	Unpaid Family workers
Agriculture forestry & fishing	59,672	8,174	55,661	11,966		12.5	26.8	40.2	46.3
Mining and quarrying	14,014	333	137	143		2.9	1.1	0.1	0.6
Manufacturing	31,307	2,341	9,275	1,090		6.6	7.7	6.7	4.2
Electricity & related industries	4,514	120	322	*		0.9	0.4	0.2	*
Water supply & related industries	4,138	28	263	84		0.9	0.1	0.2	0.3
Construction	52,612	3,789	5,421	670		11.0	12.4	3.9	2.6
Wholesale and retail trade	40,626	3,245	18,952	2,544		8.5	10.6	13.7	9.8
Transport and storage	16,668	1,362	3,555	521		3.5	4.5	2.6	2.0
Accommodation & food service activities	26,471	1,809	16,436	2,674		5.5	5.9	11.9	10.3
Information & communication	5,279	254	392	*		1.1	0.8	0.3	*
Financial and insurance activities	14,644	310	501	44		3.1	1.0	0.4	0.2
Real estate activities	669.09	106	290	48		0.1	0.3	0.2	0.2
Professional, scientific and technical activities	9,156	1,143	1,701	139		1.9	3.7	1.2	0.5
Administrative & support service activities	36,585	1,402	1,841	520		7.7	4.6	1.3	2.0
Public administration, defense, compulsory social security	28,764	948	137	104		6.0	3.1	0.1	0.4
Education	39,361	655	743	216		8.2	2.1	0.5	0.8
Human health & social work activities	17,826	582	419	174		3.7	1.9	0.3	0.7
Arts, entertainment & recreation	2,373	168	1,422	87		0.5	0.6	1.0	0.3
Other services activities	25,526	2,605	12,445	1,873		5.3	8.5	9.0	7.2
Private households	46,241	1,150	8,390	2,969		9.7	3.8	6.1	11.5
Extraterritorial organization & bodies	1,112	*	120	*		0.2	*	0.1	*
Namibia	477,558	30,524	138,422	25,865		100	100	100	100

4.5 Place (institution) of work of employees

The distribution of employees by sex and institution in which they work is presented in table 4.9. Private companies, enterprises and cooperatives are the dominant places of work accounting for 48.5 percent of the employees. This is followed by the private households/individual with 28.1 percent of employees.

There are more female employees in both urban and rural areas working in government than male employees, while more male employees in urban and rural areas works in private companies, enterprises and cooperatives.

Table 4.9: Employees by sex, areas and place of work

Place of work	Namibia			Urban			Rural		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Private companies, enterprise or cooperatives	235,877	144,051	91,826	192,367	116,923	75,444	43,510	27,128	16,382
The Government (Including local authorities)	88,421	36,905	51,516	61,720	25,702	36,019	26,701	11,203	15,497
State-owned enterprises/ Parastatals	25,558	16,062	9,496	21,999	14,132	7,868	3,559	1,931	1,628
Private households/ Individuals	136,561	77,854	58,707	63,926	27,091	36,836	72,635	50,764	21,871
Namibia	486,417	274,873	211,544	340,013	183,847	156,166	146,404	91,026	55,378
Place of work	Percentage								
Private companies, enterprise or cooperatives	48.5	52.4	43.4	56.6	63.6	48.3	29.7	29.8	29.6
The Government (Including local authorities)	18.2	13.4	24.4	18.2	14.0	23.1	18.2	12.3	28.0
State-owned enterprises/ Parastatals	5.3	5.8	4.5	6.5	7.7	5.0	2.4	2.1	2.9
Private households/ Individuals	28.1	28.3	27.8	18.8	14.7	23.6	49.6	55.8	39.5
Namibia	100	100	100	100	100	100	100	100	100

4.6 Conditions of work

In the case of paid employees, additional information was collected about their conditions of work. Paid employees were asked whether they were employed on the basis of a written or oral contract. Employees were also asked whether the contracts or agreements were of limited or unlimited time duration, as well as whether they were entitled to paid annual and sick leave.

Table 4.10 shows that the majority of paid employees (56.1 percent) were on permanent contract while 16.9 percent were on a limited duration employment contracts. On the other hand, 27 percent of the paid employees were on other unspecified duration employment contracts.

Furthermore, the result indicates that private companies, enterprises or cooperation account for 59.0 percent of employees whose contracts are of limited duration. This is followed by private households (26.1 percent), the government (9.5 percent) and state owned enterprises (5.4 percent) respectively. In contrast, private households account for larger proportion (58.5 percent) of employees with unspecified duration employment contracts followed by private companies, enterprises or cooperation's who accounts for 37.4 percent of the employees. Most of the employees with permanent contracts were found in the private sector (50.8 percent) and the government with 28.5 percent.

Table 4.10: Type of contract held by paid employees, by institution in which they work

Entity type	Limited duration			Permanent			Unspecified duration	
	Number	%		Number	%		Number	%
Private companies, enterprises or cooperation's	48,483	59.0		138,270	50.8		49,107	37.4
The Government (Including local authorities)	7,833	9.5		77,714	28.5		2,873	2.2
State-owned enterprises/ Parastatals	4,428	5.4		18,639	6.8		2,491	1.9
Private households/ Individuals	21,436	26.1		37,588	13.8		76,750	58.5
Namibia	82,180	16.9		272,211	56.1		131,221	27.0

With respect to employment industry the percentage of paid employees in each industry receiving paid leave and those receiving paid sick leave by sex are presented in table 4.11 and 4.12.

From the two tables, it can be observed that 47 percent of the paid employees reported that they benefit from annual paid leave while 43.2 percent reported that they benefit from sick leave.

Table 4.11: Percentage of paid employees in each industry receiving paid leave

Industry	Employees with paid leave			Total Employed	% Employees with paid leave		
	Both sexes	Male	Female		Both sexes	Male	Female
Agriculture forestry & fishing	31,505	24,514	6,991	135,832	23.2	18.0	5.1
Mining and quarrying	12,317	10,876	1,440	14,825	83.1	73.4	9.7
Manufacturing	21,361	15,325	6,036	44,419	48.1	34.5	13.6
Electricity & related industries	3,641	2,915	725	5,018	72.6	58.1	14.5
Water supply & related industries	3,045	2,418	628	4,512	67.5	53.6	13.9
Construction	24,563	22,625	1,937	63,005	39.0	35.9	3.1
Wholesale and retail trade	28,273	12,859	15,415	65,492	43.2	19.6	23.5
Transport and storage	10,765	8,298	2,468	22,175	48.5	37.4	11.1
Accommodation & food service activities	18,622	6,376	12,246	47,840	38.9	13.3	25.6
Information & communication	4,794	3,047	1,748	5,973	80.3	51.0	29.3
Financial and insurance activities	12,547	4,372	8,175	15,525	80.8	28.2	52.7
Real estate activities	758	338	420	1,163	65.2	29.1	36.1
Professional, scientific and technical activities	8,422	4,416	4,006	12,140	69.4	36.4	33.0
Administrative & support service activities	26,096	12,228	13,868	40,499	64.4	30.2	34.2
Public administration, defense, compulsory social security	27,133	15,189	11,944	30,260	89.7	50.2	39.5
Education	34,520	11,012	23,508	41,422	83.3	26.6	56.8
Human health & social work activities	14,727	4,421	10,306	19,058	77.3	23.2	54.1
Arts, entertainment & recreation	1,656	1,040	616.06	4,143	40.0	25.1	14.9
Other services activities	14,027	6,835	7,192	43,211	32.5	15.8	16.6
Private households	18,345	4,349	13,996	59,113	31.0	7.4	23.7
Extraterritorial organization & bodies	808	555	254	1,232	65.6	45.0	20.6
Not recorded	*	*	*	28	*	*	*
Namibia	317926	174,007	143,918	676,885	47.0	25.7	21.3

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

Industry	Employees with sick leave			Total	%Employees with sick leave		
	Both sexes	Male	Female				
Agriculture forestry & fishing	25,881	19,674	6,207	135,832	19.1	14.5	4.6
Mining and quarrying	11,341	10,054	1,287	14,825	76.5	67.8	8.7
Manufacturing	19,611	14,111	5,500	44,419	44.1	31.8	12.4
Electricity & related industries	3,641	2,915	725	5,018	72.6	58.1	14.5
Water supply & related industries	2,866	2,238	628	4,512	63.5	49.6	13.9
Construction	23,101	21,411	1,689	63,005	36.7	34.0	2.7
Wholesale and retail trade	26,402	12,375	14,027	65,492	40.3	18.9	21.4
Transport and storage	10,279	7,862	2,417	22,175	46.4	35.5	10.9
Accommodation & food service activities	17,251	6,025	11,226	47,840	36.1	12.6	23.5
Information & communication	4,588	2,941	1,648	5,973	76.8	49.2	27.6
Financial and insurance activities	12,320	4,172	8,147	15,525	79.4	26.9	52.5
Real estate activities	717	338	379	1,163	61.6	29.1	32.6
Professional, scientific and technical activities	8,360	4,401	3,959	12,140	68.9	36.3	32.6
Administrative & support service activities	24,136	11,266	12,870	40,499	59.6	27.8	31.8
Public administration, defense, compulsory social security	25,730	14,468	11,262	30,260	85.0	47.8	37.2
Education	33,317	10,605	22,711	41,422	80.4	25.6	54.8
Human health & social work activities	14,475	4,338	10,137	19,058	76.0	22.8	53.2
Arts, entertainment & recreation	1,404	866	538	4,143	33.9	20.9	13.0
Other services activities	12,603	6,050	6,554	43,211	29.2	14.0	15.2
Private households	13,478	2,391	11,087	59,113	22.8	4.0	18.8
Extraterritorial organization & bodies	808	555	254	1,232	65.6	45.0	20.6
Not recorded	*	*	*	28	*	*	*
Namibia	292,308	159,055	133,252	676,885	43.2	23.5	19.7

4.7 Time-related underemployment

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

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

Table 4.13 thus shows the number of employed persons who usually work fewer than 35 hours per week and are available and willing to work for more hours and is expressed as a percentage of all employed persons i.e. the under-employment rate. The overall time-related under-employment rate is 7.8 percent. Compared to the 2014 LFS, the rate has increased by 2.9 percentage point from 4.9 percent reported in 2014. The rate is higher for females at 8.9 percent, than for males at 6.7 percent.

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

Status in Employment	Both Sexes			Male			Female		
	Under Employed	Employed	%	Under Employed	Employed	%	Under Employed	Employed	%
Subsistence/ Communal Farmer (with paid employees)	498	8,695	5.7	261	5,919	4.4	237	2,775	8.5
Subsistence/ Communal Farmer (without paid employees)	7,804	61,661	12.7	3,101	23,521	13.2	4,703	38,141	12.3
Other Employer	1,492	21,127	7.1	877	13,986	6.3	615	7,141	8.6
Other Own Account Worker (without paid employees)	13,766	78,737	17.5	4,487	31,105	14.4	9,280	47,633	19.5
Other Employees	24,750	427,238	5.8	13,116	248,618	5.3	11,634	178,621	6.5
Unpaid Family Worker	3,594	25,506	14.1	1,849	9,436	19.6	1,745	16,070	10.9
Other	240	706	34.0	132	429	30.8	108	277	39.0
Don't know	414	3,710	11.2	324	2,093	15.5	90	1,616	5.6
Not stated	*	32	*	*	*	*	*	32	*
Total	52,558	676,885	7.8	24,147	358,270	6.7	28,412	318,615	8.9

4.8 Wages and salaries for employees

For the purpose of the LFS, data on wages and salaries was collected only in respect of paid employees. The question asked for the gross income to be specified, i.e. before any deductions. Furthermore, information on wages and salaries was only asked in the case of the main job.

Table 4.14 presents a summary information on the monthly wages received by paid employees by industry and sex. At national level the average wage is N\$ 6,759 per month, an increase of N\$133 since 2014 when the average monthly wage was reported to be N\$6,626.

The average monthly wage was a bit higher for males (N\$6,850) than females (N\$6,642). Across industries the highest average wage is N\$19,907 per month which is earned by persons in the Professional, scientific and technical activities sector, while the lowest is N\$1,334 per month earned by persons employed in the Private Households.

Table 4.14: Mean wages (NAD) by industry and sex

Industry	Both sexes	Male	Female
Agriculture forestry & fishing	2,252	2,175	2,527
Mining and quarrying	14,352	15,351	7,950
Manufacturing	5,506	5,098	6,568
Electricity & related industries	11,512	12,545	7,756
Water supply & related industries	5,352	5,905	3,877
Construction	4,361	4,370	4,237
Wholesale and retail trade	4,167	5,119	3,421
Transport and storage	7,995	7,038	13,304
Accommodation & food service activities	2,951	3,867	2,534
Information & communication	17,241	17,890	16,111
Financial and insurance activities	15,980	18,354	14,572
Real estate activities	10,965	7,852	14,558
Professional, scientific and technical activities	19,907	21,869	17,726
Administrative & support service activities	5,831	5,702	5,947
Public administration, defense, compulsory social security	11,394	12,071	10,504
Education	14,619	17,139	13,470
Human health & social work activities	12,117	15,008	10,983
Arts, entertainment & recreation	5,472	4,776	6,308
Other services activities	3,924	5,022	2,877
Private households	1,334	1,220	1,379
Extraterritorial organization & bodies	12,439	13,823	10,153
Namibia	6,759	6,850	6,642

Furthermore, the information on average monthly wages of employees by age groups for 2016 LFS presented in table 4.15 reveals that monthly wage levels increases with the employees age, peaking at the age group of 60-64 years, but thereafter declined sharply for the smaller number of people aged 65 and above who remained in employment.

