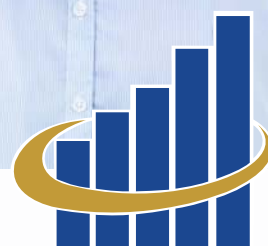


# THE NAMIBIA LABOUR FORCE SURVEY 2014 REPORT



Namibia Statistics  
Agency

# **The Namibia Labour Force Survey 2014 Report**

Published by the Namibia Statistics Agency P.O. Box 2133 Windhoek, [www.nsa.org.na](http://www.nsa.org.na)

Published 2015

Inquiries: +264 61-431-3200

Suggested citation: Namibia Statistics Agency, 2015. Namibia Labour Force Survey 2014 Report. Namibia Statistics Agency, Windhoek.

Namibia Statistics Agency (NSA)  
March 2015

# **Our Mission**

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

# **Our Vision**

**To be a high performance institution in statistics delivery**

# **Our Shared Values**

**Excellent Performance**

**Integrity**

**Service focus**

**Transparency**

**Accuracy**

**Partnership**

## LIST OF ACRONYMS

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



## 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 of Development of Statistics in Namibia in 1993. Since then, five Labour Force Surveys have been conducted in the country at more or less regular intervals of every four years. This survey was conducted only one year after the previous survey, in 2012, and the Namibia Statistics Agency plans to continue to conduct the LFS on an annual basis going forward.

Like all its predecessors, the 2014 survey was conducted with the objective of generating “timely collection and release of key socio-economic indicators for assessment of labour market conditions in Namibia.” The survey covers all aspects of people’s work, including the education and training needed to equip them for work, the jobs themselves, job search of those out of work, and income and benefits from work.

As with previous LFS analysis this report covers wide-range of topics to meet the demands of local stakeholders in labour statistics, and as well standard reporting demanded by SADC, the AU, and the ILO. For example we have included SADC Minimum Indicator List page, for a quick glance of standard employment and unemployment indicators for accessing Namibia’s efforts in meeting its various developmental goals in particular, those relating job creations.

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

In conclusion, I would like to address my sincere thanks to the International Labour Organisation (ILO) for their technical inputs to the labour force survey 2014 in Namibia. A word of appreciation goes also to our stakeholders for their contributions towards the review of questions use for the survey.

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



Ms. Liina Kafidi  
**Acting Statistician General**

Windhoek, March 2015

## SADC MINIMAL INDICATOR LIST

Population	2012	2013	2014	Change
Total	2,085,927	2,127,013	2,247,124	120,111
Male	1,001,082	1,019,226	1,091,005	71,779
Female	1,084,845	1,107,787	1,156,119	48,332
<b>Age Composition</b>				
Under 15 years	770,265	742,959	813,854	70,895
Population Working Age 15 + years Total (PWA)	1,315,662	1,384,054	1,433,270	49,216
Male 15 + years (PWAM) (above)	618,606	643,263	682,026	38,763
Female 15+ years (PWAF)	697,056	740,791	751,244	10,453
Youth 15 -34 Years	752,609	752,456	826,874	74,418
<b>Active Population or Labour Force LF = E + UE</b>				
Employed E	630,094	690,019	712,752	22,733
Unemployed (UE)	238,174	290,762	278,245	-12,517
Labour Force Participation Rate (EM)	65.9	69.6	69.1	-0.5
Labour Force Absorption Rate E/PWA	47.9	49.9	49.6	-0.3
Unemployment Rate UE/LF	27.4	29.6	28.1	-1.5
<b>Active Population by sex</b>				
Male Employed (EM)	329,704	345,292	369,676	24,384
Female Employed (EF)	300,390	344,727	343,076	-1,651
Male Unemployed (UEM)	98,002	120,212	118,682	-1,530
Female Unemployed (UEF)	140,172	170,550	159,563	-10,987
<b>Rates by sex</b>				
Male Labour Absorption Rate (EM/PWAM)	69.1	72.4	71.6	-0.8
Female Labour Absorption Rate (EF/PWAF)	63.2	69.6	66.9	-2.7
Male Unemployment Rate UEM/(EM+UEM)	22.9	25.8	24.3	-1.5
Female Unemployment Rate UEF/(EF+UEF)	31.8	33.1	31.7	-1.4
<b>Active Population for Youth 15 - 34 years (EU+UEY)</b>				
Youth Employed (EY)	283 862	294,202	319,215	25,013
Youth Unemployed (UEY)	172,222	210,074	205,470	-4,604
Youth Labour Absorption Rate (EY/PWAY)	37.7	38.3	38.6	0.3
Youth Unemployment Rate (UEY/(EY+UEY)	37.8	41.7	39.2	-2.4

## NLFS 2013 ERRATA

### Corrected NLFS 2013\_Industry grouping

There was an error in the grouping of industries for the relevant tables in the NLFS 2013 report and this was as a result of an error that occurred in the grouping where the “Transport and storage” part was included in “Trade”. As a result an errata slip was released in line with the NLFS 2012 industry classification for easy comparison. Below are the affected tables for the 2013 LFS with their correct groupings.

**Table 4.5: Employed persons by industry and sex, NLFS 2013**

Industry	Female		Male		Total	
	Number	%	Number	%	Number	%
Agriculture forestry and fishing	105,913	30.9	109,398	31.9	215,311	31.4
Minning and quarrying	2,126	0.6	11,433	3.3	13,558	2.0
Manufacturing	10,673	3.1	22,096	6.4	32,769	4.8
Electrecity and related industries	646	0.2	1,739	0.5	2,385	0.3
Water supply and related industries	707	0.2	1,651	0.5	2,359	0.3
Construction	3,887	1.1	43,972	12.8	47,859	7.0
Whole sale and retail trade	51,380	15.0	28,011	8.2	79,391	11.6
Transport and storage	3,056	0.9	22,603	6.6	25,659	3.7
Accomodation and food service activities	27,420	8.0	9,347	2.7	36,767	5.4
Information and communication	2,408	0.7	3,184	0.9	5,591	0.8
Financial and insuerance activities	9,992	2.9	4,616	1.3	14,609	2.1
Real estate activities	427	0.1	190	0.1	617	0.1
Professional, scientific and technical activities	3,961	1.2	3,203	0.9	7,164	1.0
Administrative and support service activities	15,428	4.5	19,732	5.7	35,160	5.1
Publuic administration and defecne , compulsory social security	12,619	3.7	19,324	5.6	31,943	4.7
Education	26,987	7.9	14,811	4.3	41,797	6.1
Human health and social work activities	11,819	3.5	4,761	1.4	16,580	2.4
Arts, entertainment and recreation	2,018	0.6	1,914	0.6	3,932	0.6
Other service activities	7,645	2.2	6,374	1.9	14,020	2.0
Private households	42,789	12.5	14,879	4.3	57,668	8.4
Extrateritorial organizations and bodies	429	0.1	81	0.0	511	0.1
<b>Total</b>	<b>342,331</b>	<b>100.0</b>	<b>343,320</b>	<b>100.0</b>	<b>685,651</b>	<b>100.0</b>

**Table 4.6: Employed population by industry and region, NLFS 2013**

Industry	Zambezi	Erongo	Hardap	IKaras	Kavango	Khomas	Kunene	Ohangwena	Omaheke	Omusati	Oshana	Oshikoto	Otjozondjupa
Agriculture forestry and fishing	11,357	5,730	8,684	12,414	30,283	4,286	10,736	34,020	11,729	42,238	7,968	18,662	17,204
Mining and quarrying	*	5,004	81	2,263	54	1,368	314	*	27	128	178	1,832	2,310
Manufacturing	221	8,122	728	3,349	413	10,371	1,342	633	1,020	751	2,814	1,139	1,867
Electricity and related industries	76	259	*	*	*	1,085	*	*	175	*	266	165	358
Water supply and related industries	106	211	52	49	163	748	84	216	397	*	194	*	139
Construction	1,900	7,444	3,105	2,599	2,216	15,544	1,067	1,876	1,343	2,005	2,509	2,896	3,358
Whole sale and retail trade	3,189	10,401	1,878	2,592	5,098	20,991	1,912	7,118	2,901	6,354	7,971	5,129	3,857
Transport and storage	823	5,003	482	1,275	1,340	9,735	253	1,136	442	285	2,024	1,591	1,271
Accommodation and food service activities	887	2,886	1,020	1,262	4,176	11,198	1,729	1,395	464	1,121	4,716	2,937	2,976
Information and communication	47	378	271	35	54	4,143	44	72	59	*	*	330	158
Financial and insurance activities	52	936	537	387	770	9,043	163	262	421	312	646	355	725
Real estate activities	*	57	39	*	69	269	132	*	*	*	*	*	52
Professional, scientific and technical activities	105	926	299	124	300	4,297	139	*	184	345	140	106	198
Administrative and support service activities	1,408	3,276	1,314	1,160	1,328	11,572	1,212	1,825	2,707	886	5,771	1,192	1,510
Public administration and defence , compulsory social security	705	3,166	562	1,579	1,540	12,251	553	1,207	1,111	1,285	2,172	2,501	3,310
Education	3,110	3,788	1,009	1,234	3,512	5,454	1,664	4,371	2,840	3,443	4,782	2,381	4,208
Human health and social work activities	638	1,347	616	506	1,771	4,792	313	512	135	749	1,845	2,313	1,042
Arts, entertainment and recreation	82	758	300	435	*	1,286	90	*	179	152	358	60	233
Other service activities	511	1,256	683	534	1,405	4,984	1,010	517	280	1,065	735	431	608
Private households	1,607	4,860	3,772	1,622	1,610	11,162	2,217	2,161	2,238	3,761	10,562	5,503	6,593
Extraterritorial organizations and bodies	41	61	126	*	*	201	*	*	*	*	81	*	*
<b>Total</b>	<b>26,866</b>	<b>65,869</b>	<b>25,557</b>	<b>33,419</b>	<b>56,102</b>	<b>144,780</b>	<b>24,973</b>	<b>57,321</b>	<b>28,652</b>	<b>64,882</b>	<b>55,730</b>	<b>49,522</b>	<b>51,977</b>
<b>Industry</b>													
Agriculture forestry and fishing	42.3	8.7	34.0	37.1	54.0	3.0	43.0	59.3	40.9	65.1	14.3	37.7	33.1
Mining and quarrying	*	7.6	0.3	6.8	0.1	0.9	1.3	*	0.1	0.2	0.3	3.7	4.4
Manufacturing	0.8	12.3	2.8	10.0	0.7	7.2	5.4	1.1	3.6	1.2	5.0	2.3	3.6
Electricity and related industries	0.3	0.4	*	*	*	0.7	0.0	0.0	0.6	*	0.5	0.3	0.7
Water supply and related industries	0.4	0.3	0.2	0.1	0.3	0.5	0.3	0.4	1.4	*	0.3	*	0.3
Construction	7.1	11.3	12.1	7.8	3.9	10.7	4.3	3.3	4.7	3.1	4.5	5.8	6.5
Whole sale and retail trade	11.9	15.8	7.3	7.8	9.1	14.5	7.7	12.4	10.1	9.8	14.3	10.4	7.4
Transport and storage	3.1	7.6	1.9	3.8	2.4	6.7	1.0	2.0	1.5	0.4	3.6	3.2	2.4
Accommodation and food service activities	3.3	4.4	4.0	3.8	7.4	7.7	6.9	2.4	1.6	1.7	8.5	5.9	5.7
Information and communication	0.2	0.6	1.1	0.1	0.1	2.9	0.2	0.1	0.2	0.0	0.0	0.7	0.3
Financial and insurance activities	0.2	1.4	2.1	1.2	1.4	6.2	0.7	0.5	1.5	0.5	1.2	0.7	1.4
Real estate activities	*	0.1	0.2	*	0.1	0.2	0.5	*	*	*	*	*	0.1
Professional, scientific and technical activities	0.4	1.4	1.2	0.4	0.5	3.0	0.6	*	0.6	0.5	0.3	0.2	0.4
Administrative and support service activities	5.2	5.0	5.1	3.5	2.4	8.0	4.9	3.2	9.4	1.4	10.4	2.4	2.9
Public administration and defence , compulsory social security	2.6	4.8	2.2	4.7	2.7	8.5	2.2	2.1	3.9	2.0	3.9	5.1	6.4
Education	11.6	5.8	3.9	3.7	6.3	3.8	6.7	7.6	9.9	5.3	8.6	4.8	8.1
Human health and social work activities	2.4	2.0	2.4	1.5	3.2	3.3	1.3	0.9	0.5	1.2	3.3	4.7	2.0
Arts, entertainment and recreation	0.3	1.2	1.2	1.3	*	0.9	0.4	0.0	0.6	0.2	0.6	0.1	0.4
Other service activities	1.9	1.9	2.7	1.6	2.5	3.4	4.0	0.9	1.0	1.6	1.3	0.9	1.2
Private households	6.0	7.4	14.8	4.9	2.9	7.7	8.9	3.8	7.8	5.8	19.0	11.1	12.7
Extraterritorial organizations and bodies	0.2	0.1	0.5	*	*	0.1	*	*	*	*	0.1	*	*
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Note:** The NLFS 2013 used the previous demarcations of Regions; hence the statistics for the two Kavango regions are lumped together.