Table 4.15: Average monthly wages of employees by age group

Age group	Both Sexes	Male	Female
15-19	1214	1,207	1,228
20-24	2889	2,696	3,178
25-29	5,218	5,155	5,295
30-34	6,987	7,069	6,886
35-39	7,706	7,793	7,598
40-44	8,251	8,846	7,516
45-49	8,606	8,568	8,656
50-54	10,259	11,050	9,364
55-59	10,758	10,904	10,552
60-64	12668	14,666	7,550
65+	5855	6,097	4,869
Namibia	6,759	6,850	6,642

4.8 Informal employment

When presenting statistics on employment, it is helpful to provide a breakdown of employment as between formal and informal employment. The formal/informal employment definition is based on provision or availability of some form of formal social protection. Employees were categorized as being in formal employment if their employer was reported to provide at least a pension scheme, medical aid and /or social security. Informal employment should not be confused with informal sector as these have different definitions.

The result presented in table 4.16 shows that 66.5 percent of the employed population are in informal employments. These comprised of 65.6 percent of males and 67.5 percent of females. In addition, 57.3 percent of the employed population in urban areas and 81.1 percent of employments in rural areas were in informal employments. The region with the highest percentage of informal employments were Kavango West and Omusati regions with 91.8 percent and 81.3 percent respectively. Whereas the region with the lowest percentage of employees in informal employments is Erongo with 55.3 percent.

Table 4.16: Employed persons in informal employment by sex and location

Region	Both Sexes			Male			Female		
	Informal-employment	Total employment	%	Informal-employment	Total employment	%	Informal-employment	Total employment	%
Namibia	450,075	676,885	66.5	234,988	358,270	65.6	215,087	318,615	67.5
Urban	237,788	415,178	57.3	123,856	219,239	56.5	113,932	195,939	58.1
Rural	212,287	261,707	81.1	111,132	139,031	79.9	101,155	122,676	82.5
!Karas	22,710	34,553	65.7	13,036	20,296	64.2	9,674	14,257	67.9
Erongo	46,448	84,020	55.3	26,539	50,819	52.2	19,909	33,202	60.0
Hardap	19,255	26,988	71.3	12,144	17,109	71.0	7,110	9,879	72.0
Kavango East	25,579	32,478	78.8	11,476	14,949	76.8	14,103	17,529	80.5
Kavango West	16,477	17,953	91.8	7,578	8,356	90.7	8,900	9,597	92.7
Khomas	93,051	167,297	55.6	49,579	88,194	56.2	43,472	79,104	55.0
Kunene	13,146	18,461	71.2	8,560	11,765	72.8	4,585	6,696	68.5
Ohangwena	34,082	43,613	78.1	14,841	19,017	78.0	19,241	24,595	78.2
Omaheke	18,686	25,679	72.8	12,597	16,634	75.7	6,089	9,045	67.3
Omusati	42,165	51,889	81.3	16,978	20,869	81.4	25,188	31,020	81.2
Oshana	43,454	64,190	67.7	17,983	27,532	65.3	25,471	36,659	69.5
Oshikoto	32,781	44,926	73.0	17,839	23,317	76.5	14,942	21,609	69.1
Otjozondjupa	27,478	44,274	62.1	16,936	27,116	62.5	10,543	17,158	61.4
Zambezi	14,762	20,562	71.8	8,903	12,297	72.4	5,859	8,266	70.9

Similarly, table 4.17 presents the number of persons in informal employment by industry. The result shows that the industry with the highest level of informal employment were Private households and Agriculture, forestry and fishing accounting for 89.8 and 89.6 percent respectively, while the lowest level of informal employment was found in Professional, scientific and technical activities which accounts for about 26.9 percent of employees.

Table 4.17: Distribution of persons in informal employment by industry

Industry	Informal Employment	Total employed	%
Agriculture forestry & fishing	121,641	135,832	89.6
Mining and quarrying	7,039	14,825	47.5
Manufacturing	28,791	44,419	64.8
Electricity & related industries	2,536	5,018	50.5
Water supply & related industries	2,105	4,512	46.6
Construction	47,415	63,005	75.3
Wholesale and retail trade	43,686	65,492	66.7
Transport and storage	11,963	22,175	54.0
Accommodation & food service activities	32,922	47,840	68.8
Information & communication	2,014	5,973	33.7
Financial and insurance activities	4,928	15,525	31.7
Real estate activities	751	1,163	64.6
Professional, scientific and technical activities	3,260	12,140	26.9
Administrative & support service activities	25,105	40,499	62.0
Public administration, defense, compulsory social security	8,687	30,260	28.7
Education	14,344	41,422	34.6
Human health & social work activities	6,564	19,058	34.4
Arts, entertainment & recreation	2,363	4,143	57.0
Other services activities	30,232	43,211	70.0
Private households	53,062	59,113	89.8
Extraterritorial organization & bodies	637	1,232	51.7
Not stated	28	28	*
Namibia	450,075	676,885	66.5

4.9 Vulnerable employment

An important indicator in labour market analysis is the rate of vulnerable employment. Three main categories make up vulnerable group, namely, own account workers, Subsistence/Communal farmers and contributing (unpaid) family workers. The rate of vulnerability is calculated as the sum of Subsistence/ Communal Farmers, own-account workers and contributing family workers, taken as the proportion of total employment. It is a measure of those with relatively precarious working situations.

These three status groups are considered as more vulnerable than others, because these people are unlikely to have formal work arrangements or access to benefits or social protection programmes, and they are more at risk to the effect of the economic cycles.

Tables 4.18 shows that most vulnerable workers 48.4 percent are own account workers, followed by subsistence/communal farmers with 35.7 percent.

Table 4.18: Vulnerable workers by status in employment and sex

Vulnerable employment	Both sexes	%	Male	%	Female	%
Subsistence/ Communal Farmers	58,878	35.7	22,876	35	36,002	36.17
Other Own Account Workers	79,806	48.4	32,181	49.2	47,624	47.84
Unpaid Family Workers	26,308	15.9	10,394	15.9	15,914	15.99
Total	164,992	100	65,452	100	99,540	100

Similarly, the distribution of persons in vulnerable employment by area and region presented in table 4.19 shows that the majority of the employed population in vulnerable employment are in the rural areas with 65.4 percent.

Furthermore, at regional level, regions such as Omusati (15.6 percent) and Oshana (14.4 percent) recorded the highest percent of persons in vulnerable employment. On the other hand, !Karas (1.2 percent) and Hardap (1.7 percent) regions recorded the lowest percentage of persons in vulnerable employment.

Table 4.19 Distribution of persons in vulnerable employment by area and region

	Persons in Vulnerable Employment	%
Namibia	173,246	100
Urban	59,921	34.6
Rural	113,324	65.4
!Karas	2,051	1.2
Erongo	10,909	6.3
Hardap	3,002	1.7
Kavango East	14,146	8.2
Kavango West	12,116	7.0
Khomas	21,517	12.4
Kunene	5,132	3.0
Ohangwena	20,627	11.9
Omaheke	5,562	3.2
Omusati	27,063	15.6
Oshana	25,030	14.4
Oshikoto	13,785	8.0
Otjozondjupa	5,446	3.1
Zambezi	6,860	4.0

4. 10 Union Density

A trade union is defined as an independent workers' organization, constituted for the purpose of furthering and defending the interests of workers. Trade union membership is defined as the total number of workers that currently belong to a trade union. Analysis of trade union density indicates an important degree of social dialogue prevailing in a country.

Questions on unionization were asked to both the employed and unemployed persons but for the purpose of this report only those whose employment status is "employee" were considered.

Table 4.20 shows that only 17.5 percent of the total employees in the country belonged to trade unions. The highest rates of trade union membership is amongst females with 18.7 percent compared to their male counterparts with 16.5 percent. The rates for trade union membership were higher in urban areas (18.4 percent) than in rural areas (15.3 percent). At regional level, regions that were above the national union density includes !Karas (30.5 percent), Erongo (23.5 percent), Kunene (28.6 percent), Ohangwena (23.5 percent), Oshana (20.0 percent) and Zambezi (22.9 percent).

Table 4.20: Employees union density by area and region

Region	Employees belonging to trade union				Total Number of employees				Union Density %		
	Both sexes	Male	Female		Both sexes	Male	Female		Both sexes	Male	Female
Namibia	83,516	44,583	38,933		477,558	269,794	207,763		17.5	16.5	18.7
Urban	61,575	33,254	28,321		334,086	180,802	153,284		18.4	18.4	18.5
Rural	21,941	11,329	10,612		143,472	88,993	54,479		15.3	12.7	19.5
!Karas	9,647	6,014	3,633		31,650	18,410	13,240		30.5	32.7	27.4
Erongo	15,566	10,465	5,101		66,297	40,130	26,167		23.5	26.1	19.5
Hardap	1,621	1,010	611		22,837	14,741	8,095		7.1	6.9	7.5
Kavango East	2,967	1,489	1,478		17,958	10,093	7,865		16.5	14.8	18.8
Kavango West	940	744	197		5,724	3,911	1,813		16.4	19.0	10.9
Khomas	17,809	9,630	8,179		138,585	74,266	64,319		12.9	13.0	12.7
Kunene	3,587	1,910	1,677		12,538	8,262	4,277		28.6	23.1	39.2
Ohangwena	5,189	2,006	3,183		22,048	10,598	11,450		23.5	18.9	27.8
Omaheke	1,881	828	1,052		19,701	13,152	6,549		9.5	6.3	16.1
Omusati	3,564	1,098	2,467		23,885	11,168	12,718		14.9	9.8	19.4
Oshana	7,443	2,652	4,792		37,182	16,536	20,646		20.0	16.0	23.2
Oshikoto	5,007	2,373	2,634		29,902	16,971	12,931		16.7	14.0	20.4
Otjozondjupa	5,374	2,631	2,743		36,505	22,960	13,545		14.7	11.5	20.3
Zambezi	2,920	1,734	1,186		12,747	8,597	4,150		22.9	20.2	28.6

In addition, the distribution of the employee's union density by sex and industry presented in table 4.21 shows that the Educational sector has the highest union density at 55.8 percent followed by the Mining and Quarrying with 48.0 percent as well as the Water supply and related industries which accounts for 36.3 percent of the employees belonging to unions respectively.

Table 4.21: Employees union density by sex and industry

Industry	Employees belonging to trade union			Total Number of employees			Union Density %		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Agriculture forestry & fishing	6,877	3,807	3,069	59,672	46,673	12,999	11.5	8.2	23.6
Mining and quarrying	6,728	6,254	474	14,014	12,122	1,892	48.0	51.6	25.1
Manufacturing	3,909	2,997	911	31,307	22,625	8,682	12.5	13.2	10.5
Electricity & related industries	1,086	931	155	4,514	3,540	974	24.1	26.3	15.9
Water supply & related industries	1,501	1,237	264	4,138	3,010	1,128	36.3	41.1	23.4
Construction	4,454	4,094	360	52,612	49,163	3,449	8.5	8.3	10.4
Wholesale and retail trade	3,816	1,854	1,962	40,626	17,850	22,776	9.4	10.4	8.6
Transport and storage	3,444	2,398	1,046	16,668	14,121	2,547	20.7	17.0	41.1
Accommodation & food service activities	3,900	1,565	2,335	26,471	8,276	18,195	14.7	18.9	12.8
Information & communication	1,325	877	447	5,279	3,355	1,924	25.1	26.1	23.2
Financial and insurance activities	3,532	1,162	2,370	14,644	5,454	9,190	24.1	21.3	25.8
Real estate activities	23	*	23	669	359	311	3.4	*	7.4
Professional, scientific and technical activities	1,212	718	494	9,156	4,820	4,335	13.2	14.9	11.4
Administrative & support service activities	7,196	2,905	4,290	36,585	17,305	19,280	19.7	16.8	22.3
Public administration, defense, compulsory social security	5,352	3,048	2,304	28,764	16,344	12,420	18.6	18.6	18.6
Education	21,965	7,966	13,998	39,361	12,329	27,032	55.8	64.6	51.8
Human health & social work activities	3,924	1,103	2,821	17,826	5,020	12,806	22.0	22.0	22.0
Arts, entertainment & recreation	441	197	244	2,373	1,295	1,078	18.6	15.2	22.6
Other services activities	2,064	1,181	883	25,526	12,457	13,069	8.1	9.5	6.8
Private households	570	88	482	46,241	12,982	33,259	1.2	0.7	1.4
Extraterritorial organization & bodies	200	200	*	1,112	693	419	18.0	28.9	*
Total	83,516	44,583	38,933	477,558	269,794	207,763	17.5	16.5	18.7



Chapter

5

Unemployment



5.1 The unemployed

The unemployment rate is widely regarded as one of the key labour market indicators and a good measure for employment creation and participation in economic activities in the country. A lower unemployment rate signifies a growing economy, while a higher rates signifies a declining economy and its inability to absorb people of working age. Note that unemployment rate is a rather limited indicator with which to monitor the overall labour market situation. The indicator therefore should be used with other labour market indicators, such as the employment-to-population ratio, employment by status in employment, level of education, occupation, sector of employment and wage indicators.

As noted above, if one uses the strict ILO definition, the unemployed population consists of all persons (15 years and above) who are not in employment, are available for work and actively looked for work during the reference period (the week preceding the interview). The broad unemployment definition drops the requirement of the person actively looked for work. This is done because in many developing economies like that of Namibia work opportunities are limited, and potential workers may well give up after an unsuccessful period of looking for work. The “relaxed” or broad definition is used for the most part in this report but tables that are based on the “strict” definition in this section for the purpose of international comparison are presented in Annexure A.

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

5.1.1 National broad unemployment estimates

Figure 5.1 shows the unemployment rate of the population aged 15 years and above as measured using the broad definition. The result shows that the overall unemployment rate for Namibia is 34.0 percent. This signifies an increase in the broad unemployment rate of 6.1 percentage compared to 2014 when the rate of unemployment was 27.9 percent. The unemployment rate was higher amongst females (38.3 percent) as compared to their male counterparts who recorded a 29.8 unemployment rate. In addition, unemployment rate was found to be high in the rural areas (39.2 percent) compared to urban areas (30.3 percent).

Figure 5.1: Broad unemployment rate by sex, and area

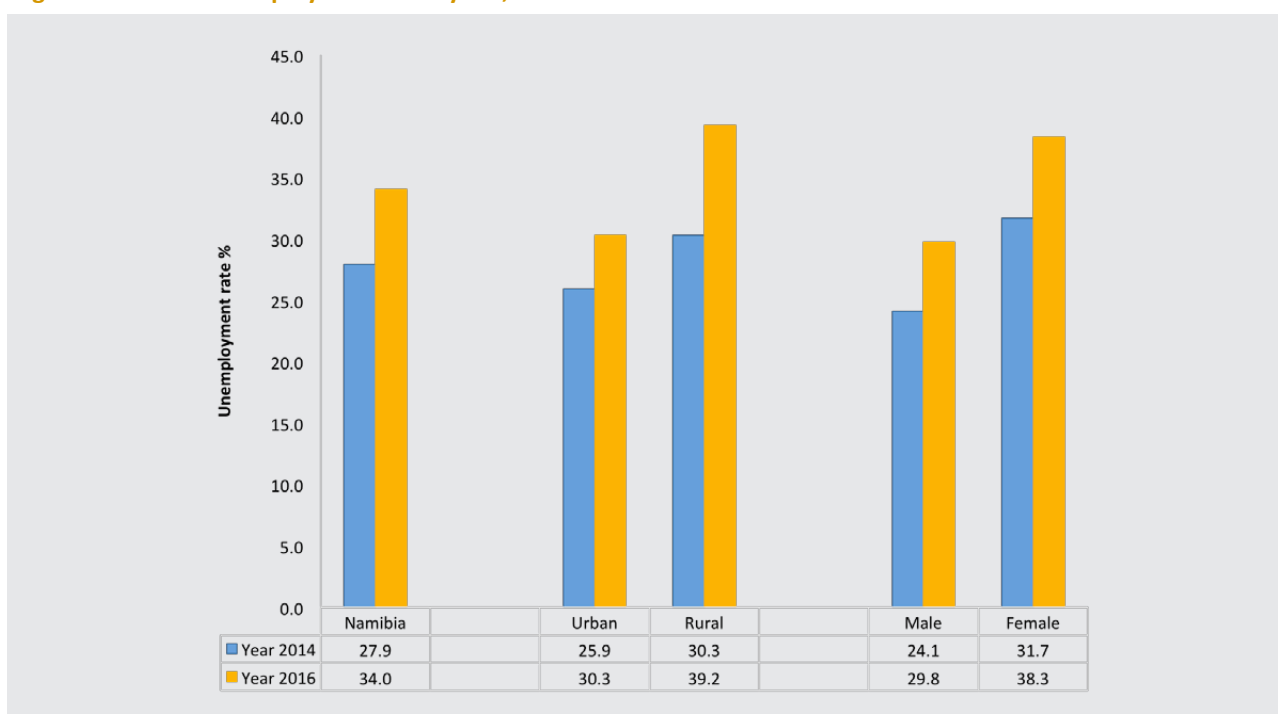


Table 5.1 presents the broad unemployment rates of the population aged 15 years and above by sex and age group. Overall unemployment rate is high at younger age groups with the rates 70.4 and 54.9 percent at age groups, 15 to 19 and 20 to 24 years respectively. Unemployment rates for females in all age groups under 65 years is higher than for males in the same age group with the overall female unemployment rate of 38.3 percent as compared to 29.8 percent for males. The Table also shows that the broad unemployment rate for both males and females is higher in the lower age groups and decreases with aging.

Table 5.1: Unemployment rate by sex and age group

Age group	Both Sexes				Male				Female		
	Unemployed	Labour force	Rate %		Unemployed	Labour force	Rate %		Unemployed	Labour force	Rate %
15 - 19	36,409	51,725	70.4		15,754	25,522	61.7		20,655	26,203	78.8
20 - 24	93,417	170,238	54.9		38,563	84,526	45.6		54,854	85,712	64.0
25 - 29	71,982	189,830	37.9		32,180	95,157	33.8		39,802	94,672	42.0
30 - 34	44,453	155,206	28.6		19,501	77,577	25.1		24,952	77,629	32.1
35 - 39	34,450	127,163	27.1		15,329	63,862	24.0		19,121	63,302	30.2
40 - 44	25,679	103,856	24.7		11,220	51,117	22.0		14,459	52,739	27.4
45 - 49	18,969	79,414	23.9		8,481	39,283	21.6		10,488	40,131	26.1
50 - 54	12,478	61,168	20.4		5,564	29,480	18.9		6,914	31,688	21.8
55 - 59	7,078	41,141	17.2		2,739	19,240	14.2		4,339	21,901	19.8
60 - 64	2,186	18,193	12.0		1,038	9,505	10.9		1,148	8,689	13.2
65 +	2,282	28,333	8.1		1,404	14,775	9.5		878	13,558	6.5
Namibia	349,383	1,026,268	34.0		151,774	510,044	29.8		197,609	516,224	38.3

5.1.2: Regional unemployment rates

The result of the regional unemployment rate presented in table 5.2 below showed that the rate was the highest in Kunene (52.2 percent), Zambezi (48.0 percent) and Ohangwena (45.4 percent), while Erongo (21.9 percent) and !Karas (23.0 percent) regions recorded the lowest unemployment rate respectively. Furthermore, the unemployment rate was higher for females than males for all regions except in Ohangwena and Omusati where the rate for females was lower than that of males. In particular, the highest unemployment rate for the female population was recorded in Kunene (62.8 percent) and Zambezi (58.3 percent), while the highest unemployment rates for the male population was recorded in Ohangwena (43.9 percent) and Kunene (43.8 percent) regions 43.9 percent respectively.

Table 5.2: Unemployment rate by sex and region

Region	Both Sexes				Male				Female		
	Unemployed	Labour force	Rate %		Unemployed	Labour force	Rate %		Unemployed	Labour force	Rate %
Namibia	349,383	1,026,268	34.0		151,774	510,044	29.8		197,609	516,224	38.3
Urban	180,322	595,500	30.3		79,506	298,745	26.6		100,816	296,755	34.0
Rural	169,061	430,768	39.2		72,268	211,300	34.2		96,793	219,469	44.1
!Karas	10,336	44,889	23.0		4,076	24,372	16.7		6,260	20,517	30.5
Erongo	23,502	107,523	21.9		9,825	60,644	16.2		13,677	46,879	29.2
Hardap	16,301	43,289	37.7		7,203	24,313	29.6		9,097	18,976	47.9
Kavango East	21,263	53,741	39.6		8,123	23,073	35.2		13,139	30,668	42.8
Kavango West	10,296	28,250	36.4		3,842	12,199	31.5		6,454	16,051	40.2
Khomas	66,410	233,707	28.4		32,066	120,259	26.7		34,344	113,448	30.3
Kunene	20,164	38,625	52.2		8,851	20,616	42.9		11,313	18,009	62.8
Ohangwena	36,300	79,913	45.4		14,861	33,878	43.9		21,440	46,035	46.6
Omaheke	9,434	35,113	26.9		3,587	20,221	17.7		5,848	14,893	39.3
Omusati	34,952	86,841	40.2		16,269	37,138	43.8		18,682	49,703	37.6
Oshana	26,823	91,014	29.5		12,040	39,572	30.4		14,784	51,442	28.7
Oshikoto	29,756	74,682	39.8		12,769	36,086	35.4		16,987	38,595	44.0
Otjozondjupa	24,846	69,120	35.9		10,807	37,923	28.5		14,039	31,197	45.0
Zambezi	18,999	39,562	48.0		7,454	19,751	37.7		11,545	19,811	58.3

5.1.3: Unemployment by educational level

Table 5.3 presents the unemployment rates by the level of education and sex. The result showed that persons with post-school education (such as university, post-graduate (Certificate/Diploma/Masters/PHDs)) constitute a combined unemployed rate of 24.5 percent. The highest unemployment rates were found amongst persons with junior secondary and primary education with a combined unemployment rate of 71.3 percent. Furthermore, the unemployment rate of persons with no formal education stands at 34.5 percent which is slightly above the national unemployment rate.

Table 5.3: Unemployment by educational level and sex

Highest education level completed	Both Sexes			Male			Female		
	Unem- ployed	Labour Force	Rate %	Unem- ployed	Labour Force	Rate %	Unem- ployed	Labour Force	Rate %
None	33,768	97,790	34.5	15,221	54,524	27.9	18,547	43,266	42.9
Primary	76,175	203,656	37.4	35,936	107,556	33.4	40,239	96,101	41.9
Junior secondary	146,013	367,602	39.7	59,383	172,203	34.5	86,629	195,399	44.3
Senior secondary	63,049	199,668	31.6	27,564	96,929	28.4	35,485	102,739	34.5
Undergraduate certificate/diploma	8,041	42,504	18.9	3,520	22,270	15.8	4,521	20,235	22.3
University Degree	8,829	52,640	16.8	2,946	23,041	12.8	5,884	29,599	19.9
Postgraduate certificate/diploma	897	13,075	6.9	356	5,720	6.2	541	7,355	7.4
Master's and PHD's	66	7,769	0.8	-	4,268	0.0	66	3,501	1.9
Other (specify)	1,347	4,114	32.7	580	1,912	30.3	767	2,202	34.8
Don't know	11,200	37,449	29.9	6,269	21,622	29.0	4,930	15,827	31.2
Namibia	349,383	1,026,268	34.0	151,774	510,044	29.8	197,609	516,224	38.3

5.2 Looking for work

The unemployed persons were asked as to what they have done in the last four weeks prior to the survey to look for work or start a business. The result presented in table 5.4 indicates that 34.5 percent of the unemployed persons had seek assistants of friends and relatives, 23.0 percent had directly applied for jobs to employers. Only 3.8 and 3.4 percent have indicated that they have registered with the Ministry of Labour and Employment Creation offices and with other employment agencies respectively.

Table 5.4: Unemployed persons, by sex and method of searching for work

Method of searching for work	Both sexes	Male	Female		Both sexes	Male	Female
	Number				Percentages		
Registration at Ministry of Labour offices	12,655	6,490	6,165		3.8	4.0	3.6
Registration at other employment Agencies	11,261	4,685	6,576		3.4	2.9	3.9
Direct Applications to employers	75,867	36,660	39,207		23.0	22.9	23.0
Checking at work Sites	58,801	31,469	27,333		17.8	19.6	16.1
Through Media Advertisement	57,786	25,018	32,768		17.5	15.6	19.3
Seeking assistance of Friends and relatives	114,087	56,013	58,074		34.5	34.9	34.1
Namibia	330,457	160,335	170,123		100	100	100

Furthermore, the unemployed persons were also asked as to how long they had been without work and trying to find a job or start a business. The majority of the unemployed persons (43.3 percent) had been without work for at least a year, with only 15.2 percent having been without work for less than a year (Table 5.5).