**Table 4.9: Employed persons, by sector of economic activity and status in employment, NLFS 2013**

Industry	Employee	Employer	Own account workers	Unpaid family workers	Don't know	Total	Employee	Employer	Own account workers	Unpaid family workers	Don't know	Total
Agriculture forestry and fishing	63,723	6,803	119,964	24,439	323	215,252	14.6	31.6	61.8	75.0	32.8	31.4
Minning and quarrying	12,927	*	326	305	*	13,558	3.0	*	0.2	0.9	*	2.0
Manufacturing	25,296	1,780	5,236	346	111	32,769	5.8	8.3	2.7	1.1	11.3	4.8
Electricity and related industries	1,895	422	67	*	*	2,385	0.4	2.0	*	*	*	0.3
Water supply and related industries	2,195	*	163	*	*	2,359	0.5	*	0.1	*	*	0.3
Construction	39,249	2,817	4,884	775	135	47,859	9.0	13.1	2.5	2.4	13.7	7.0
Whole sale and retail trade	44,763	3,657	28,664	1,906	199	79,190	10.3	17.0	14.8	5.8	20.3	11.6
Transport and storage	20,814	1,014	3,831	*	*	25,659	4.8	4.7	2.0	*	*	3.7
Accommodation and food service activities	22,538	1,464	11,544	1,156	66	36,767	5.2	6.8	5.9	3.5	6.7	5.4
Information and communication	4,886	103	357	246	*	5,591	1.1	0.5	0.2	0.8	*	0.8
Financial and insurance activities	14,350	63	196	*	*	14,609	3.3	0.3	0.1	*	*	2.1
Real estate activities	363	33	155	66	*	617	0.1	0.2	0.1	0.2	*	0.1
Professional, scientific and technical activities	6,463	326	375	*	*	7,164	1.5	1.5	0.2	*	*	1.0
Administrative and support service activities	32,517	886	760	702	*	34,865	7.5	4.1	0.4	2.2	*	5.1
Public administration and defence, compulsory social security	31,897	*	*	*	*	31,897	7.3	*	*	*	*	4.7
Education	41,141	154	428	*	74	41,797	9.4	0.7	0.2	*	7.5	6.1
Human health and social work activities	16,059	352	168	*	*	16,580	3.7	1.6	0.1	*	*	2.4
Arts, entertainment and recreation	2,906	266	760	*	*	3,932	0.7	1.2	0.4	*	*	0.6
Other service activities	8,857	795	4,113	255	*	14,020	2.0	3.7	2.1	0.8	*	2.0
Private households	42,337	560	12,173	2,389	76	57,535	9.7	2.6	6.3	7.3	7.7	8.4
Extraterritorial organizations and bodies	511	*	*	*	*	511	0.1	*	*	*	*	0.1
<b>Total</b>	<b>435,686</b>	<b>21,496</b>	<b>194,166</b>	<b>32,586</b>	<b>983</b>	<b>684,916</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Table 4.12: Percentage of paid employees in each industry receiving paid leave by sex, NLFS 2013**

	Employees with paid leave				Employees with paid leave		
	Female	Male	Total	Total employed	Female	Male	Total
Industry	Percentages						
Agriculture forestry and fishing	7,921	30,061	37,982	215,311	3.7	14.0	17.6
Minning and quarrying	1,275	9,416	10,691	13,558	9.4	69.4	78.8
Manufacturing	5,896	13,288	19,184	32,769	18.0	40.6	58.5
Electricity and related industries	405	994	1,399	2,385	17.0	41.7	58.7
Water supply and related industries	419	975	1,394	2,359	17.8	41.4	59.1
Construction	1,917	16,195	18,113	47,859	4.0	33.8	37.8
Whole sale and retail trade	15,995	13,545	29,541	79,391	20.1	17.1	37.2
Transport and storage	2,498	11,107	13,606	25,659	9.7	43.3	53.0
Accommodation and food service activities	10,416	5,882	16,298	36,767	28.3	16.0	44.3
Information and communication	1,912	2,143	4,055	5,591	34.2	38.3	72.5
Financial and insurance activities	8,745	3,712	12,457	14,609	59.9	25.4	85.3
Real estate activities	245	50	295	617	39.7	8.1	47.8
Professional, scientific and technical activities	3,395	2,150	5,545	7,164	47.4	30.0	77.4
Administrative and support service activities	11,743	11,838	23,581	35,160	33.4	33.7	67.1
Public administration and defence , compulsory social security	11,674	18,158	29,832	31,943	36.5	56.8	93.4
Education	21,464	11,919	33,383	41,797	51.4	28.5	79.9
Human health and social work activities	10,233	3,892	14,125	16,580	61.7	23.5	85.2
Arts, entertainment and recreation	1,097	1,036	2,133	3,932	27.9	26.3	54.3
Other service activities	2,166	2,634	4,799	14,020	15.4	18.8	34.2
Private households	14,280	3,368	17,648	57,668	24.8	5.8	30.6
Extraterritorial organizations and bodies	61	81	143	511	12.0	16.0	27.9
Total	133,757	162,446	296,204	685,651	19.5	23.7	43.2



**Table 4.13: Percentage of paid employees in each industry receiving sick leave by sex, NLFS 2013**

Industry	Employees with paid leave			Total employed	Employees with paid leave		
	Female	Male	Total		Female	Male	Total
					<b>Percentages</b>		
Agriculture forestry and fishing	7,641	26,378	34,019	215,311	3.5	12.3	15.8
Minning and quarrying	1,275	9,246	10,521	13,558	9.4	68.2	77.6
Manufacturing	5,782	12,355	18,137	32,769	17.6	37.7	55.3
Electricity and related industries	405	973	1,377	2,385	17.0	40.8	57.8
Water supply and related industries	370	729	1,099	2,359	15.7	30.9	46.6
Construction	1,917	15,688	17,605	47,859	4.0	32.8	36.8
Whole sale and retail trade	14,935	12,881	27,817	79,391	18.8	16.2	35.0
Transport and storage	2,325	10,956	13,281	25,659	9.1	42.7	51.8
Accommodation and food service activities	9,389	5,484	14,873	36,767	25.5	14.9	40.5
Information and communication	1,741	2,166	3,907	5,591	31.1	38.7	69.9
Financial and insurance activities	8,015	3,495	11,510	14,609	54.9	23.9	78.8
Real estate activities	245	*	245	617	39.7 *		39.7
Professional, scientific and technical activities	3,124	1,971	5,095	7,164	43.6	27.5	71.1
Administrative and support service activities	10,752	11,602	22,353	35,160	30.6	33.0	63.6
Public administration and defence , compulsory social security	10,931	16,859	27,790	31,943	34.2	52.8	87.0
Education	20,806	11,738	32,543	41,797	49.8	28.1	77.9
Human health and social work activities	9,652	3,896	13,548	16,580	58.2	23.5	81.7
Arts, entertainment and recreation	970	919	1,889	3,932	24.7	23.4	48.0
Other service activities	2,163	1,934	4,097	14,020	15.4	13.8	29.2
Private households	11,397	2,908	14,304	57,668	19.8	5.0	24.8
Extraterritorial organizations and bodies	61	81	143	511	12.0	16.0	27.9
<b>Total</b>	<b>123,896</b>	<b>152,259</b>	<b>276,154</b>	<b>685,651</b>	<b>18.1</b>	<b>22.2</b>	<b>40.3</b>

**Table 4.14: Monthly mean wages (in Namibian Dollars) by industry and sex, NLFS 2013**

Industry	Female	Male	Both Sexes
Agriculture forestry and fishing	4,427	2,119	2,509
Minning and quarrying	9,202	11,124	10,868
Manufacturing	4,719	8,319	7,261
Electricity and related industries	5,587	16,376	13,397
Water supply and related industries	2,404	3,773	3,332
Construction	3,974	5,938	5,764
Whole sale and retail trade	5,429	10,134	7,401
Transport and storage	6,417	5,621	5,722
Accommodation and food service activities	4,790	3,874	4,483
Information and communication	16,158	19,723	18,139
Financial and insurance activities	14,320	14,615	14,411
Real estate activities	9,654	700	7,696
Professional, scientific and technical activities	11,109	20,743	15,394
Administrative and support service activities	4,767	3,758	4,218
Public administration and defence , compulsory social security	8,733	10,795	9,994
Education	9,494	15,235	11,487
Human health and social work activities	8,749	10,735	9,304
Arts, entertainment and recreation	6,195	9,569	7,720
Other service activities	2,256	28,034	15,538
Private households	970	844	939
Extraterritorial organizations and bodies	5,917	37,000	10,875
<b>Total</b>	<b>6,125</b>	<b>7,315</b>	<b>6,802</b>

**Table 4.17: Employed persons by industry and formality of the sector, NLFS 2013**

Industry	Informal sector	Total employed	Informal sector
Agriculture forestry and fishing	179,540	215,311	83.4
Minning and quarrying	719	13,558	5.3
Manufacturing	7,692	32,769	23.5
Electricity and related industries	0	2,385	0.0
Water supply and related industries	451	2,359	19.1
Construction	11,071	47,859	23.1
Whole sale and retail trade	36,396	79,391	45.8
Transport and storage	4,569	25,659	17.8
Accommodation and food service activities	14,605	36,767	39.7
Information and communication	239	5,591	4.3
Financial and insurance activities	462	14,609	3.2
Real estate activities	284	617	46.0
Professional, scientific and technical activities	737	7,164	10.3
Administrative and support service activities	2,800	35,160	8.0
Public administration and defence , compulsory social security	186	31,943	0.6
Education	647	41,797	1.5
Human health and social work activities	597	16,580	3.6
Arts, entertainment and recreation	1,419	3,932	36.1
Other service activities	7,193	14,020	51.3
Private households	53,641	57,668	93.0
Extraterritorial organizations and bodies	*	511	*
<b>Total</b>	<b>323,248</b>	<b>685,651</b>	<b>47.1</b>

**Table 6.4: Employed youth aged 15 to 34, by sex and industry, NLFS 2013**

Industry	Female	Male	Total
Agriculture forestry and fishing	24,566	40,054	64,621
Minning and quarrying	1,427	5,257	6,683
Manufacturing	5,187	10,572	15,759
Electricity and related industries	219	641	860
Water supply and related industries	337	787	1,124
Construction	2,322	24,583	26,904
Whole sale and retail trade	27,880	12,646	40,527
Transport and storage	1,693	8,895	10,589
Accommodation and food service activities	14,802	4,797	19,599
Information and communication	813	1,770	2,583
Financial and insurance activities	6,423	2,941	9,364
Real estate activities	90	33	123
Professional, scientific and technical activities	2,175	1,325	3,499
Administrative and support service activities	8,504	11,589	20,093
Public administration and defence , compulsory social security	4,916	6,931	11,847
Education	9,377	5,179	14,556
Human health and social work activities	3,728	1,648	5,376
Arts, entertainment and recreation	1,461	626	2,087
Other service activities	5,067	3,525	8,592
Private households	19,607	7,067	26,674
Extraterritorial organizations and bodies	267	*	267
<b>Total</b>	<b>140,863</b>	<b>150,866</b>	<b>291,729</b>

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## EXECUTIVE SUMMARY

This report presents the main results of the Namibia Labour Force Survey that was conducted in October 2014, for which the fieldwork was carried out in a two week time period. The survey was conducted by the Namibia Statistics Agency (NSA) with funding from the national budget of the Government of the Republic of Namibia.

The survey collected data on the labour market activities of individuals aged 15 years and above who lived in Namibia on the reference night of 28th September 2014. Interviewing of households started on the 29th September and ended on the 15th October 2014. Like in the preceding surveys, the LFS 2014 was conducted by interviewing individuals in private households. Information was collected on a total of 40,202 individuals by the end of the survey.