Table 5.5: Unemployed persons, location and length of time without work

Region	<6 months	6<12month	1 + Years	Not stated	Total		<6 months	6<12month	1 + Years	Not stated	Total
Namibia	36,947	15,945	151,236	145,256	349,383		10.6	4.6	43.3	41.6	100
Urban	25,964	10,931	88,839	54,588	180,322		14.4	6.1	49.3	30.3	100
Rural	10,982	5,014	62,397	90,668	169,061		6.5	3.0	36.9	53.6	100
!Karas	2,360	957	3,735	3,282	10,336		22.8	9.3	36.1	31.8	100
Erongo	4,121	1,989	10,380	7,013	23,502		17.5	8.5	44.2	29.8	100
Hardap	2,807	1,600	5,906	5,987	16,301		17.2	9.8	36.2	36.7	100
Kavango East	1,429	676	8,330	10,828	21,263		6.7	3.2	39.2	50.9	100
Kavango West	715	432	4,606	4,543	10,296		6.9	4.2	44.7	44.1	100
Khomas	9,070	3,242	37,673	16,426	66,410		13.7	4.9	56.7	24.7	100
Kunene	1,559	219	8,524	9,861	20,164		7.7	1.1	42.3	48.9	100
Ohangwena	2,016	1,288	11,311	21,685	36,300		5.6	3.5	31.2	59.7	100
Omaheke	853	366	2,643	5,572	9,434		9.0	3.9	28.0	59.1	100
Omusati	2,055	438	12,219	20,239	34,952		5.9	1.3	35.0	57.9	100
Oshana	2,204	653	15,815	8,151	26,823		8.2	2.4	59.0	30.4	100
Oshikoto	1,264	1,373	14,786	12,333	29,756		4.2	4.6	49.7	41.4	100
Otjozondjupa	3,623	2,024	9,402	9,797	24,846		14.6	8.1	37.8	39.4	100
Zambezi	2,870	687	5,905	9,537	18,999		15.1	3.6	31.1	50.2	100

Similarly, the result on the length of time without work for the unemployed person presented in table 5.6 shows that the majority (43.3 percent) of the unemployed persons in Namibia were without work for at least a year. On the other hand, 10.6 percent of the unemployed persons have been without work for less than 6 months, with a further 4.6 percent having been out of work for about 6 months to a year. The result further showed that males dominated the percentage of unemployed persons whose been out of work for less than 6 months and 6 month to a year with 56.3 and 51.2 percent, while females tops those who are out of work for at least a year with 54.1 percent respectively.

Table 5.6: Unemployed persons, by sex and length of time without work

Duration	Total			Male			Female	
	Number	%		Number	%		Number	%
Less than 6 months	36,947	10.6		20,792	56.3		16,155	43.7
6 months to less than a year	15,945	4.6		8,164	51.2		7,781	48.8
12 months or more	151,236	43.3		69,381	45.9		81,855	54.1
Not stated	145,256	41.6						
	53,438	36.8		91,818	63.2			
Namibia	349,383	100		151,774	43.4		197,609	56.6



Chapter

6

Youth employment

6.1 Youth employment and unemployment estimates

The economic activity status of Namibian youth (persons aged 15 to 34 years) by the five year age group and area is presented in table 6.1. There are 854,567 youth aged 15 to 34 in Namibia, of which, 320,737 were employed, and 246,262 were unemployed. This means that the labour force in these age groups totals 566,999 persons, giving a labour force participation rate (LFPR) of 66.3 percent as indicated in table 6.2.

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

Age groups	Namibia				Urban				Rural		
	Both sexes	Male	Female		Both sexes	Male	Female		Both sexes	Male	Female
All youth											
15 - 19	242,819	120,328	122,491		92,958	43,427	49,531		149,861	76,901	72,960
20 - 24	234,097	114,753	119,344		109,437	50,181	59,256		124,660	64,572	60,088
25 - 29	208,797	102,475	106,322		137,218	66,473	70,745		71,579	36,002	35,577
30 - 34	168,854	81,979	86,875		115,220	56,957	58,263		53,634	25,022	28,612
Total	854,567	419,535	435,032		454,833	217,038	237,795		399,734	202,497	197,237
Employed											
15 - 19	15,316	9,768	5,548		5,737	2,823	2,914		9,579	6,945	2,634
20 - 24	76,821	45,963	30,858		38,724	21,619	17,105		38,097	24,343	13,754
25 - 29	117,848	62,977	54,871		84,762	44,028	40,735		33,085	18,949	14,136
30 - 34	110,753	58,076	52,677		81,011	41,991	39,020		29,742	16,086	13,656
Total	320,737	176,784	143,953		210,234	110,461	99,773		110,503	66,323	44,180
Unemployed											
15 - 19	36,409	15,754	20,655		17,370	6,824	10,546		19,039	8,930	10,109
20 - 24	93,417	38,563	54,854		43,922	17,413	26,508		49,495	21,150	28,346
25 - 29	71,982	32,180	39,802		41,439	18,415	23,025		30,543	13,766	16,777
30 - 34	44,453	19,501	24,952		26,550	12,413	14,137		17,903	7,088	10,815
Total	246,262	105,999	140,263		129,281	55,065	74,216		116,981	50,934	66,047
Not Economically Active											
15 - 19	191,094	94,806	96,288		69,851	33,780	36,071		121,243	61,026	60,217
20 - 24	63,859	30,227	33,632		26,791	11,148	15,643		37,068	19,079	17,989
25 - 29	18,967	7,318	11,650		11,016	4,030	6,986		7,951	3,287	4,664
30 - 34	13,648	4,402	9,246		7,659	2,553	5,106		5,989	1,848	4,141
Total	287,568	136,752	150,816		115,318	51,513	63,805		172,250	85,240	87,010

Table 6.1 above results in the key labour indicators rates for youth set out in Table 6.2 below. It can be observed that the LFPR and employment-to-population ratios increased drastically for both males and females with aging. The overall youth unemployment rate was estimated to be 43.4 percent, an increase of 4.5 percent compared to the youth unemployment rate of 39.0 percent reported in 2014.

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

Age groups	Labour Participation rate				Employment to population ratio				Unemployment rate		
	Both Sexes	Male	Female		Both Sexes	Male	Female		Both Sexes	Male	Female
15 - 19	21.3	21.2	21.4		6.3	8.1	4.5		70.4	61.7	78.8
20 - 24	72.7	73.7	71.8		32.8	40.1	25.9		54.9	45.6	64.0
25 - 29	90.9	92.9	89.0		56.4	61.5	51.6		37.9	33.8	42.0
30 - 34	91.9	94.6	89.4		65.6	70.8	60.6		28.6	25.1	32.1
Total	66.3	67.4	65.3		37.5	42.1	33.1		43.4	37.5	49.4

Table 6.3 presents the distribution of employed youth by occupation and sex. The table reveals that most youth (32.3 percent) were employed in Elementary occupations, followed by Services and sales (16.1 percent), as well as Craft and related trade (13.9 percent). Similar trends can be observed across the sex aggregate and the urban/rural spectrum.

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

Occupation	Namibia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Armed forces	4,676	2,955	1,720	4,216	2,633	1,583	459	322	137
Legislators, senior officials and managers	10,936	6,098	4,838	9,722	5,483	4,239	1,214	615	599
Professionals	24,419	10,231	14,188	18,380	7,683	10,697	6,039	2,548	3,491
Technicians and associate professionals	17,750	8,943	8,807	14,483	7,653	6,829	3,267	1,290	1,977
Clerks	31,269	7,673	23,596	27,584	6,522	21,062	3,685	1,151	2,534
Service workers and shop and market sales workers	51,671	18,444	33,227	37,203	13,723	23,480	14,468	4,721	9,747
Skilled agricultural and fishery workers	20,190	13,569	6,621	2,122	1,205	917	18,068	12,364	5,704
Craft and related trades workers	44,453	37,954	6,500	32,876	28,733	4,143	11,577	9,221	2,357
Plant and machine operators and assemblers	11,650	11,133	518	9,684	9,306	378	1,966	1,827	139
Elementary occupations	103,723	59,785	43,938	53,965	27,521	26,444	49,758	32,264	17,494
Total	320,737	176,784	143,953	210,234	110,461	99,773	110,503	66,323	44,180
Percentage									
Armed forces	1.5	1.7	1.2	2.0	2.4	1.6	0.4	0.5	0.3
Legislators, senior officials and managers	3.4	3.4	3.4	4.6	5.0	4.2	1.1	0.9	1.4
Professionals	7.6	5.8	9.9	8.7	7.0	10.7	5.5	3.8	7.9
Technicians and associate professionals	5.5	5.1	6.1	6.9	6.9	6.8	3.0	1.9	4.5
Clerks	9.7	4.3	16.4	13.1	5.9	21.1	3.3	1.7	5.7
Service workers and shop and market sales workers	16.1	10.4	23.1	17.7	12.4	23.5	13.1	7.1	22.1
Skilled agricultural and fishery workers	6.3	7.7	4.6	1.0	1.1	0.9	16.4	18.6	12.9
Craft and related trades workers	13.9	21.5	4.5	15.6	26.0	4.2	10.5	13.9	5.3
Plant and machine operators and assemblers	3.6	6.3	0.4	4.6	8.4	0.4	1.8	2.8	0.3
Elementary occupations	32.3	33.8	30.5	25.7	24.9	26.5	45.0	48.6	39.6
Total	100	100	100	100	100	100	100	100	100

At industry level, table 6.4 presents the distribution of employed youth by sex and industry. About 15.2 percent of the youths were employed in Agriculture, forestry and fishing sectors, followed by Construction and Wholesale and retail trade each accounting for 11.8 percent of the employed youth. In addition, males dominates both the Agriculture, forestry and fishing sector with about 19.9 and 20.1 percent respectively, while females were more dominant in the Wholesale and retail trade (16.0 percent), Accommodation and food services activities (13.4 percent) as well as in Private households (14.5 percent)..

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

Industry	Number				Percent		
	Both sexes	Male	Female		Both sexes	Male	Female
Agriculture, forestry and fishing	48,613	35,124	13,490		15.2	19.9	9.4
Mining and quarrying	7,618	6,495	1,123		2.4	3.7	0.8
Manufacturing	21,827	15,647	6,180		6.8	8.9	4.3
Electricity and related industries	2,167	1,749	418		0.7	1.0	0.3
Water supply and related industries	1,692	1,160	532		0.5	0.7	0.4
Construction	37,802	35,455	2,346		11.8	20.1	1.6
Wholesale and retail trade	37,926	14,950	22,977		11.8	8.5	16.0
Transportation and storage	9,770	8,812	958		3.0	5.0	0.7
Accommodation and food service activities	24,368	5,149	19,219		7.6	2.9	13.4
Information and communication	3,017	2,157	860		0.9	1.2	0.6
Financial and insurance activities	8,706	2,932	5,774		2.7	1.7	4.0
Real estate activities	356	109	247		0.1	0.1	0.2
Professional, scientific and technical activities	5,370	2,555	2,815		1.7	1.4	2.0
Administrative and support service activities	19,878	9,257	10,621		6.2	5.2	7.4
Public administration and defense, compulsory social security	12,604	7,091	5,513		3.9	4.0	3.8
Education	15,655	4,482	11,173		4.9	2.5	7.8
Human health and social work activities	7,890	2,534	5,356		2.5	1.4	3.7
Arts, entertainment and recreation	1,864	928	936		0.6	0.5	0.7
Other service activities	22,619	10,295	12,323		7.1	5.8	8.6
Private households	30,465	9,562	20,904		9.5	5.4	14.5
Activities of extraterritorial organizations and bodies	532	343	189		0.2	0.2	0.1
Namibia	320,737	176,784	143,953		100	100	100

Similarly, table 6.5 shows that youth unemployment was higher in rural areas (51.4 percent) than in urban areas (38.1 percent). Furthermore, the table shows that unemployment was higher for female than male youth in all the regions. Furthermore, the result showed that youth unemployment rates were higher than the national unemployment rate in most of the regions except in Erongo (26.3 percent), !Karas (30.9 percent) and Omaheke (32.8 percent) regions. The youth unemployment rates were particularly highest for Kunene (63.2 percent) and Zambezi (60.0 percent) regions respectively.

Table 6.5: Unemployment rate for youth aged 15 to 34 years by region and sex

Region	Both Sexes				Male				Female		
	Unemployed	Labour force	%		Unemployed	Labour force	%		Unemployed	Labour force	%
Namibia	246,262	566,999	43.4		105,999	282,783	37.5		140,263	284,216	49.4
Urban	129,281	339,515	38.1		55,065	165,525	33.3		74,216	173,990	42.7
Rural	116,981	227,484	51.4		50,934	117,257	43.4		66,047	110,227	59.9
!Karas	7,135	23,090	30.9		2,931	12,153	24.1		4,203	10,937	38.4
Erongo	15,030	57,227	26.3		6,357	31,079	20.5		8,673	26,147	33.2
Hardap	11,229	24,454	45.9		4,463	13,402	33.3		6,765	11,052	61.2
Kavango East	14,730	32,129	45.8		5,490	13,458	40.8		9,240	18,671	49.5
Kavango West	8,190	15,579	52.6		2,787	6,505	42.8		5,403	9,074	59.5
Khomas	49,688	132,599	37.5		22,661	66,527	34.1		27,027	66,071	40.9
Kunene	14,017	22,193	63.2		6,369	11,586	55.0		7,648	10,607	72.1
Ohangwena	25,694	46,159	55.7		11,157	21,074	52.9		14,537	25,085	58.0
Omaheke	6,214	18,963	32.8		2,415	10,890	22.2		3,799	8,073	47.1
Omusati	24,390	44,788	54.5		11,166	21,318	52.4		13,224	23,470	56.3
Oshana	20,101	48,310	41.6		8,851	22,060	40.1		11,250	26,250	42.9
Oshikoto	19,588	41,149	47.6		8,668	20,987	41.3		10,920	20,162	54.2
Otjozondjupa	16,901	38,109	44.3		7,180	20,640	34.8		9,721	17,469	55.6
Zambezi	13,354	22,250	60.0		5,502	11,102	49.6		7,852	11,148	70.4

6.2 Youth aged 15-34 years not in education and not in employment or training (NEET)

The NEET rate is defined as the percentage of youth aged 15-34 years who are not in employment and not in education or training.