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

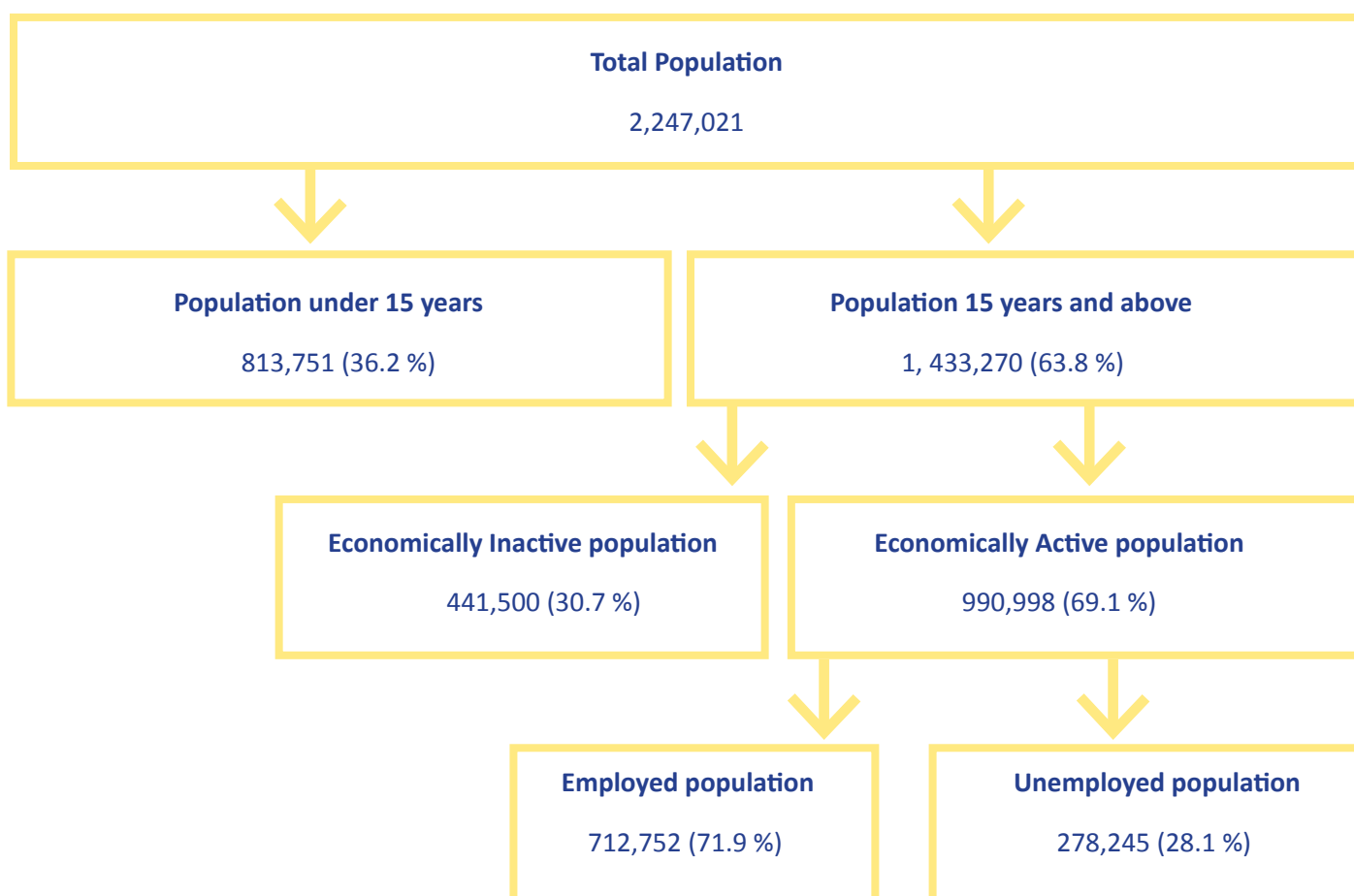


Figure 0.1: Population by activity status

LFS 2014 shows that 990,998 of the estimated population aged 15 years and above in Namibia is in the economically active group, which forms the labour force, while 441,500 of the estimated population is outside the labour force.

The survey recorded that 712,752 of persons aged 15 and above were employed in 2014. Furthermore, the LFS 2014 produces an unemployment rate of 28.1 percent, which is 1.5 points higher than the rate of 29.6 percent reported in 2013 labour force survey.

**Table 0.1: Basic labour force indicators for Namibia for 2014**

<b>Basic indicators</b>	<b>2014</b>
Working age population 15 + years	1,433,270
<b>Economically active population</b>	
Employed population	712,752
Unemployed population – broad	278,245
Labour force population	990,998
Labour force participation rate – broad	69.1
Unemployment rate - broad	28.1

In a nutshell, employment in Namibia increased with 22, 733 persons since the last survey of 2013. On the other hand, unemployment rate decreased by 12,517 persons which is a drop of 1.5 percentage points.

# CHAPTER 1: METHODOLOGY

## 1.1 Introduction

The first full-scale Labour Force Survey (LFS) in Namibia was carried out in 1997 under the National Household Survey Programme, launched after the Government endorsed the Five Year Plan of Development of Statistics in Namibia in 1993. Since then, six Labour Force Surveys have been conducted in the country at more or less regular intervals of every four years. The labour force survey of 2014 was the third of its kind to be conducted by NSA since its establishment in 2012. The first annual labour force survey was conducted in 2012.

Like all previous labour force surveys, the 2014 survey was conducted with the objective of generating “timely collection and release of key socio-economic indicators for assessment of the 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, job search of those out of work, and income and benefits from work. More specifically, the survey was designed to provide detailed information on the followings:

1. Basic information on the size and structure of the country’s work force;
2. Basic information on the size of the informal economy;
3. Basic elements for measuring the labour supply and the extent to which the available human resources are utilised in the production process of the economy;
4. Basic information for projections of the economically active population and its components for socio-economic planning;
5. A basis for research in areas ranging from testing labour market segmentation theories to formulating demographic models;
6. Information on the situation in regional markets and on the number of persons employed in specific occupational categories;
7. Useful indicators on the future course of the economy.

This first chapter discusses the methodologies adopted in the execution of the survey. In the past, data from censuses and household surveys were sometimes rendered less useful for planning purposes than they could be because data users in the country were not sufficiently educated on the methodologies employed to carry out the surveys. Therefore, one of the purposes of this chapter is to give useful information to potential users of the LFS 2014 of how the data were collected, its intended uses, strength and limitations.

One of the key objective of the LFS 2014 was to ensure that indicators that meet not only national, and regional standards such as Southern African Development Community (SADC) standard but also international standards for comparison purposes were produced. It is hoped that continual production of reliable data from annual surveys will provide valuable inputs in the formulation and evaluation of economic and social policies and strategies, particularly in the areas of employment generation, and poverty reduction.

Therefore, the employment data collected in this survey will helps the Government to monitor progress in achieving national goal of Employment creation as outlined in the Fourth National Development Plan (NDP 4).

## 1.2 Users and uses

Users of the LFS often combine the LFS data with related data from other sources to provide an overall view of the state of the labour market and the economy of the country at large. Key users of LFS data in Namibia are government Ministries, offices and agencies which are responsible for planning, monitoring and evaluation of national development plans and programs, policy makers, researchers and the general public. Investors, development partners and international Organisations also make use of this data for different purposes.



Users are interested in a variety of statistical data to measure indicators related to the labour market, including the number of people in formal and informal employment, the number of hours worked, and the number of unemployed people. They often analyse the labour market indicators by sex, age group, educational level and region.

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

At the international level, LFS data are used by different organisations and development partners to measure the effectiveness of their programmes in the country. Labour force data is also used by the International Labour Organisation (ILO) in comparing the labour situations in Namibia to other countries in the region and the world in general.

### **1.3 Strengths and Limitations of LFS 2013**

The strength of the LFS 2014 is that it has the largest coverage of any household survey in Namibia in recent times. It thus has more reliable statistics for estimation of labour conditions for smaller geographical areas (in particular regions) in Namibia.

The sampling errors are relatively small, as a result of improved and modern methods of data collection using a combination of Geographical Information Systems (GIS) for identification of true boundaries of Primary Sampling Units (PSUs) and households selected for the survey, as well as efficient geo-coding of the questionnaires during data capturing and processing. This ensures higher data integrity and reliability on par with other previous survey of 2012 and 2013 respectively.

Also, as with the LFS of 2012 and 2013, this survey used nine specific questions in order to capture fully people engaged in work other than as “remunerated employee” or “formal sector employer.”

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

One of the limitations of the LFS 2014, as with other household-based surveys, is that the sample design does not guarantee adequate coverage of any industry, as the survey is household based and not industrially stratified. The LFS coverage also omits dwelling units that are non-residential, as well as persons in institutions such as public or school hostels, army/police barracks, etc. Household members residing in these institutions are only included if they live in their own private households at the time of the survey.

## **1.4 Organisation and preparation**

### **1.4.1 Legal Basis**

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

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

- i. Review of variables and questions asked in the 2013 LFS;
- ii. Contributes to drafting of questionnaire for the 2014 LFS;

### 1.4.2 Stakeholders' workshop

The field operation was preceded by a stakeholders' workshop on 22- 23 July 2014. During the workshop, the NSA presented to stakeholders the results of the LFS conducted in 2013, as well as an activity plan for another round of the survey in 2014. The stakeholders were presented with the changes in the NLFS 2014 questionnaire. Below are the general changes that were made to the questionnaire for the LFS 2014 from the LFS 2013 questionnaire:

- Second main job
  - All questions pertaining to 2nd main job are removed
- Section on employers and own account workers (1 question retained)
  - Business registered?
- Section on employees (4 questions retained)
  - Type of contract, Entitlement to leave, types of leave entitled, gross income
- Section J (3 questions retained)
  - Source of income, total HH disposal income, Employment of Domestic workers

And below are the specific questions that were removed and those retained

- In 2013 the questionnaire had till C7 but in 2014 it only had till C3. The two languages that a person speaks with understanding, the two languages a person can read and write best with understanding were removed from the 2014 questionnaire.
- In 2013, there was no part saying that if you have "Yes" or "1" in D1 and D2 you should, skip the rest of D and go to the employment section which is the case for the 2014 questionnaire.
- Section E in the 2013 had "current main job", "previous job" and "second main job" sections and in the 2014 questionnaire it only had "Employed characteristics" section but the questions were almost the same.
- For the 2013 questionnaire if not coded 5 or 6 in E5 you go to E11 but in the 2014 questionnaire if coded 1, 2, 7, 8, 9 and 99 (Subsistence/Communal farmer(with paid employees, Subsistence/Communal farmer without paid employees, Unpaid family worker (Subsistence/Communal), Other Unpaid family worker, Other and Don't know respectively) you skip the rest of section E (Employed characteristics section), if coded 3 and 4 (Other employer and other own account worker(Without paid employees)) you go to E6 (If the business/enterprise is registered) and if coded 5 and 6 (Domestic worker and other employee) go to E7 (The entity in which the business is registered)
- "The Employers, own account workers" section which appeared in the 2013 questionnaire was removed from the 2014 questionnaire.
- The question "is the business registered?" which was in the "Employers, own account worker" section was moved to section E (Employed characteristics)

- The question “does employer deduct for any of the items provided?” in the “current main job section in the 2013 questionnaire was removed from the 2014 questionnaire.
- The question “Have a person changed jobs in the last 12 months” in the previous job section of 2013 was removed from the 2014 questionnaire.
- “The previous job” section which was in the “current main job” section of 2013 was moved to “Unemployed characteristics” section in the 2014 questionnaire.
- The “second main job” questions in the 2013 questionnaire were removed from the 2014 questionnaire.
- Total usual and actual hours part was removed from the 2014 questionnaire.
- Section G (Employees) was removed from the 2014 questionnaire and G1 and G3 were moved to Section E (Employment characteristics) of the 2014 questionnaire. While Question G8 in the 2013 questionnaire was moved to section E (Employment characteristics) in the 2014 Questionnaire.
- Section I (Unemployed section) in the 2013 questionnaire was made to be section G (Employment characteristics) and the questions were the same.

The workshop was attended by different stakeholders including representatives from line ministries, the United Nations Development Programme (UNDP), academic institutions, student organizations, agricultural unions, trade unions, banks, as well as the Namibia Millennium Challenge Account to mention a few of them.

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

### 1.4.3 Field Survey Supervisory Structure

In the LFS 2014, a hierarchical flow of organization shown in Figure 1.1 below was adopted in undertaking planning and implementation.

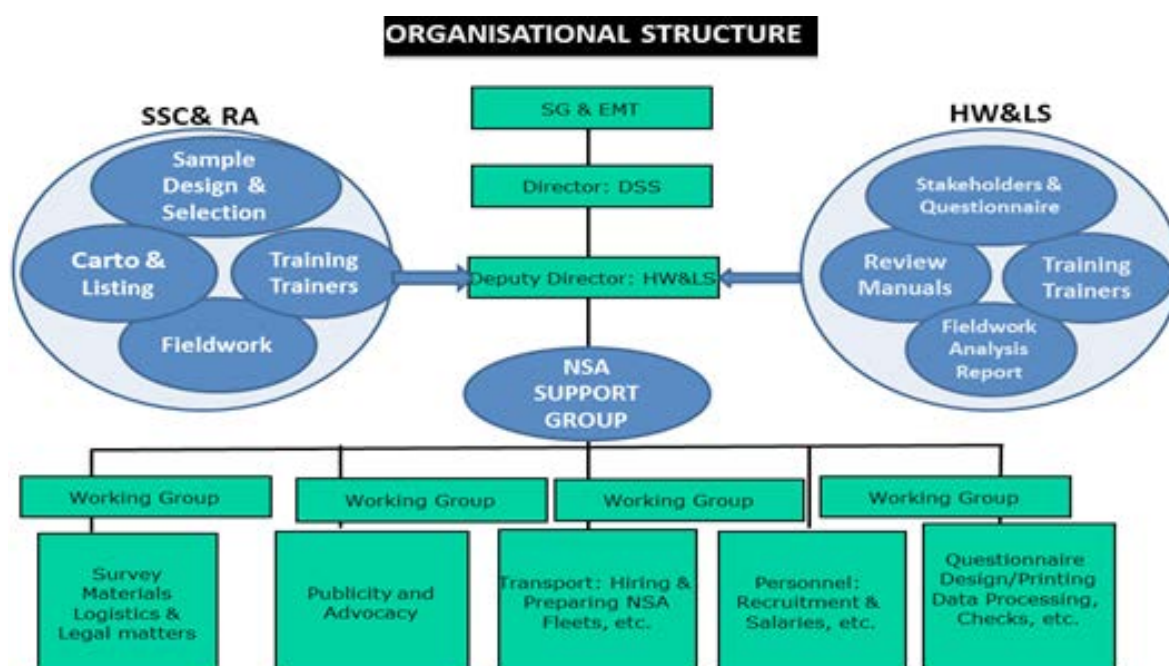


Figure 1.1: LFS 2014 Organisational Structure

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

The Namibia Labour Force Survey 2014 Project was established within the NSA premises using existing NSA staff, while other field staff and short-term consulting staff were recruited as the need arose.

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

#### 1.4.4 Recruitment and training

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

**Table 1.1: Recruited staff for LFS 2014**

Region	Teams	TS	enumerators	Coders	Total staff
!Karas	8	8	16	3	27
Erongo	11	11	22	5	38
Hardap	9	9	18	3	30
Kavango East	10	10	20	4	34
Kavango West	10	10	20	4	34
Khomas	16	16	32	7	55
Kunene	9	9	18	4	31
Ohangwena	11	11	22	5	38
Omaheke	8	8	16	2	26
Omusati	12	12	24	5	41
Oshana	10	10	20	4	34
Oshikoto	12	12	24	5	41
Otjozondjupa	10	10	20	4	34
Zambezi	9	9	18	3	30
Namibia	145	145	290	58	493

The TWG in charge of staffing for the project took great care to recruit qualified persons to perform the necessary tasks at all stages of the survey. The survey employed 145 team supervisors, 290 field interviewers and 58 coders/editors. These were in addition to staffs of the NSA who were involved in the training of field staff (supervisors and enumerators) and supervision of field activities and monitoring of completed questionnaires.

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

The training was intensive and aimed at ensuring that the knowledge was transferred in a uniform manner to potential field staff. Class tests were administered in each centre to assess trainees understanding of the questionnaires. The training of trainers and enumerators included class lectures and exercises.

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

## **1.5 Publicity and community mobilisation**

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

### **1.5.1 Direct Community Mobilisation Process**

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

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

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

### **1.5.2 Television and Radio Talk Shows**

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



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

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

## 1.6 Field organisation and supervision

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

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

### 1.6.1 Field supervisions and consistency checks

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

The field editing and coding process started about two days later than the fieldwork and ran in parallel. Questionnaires that required further clarification were identified during this process and handed back to the teams for follow-up with the concerned households as explained above. As with fieldwork, editing and coding were expected to take about two weeks. Interviewing of households started on the 29th September and ended on the 15th October 2014.

**Field data capture and transcription:** The LFS 2014 used the traditional method of recording respondents' answers on the forms. Enumerators were provided with special pencils and erasers for correction should they discover that they had filled in answers incorrectly. They were also trained on how to shade out wrong answers and fill in correct answers.

Edited/coded forms from the field were delivered to the regional offices where the first stage of data editing check by coders took place. The survey had an office in each region managed by a regional data supervisor and supported by an average of four coders.

When an error was spotted, the coder recorded the nature of the error into a control form. The control form was then given back to the Team Supervisor who in turn, gave it to the enumerator and ensured that the enumerator returned it back to the field to correct the form if necessary.

**Checking of Codes** is the first stage of the data validation process. It ensured that all forms/questionnaires had the correct geographical identification code; and that all questions administered to members in a household were properly filled in with correct codes. For example, gender, occupation and industrial codes, educational attainment, were checked manually at various stages. The ARS also reviewed the sampling of holdings within an enumerated PSU to see that only eligible/sampled holdings (18 households per PSU) were enumerated and recorded. This was done, among others, to avoid over sampling of PSU or sampling of households that belonged to adjacent PSU. In addition to the above, the RS together with the ARS and coders organised the completed forms belonging to a PSU area into a batch before delivering them to the Data Processing Centre for further checking and processing.

## 1.7 Sampling

### 1.7.1 Sampling

The target population of the LFS 2014 was members of private households in Namibia. The population living in institutions, such as hospitals, hostels, police barracks and prisons and prisons was not covered in the survey. However, private households within institutional settings were covered, such as teachers' houses on school premises or doctors living in separate houses in the hospital compound.

The sample design for the LFS 2014 was a stratified two-stage probability sample, where the first stage units were geographical areas designated as the Primary Sampling Units (PSUs) and the second stage units were the households. Up-to-date listings of households in the selected PSU were prepared during the field work, and 18 households were selected in each PSU using systematic sampling.

The sample sizes of some regions were raised to improve the precision levels of certain characteristics in those regions compared to the NLFS 2013. The distribution of the sample is given in Table 1.2 below.

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

Region	Sample PSUs			Sample households		
	Urban	Rural	Total	Urban	Rural	Total
Namibia	253	319	572	4,554	5,742	10,296
!Karas	17	14	31	306	252	558
Erongo	39	6	45	702	108	810
Hardap	21	13	34	378	234	612
Kavango east	19	21	40	342	378	720
Kavango west	3	37	40	54	666	720
Khomas	59	4	63	1,062	72	1,134
Kunene	12	25	37	216	450	666
Ohangwena	6	38	44	108	684	792
Omaheke	13	20	33	234	360	594
Omusati	4	42	46	72	756	828
Oshana	22	19	41	396	342	738
Oshikoto	7	39	46	126	702	828
Otjozondjupa	21	17	38	378	306	684
Zambezi	10	24	34	180	432	612

It was discovered during the listing operation that 3 PSUs had less than 18 households, one PSU each in Hardap, Khomas and Kunene. The loss in the overall sample was 14 households, 3 in Hardap, 8 in Khomas and 3 in Kunene. It was decided to interview all those households which were found in the PSU and no additional PSUs were selected to cover for that loss in sample.

The overall non response rate is 5 percent. Highest non response rates were observed in Omaheke, Khomas and Erongo regions. Major non response category across all regions was the households which were selected but could not be contacted for the interviews. Highest numbers of refusing households were found in Khomas and Erongo regions, 32 and 14 respectively. The results of the Regional non-response rates are given in Table 1.3 below.

**Table 1.3: Response rates by region**

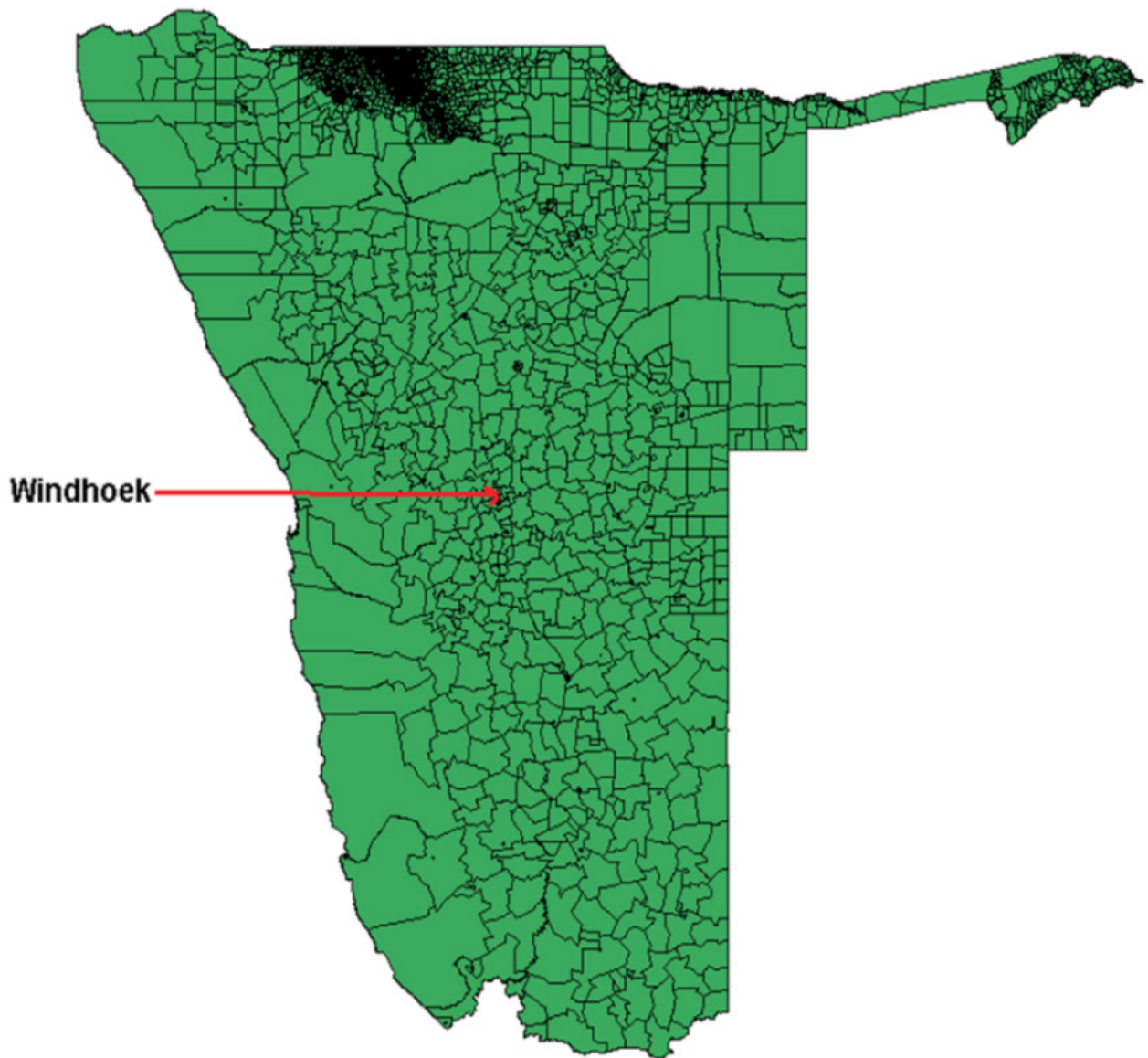
Region	Expected sample households	Actual sample households after listing*	Responding households	Response rate	Non response	Non response rate
Namibia	10,296	10,282	9,772	95.0	510	5.0
//Karas	558	558	529	94.8	29	5.2
Erongo	810	810	753	93.0	57	7.0
Hardap	612	609	587	96.4	22	3.6
Kavango East	720	720	694	96.4	26	3.6
Kavango West	720	720	694	96.4	26	3.6
Khomas	1,134	1,126	1,014	90.1	112	9.9
Kunene	666	663	623	94.0	40	6.0
Ohangwena	792	792	770	97.2	22	2.8
Omaheke	594	594	532	89.6	62	10.4
Omusati	828	828	811	97.9	17	2.1
Oshana	738	738	713	96.6	25	3.4
Oshikoto	828	828	798	96.4	30	3.6
Otjozondjupa	684	684	659	96.3	25	3.7
Zambezi	612	612	595	97.2	17	2.8

\* Adjusted for the loss in the sample

## 1.7.2 Sample design and implementation

### 1.7.2.1 The Master Sample Frame and Stratification

The National Sampling Frame, which is maintained by the NSA, is based on the Enumeration Areas (EAs) of the 2011 Population and Housing Census and the households within the EAs. The frame was revised and updated in July 2011. The revised frame now has 6 104 EAs or PSUs. Each PSU consists of between 40 and 120 households as shown in Figure 1.4.



*Figure 1.2: The National Sampling Frame*

The frame was stratified first by region, and then by urban/rural areas within each region. A probability sample of 572 PSUs was selected proportionately across the regions in the first stage using the probability proportional to size sampling procedure together with systematic sampling.