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

Table 6.6 presents the result of NEET by age group and sex. The result shows that about 34.5 percent of the youth are not in employment, education or training, an increase of 10.4 percent from the rate of 24.1 percent recorded in the 2014 LFS. The rate was particularly higher at the age group of 20-24 year where the rate was recorded to be 46.9 percent, and was very low among those in the age group of 15 to 19 years having recorded a 19.1 percent. The rate was also found to be higher for females (39.3 percent) youth in relation to their male counterparts (29.6 percent).

Table 6.6: NEET by age group and sex

Age group	NEET				Total Youth				Percentages		
	Both sexes	Male	Female		Both sexes	Male	Female		Both sexes	Male	Female
15-19	46,377	19,954	26,424		242,819	120,328	122,491		19.1	16.6	21.6
20-24	109,763	45,096	64,667		234,097	114,753	119,344		46.9	39.3	54.2
25-29	82,967	35,975	46,992		208,797	102,475	106,322		39.7	35.1	44.2
30-34	56,129	23,305	32,824		168,854	81,979	86,875		33.2	28.4	37.8
Total	295,236	124,330	170,907		854,567	419,535	435,032		34.5	29.6	39.3

Similarly, the distribution of NEET by region and sex is presented in table 6.7. The result showed at regional level, regions such as Kunene had recorded the highest (58.6 percent) NEET, while regions such as Erongo recorded the lowest (25.0 percent) NEET.

The result further showed that NEET was higher for female youth as opposed to male youth across all regional.

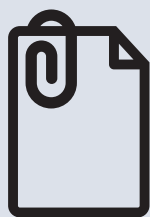
Table 6.7: NEET by region and by sex

Region	NEET				Total youth				Percentage		
	Both Sexes	Male	Female		Both Sexes	Male	Female		Both Sexes	Male	Female
Namibia	295,236	124,330	170,907		854,567	419,535	435,032		34.5	29.6	39.3
Urban	147,813	62,223	85,590		454,833	217,038	237,795		32.5	28.7	36.0
Rural	147,424	62,107	85,317		399,734	202,497	197,237		36.9	30.7	43.3
!Karas	10,252	4,035	6,217		30,371	15,191	15,180		33.8	26.6	41.0
Erongo	17,478	7,544	9,934		69,825	37,062	32,763		25.0	20.4	30.3
Hardap	13,297	5,009	8,288		30,139	15,813	14,326		44.1	31.7	57.9
Kavango East	20,796	8,439	12,357		55,820	25,519	30,301		37.3	33.1	40.8
Kavango West	10,546	3,603	6,943		28,981	13,432	15,549		36.4	26.8	44.7
Khomas	56,671	25,011	31,660		177,398	86,034	91,364		31.9	29.1	34.7
Kunene	18,548	8,266	10,281		31,678	16,061	15,617		58.6	51.5	65.8
Ohangwena	30,343	13,113	17,231		89,338	42,309	47,029		34.0	31.0	36.6
Omaheke	8,000	3,005	4,996		23,621	12,842	10,779		33.9	23.4	46.3
Omusati	27,639	11,610	16,029		85,289	40,613	44,676		32.4	28.6	35.9
Oshana	23,281	10,046	13,235		74,369	34,242	40,127		31.3	29.3	33.0
Oshikoto	23,759	10,678	13,080		68,733	34,993	33,740		34.6	30.5	38.8
Otjozondjupa	20,164	8,238	11,926		52,222	27,264	24,958		38.6	30.2	47.8
Zambezi	14,462	5,732	8,730		36,783	18,160	18,623		39.3	31.6	46.9

In addition, the resulting outcome of NEET with respect to educational level is presented in table 6.8. In general, being NEET affects the general population of young people, regardless of their level of educational. Yet, analysing the educational level of NEET reveals that those with no education or lower educational level are highly represented in the NEET group. The analysis further showed that NEET is very low among youths with master's and PHD's only accounting for about 1.3 percent compare to the youth with secondary or lower level of education whose average rate was 35.0 percent.

Table 6.8: NEET by educational level

Highest level of education completed	NEET				Total youth				Percentages		
	Both Sexes	Male	Female		Both Sexes	Male	Female		Both Sexes	Male	Female
None	28,465	12,254	16,210		50,198	27,406	22,792		56.7	44.7	71.1
Primary	59,451	27,760	31,692		173,119	96,653	76,466		34.3	28.7	41.4
Junior secondary	124,206	47,909	76,297		368,631	171,767	196,864		33.7	27.9	38.8
Senior secondary	57,646	23,937	33,708		155,489	71,502	83,987		37.1	33.5	40.1
Undergraduate certificate/diploma	6,167	3,017	3,151		29,877	16,343	13,534		20.6	18.5	23.3
University Degree	7,198	2,760	4,438		44,616	18,092	26,524		16.1	15.3	16.7
Postgraduate certificate/diploma	298	175	122		5,294	2,598	2,696		5.6	6.7	4.5
Master's and PHD's	29	-	29		2238	574	1,664		1.3	-	1.7
Other (specify)	271	213	57		1879	1015	864		14.4	21.0	6.6
Don't know	11,506	6,304	5,203		23,227	13,586	9,641		49.5	46.4	54.0
Total	295,236	124,330	170,907		854,567	419,535	435,032		34.5	29.6	39.3



ANNEX

A

TABLES FOR STRICT LABOUR FORCE STATISTICS AND YOUTH AGED 15-24 YEARS

Table A 1.1: Labour Force Participation Rates (LFPR) by sex and region (strict)

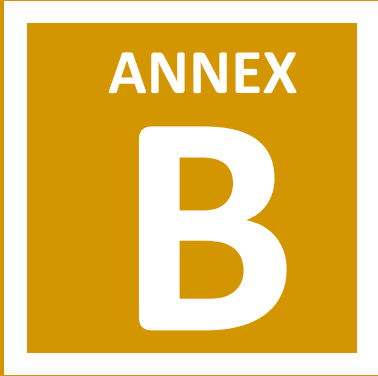
Area	Both sexes			Male			Female		
	Labour Force	Working age	LFPR %	Labour Force	Working age	LFPR %	Labour Force	Working age	LFPR %
Namibia	883,436	1,478,193	59.8	457,848	703,139	65.1	425,587	775,054	54.9
Urban	542,385	772,262	70.2	281,426	372,270	75.6	260,960	399,992	65.2
Rural	341,050	705,931	48.3	176,423	330,869	53.3	164,628	375,062	43.9
!Karas	41,723	59,447	70.2	23,224	30,044	77.3	18,499	29,403	62.9
Erongo	100,905	130,791	77.1	58,704	70,462	83.3	42,201	60,329	70.0
Hardap	37,382	58,401	64.0	22,437	30,154	74.4	14,945	28,247	52.9
Kavango East	42,991	86,941	49.4	20,353	38,362	53.1	22,638	48,579	46.6
Kavango West	23,860	47,746	50.0	10,719	21,065	50.9	13,142	26,681	49.3
Khomas	217,369	295,684	73.5	113,257	145,757	77.7	104,113	149,927	69.4
Kunene	28,839	56,549	51.0	17,048	28,589	59.6	11,791	27,960	42.2
Ohangwena	58,356	145,074	40.2	25,949	62,384	41.6	32,407	82,690	39.2
Omaheke	29,615	45,155	65.6	18,428	24,297	75.8	11,187	20,858	53.6
Omusati	66,643	151,780	43.9	28,098	63,482	44.3	38,546	88,298	43.7
Oshana	83,219	124,524	66.8	36,641	53,895	68.0	46,579	70,629	65.9
Oshikoto	62,670	119,561	52.4	31,484	55,773	56.5	31,186	63,788	48.9
Otjozondjupa	59,489	96,136	61.9	34,727	49,891	69.6	24,761	46,245	53.5
Zambezi	30,374	60,404	50.3	16,780	28,984	57.9	13,595	31,420	43.3

Table A1.2: Strict unemployment rate by region and area

Region	Both Sexes				Male				Female		
	Unemployed	Labour force	Rate %		Unemployed	Labour force	Rate %		Unemployed	Labour force	Rate %
Namibia	206,551	883,436	23.4		99,578	457,848	21.7		106,972	425,587	25.1
Urban	127,207	542,385	23.5		62,187	281,426	22.1		65,021	260,960	24.9
Rural	79,343	341,050	23.3		37,392	176,423	21.2		41,952	164,628	25.5
!Karas	7,170	41,723	17.2		2,928	23,224	12.6		4,242	18,499	22.9
Erongo	16,885	100,905	16.7		7,885	58,704	13.4		8,999	42,201	21.3
Hardap	10,394	37,382	27.8		5,328	22,437	23.7		5,066	14,945	33.9
Kavango East	10,513	42,991	24.5		5,404	20,353	26.6		5,109	22,638	22.6
Kavango West	5,907	23,860	24.8		2,363	10,719	22.0		3,545	13,142	27.0
Khomas	50,072	217,369	23.0		25,063	113,257	22.1		25,009	104,113	24.0
Kunene	10,378	28,839	36.0		5,283	17,048	31.0		5,095	11,791	43.2
Ohangwena	14,743	58,356	25.3		6,932	25,949	26.7		7,812	32,407	24.1
Omaheke	3,936	29,615	13.3		1,794	18,428	9.7		2,142	11,187	19.1
Omusati	14,754	66,643	22.1		7,229	28,098	25.7		7,526	38,546	19.5
Oshana	19,029	83,219	22.9		9,109	36,641	24.9		9,920	46,579	21.3
Oshikoto	17,744	62,670	28.3		8,167	31,484	25.9		9,577	31,186	30.7
Otjozondjupa	15,215	59,489	25.6		7,611	34,727	21.9		7,603	24,761	30.7
Zambezi	9,812	30,374	32.3		4,483	16,780	26.7		5,329	13,595	39.2

Table A1.3: Strict unemployment rate by sex and age group

Region	Both Sexes				Male				Female		
	Unemployed	Labour force	Rate %		Unemployed	Labour force	Rate %		Unemployed	Labour force	Rate %
15-19	16,151	31,467	51.3		7,231	16,999	42.5		8,920	14,468	61.7
20-24	56,355	133,176	42.3		25,028	70,991	35.3		31,327	62,185	50.4
25-29	48,966	166,814	29.4		22,917	85,894	26.7		26,050	80,920	32.2
30-34	29,158	139,911	20.8		14,503	72,579	20.0		14,655	67,332	21.8
35-39	21,769	114,482	19.0		10,505	59,038	17.8		11,264	55,444	20.3
40-44	14,373	92,550	15.5		7,590	47,486	16.0		6,783	45,063	15.1
45-49	10,365	70,810	14.6		6,248	37,050	16.9		4,117	33,760	12.2
50-54	5,621	54,311	10.3		3,367	27,283	12.3		2,254	27,029	8.3
55-59	2,551	36,614	7.0		1,250	17,751	7.0		1,301	18,863	6.9
60-64	318	16,326	1.9		219	8,685	2.5		99	7,640	1.3
65+	923	26,975	3.4		721	14,092	5.1		203	12,883	1.6
Total	206,551	883,435	23.4		99,578	457,848	21.7		106,972	425,587	25.1



TABLES FOR YOUTH AGED 15-24 YEARS

Table A 1.4: Economic activity of youth aged 15 to 24 years by sex and area

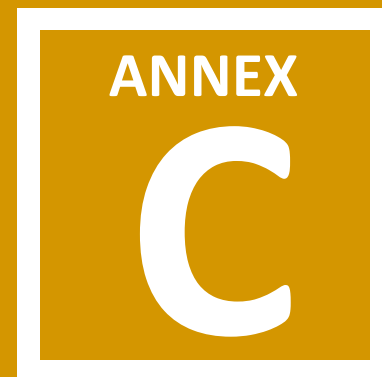
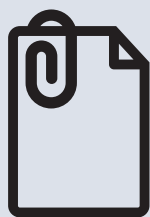
Age groups	Namibia				Urban				Rural		
	Both Sexes	Male	Female		Both Sexes	Male	Female		Both Sexes	Male	Female
All youth											
15 - 19	242,819	120,328	122,491		92,958	43,427	49,531		149,861	76,901	72,960
20 - 24	234,097	114,753	119,344		109,437	50,181	59,256		124,660	64,572	60,088
Total	476,916	235,081	241,835		202,395	93,608	108,787		274,521	141,473	133,048
Employed											
15 - 19	15,316	9,768	5,548		5,737	2,823	2,914		9,579	6,945	2,634
20 - 24	76,821	45,963	30,858		38,724	21,619	17,105		38,097	24,343	13,754
Total	92,137	55,730	36,406		44,461	24,442	20,019		47,676	31,289	16,387
Unemployed											
15 - 19	36,409	15,754	20,655		17,370	6,824	10,546		19,039	8,930	10,109
20 - 24	93,417	38,563	54,854		43,922	17,413	26,508		49,495	21,150	28,346
Total	129,826	54,317	75,509		61,291	24,237	37,054		68,535	30,080	38,455
Not Economically Active											
15 - 19	191,094	94,806	96,288		69,851	33,780	36,071		121,243	61,026	60,217
20 - 24	63,859	30,227	33,632		26,791	11,148	15,643		37,068	19,079	17,989
Total	254,953	125,033	129,920		96,643	44,929	51,714		158,310	80,105	78,206

Table A 1.5: Various labour statistics for youth aged 15 to 24 by sex and age group

Age groups	Labour Participation rate				Employment to population ratio				Unemployment rate		
	Both Sexes	Male	Female		Both Sexes	Male	Female		Both Sexes	Male	Female
15 - 19	21.3	21.2	21.4		6.3	8.1	4.5		70.4	61.7	78.8
20 - 24	72.7	73.7	71.8		32.8	40.1	25.9		54.9	45.6	64.0
Total	46.5	46.8	46.3		19.3	23.7	15.1		58.5	49.4	67.5

Table A1.6: Unemployment rate for youths aged 15 to 24 by region and sex

	Both Sexes				Male				Female		
	Unemployed	Labour Force	Rate %		Unemployed	Labour Force	Rate %		Unemployed	Labour Force	Rate %
Namibia	129,826	221,963	58.5		54,317	110,048	49.4		75,509	111,915	67.5
Urban	61,291	105,752	58.0		24,237	48,679	49.8		37,054	57,073	64.9
Rural	68,535	116,211	59.0		30,080	61,368	49.0		38,455	54,842	70.1
!Karas	3,490	8,103	43.1		1,554	4,288	36.2		1,936	3,815	50.7
Erongo	7,099	16,957	41.9		3,030	9,192	33.0		4,069	7,765	52.4
Hardap	5,521	9,897	55.8		2,341	5,532	42.3		3,180	4,365	72.9
Kavango East	8,670	13,311	65.1		2,888	4,985	57.9		5,783	8,326	69.5
Kavango West	5,197	8,243	63.0		2,133	3,881	55.0		3,064	4,363	70.2
Khomas	23,242	40,179	57.8		9,171	18,503	49.6		14,071	21,675	64.9
Kunene	6,732	9,018	74.7		2,633	4,221	62.4		4,099	4,798	85.4
Ohangwena	16,451	24,159	68.1		7,306	11,618	62.9		9,144	12,541	72.9
Omaheke	3,823	9,145	41.8		1,530	5,387	28.4		2,293	3,758	61.0
Omusati	14,167	23,399	60.5		6,523	11,721	55.7		7,644	11,678	65.5
Oshana	10,574	17,946	58.9		4,495	8,414	53.4		6,079	9,532	63.8
Oshikoto	10,077	16,898	59.6		4,228	9,054	46.7		5,849	7,844	74.6
Otjozondjupa	8,214	15,607	52.6		3,632	8,790	41.3		4,583	6,817	67.2
Zambezi	6,569	9,099	72.2		2,854	4,461	64.0		3,716	4,637	80.1



QUESTIONNAIRE



NAMIBIA INTERCENSAL DEMOGRAPHIC (NID) & LABOUR FORCE SURVEY (LFS) 2016

PART A	Field Administrative Information
<p>Identification Information:</p> <p>Region <input type="text"/></p> <p>Code <input type="text"/></p> <p>Constituency Name <input type="text"/></p> <p>PSU Number <input type="text"/></p> <p>Segment (Interviewer) <input type="text"/></p> <p>Household Number <input type="text"/></p> <p>Date of Interview <input type="text"/></p>	<p>Final Results <input type="text"/></p> <p>Comments on any result code 2 to 5:</p>
<p>Particulars of the Household</p> <p>Physical Location of the household:</p> <p>Telephone Number of the Household (If any)</p> <p>Questionnaire number of this household (for persons Nos 01 - 10=1, Nos 11-20=2, etc.)</p> <p>Name of Head of Household</p> <p>Name of Primary Respondent</p>	<p>Field Staff</p> <p>Interviewer:</p> <p>Signature</p> <p>Name</p> <p>Signature</p>
<p>Started on</p> <p>Ended on</p> <p>D D M M</p> <p>D D M M</p>	<p>Staff code</p> <p>Date</p> <p>Staff code</p> <p>Date</p>

My name is _____. I am a representative of the Namibia Statistics Agency. We are conducting the 2016 Namibia Intercensal Demographic and Labour Force Survey. A few households have been selected randomly for the interview, which will be conducted over a period of two weeks. Similar surveys were conducted in 2006 and 2014, the results from the previous surveys guided the government to plan more efficiently. However, the data is outdated and that is why we are collecting new data.

Before I ask you any questions, I would like to assure you that the information about you and your household I will record on the Tablet is **confidential** and no one, except the survey personnel, will have access to it. I am liable to be prosecuted if I reveal any of the information to a third party, except my supervisor. I would now like to ask you questions, which I will record in this Tablet.”

[illegible]

ICT: FOR PERSONS 3 YEARS AND ABOVE										Health facility			
B1	B26			B27		B28		B29		B30			
Mobile Phone Ownership/Use										Health facility			
Does (NAME) own a mobile phone or used one in the last 3 months ?										Which health facility does (NAME) usually get medical services from?			
Computer Use										Record the name of the health facility, facility type, district, constituency and region			
Did (NAME) use a computer in the last 3 months?													
Internet Use													
Did (NAME) use the Internet (Facebook, Google, email etc.) in last 3 months?													
Did (NAME) use the Internet (Facebook, Google, email etc.) in last 3 months?													
PERSON NUMBER	Does (NAME) own a mobile phone or used one in the last 3 months ?			If (NAME) owns a mobile phone, is it a... ?		Computer Use		Internet Use					
	Owns a mobile phone			Basic phone (no web browsing)		Used the household computer or laptop		Used the Internet on own mobile phone only					
	Neither owns nor used a mobile phone			Feature phone (Small screen but some access to the Internet)		Used a computer or laptop at work, school or Internet Café		Used it only on a computer/laptop/tablet					
	Does not own a mobile but used one			Smart phone (Windows mobile, iOS, Android, Black Berry)		Don't know		Used it on own mobile phone and on a computer/laptop/tablet					
								Used a mobile phone that you do not own					
								Used a computer/laptop/tablet that you do not own					
								Don't know					

[illegible]

ANNEX C: QUESTIONNAIRE

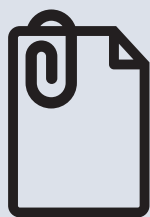
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EMPLOYERS: FOR ALL HOUSEHOLD MEMBERS 8 YEARS AND OLDER . Enterprise (If coded 1, 3,4 in E21)																		
E	B1	E30	E31	E32	E33	E34	E35											
		Is this business enterprise registered (i.e. Ministry of Industrialization, Trade and SME development)?	With which of the following institutions is the business registered? (multiple response possible) mark "X" in all the appropriate boxes <table border="1"> <tr> <td>A</td> <td>B</td> <td>C</td> <td>D</td> <td>E</td> </tr> <tr> <td colspan="5"> <div> <div> Social Security Commission</div> <div>Ministry of Industrialization, Trade and SME development</div> <div>Min Of Finance</div> <div>Other (Specify)</div> <div>Don't know</div> </div> </td> </tr> </table>	A	B	C	D	E	<div> <div> Social Security Commission</div> <div>Ministry of Industrialization, Trade and SME development</div> <div>Min Of Finance</div> <div>Other (Specify)</div> <div>Don't know</div> </div>					Does the business keep accounts? Yes 1 No 2 Don't know 9	Is the business expenditure separate from that of the owner's household? Yes 1 No 2 Don't know 9	How many employees (excluding business partners and unpaid family workers) are employed at (NAME)'s business? None 0 Less than 5 workers 1 5 - 10 workers 2 11 - 50 workers 3 51 - 100 workers 4 More than 100 workers 5	What is the estimated monthly turnover of the business? N\$ 0 - N\$ 50,000 1 N\$ 50,001 - N\$ 100,000 2 N\$ 100,001 - N\$ 300,000 3 N\$ 300,001 - N\$500,000 4 N\$ 500,001 - N\$800,000 5 N\$ 800,001 -N\$ 1.5 million 6 N\$ 1,5 Million + 7 Don't Know 9	
A	B			C	D	E												
<div> <div> Social Security Commission</div> <div>Ministry of Industrialization, Trade and SME development</div> <div>Min Of Finance</div> <div>Other (Specify)</div> <div>Don't know</div> </div>																		

[illegible]

H HOUSEHOLD CHARACTERISTICS									
H1 What is the type of housing unit?		H4 What is the main material for the outer walls?			H8 What is the main source of energy this household uses for cooking?		H10 What is the main source of energy this household uses for lighting?		
Detached house	01	Cement blocks/Bricks/Stones	01	Electricity from mains	01	Electricity from mains	01	Electricity from generator	02
Semi-detached house/Town house	02	Burnt bricks/Face bricks	02	Electricity from generator	02	Electricity from generator	02	Electricity from generator	02
Apartment/Flat	03	Mud/Clay bricks	03	Gas	03	Gas	03	Gas	03
Guest flat	04	Corrugated iron/Zinc	04	Paraffin	04	Paraffin	04	Paraffin	04
Part commercial/Industrial	05	Prefabricated materials	05	Wood/Firewood	05	Wood/Firewood	05	Wood/Firewood	05
Mobile home (Caravan/tent)	06	Wood poles/Sticks or Grass/Reeds	06	Charcoal- Coal	06	Charcoal- Coal	06	Charcoal- Coal	06
Single quarters	07	Sticks with mud/Clay/Cow dung	07	Solar energy	07	Solar energy	07	Solar energy	07
Traditional dwelling	08	Tin	08	Animal dung	08	Animal dung	08	Animal dung	08
Improvised housing unit (Shack)	09	Other (Specify _____)	09	None	09	None	09	None	09
Other (Specify _____)	10			Other (Specify _____)	10	Other (Specify _____)	10	Other (Specify _____)	10
H2 What is the Tenure Status?		H5 What is the main material used for the floor?			H9 What is the main source of energy this household uses for heating?		H10 What is the main source of energy this household uses for lighting?		
Owner occupied with mortgage	01	Sand/Earth	01	Electricity from mains	01	Electricity from mains	01	Electricity from generator	02
Owner occupied without mortgage	02	Cement	02	Electricity from generator	02	Electricity from generator	02	Electricity from generator	02
Rented (government)	03	Mud/Clay	03	Gas	03	Gas	03	Gas	03
Rented (local authority)	04	Wood	04	Paraffin	04	Paraffin	04	Paraffin	04
Rented (parastatal)	05	Concrete	05	Wood/Firewood	05	Wood/Firewood	05	Wood/Firewood	05
Rented (Private firm)	06	Tiles (Ceramic/Wood/Plastic)	06	Charcoal- Coal	06	Charcoal- Coal	06	Charcoal- Coal	06
Rented (Individual)	07	Other (Specify _____)	07	Animal dung	07	Animal dung	07	Animal dung	07
Occupied rent free	08			Solar energy	08	Solar energy	08	Solar energy	08
Other (Specify _____)	09			None	09	None	09	None	09
				Other (Specify _____)	10	Other (Specify _____)	10	Other (Specify _____)	10
H3 What is the main material used for the roof?		H6 How many rooms are used for sleeping?			H9 What is the main source of energy this household uses for heating?		H10 What is the main source of energy this household uses for lighting?		
Corrugated Iron/zinc sheet	01	INCLUDE KITCHENS, SITTING ROOMS, BATHROOMS, HALLWAYS OR VERANDAS IF USED FOR SLEEPING			Electricity from mains	01	Electricity from mains	01	Electricity from generator
Asbestos sheet	02				Electricity from generator	02	Electricity from generator	02	Electricity from generator
Brick tiles	03				Gas	03	Gas	03	Gas
Concrete	04				Paraffin	04	Paraffin/Kerosene	04	Paraffin/Kerosene
Concrete	04				Wood/Firewood	05	Charcoal from wood	05	Charcoal from wood
Thatch, grass	05				Charcoal- Coal	06	Wood	06	Wood
Slate	06				Animal dung	07	Candles	07	Candles
Wood covered with melthoid	07				Solar energy	08	Animal dung	08	Animal dung
Sticks with mud and cow-dung	08				None	09	Solar energy	09	Solar energy
Tin	09				Other (Specify _____)	10	battery lamp / torch/ cell phone	10	battery lamp / torch/ cell phone
Other (Specify _____)	10						None	11	None
							Other (Specify _____)	12	Other (Specify _____)