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

Within each region PSUs were selected randomly to achieve the number allocated for that region. For example, Figure 1.5 is an example how the 40 PSUs for the Kavango West region were spread across the region.

## Kavango West: Selected PSU's (Total 40)

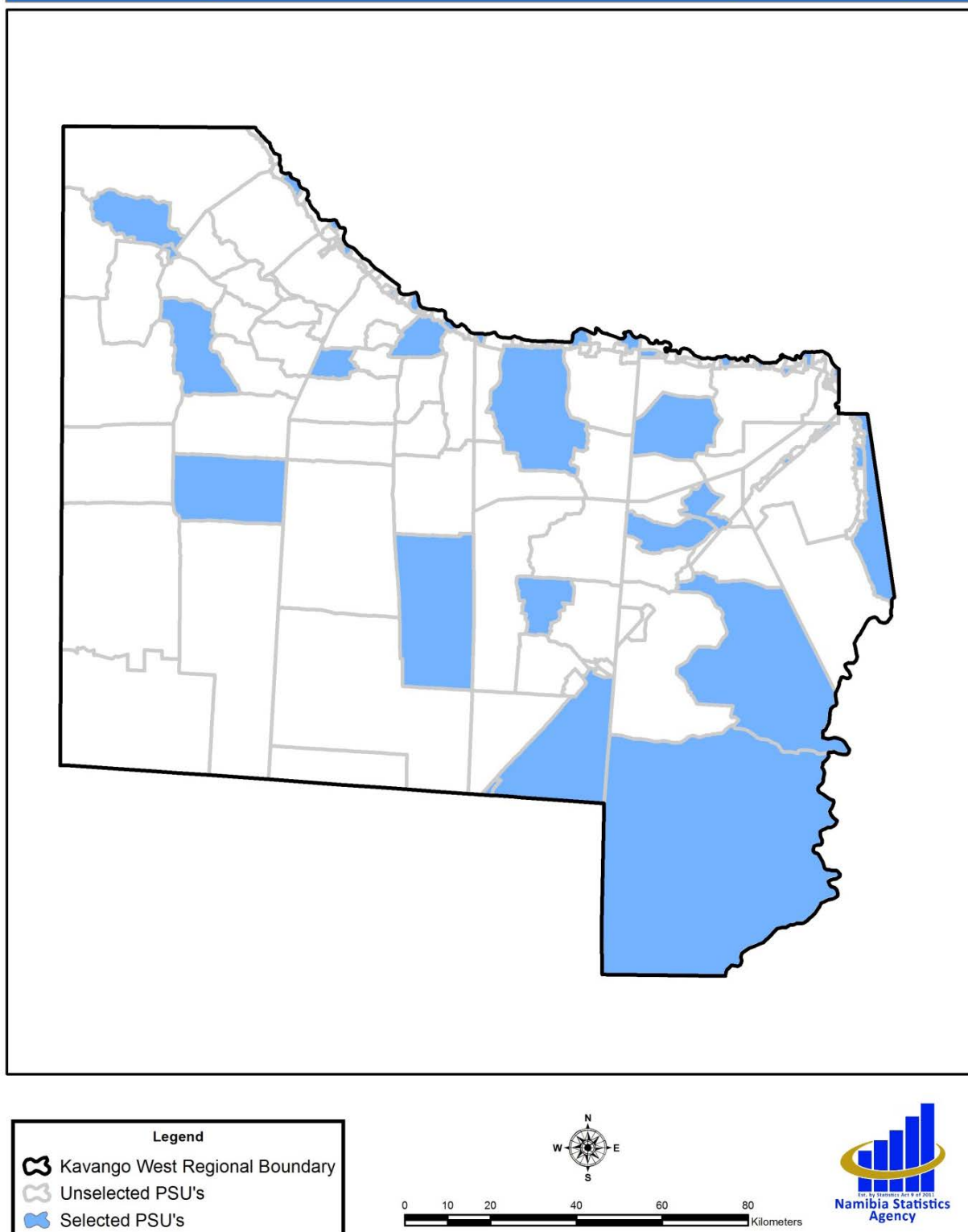


Figure 1.3: Kavango West Region

### 1.7.2.2 Listing of households using Geographical Information System (GIS)

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



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



Figure 1.4: Photomap of a PSU

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

### 1.7.3. Estimation procedure

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

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

## 1.8 Data Processing and Quality Assurance

Data Processing methodology adopted for this study was the scanning method using OCR Scanning technology.

Data processing objectives for 2014 project was to carry out the following processes;

- Questionnaire Design and printing
- Filled Questionnaire receipts and storage
- Data capturing
- Data cleaning (verification, validation and editing)

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

### 1.8.1 Questionnaire Receipt and handling

#### Questionnaire Design

The NLFS2014 questionnaires were enclosed in a booklet of eight questionnaires. Each book was assigned a unique sequential number and each questionnaire was assigned a unique number.

#### Questionnaires receipts

This is the process of receiving the questionnaires from the supervisors in all areas.

All the books numbers were recorded in the tracking system before dispatching to the field. Therefore, questionnaire information on dispatching was already available before receipt of materials. This exercise made it easier to reconcile the dispatched and received book at the Data Processing Centre. Questionnaires were also received at a PSU level and total number of questionnaires per PSU and total number of household interviewed were recorded.

In addition to registering the books received from the field, questionnaires within the books were manually checked for consistency and completeness of entries and to ensure that each book had valid geo-codes. At this stage, damaged questionnaires were also identified for manual capturing.

### 1.8.2 Data Capture

Data capture involves the transformation of data from the hard copies (questionnaires) to an electronic format. The methodology adopted for Labour Force Survey 2014 was the use of scanning technology.

The Data capturing and cleaning was done with two applications, Readsoft FORMS and tailored- made application to allow cleaning and editing. The data cleaning process involve the following activities & checks:

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



## Data Interpret & Verification

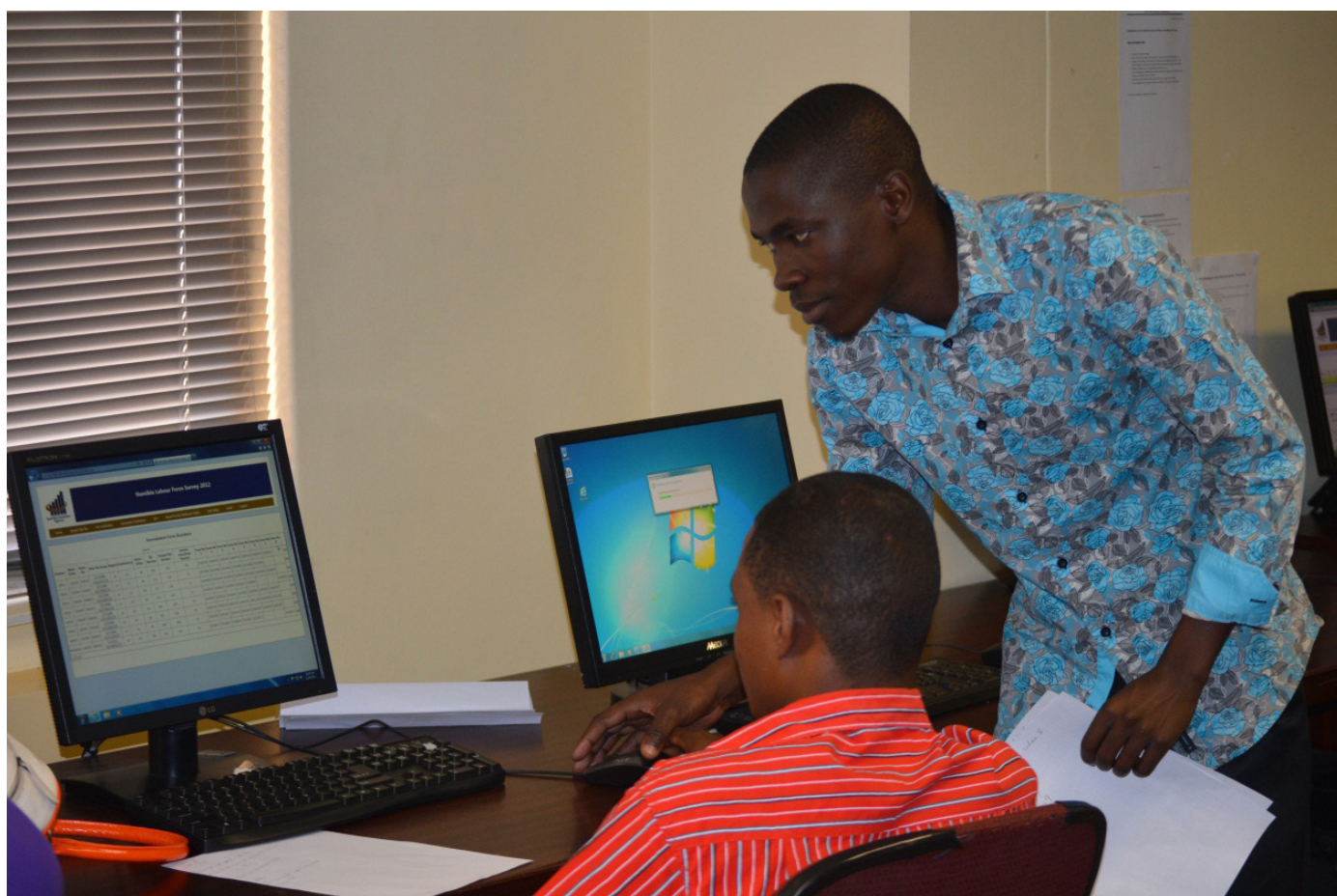
All the scanned questionnaires were stored as images in the server. In order to enhance the data quality and control, scanning software was configured for data validation checks and data verification checks were performed before data were transferred to the database. These checks included un-interpreted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

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

### 1.8.3 Data validation and data editing

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

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



*Figure 1.5: NSA subject staff supervising data editing clerk*



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

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

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

#### **1.8.4 Data security and privacy**

To maintain data security, all the staff working on the LFS 2014 was given unique usernames and levels of privilege were established on all applications based on the staff role and responsibilities. All the NSA staff also had unique access cards to the data processing floor and no visitors were allowed to enter the place without authorization.

#### **1.8.5 Quality assurance**

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

##### **1.8.5.1 ILO technical support**

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

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

Three staff from the NSA and one from the Ministry of Labour and Social Welfare attended a training workshop organised by the ILO on the harmonization of labour market information system in SADC region, with focus on the 19<sup>th</sup> ICLS and Labour migration statistics in Johannesburg, South Africa from 15<sup>th</sup> to 19<sup>th</sup> December 2014. Knowledge gained from the training workshop strengthened the capacity of the NSA in the completion of this 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 the concepts used. Here we define several key concepts in labour statistics, as well as some standard survey terms. Some other concepts (such as the informal sector and informal employment) are defined in their respective sections later in this report.

### Household

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

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

### Total Population

All persons living in Namibia during the reference period.

### Reference period

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

### Work

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

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<sup>1</sup>United Nations, *System of National Accounts 1993*, New York, 1993.

## Examples of activities which count as 'work'

### Outside the home

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

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

### Home-based activities

**Agriculture:** Growing or gathering field crops, fruits and vegetables, producing eggs, milk and food. Hunting animals and birds, catching fish, crabs and shellfish. Gathering of berries or other uncultivated crops. Burning charcoal.

**Milling and other food processing:** Threshing and milling grain, making butter, ghee and cheese, slaughtering livestock, curing hides and skins, preserving meat and fish. Making beer and alcohol.

**Handicrafts:** Collecting thatching and weaving materials, making mats, weaving baskets and mats, making clay pots, weaving cloth, dressmaking and tailoring, making furniture.

**Construction and major repairs:** Construction of a dwelling, farm buildings, clearing land for construction, construction of a second floor, or the major renovation of a dwelling, private roads, wells and other private facilities.

### Fetching water

**Collecting firewood:** Cutting or collecting firewood.

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

One group which is of particular interest is those who are engaged in subsistence agriculture. Where some of their output is sold or bartered, the people involved are definitely considered to be employed. But even where their output is consumed entirely by the household itself, the person is still considered as employed, according to the SNA. This is the approach followed in LFS 2014, as in LFS 2012 and 2013 respectively. The only exception is in cases where people collecting fuel or water purely for household use, and not for sale. Although the SNA considers these people to be employed, they are not considered as employed in LFS 2014 unless they do some other economic activity.

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

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

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

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

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

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

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

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

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

- being without work
- being available for work.

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

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

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

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

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

**Sex ratio** is the number of males per 100 females.

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



## CHAPTER 2: DEMOGRAPHIC CHARACTERISTICS

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

### 2.1 Households and population<sup>2</sup>

Table 2.1 shows that Namibia's population is estimated to be 2,247,124 people. Out of this an estimated 1,181,080 or 52.56 percent live in rural areas while the remaining 1,066,044 or 47.4 percent live in urban area. The most populated regions are Khomas, Ohangwena and Omusati with 17.2, 11.2 and 11.0 percent of the total population respectively.