H HOUSEHOLD CHARACTERISTICS			
H11	What is the household's main toilet facility?		
	Private flush connected to main sewer	01	
	Shared flush connected to septic main sewer	02	
	Private flush connected to septic cesspool	03	
	Shared flush connected to septic cesspool	04	
	Pit latrine with ventilation pipe	05	
	Covered pit latrine without ventilation pipe	06	
	Uncovered pit latrine without ventilation pipe	07	
	Bucket toilet (manually removed)	08	
	No toilet facility (bush, riverbed, fields)	09	
	Other, specify	10	
H12	What is the household's MAIN means of waste disposal?		
	Mention only MAIN.		
	Regularly collected	01	
	Irregularly collected	02	
	Burning	03	
	Roadside dumping	04	
	Rubbish pit	05	
	Burying	06	
	Other (Specify _____)	07	
H13	What is the main language spoken in this household?		
	See code list	Enter the Language code	
H14	What is the household's main source of livelihood/survival?		
	Salaries and / or wages	01	
	Subsistence farming	02	
	Commercial farming	03	
	Business activities, non-farming	04	
	Pensions from employment and/or annuity funds	05	
	cash remittances (not including alimony/child support)	06	
	Rental income	07	
	Interest from savings/investments	08	
	State old age pension	09	
	War veterans/ex-combatants grants	10	
	Disability grants for adults (over 16 years)	11	
	State child maintenance grants	12	
	State foster care grants	13	
	Vulnerable grant	14	
	State special maintenance grants (Disabled under 16 years)	15	
	Alimony or similar allowances	16	
	Drought relief assistance	17	
	In kind receipts	18	
	Other (Specify _____)	19	
H15	Does the household own or have access to any of the following assets?		
<p>READ ALL RESPONSES AND SELECT ALL THAT APPLY</p> <p>mark "x" in all the appropriate boxes</p>			
Assets	Own	Access	None
Transportation assets			
Car			
Motorbike			
Bicycle			
Animal-drawn cart			
Truck			
Boat			
Pick-up truck (Bakkie)			
Jet/ Plane			
Bus/mini-bus			
Communication assets			
Radio			
Television			
TV decoder (e.g. DSTV)			
Telephone (fixed)			
Telephone (mobile)			
Home internet connectivity			
Computer/laptop			
Housing utilities			
Refrigerator/freezer			
Stove			
Microwave			
Washing machine			
Sewing/knitting machine			



2016 SAMPLING TECHNICAL REPORT



NAMIBIA LABOUR FORCE SURVEY 2016 SAMPLING TECHNICAL REPORT

SURVEYS AND FIELD OPERATIONS Sampling Frame and Business Register Unit

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1. Introduction

This technical report entails the methods used in conducting the 2016 Labour Force Survey (2016 LFS) focusing on the technical aspects of the survey methodology. The technical report also provided the quality indicators of the survey data as well as quality of the survey estimates.

1.1. Background to the LFS 2016

Namibia Statistics Agency (NSA) has been conducting annual Labour Force Surveys (LFS) since 2012 as a cabinet directive to monitor the market related labour force indicators. The 2016 LFS is the first LFS where the data was collected using Computer Assisted Personal Interview (CAPI) methodology by way of using tablets. The previous LFS used Pen-and-Paper Interviewing (PAPI) as a mode of data collection.

1.2. Objective of the LFS 2016

The 2016 LFS was conducted with the objective of generating “timely collection and release of key socio-economic indicators for assessment of labour market conditions in Namibia.” The survey covers all aspects of people’s work, including the education and training needed to equip them for work, the jobs themselves, job search of those out of work, and income and benefits from work. More specifically, the survey was designed to provide detailed information on the followings:

1. Information on the size and structure of the country’s work force;
2. Information on the size of the informal employment;
3. Elements for measuring the labour supply and the extent to which the available human resources are utilised in the production process of the economy;

2. The sample

2.1. Target Population

The target population for the 2016 LFS was members of private households in Namibia. The population living in institutions, such as hospitals, hostels, police barracks and prisons were not covered in this survey.

However, private households within institutional settings such as teachers' houses in school premises were covered.

2.2. The Sampling Frame

National sampling frame is a list of small geographical areas called Primary Sampling Units (PSU). There are a total of 6245 PSU's in Namibia. They were created using the enumeration areas (EA) of the 2011 Population and Housing Census.

The measure of size in the frame is the number of households within the PSU. The frame units were stratified first by region, and then by urban/rural areas within each region.

2.3. The sample design

The sample design was a stratified two-stage cluster sample, where the first stage units were the PSUs and the second stage units were the households. Sample sizes were determined to give reliable estimates of the population characteristics at the regional level (i.e. lowest domain of estimation). A total of 12480 households constituted the sample from all 14 regions and from a sample of 624 PSUs. Power allocation procedures were adopted to distribute the sample across the regions so that the smaller regions will get adequate samples.

2.3.3. Selection of Households

The second stage of the sampling exercise was the selection of households to be interviewed from each of the selected PSUs. This process began with listing of all the households in each selected PSUs using the tablets.

Once the listing of households in the PSU was completed, the required 20 households were randomly selected from those listed using a Systematic Sampling procedure. The sampling algorithm was an integral component of the CAPI application.

2.3.1 Selection of PSUs

The sample of 624 PSUs was selected in the first stage using the Probability Proportional to Size (PPS) sampling procedure together with systematic sampling.

2.3.4. The 2016 LFS Sample distribution

The final sample for the LFS 2016 was 12480 households sampled from a sample of 624 PSU selected throughout the country. The sample distribution by region and national urban/rural is given below in Table 2.1.

2.3.2. Selection of segments

The PSUs which were found to be larger in terms of the number of households, were then divided into manageable sizes of segments of which one segment was selected using PPS approach. Listing was then done in the selected segment.

Table 2.1: Sample distribution by area

Region	Households	PSU
Namibia	12480	624
Urban	6000	300
Rural	6480	324
!Karas	880	44
Erongo	1340	67
Hardap	840	42
Kavango East	620	31
Kavango West	520	26
Khomas	1380	69
Kunene	780	39
Ohangwena	860	43
Omaheke	760	38
Omusati	940	47
Oshana	860	43
Oshikoto	920	46
Otjozondjupa	980	49
Zambezi	800	40

3. Sample Actualization

After data collection and structural editing process, the household file and person file were made available for the calculation of weights. Prior to weighting it is important to verify the number of households and PSUs received against the actual sample. This will allow each sample to be accounted for during the weighting process. The household file received had 12239 records which was used for the weights calculation.

3.1. The response rate

The response rate is defined as the proportion (expressed in percentage) of the households which have responded to the survey questionnaires out of the total expected households in the survey. When the household sample was implemented it was not possible to interview some of the households due to refusals or non-contacts etc., therefore, if such households were found to be more than two per PSU, they were substituted³ with other households having more or less similar characteristics to the original selected ones. The response rate (RR) is calculated using the following equation:

$$RR = \frac{\text{Responding Households}}{\text{Sampled Households}} \times 100 \quad (1)$$

After data processing, 12 239 out of 12 480 sampled households were successfully interviewed, resulting in a 98.1 percent response rate which is highly satisfactory given that the NSA subscribes to a response rate of 80 percent for all data collection in the social statistics domain. Lowest response rate of 97.4% was observed in //Karas, Khomas and Zambezi regions.

Table 2: Response rate by area

Region	Sampled Households	Responding Households	Response rate
Namibia	12480	12239	98.1
Urban	6000	5867	97.8
Rural	6480	6372	98.3
!Karas	880	857	97.4
Erongo	1340	1320	98.5
Hardap	840	828	98.6
Kavango East	620	611	98.5
Kavango West	520	511	98.3
Khomas	1380	1344	97.4
Kunene	780	764	97.9
Ohangwena	860	858	99.8
Omaheke	760	741	97.5
Omusati	940	926	98.5
Oshana	860	841	97.8
Oshikoto	920	900	97.8
Otjozondjupa	980	959	97.9
Zambezi	800	779	97.4



³A total of 289 households were substituted in the sample.

4. The sample weight

Weighting is a process of accounting for the selection probabilities and non-response in a sample survey. The inverse of these selection probabilities adjusted for non-response is called the design (base) weight. Given the population projections from the Demographic and Vital Statistics Division, weight adjustment of the design weight to be undertaken in order to ensure that the calculated survey estimates conforms to the projection totals. However, due to the limitations of post stratified weight adjustment in controlling a large number of cells at different levels, a complex procedure known as weight calibration was instead applied.

4.1. The design/base weight

Population figures were estimated by raising sample figures using design weights. Design weights were calculated based on the probabilities of selection at each stage. The first stage weights were calculated using the sample selection information from the sampling frame and the second stage weights were calculated based on the sample selection information of the household listing.

The first stage probability of selection p_1 was calculated using the following equation:

$$p_1 = \frac{M_{hi} * n_h}{M_h} \quad (2)$$

where;

M_{hi} = Number of households in PSU (i) in stratum (PSU size)

M_h = Total number of households in stratum h (stratum size)

n_h = Number of PSUs selected from the stratum h

The second stage probability of selection p_2 was calculated using the following equation:

$$p_2 = \frac{m_{hi}}{M'_{hi}} \quad (3)$$

Where;

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

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

Therefore, the Inverse Sampling Rate (ISR) which is the design weights was calculated as follows:

$$ISR = \frac{1}{p_1} * \frac{1}{p_2} = \frac{M_h}{M_{hi} * n_h} * \frac{M'_{hi}}{m_{hi}} \quad (4)$$

4.2. The design weight adjustment

4.2.1. Adjustment for Segmented PSU

For the PSUs that were segmented, additional probability of selection was introduced. Let t be the number of households in the selected segment and T the total number of households in a segmented PSU, then equation 2 above can be adjusted to account for segments selection as follows:

$$p_1^{adj} = \frac{M_{hi} * n_h}{M_h} * \frac{t}{T} \quad (5)$$

4.2.2. Adjustment for Household Non-response

Unit non-response can be accounted for during surveys by applying non response adjustment factor to weights. An adjustment is usually made to the design weight on the assumption that the characteristics of the responding units are similar to those of the non-responding units. The household non-response was carried out for the LFS 2016 by getting the selection probability of the households (p_2) using the responding households instead of expected households. Therefore, m_{hi} in equation 3 was replaced by the number of responding households within each PSU and hence equation 3 becomes:

$$p_2^r = \frac{m_{hi}^r}{M_{hi}'} \quad (6)$$

where;

m_{hi}^r = Number of responding households in the sample from the i^{th} PSU in stratum h

Therefore, the design weights was calculated by incorporating equation 5 and equation 6 to form the following equation:

$$ISR^{adj} = \frac{1}{p_1^{adj}} * \frac{1}{p_2^r} = \left[\left(\frac{M_h}{M_{hi} * n_h} * \frac{T}{t} \right) * \frac{M_{hi}'}{m_{hi}^r} \right] \quad (7)$$

4.3. Weight Calibration

Weight calibration is a post survey weight adjustment method that is used when auxiliary information related to the population of interest is available. This auxiliary information generally is in the form of population totals for various categories of the unit of interest e.g. age groups, sex of respondents etc. Assuming the auxiliary information is true and correct, this information can be used to benchmark the survey estimates to sum up to these known population totals (within each categories) but more importantly, will improve the quality of the survey estimates. Weight calibration is generally applied as a final step in the development of the survey weights at the person⁴ level. The weight calibration was achieved using a GREGWT⁵ macro implemented in the Statistical Analysis Software (SAS) package.

4.3.1. Preparation of the data file

Before the weight calibration procedure can be applied, the required datasets need to be provided and setup in the required format to be read into the weight calibration macro. In addition, the Demography and Vital Statistics Division provided a set of 2016 population projections at national and regional level were used to derive the control totals for weight calibration within the required cells at national and regional levels.

There are two sets of control totals that was prepared and used in the calibration of the design weights:

- At national level: Totals were defined by the cross-classification of Urban/Rural, age, and Sex. Urban/ rural was defined into two group of Urban (1) and Rural (2), Age was classified into the 14 five-year age groups of 0-4, 5-9, 10-14, 15-19, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, and 65+, while Sex was categorized into two groups of female (1) and male (2). The cross-classification resulted in 56 weight calibration cells at national level.
- At regional level: Totals were defined by the cross-classification of Age and Sex. In particular, the age was defined into four broad age groups of 0-14 (1), 15-34 (2), 35-64 (3) and 65+ (4), while sex was defined as female (1) and male(2). These matrices resulted into 112 weight calibration cells for 2014 -2016 surveys and 104 weight calibration cells for 2012-2013 surveys.



⁴The weight calibration was only done for person level weights. Households were estimated using design weights. Calibration could not be done for household level weight because there was no independent estimates for households to be used as control total.

⁵SAS macro developed by the Australian Bureau of Statistics for the weight calibration process.

4.4 Final weights

The final weights for the person level (W_p) is defined as the product of the design weight (ISR^{adj}) and the person level calibration factor (calib_factor) calculated during the weight calibration process. A variable called calibwgt16 is the final weights used for the LFS 2016 analysis of individual level data:

$$W_p = ISR^{adj} * Calib_factor \quad (8)$$

For the household level data, the final weight was taken as the design weight, calculated as:

$$W_h = ISR^{adj} \quad (9)$$

5. Estimation

The most common measure of quality of the survey estimates reported from the sample surveys was the level of precision of the estimates. The quality indicators were meant to ascertain the analysts about the level of precision of the estimates at different analysis domains. The statistical precision of the survey estimates were expressed using different types of statistics such as Standard errors (SE), the coefficient of variation (CV) and the Confidence Interval (CI). These statistics were used to indicate the level of precision of the survey estimates in estimating the population parameters of interest. There are a number of factors that can affect the precision of the survey estimates namely the size of the sample relative to the population size, the sample design and how the variability of the characteristics of interest in the population. The data quality indicators were discussed in details in the following sub-section.