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

Area	Households		Population		Average Household size
	Number	%	Number	%	
<b>Namibia</b>	<b>521,488</b>	<b>100.0</b>	<b>2,247,124</b>	<b>100.0</b>	<b>4.3</b>
Urban	268,459	51.5	1,066,044	47.4	4.0
Rural	253,029	48.5	1,181,080	52.6	4.7
!Karas	23,545	4.5	82,809	3.7	3.5
Erongo	51,318	9.8	170,227	7.6	3.3
Hardap	21,023	4.0	84,248	3.7	4.0
Kavango East	26,713	5.1	143,710	6.4	5.4
Kavango West	15,544	3.0	90,176	4.0	5.8
Khomas	104,025	19.9	385,567	17.2	3.7
Kunene	22,237	4.3	93,900	4.2	4.2
Ohangwena	46,545	8.9	252,146	11.2	5.4
Omaheke	18,830	3.6	75,070	3.3	4.0
Omusati	49,440	9.5	247,680	11.0	5.0
Oshana	41,837	8.0	184,996	8.2	4.4
Oshikoto	39,549	7.6	189,657	8.4	4.8
Otjozondjupa	37,582	7.2	151,087	6.7	4.0
Zambezi	23,299	4.5	95,851	4.3	4.1

Furthermore on average, household size in Namibia is 4.3 people. The average household size is smaller in urban areas (4.0 people) than in rural areas (4.7 people). Households in the Kavango West region is the largest (5.8 people), while Erongo region has the smallest average household size (3.3 people).

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

The distribution of the estimated total population by region and sex is shown in Table 2.2. The Table reveals that 48.7 percent of the male population lives in urban areas as compared to 51.3 percent of the female population. The same pattern can also be observed for rural areas.

**Table 2.2: Distribution of population by region, sex and area**

	Female	Male	Total	Female	Male	Total
	<b>Number</b>			<b>Percentage</b>		
<b>Namibia</b>	<b>1,156,119</b>	<b>1,091,005</b>	<b>2,247,124</b>	<b>51.4</b>	<b>48.6</b>	<b>100</b>
Urban	546,874	519,170	1,066,044	51.3	48.7	100
Rural	609,245	571,835	1,181,080	51.6	48.4	100
!karas	40,752	42,057	82,809	49.2	50.8	100
Erongo	79,832	90,395	170,227	46.9	53.1	100
Hardap	41,058	43,190	84,248	48.7	51.3	100
Kavango East	76,700	67,010	143,710	53.4	46.6	100
Kavango West	47,413	42,763	90,176	52.6	47.4	100
Khomas	194,341	191,226	385,567	50.4	49.6	100
Kunene	46,178	47,722	93,900	49.2	50.8	100
Ohangwena	136,117	116,029	252,146	54.0	46.0	100
Omaheke	35,750	39,320	75,070	47.6	52.4	100
Omusati	135,646	112,033	247,680	54.8	45.2	100
Oshana	100,903	84,093	184,996	54.5	45.5	100
Oshikoto	99,012	90,645	189,657	52.2	47.8	100
Otjozondjupa	73,295	77,793	151,087	48.5	51.5	100
Zambezi	49,122	46,729	95,851	51.2	48.8	100

The breakdown into 5-year age groups is too detailed for the presentation of most age-related Tables in this report as the sample size means that disaggregation within each group will be unreliable. Instead, we use the standard breakdown that is shown, for instance, in the Key Indicators of the Labour Market (KILM), publication produced by the ILO<sup>3</sup>. The KILM report makes extensive use of the following broader age groups: 15-24, 25-34, 35-54, 55-64, and 65+.

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

Table 2.3 shows the distribution of the population by sex, area and broad age group. The focus of the LFS report is on the population aged 15 and over, which makes up about 1,430,490 persons.

<sup>3</sup> ILO, *Key indicators of the labour market, Sixth edition, 2009* (available online)

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

	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>Broad age groups</b>									
0 - 14	171,372	170,148	341,519	233,503	238,831	472,335	404,875	408,979	813,854
15 - 24	116,547	101,347	217,894	122,907	130,722	253,629	239,454	232,069	471,523
25 - 34	111,569	107,551	219,119	70,124	66,674	136,798	181,693	174,224	355,917
35 - 54	109,710	108,965	218,676	100,266	79,384	179,650	209,976	188,350	398,326
55 - 64	20,942	18,960	39,902	31,751	21,880	53,632	52,693	40,840	93,533
65 +	15,214	10,659	25,873	47,343	30,744	78,087	62,557	41,403	103,960
Don't know	1,521	1,541	3,062	3,349	3,599	6,948	4,870	5,140	10,010
<b>Total</b>	<b>546,874</b>	<b>519,170</b>	<b>1,066,044</b>	<b>609,245</b>	<b>571,835</b>	<b>1,181,080</b>	<b>1,156,119</b>	<b>1,091,005</b>	<b>2,247,124</b>
<b>15 +</b>	<b>375,503</b>	<b>349,023</b>	<b>724,526</b>	<b>375,740</b>	<b>333,003</b>	<b>708,744</b>	<b>751,243</b>	<b>682,026</b>	<b>1,433,270</b>

Within this broad age-group of 15 years and over 827,440 people are found in the age group of 15-34 years, which accounts for 57.8 percent of the population aged 15 years and over.

## 2.2 Age dependency ratio

Table 2.4 presents the age dependency ratios of Namibia over the three LFS's. The dependency ratios is defined as the ratio of children aged 0-4 and persons aged 65 years and older per 100 persons in the aged group 15-64 years old (core working age group). The Table indicates that the overall dependency ratio in Namibia in 2014 is 69.6 percent. This means that in 2014 there are at least 69 dependents for every 100 persons in the core working age group or, in other words, that 10 persons working have to sustain roughly 7 people among them either young or old persons or both. The Table shows that there has been a slight increase in the dependency ratio of about 6.9 percent from 2013.

**Table 2.4: Dependency ratios for 2008, 2012 and 2013**

	2012		2013		2014	
	Number	Dependency ratio	Number	Dependency ratio	Number	Dependency ratio
<b>Age group</b>						
0 - 14	767,557	64.4	742,959	54.4	813,854	61.2
65 +	106,904	9.0	113,570	8.3	103,960	7.9
<b>Total</b>	<b>874,461</b>	<b>73.4</b>	<b>856,529</b>	<b>62.7</b>	<b>917,711</b>	<b>69.6</b>



## 2.6 Sources of household income

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

The following nine codes were available, and the main respondent was expected to choose one item on the list which is regarded as the main source of income for the household, with the possibility of a further item on the list as secondary income:

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

Table 2.5 presents the number and percentages in each region indicating their main source of income. Overall 51.6 percent of all households reported salaries and wages as their main source of income. A further 15.8 percent of households reported subsistence agricultural activities as their main income source, 10.4 named remittances, and 6.9 percent named business (non-agriculture) activities.

Most households in Erongo (77.4 percent), Khomas (77.0 percent) and Otjozondjupa (68.8 percent) regions, reported wages and salaries as their main source of income.

**Table 2.5: Percentage of households by main source of income and region**

Region	Subsistence farming (crop & animal)	Cash crop commercial	Animal rearing commercial	Business activities (non-agricultural)	Salaries and/ Wages	Old age pension	Pension for employment	Cash remittances	Other means of income, specify ....	Total
!Karas	2.8	0.1	0.8	3.3	68.1	9.5	3.8	10.0	1.6	100
Erongo	1.6	*	0.2	5.9	77.4	6.7	1.1	5.2	2.0	100
Hardap	4.1	*	0.5	4.5	63.8	10.9	2.1	12.0	2.1	100
Kavango East	21.3	0.2	*	9.2	39.1	14.0	0.4	14.0	1.8	100
Kavango West	40.8	0.8	*	4.9	23.3	16.4	0.7	8.5	4.7	100
Khomas	0.4	0.0	0.1	9.7	77.0	2.8	0.6	7.9	1.5	100
Kunene	16.4	0.2	1.2	4.0	44.6	17.1	0.7	13.1	2.8	100
Ohangwena	50.8	0.1	*	2.6	17.6	14.3	0.4	12.7	1.4	100
Omaheke	11.6	0.3	2.9	3.6	55.3	12.5	1.8	10.3	1.7	100
Omusati	47.7	0.1	*	7.4	21.9	14.9	0.4	6.5	1.0	100
Oshana	9.6	*	0.1	10.9	42.3	19.4	1.0	13.8	2.9	100
Oshikoto	18.1	0.1	*	7.6	31.7	21.6	0.9	16.6	3.3	100
Otjozondjupa	2.7	*	1.2	4.8	68.8	10.2	0.9	7.0	4.3	100
Zambezi	10.0	*	*	8.1	45.5	14.3	0.5	18.4	3.3	100
<b>Total</b>	<b>15.8</b>	<b>0.1</b>	<b>0.3</b>	<b>6.9</b>	<b>51.6</b>	<b>11.7</b>	<b>0.9</b>	<b>10.4</b>	<b>2.2</b>	<b>100</b>

In contrast, regions like Ohangwena (50.8 percent), Omusati (47.7 percent) and Kavango West (40.8 percent) have relatively large proportions households who stated that they derived their main income from subsistence farming activities.

The third question concerning household income asked the household respondent to estimate by how much was their household's total disposable income for the past/last month. Answers to this question were recorded in the form of income bands rather than specific amounts and were presented in Table 2.6 below.

The results from Table 2.6 confirms that households with salaries and wages as the main source of income account for more than half of households in all income bands except the in the lowest income band where it accounts for about 33.1 percent. Households with subsistence farming as the main source account 23.9 percent of households with incomes of less N\$1,000 and only 3.5 percent of households with incomes of more than N\$10, 000. Only 8.6 percent of the households with incomes of more than N\$10,000 stated that they depend mainly on non-farming activities (business) for their income. Finally, households that depend mainly on the old age pension as well as those that depend mainly on remittances are very high in low income bands.

**Table 2.6: Number and percentage of households by income level**

Main Source of Income	Estimated Total Household income in Namibian Dollars (N\$)										
	<1000	1000 - 2000	2001 - 3000	3001 - 4000	4001 - 5000	5001 - 6000	6001 - 7000	7001 - 8000	8001 - 9000	9001 - 10000	>10000
Subsistence farming (crop & animal)	33.8	9.3	6.0	3.0	2.8	2.7	1.4	1.6	1.1	1.7	3.5
Cash crop in commercial	0.2	0.1	*	*	*	*	*	*	*	*	*
Animal rearing commercial	0.1	0.2	0.7	0.8	1.1	0.3	0.5	0.3	2.2	0.8	2.2
Business activities (non-agricultural)	6.1	8.5	6.7	9.7	6.5	9.7	3.2	4.8	5.3	7.5	8.6
Salaries and/ Wages	60.1	65.9	76.5	76.1	80.5	80.1	91.1	89.0	82.8	86.7	82.5
Old age pension	28.0	7.3	3.1	4.7	3.5	2.5	1.9	0.5	2.4	0.8	0.5
Pension for employment	0.6	0.7	2.0	2.3	1.3	2.3	1.8	1.3	1.3	2.5	0.7
Cash remittances	26.9	6.7	3.8	3.0	3.2	2.4	*	2.5	4.9	*	2.0
Other means of income, specify.....	44.3	1.3	1.2	0.4	1.3	*	*	*	*	*	*
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

## 2.8 Households employing domestic workers

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

The result in Table 2.7 shows that in total 52,055 or 10 percent of households in Namibia employs domestic workers. Khomas region has the highest number and percentage of households that employ domestic workers, with 14.2 percent of the households in this region employing domestic worker. In Hardap and Otjozondjupa 12.1 percent and 12.0 percent respectively of households employ domestic workers. The region with the lowest percentage of households employing domestic workers is Ohangwena, where only 3.1 percent of households employ domestic workers.

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

Region	Total No of HH	Employees	
		Domestic Worker	Percentag
!Karas	23,545	2,534	10.
Erongo	51,318	5,240	10.
Hardap	21,023	2,535	12.
Kavango East	26,713	2,118	7.
Kavango West	15,544	1,102	7.
Khomas	104,025	14,776	14.
Kunene	22,237	1,512	6.
Ohangwena	46,545	1,461	3.
Omaheke	18,830	2,223	11.
Omusati	49,440	4,329	8.
Oshana	41,837	3,259	7.
Oshikoto	39,549	3,953	10.
Otjozondjupa	37,582	4,495	12.
Zambezi	23,299	2,518	10.

Table 2.8 indicates that the likelihood that a household employs a domestic worker tends to increase with household income. Thus 46.5 percent of households with income of N\$10,000 or more employ a domestic worker, as compared to 4.4 percent of households with income of less than N\$1,000.

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

Total Household Income (N\$)	Employees		
	Domestic Worker	Total No of HH	Percentage
<1000	12,620	286,853	4.4
1000 - 2000	7,115	95,756	7.4
2001 - 3000	5,315	39,212	13.6
3001 - 4000	3,555	24,358	14.6
4001 - 5000	3,413	16,759	20.4
5001 - 6000	2,579	11,744	22.0
6001 - 7000	2,236	7,422	30.1
7001 - 8000	974	6,195	15.7
8001 - 9000	1,584	4,537	34.9
9001 - 10000	2,861	7,219	39.6
>10000	9,706	20,862	46.5
Total	51,956	520,915	10.0



## CHAPTER 3: LABOUR FORCE AND INACTIVE POPULATION

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

### 3.1 Labour force

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

The measure 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 work. This broad measure is considered appropriate in a developing country where there are limited formal avenues through which people can look for work. The strict definition of unemployment requires that the person was available for work and also took active steps to find work. The strict definition is used at some places in this report so as to allow comparison with other countries, but the broad definition is regarded as a standard national measure.

Table 3.1 presents the populations in the labour force, by sex, locality and five-year age group. Among those aged 15 and above, there are 990,998 people in the labour force. This shows a net increase of 10,217 as compared to the figure of 980,781 in 2013. However, there is a decrease of 12,638 among the female labour force participants who numbered 502,639 people in 2014 as compared to 515,277 people in 2013. On the other hand, the number of male labour forces participants in 2014 increased by 22,855 people from the previous year.

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

Age group	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
15 - 19	10,427	7,605	18,032	12,461	15,145	27,606	22,887	22,751	45,638
20 - 24	41,146	39,019	80,165	38,652	38,816	77,468	79,798	77,835	157,633
25 - 29	53,844	54,932	108,776	32,821	33,046	65,866	86,664	87,978	174,642
30 - 34	44,247	45,888	90,135	28,468	28,169	56,637	72,715	74,057	146,772
35 - 39	36,252	38,444	74,696	26,176	23,791	49,966	62,427	62,235	124,662
40 - 44	27,965	29,107	57,071	23,406	20,400	43,807	51,371	49,507	100,878
45 - 49	19,249	21,359	40,607	20,235	15,640	35,875	39,484	36,998	76,482
50 - 54	13,375	15,357	28,732	16,366	12,551	28,917	29,741	27,908	57,649
55 - 59	8,423	9,867	18,290	13,055	9,104	22,159	21,478	18,970	40,449
60 - 64	2,633	3,475	6,109	8,410	7,139	15,549	11,043	10,615	21,658
65 +	2,205	2,187	4,392	19,963	13,308	33,271	22,168	15,495	37,663
Don't Know	970	1,214	2,184	1,892	2,796	4,689	2,862	4,010	6,872
<b>Namibia</b>	<b>260,734</b>	<b>268,454</b>	<b>529,187</b>	<b>241,905</b>	<b>219,905</b>	<b>461,810</b>	<b>502,639</b>	<b>488,359</b>	<b>990,998</b>
<b>Percentages</b>									
15 - 19	4.0	2.8	3.4	5.2	6.9	6.0	4.6	4.7	4.6
20 - 24	15.8	14.5	15.1	16.0	17.7	16.8	15.9	15.9	15.9
25 - 29	20.7	20.5	20.6	13.6	15.0	14.3	17.2	18.0	17.6
30 - 34	17.0	17.1	17.0	11.8	12.8	12.3	14.5	15.2	14.8
35 - 39	13.9	14.3	14.1	10.8	10.8	10.8	12.4	12.7	12.6
40 - 44	10.7	10.8	10.8	9.7	9.3	9.5	10.2	10.1	10.2
45 - 49	7.4	8.0	7.7	8.4	7.1	7.8	7.9	7.6	7.7
50 - 54	5.1	5.7	5.4	6.8	5.7	6.3	5.9	5.7	5.8
55 - 59	3.2	3.7	3.5	5.4	4.1	4.8	4.3	3.9	4.1
60 - 64	1.0	1.3	1.2	3.5	3.2	3.4	2.2	2.2	2.2
65 +	0.8	0.8	0.8	8.3	6.1	7.2	4.4	3.2	3.8
Don't Know	0.4	0.5	0.4	0.8	1.3	1.0	0.6	0.8	0.7
<b>Namibia</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

In terms of their location, 529,187 people in the labour force are found in the urban areas, while the remaining 461,810 people in the labour force live in rural areas. In urban areas, 260,734 are female and 268,454 of the labour force are male as shown in Table 3.2. In rural areas, the number of females in the labour force is 241,905 persons, and for males it is 219,905 persons.

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

Year	Namibia	Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total
2014	990,998	260,734	268,454	529,187	241,905	219,905	461,810
2013	980,781	251,038	241,968	493,006	264,239	223,536	487,775
<b>Change</b>	<b>10,217</b>	<b>9,696</b>	<b>26,486</b>	<b>36,181</b>	<b>-22,334</b>	<b>-3,631</b>	<b>-25,965</b>

Most of the increase in the labour force between 2013 and 2014 occurred in urban areas while rural areas experience a decline, a reversal of the situation in the 2012 and 2013 comparison.

## 3.2 Labour Force Participation Rate

The labour force participation rate is the proportion of the economically active population in a given population group, i.e. the number of persons in the labour force given as a percentage of the working age population in that population group. The national Labour Force Participation Rate (LFPR) is 69.1 percent as compared to 70.9 percent in 2013. Table 3.3 presents the population in the labour force by five-year age groupings for urban and rural areas. As one would expect, the youngest group, those aged 15 to 19 years, have LFPR 18.8 respectively since people in that age group are mostly still at school and not economically active.

**Table 3.3 : Labour force participation by age group and area 2014**

Age group	Urban			Rural			Total		
	Working age	Labour Force	LFPR %	Working age	Labour Force	LFPR %	Working age	Labour Force	LFPR %
15 - 19	100,704	18,032	17.9	142,499	27,606	19.4	243,203	45,638	18.8
20 - 24	117,190	80,165	68.4	111,130	77,468	69.7	228,320	157,633	69.0
25 - 29	122,213	108,776	89.0	74,460	65,866	88.5	196,673	174,642	88.8
30 - 34	96,906	90,135	93.0	62,338	56,637	90.9	159,244	146,772	92.2
35 - 39	78,924	74,696	94.6	55,065	49,966	90.7	133,989	124,662	93.0
40 - 44	60,678	57,071	94.1	48,624	43,807	90.1	109,302	100,878	92.3
45 - 49	45,050	40,607	90.1	40,702	35,875	88.1	85,752	76,482	89.2
50 - 54	34,023	28,732	84.4	35,260	28,917	82.0	69,283	57,649	83.2
55 - 59	23,939	18,290	76.4	28,026	22,159	79.1	51,965	40,449	77.8
60 - 64	15,963	6,109	38.3	25,605	15,549	60.7	41,568	21,658	52.1
65 +	25,873	4,392	17.0	78,087	33,271	42.6	103,960	37,663	36.2
Don't Know	3,062	2,184	71.3	6,948	4,689	67.5	10,010	6,872	68.7
<b>Namibia</b>	<b>724,525</b>	<b>529,187</b>	<b>73.0</b>	<b>708,745</b>	<b>461,810</b>	<b>65.2</b>	<b>1,433,270</b>	<b>990,998</b>	<b>69.1</b>

The above Table also shows that LFPR is lower in rural areas with 65.2 percent than in urban areas with 73 percent. Also it is lower in general for age groups in rural areas as compared with similar age groups in the urban areas.

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

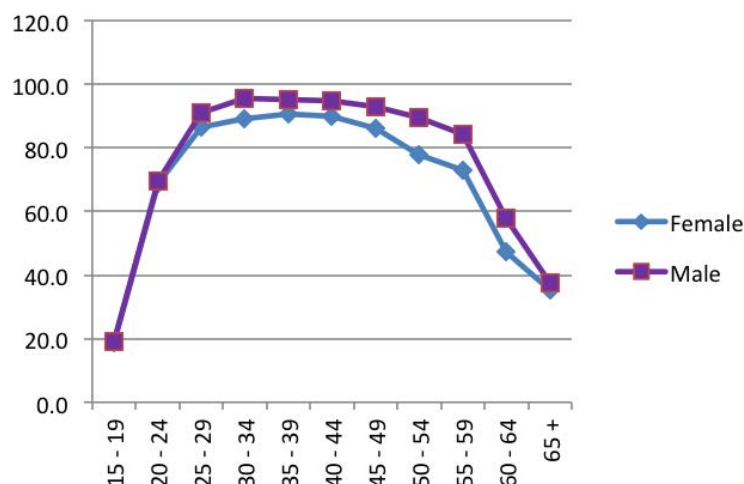


Figure 3.1: Labour force participation rates, by age and sex, Namibia

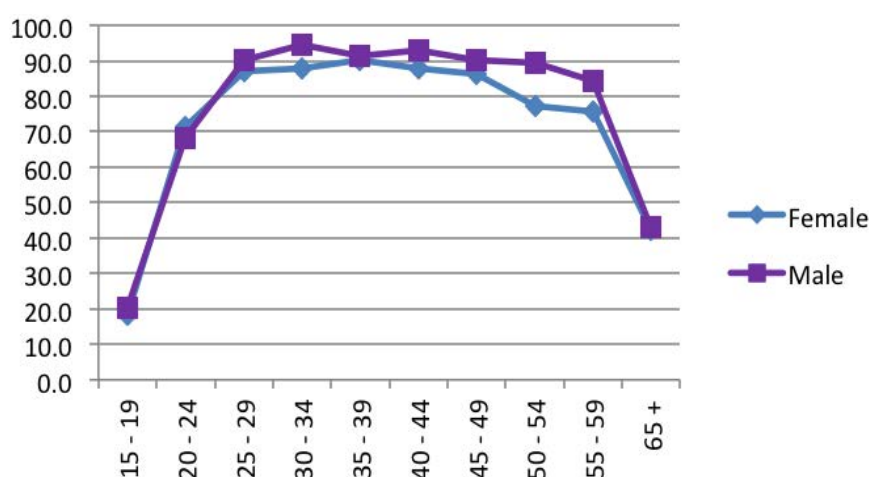


Figure 3.2: Labour force participation rates, by age and sex, rural areas

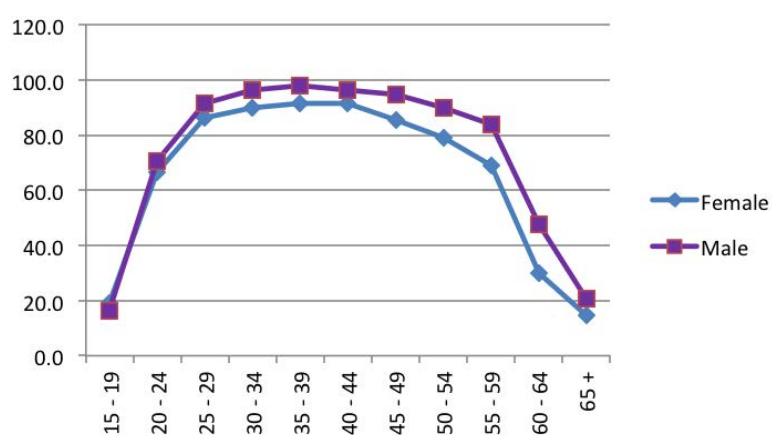


Figure 3.3: Labour force participation rates, by age and sex, urban areas



Table 3.4 presents broad labour force participation rates by region and sex. Most of the regions recorded a high LFPR which is well over 60 percent with the Erongo region recording the highest LFPR of approximately 80 percent. Regions such as Kavango West (59.4 percent), Kavango East (59.2 percent) and Ohangwena (58.1 percent) recorded the lowest LFPR. For males, Ohangwena region reported the lowest rates of 55.2 percent which is much lower than the rate for their female's counterpart.