5.1. Data Quality Indicators

As alluded to before, the quality indicators were meant to ascertain the data users about the level of precision of the estimates at different analysis domains. The following measures of precision was calculated for 2016 LFS key indicators.

a) Confidence Interval

The interval within which a population parameter is likely to be found, determined by sample data and a chosen confidence level ($1 - \alpha$ [a refers to the level of significance]). At standard level, a significance level $\alpha = 0.05$ resulting in a 95% Confidence Interval is used. The 95% Confidence Interval for the sample statistic b is expressed as:

$$CI(b) = b \pm (1.96 \times s\hat{e}(b)) \quad (10)$$

The confidence interval gives a range where the population parameter lies. A wider confidence intervals implies that there is too much variability in the statistics to estimate the population parameter while a narrower interval indicates less variability, signifying a desirable outcome.

b) Coefficient of variation

The Coefficients of Variation of the sample statistics, is given by:

$$CV(b) = \frac{s\hat{e}(b)}{b} \quad (11)$$

The coefficient of variation is based on the Standard Error (SE), which is a function of the sample variation and sample size. The standard error is the standard deviation of the statistics which measures the variability in the estimates around the expected value. The standard error given in this report were estimated using the Taylor series Linearization method in Stata 12.1 program. The Coefficient of variation is the ratio of the standard error of the survey estimates to the value of the estimates itself. The coefficient of variation is a measure of spread that describes the amount of variability relative to the estimates.

Figure 1: Level of the Coefficient of Variation for the survey estimates

CV level		Interpretation
a.	0.0% - 1.0%	← Estimates are reliable
b.	1.1% - 5.0%	
c.	5.1% - 15.0%	
d.	15.1% - 25.5%	← Estimates can be used with Caution
e.	25.6% +	← Estimates are unreliable

Figure 5.2: Level of the Coefficient of Variation for the survey estimates

a) Unemployment rate

Table 5.1 below presents the measures of precision achieved at national and regional level for the unemployment rate. The precision estimates were well within the thresholds defined in figure 5.1 above and therefore the population parameter estimates were reliable at all domains of estimation.

Table 5.1: Estimates of Unemployment rate by area with measures of precision

Area	Estimates	Standard error	95% confidence interval		Deff	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Un weighted	Weighted	
	%	%	%	%				%
Namibia	34.0	0.7	32.7	35.4	4.54792	20568	1026268	2.1
Urban	30.3	1.0	28.3	32.2	5.57067	10818	595500	3.3
Rural	39.2	1.0	37.2	41.3	3.8669	9750	430768	2.6
!Karas	23.0	2.1	18.8	27.2	2.29899	1359	44889	9.2
Erongo	21.9	1.2	19.4	24.3	1.91569	2316	107523	5.6
Hardap	37.7	2.7	32.3	43.0	2.73218	1440	43289	7.2
Kavango East	39.6	3.2	33.2	45.9	4.66751	1117	53741	8.1
Kavango West	36.4	4.1	28.4	44.5	4.14318	917	28250	11.3
Khomas	28.4	1.9	24.7	32.2	8.42992	2599	233707	6.7
Kunene	52.2	4.7	42.9	61.5	6.91507	1030	38625	9.0
Ohangwena	45.4	2.1	41.3	49.6	2.91297	1318	79913	4.7
Omaheke	26.9	2.6	21.9	31.9	2.33527	1249	35113	9.5
Omusati	40.2	2.3	35.7	44.8	3.91149	1413	86841	5.8
Oshana	29.5	1.8	26.0	32.9	2.70267	1631	91014	6.0
Oshikoto	39.8	2.9	34.2	45.5	5.19306	1399	74682	7.2
Otjozondjupa	35.9	2.7	30.6	41.3	4.42955	1587	69120	7.5
Zambezi	48.0	2.1	43.8	52.2	1.43994	1193	39562	4.4

b) Unemployment rate by sex

Table 5.2 below presents the Unemployment rate by sex at national level. The precision estimates fall well within the CV reliability thresholds.

Table 5.2: Estimates of Unemployment rate by sex with the measures of precision

Sex	Estimates	Standard error	95% confidence interval		Deff	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Un weighted	Weighted	
	%	%	%	%				%
Female	38.3	0.9	36.6	40.0	3.3	10367	516224	2.2
Male	29.8	0.8	28.2	31.3	3.1	10201	510044	2.7

c) Labour force participation rate

Table 5.3 below presents the measures of precision achieved at national and regional levels for the labour force participation rate. The coefficient of variation for the population parameter estimates were found to be well within the thresholds defined in figure 5.1 and therefore the population parameter estimates were reliable at all domains of estimation.

Table 5.3: Estimates of the labour Force participation rate by area with measures of precision

Area	Estimates	Standard error	95% confidence interval		Deff	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Un weighted	Weighted	
	%	%	%	%				%
Namibia	69.4	0.6	68.3	70.6	4.8	29744	1478193	0.8
Urban	77.1	0.8	75.6	78.6	5.4	14500	772262	1.0
Rural	61.0	0.8	59.4	62.6	4.1	15244	705931	1.4
!Karas	75.5	2.8	70.1	81.0	5.0	1840	59447	3.7
Erongo	82.2	1.4	79.4	85.0	3.7	2876	130791	1.7
Hardap	74.1	2.4	69.4	78.9	3.6	2033	58401	3.2
Kavango East	61.8	1.6	58.8	64.9	1.8	1821	86941	2.5
Kavango West	59.2	3.5	52.3	66.1	4.9	1415	47746	5.9
Khomas	79.0	1.5	76.1	82.0	8.3	3379	295684	1.9
Kunene	68.3	3.2	62.0	74.6	5.3	1496	56549	4.7
Ohangwena	55.1	1.7	51.7	58.5	3.6	2309	145074	3.2
Omaheke	77.8	1.6	74.7	80.9	1.3	1654	45155	2.0
Omusati	57.2	1.9	53.6	60.9	4.3	2401	151780	3.3
Oshana	73.1	1.3	70.5	75.7	2.3	2201	124524	1.8
Oshikoto	62.5	2.1	58.4	66.5	4.4	2241	119561	3.3
Otjozondjupa	71.9	2.3	67.4	76.4	5.1	2275	96136	3.2
Zambezi	65.5	1.7	62.2	68.8	1.5	1803	60404	2.6

d) Absorption rate

Table 5.4 presents the measures of precision achieved at national and regional levels for the labour force absorption rate. The precision estimates were well within the thresholds defined in figure 5.1 and therefore the population parameter estimates were reliable at all domains of estimation.

Table 5.4: The Estimates of Absorption rate by area with the measures of precision

Area	Estimates	Standard error	95% confidence interval		Deff	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Un weighted	Weighted	
	%	%	%	%				%
Namibia	45.8	0.6	44.5	47.0	4.8	29744	1478193	1.4
Urban	53.8	0.9	52.1	55.5	4.6	14500	772262	1.6
Rural	37.1	0.9	35.2	38.9	5.3	15244	705931	2.5
!Karas	58.1	3.1	52.0	64.3	4.9	1840	59447	5.4
Erongo	64.2	1.7	61.0	67.5	3.2	2876	130791	2.6
Hardap	46.2	2.0	42.3	50.1	1.8	2033	58401	4.3
Kavango East	37.4	2.3	32.9	41.8	3.9	1821	86941	6.1
Kavango West	37.6	3.3	31.2	44.0	4.4	1415	47746	8.7
Khomas	56.6	1.4	53.8	59.4	4.8	3379	295684	2.5
Kunene	32.6	4.2	24.4	40.9	9.2	1496	56549	12.9
Ohangwena	30.1	1.7	26.7	33.4	4.0	2309	145074	5.6
Omaheke	56.9	2.6	51.7	62.0	2.5	1654	45155	4.6
Omusati	34.2	2.0	30.2	38.2	5.5	2401	151780	5.9
Oshana	51.5	1.3	48.9	54.2	1.8	2201	124524	2.6
Oshikoto	37.6	2.7	32.3	42.9	7.4	2241	119561	7.2
Otjozondjupa	46.1	2.9	40.3	51.8	6.6	2275	96136	6.3
Zambezi	34.0	1.4	31.2	36.8	1.1	1803	60404	4.2

e) Total Employed

Table 5.5 presents the measures of precision achieved at national and regional level for the total number of people employed. The precision estimates were within the thresholds defined in figure 5.1 and therefore the population parameter estimates were reliable at some domains of estimation. However, estimates for Hardap should be interpreted and used with caution as it has significantly higher CV.

Table 5.5: The estimated total number of employed people by area with measure of precision

Area	Estimates	Standard error	95% confidence interval		Deff	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Un weighted	Weighted	%
Namibia	676885	14497	648413	705356	18.3	20568	1026268	2.1
Urban	415178	12371	390881	439474	12.4	10818	595500	3.0
Rural	261707	7557	246864	276550	5.9	9750	430768	2.9
!Karas	34553	2928	28802	40304	5.1	1359	44889	8.5
Erongo	84020	5311	73590	94450	7.3	2316	107523	6.3
Hardap	26988	4927	17311	36665	18.5	1440	43289	18.3
Kavango East	32478	4096	24434	40522	10.7	1117	53741	12.6
Kavango West	17953	1532	14946	20961	2.7	917	28250	8.5
Khomas	167297	7257	153044	181550	7.5	2599	233707	4.3
Kunene	18461	1577	15364	21558	2.7	1030	38625	8.5
Ohangwena	43613	3295	37143	50083	5.2	1318	79913	7.6
Omaheke	25679	2190	21379	29979	3.8	1249	35113	8.5
Omusati	51889	3208	45589	58189	4.2	1413	86841	6.2
Oshana	64190	3178	57949	70432	3.4	1631	91014	5.0
Oshikoto	44926	3261	38522	51329	5.0	1399	74682	7.3
Otjozondjupa	44274	5125	34210	54339	12.4	1587	69120	11.6
Zambezi	20562	1377	17857	23267	1.9	1193	39562	6.7

f) Total Unemployed

Table 5.6 presents the CV for the total number of people who are unemployed.). While precision estimates for Hardap ,Kavango West and Otjozondjupa fall in the use with caution thresholds.

Table 5.6: The estimated number of people unemployed by area with measure of precision

Area	Estimates	Standard error	95% confidence interval		Deff	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Un weighted	Weighted	%
Namibia	349383	11067	327648	371118	10.7	20568	1026268	3.2
Urban	180322	9532	161601	199043	12.3	10818	595500	5.3
Rural	169061	5623	158019	180104	4.5	9750	430768	3.3
!Karas	10336	1144	8088	12584	2.6	1359	44889	11.1
Erongo	23502	1447	20661	26344	1.8	2316	107523	6.2
Hardap	16301	4027	8391	24210	20.3	1440	43289	24.7
Kavango East	21263	2843	15679	26846	7.8	1117	53741	13.4
Kavango West	10296	2121	6131	14461	8.8	917	28250	20.6
Khomas	66410	6492	53660	79160	13.6	2599	233707	9.8
Kunene	20164	2758	14747	25581	7.7	1030	38625	13.7
Ohangwena	36300	2573	31247	41353	3.8	1318	79913	7.1
Omaheke	9434	952	7564	11305	1.9	1249	35113	10.1
Omusati	34952	1977	31070	38834	2.3	1413	86841	5.7
Oshana	26823	2275	22356	31290	4.0	1631	91014	8.5
Oshikoto	29756	2348	25145	34367	3.8	1399	74682	7.9
Otjozondjupa	24846	3993	17003	32689	13.2	1587	69120	16.1
Zambezi	18999	1566	15924	22075	2.6	1193	39562	8.2

In addition, for year on year comparison, the p-value has been calculated for the difference between the population parameter estimates across the two survey years. The standard 5% levels of significance was used to determine the level of significance. When presenting p-values, a value lower than 0.05 indicates that the results is statistically significant. Table 5.7 presents the p-values for the difference in the unemployment rate across the LFS series.

Table 5.7: The difference in the population proportion for the unemployment rate including the p-value for the significance test

	% Change	95% CI of the Difference	Z-Score	P-value	Comment
2014-2016	6.1	(4.56 ; 7.64)	93.465	P<0.0001	The difference is highly significant
2013-2014	2.3	(0.83 ; 3.86)	36.150	P<0.0001	The difference is highly significant
2012-2013	2.8	(1.24 ; 4.32)	42.104	P<0.0001	The difference is highly significant

The percentage changes in the unemployment rate between the LFS years were found to be highly statistical significant, hence it can be concluded that for the 2014 and 2016 LFS, the unemployment rate has significantly increase between 2014 and 2016. Similar conclusions can also be made for other movement in the unemployment rate across other LFS periods under review.

5.2 Cautionary Note

The analysis given in this section (5) shows that the survey estimates for the key population indicators at national and urban/rural levels are very much reliable. However, at regional level, there were some regions where caution needs to be exercised when interpreting the parameter estimates, due to the relatively higher Coefficient of Variation (see table 5.5 and 5.6). In addition, when cross tabulating these variable (especially the total unemployed) with other variables the category sizes could become relatively smaller and the estimates might not be reliable to be used.

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