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

Area	Female			Male			Total		
	Working age	Labour Force	LFPR %	Working age	Labour Force	LFPR %	Working age	Labour Force	LFPR %
<b>Namibia</b>	<b>751,244</b>	<b>502,639</b>	<b>66.9</b>	<b>682,026</b>	<b>488,359</b>	<b>71.6</b>	<b>1,433,270</b>	<b>990,998</b>	<b>69.1</b>
Urban	375,502	260,734	69.4	349,022	268,454	76.9	724,525	529,187	73.0
Rural	375,741	241,905	64.4	333,004	219,905	66.0	708,745	461,810	65.2
!karas	28162	18,936	67.2	29363	23,649	80.5	57525	42,585	74.0
Erongo	56,304	41,055	72.9	66,426	56,806	85.5	122,730	97,861	79.7
Hardap	27,323	18,647	68.2	29,088	22,282	76.6	56,411	40,928	72.6
Kavango East	47,743	28,227	59.1	36,788	21,805	59.3	84,531	50,033	59.2
Kavango West	26,574	16,066	60.5	22,404	13,015	58.1	48,977	29,081	59.4
Khomas	140,304	99,787	71.1	137,130	110,161	80.3	277,434	209,948	75.7
Kunene	26,737	18,792	70.3	27,699	21,567	77.9	54,436	40,360	74.1
Ohangwena	81,483	49,119	60.3	61,052	33,724	55.2	142,535	82,843	58.1
Omaheke	21,623	15,780	73.0	24,561	20,798	84.7	46,184	36,578	79.2
Omusati	86,772	59,503	68.6	62,757	37,401	59.6	149,530	96,904	64.8
Oshana	69,408	48,466	69.8	53,262	36,490	68.5	122,670	84,956	69.3
Oshikoto	62,249	38,320	61.6	54,336	33,275	61.2	116,585	71,595	61.4
Otjozondjupa	45,840	31,631	69.0	49,293	39,928	81.0	95,132	71,559	75.2
Zambezi	30,723	18,310	59.6	27,867	17,458	62.6	58,590	35,768	61.0

The distribution of the labour force and total population 15 years and over by sex and region is presented in Figure 3.4. Overall male LFPR is higher than female. The rate is higher for males (71.6 percent) than for females (66.9 percent) following a similar pattern to that in the LFS 2013. The rates are higher in urban as opposed to rural areas. For the Oshikoto and Kavango West regions female and male labour force participation rates are more or less the same. Other regions show males having higher LFPR, with Kavango West and Omusati regions where female LFPR exceeds that of males.

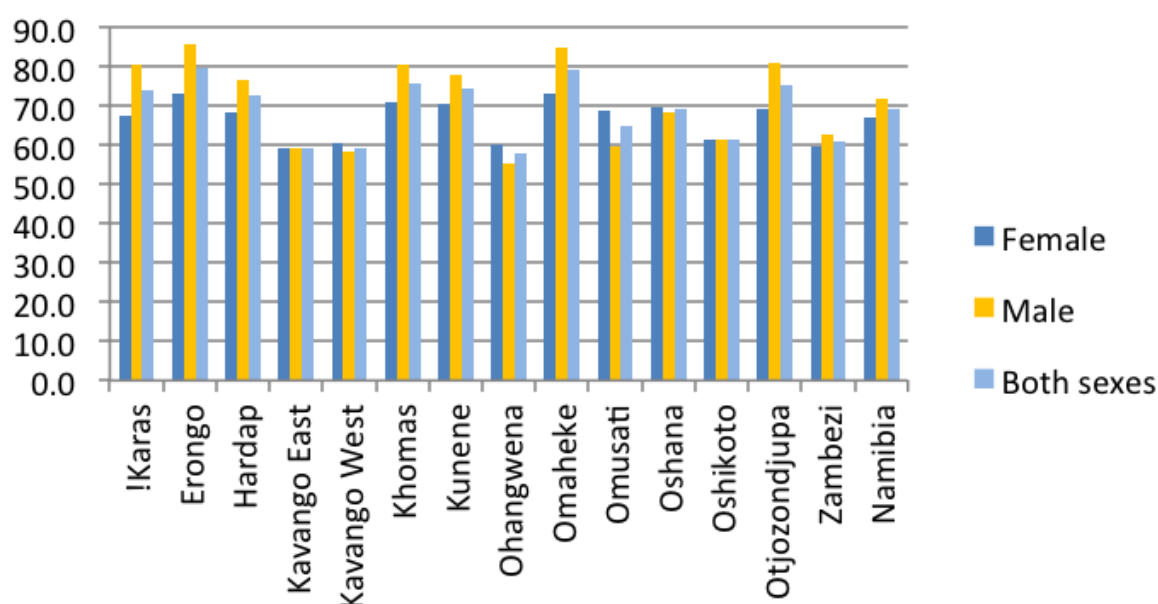


Figure 3.4: Labour force participation rate by region and sex

### 3.4 Inactive Population

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

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

Table 3.6 shows that females account for the majority of the inactive, 56.2 percent of the total inactive population, a trend which is further consistently reflected across the rural/urban divide as well as across the regions.

**Table 3.5: Inactive population 15 years and above by region, sex and area**

Region	Female		Male		Total	
	Number	%	Number	%	Number	%
<b>Namibia</b>	<b>248,172</b>	<b>56.2</b>	<b>193,328</b>	<b>43.8</b>	<b>441,500</b>	<b>100</b>
Urban	114,769	58.8	80,505	41.2	195,274	100
Rural	133,403	54.2	112,823	45.8	246,226	100
!Karas	9,226	61.8	5,714	38.2	14,940	100
Erongo	15,218	61.3	9,620	38.7	24,839	100
Hardap	8,676	56.2	6,754	43.8	15,430	100
Kavango East	19,516	56.6	14,953	43.4	34,469	100
Kavango West	10,475	52.8	9,349	47.2	19,824	100
Khomas	40,517	60.0	26,969	40.0	67,486	100
Kunene	7,910	56.3	6,132	43.7	14,041	100
Ohangwena	32,217	54.2	27,227	45.8	59,444	100
Omaheke	5,766	60.7	3,728	39.3	9,494	100
Omusati	27,269	51.9	25,275	48.1	52,544	100
Oshana	20,865	55.4	16,772	44.6	37,637	100
Oshikoto	23,896	53.2	21,061	46.8	44,957	100
Otjozondjupa	14,209	60.3	9,364	39.7	23,573	100
Zambezi	12,413	54.4	10,409	45.6	22,822	100

Table 3.7 presents the inactive population by the age group, sex and area. The result shows that the youngest age group of 15 to 19 years account for the majority (44.7 percent) of the inactive population, however taking into account the age group 20 to 24 year, the combine age group 15 to 24 years accounts for about 61 percent of the total inactive population. This is to be expected as this is the school going age. The other important group is those aged 65 years and above who accounts for 15.0 percent of the inactive population. This group has exited the labour force as they have reached their pensionable age or are no longer willing or able to work due to various reasons, including ill health, physical deterioration, etc.

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

Age group	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
15 - 19	44,174	38,463	82,637	55,992	58,747	114,739	100,166	97,210	197,376
20 - 24	20,799	16,225	37,025	15,616	18,014	33,630	36,416	34,239	70,655
25 - 29	8,439	4,999	13,438	4,832	3,571	8,403	13,271	8,570	21,840
30 - 34	5,040	1,731	6,771	3,895	1,653	5,547	8,934	3,384	12,318
35 - 39	3,450	779	4,229	2,849	2,250	5,099	6,299	3,028	9,327
40 - 44	2,553	1,054	3,607	3,255	1,563	4,818	5,808	2,617	8,425
45 - 49	3,278	1,164	4,443	3,151	1,676	4,827	6,429	2,840	9,269
50 - 54	3,590	1,702	5,292	4,828	1,514	6,343	8,418	3,216	11,634
55 - 59	3,764	1,885	5,649	4,173	1,694	5,867	7,938	3,579	11,516
60 - 64	6,121	3,733	9,854	6,113	3,943	10,056	12,234	7,676	19,910
65 +	13,009	8,472	21,481	27,347	17,436	44,783	40,356	25,908	66,263
Don't know	551	298	849	1,353	763	2,116	1,904	1,061	2,965
<b>Total</b>	<b>114,769</b>	<b>80,505</b>	<b>195,274</b>	<b>133,403</b>	<b>112,823</b>	<b>246,226</b>	<b>248,172</b>	<b>193,328</b>	<b>441,500</b>

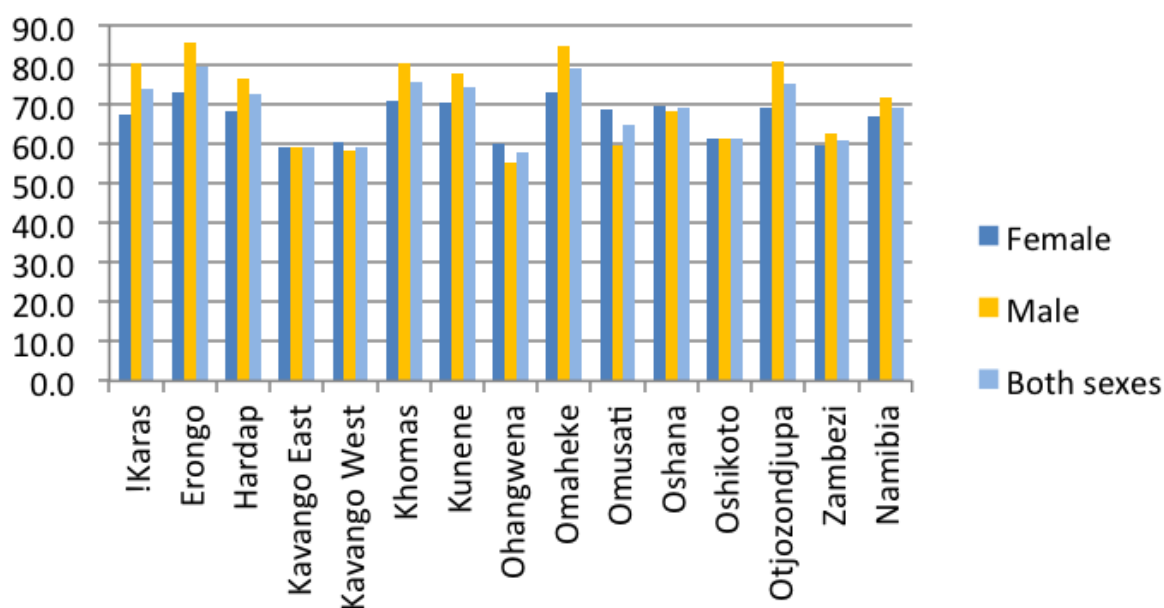
Age group	Percentages								
	Female	Male	Total	Female	Male	Total	Female	Male	Total
15 - 19	38.5	47.8	42.3	42.0	52.1	46.6	40.4	50.3	44.7
20 - 24	18.1	20.2	19.0	11.7	16.0	13.7	14.7	17.7	16.0
25 - 29	7.4	6.2	6.9	3.6	3.2	3.4	5.3	4.4	4.9
30 - 34	4.4	2.2	3.5	2.9	1.5	2.3	3.6	1.8	2.8
35 - 39	3.0	1.0	2.2	2.1	2.0	2.1	2.5	1.6	2.1
40 - 44	2.2	1.3	1.8	2.4	1.4	2.0	2.3	1.4	1.9
45 - 49	2.9	1.4	2.3	2.4	1.5	2.0	2.6	1.5	2.1
50 - 54	3.1	2.1	2.7	3.6	1.3	2.6	3.4	1.7	2.6
55 - 59	3.3	2.3	2.9	3.1	1.5	2.4	3.2	1.9	2.6
60 - 64	5.3	4.6	5.0	4.6	3.5	4.1	4.9	4.0	4.5
65 +	11.3	10.5	11.0	20.5	15.5	18.2	16.3	13.4	15.0
Don't know	0.5	0.4	0.4	1.0	0.7	0.9	0.8	0.5	0.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Table 3.8 presents the outcome of the main reasons why people are inactive. The result reveals that students are accounting for about 59 percent of the total inactive people, while income recipient accounts for about 1 percent of the total inactive population.

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

Reason for inactive	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Retired	2,061	3,202	5,263	1,275	1,402	2,677	3,336	4,604	7,940
Old Age	17,447	10,606	28,053	31,505	18,971	50,476	48,952	29,578	78,529
Ill/Disabled	8,876	5,784	14,660	13,827	12,690	26,517	22,703	18,474	41,177
Homemaker	19,154	3,384	22,538	20,096	5,609	25,706	39,250	8,993	48,243
Student	64,983	55,007	119,990	65,163	72,944	138,107	130,145	127,951	258,097
Income Recipient	968	1,104	2,071	328	542	869	1,295	1,645	2,941
Other	1,280	1,418	2,698	1,210	664	1,875	2,491	2,082	4,573
<b>Total</b>	<b>114,769</b>	<b>80,505</b>	<b>195,274</b>	<b>133,403</b>	<b>112,823</b>	<b>246,226</b>	<b>248,172</b>	<b>193,328</b>	<b>441,500</b>
<i>Reason for inactive</i>	<i>Percentages</i>								
Retired	1.8	4.0	2.70	0.96	1.24	1.09	1.34	2.38	1.80
Old Age	15.2	13.2	14.37	23.62	16.82	20.50	19.72	15.30	17.79
Ill/Disabled	7.7	7.2	7.51	10.36	11.25	10.77	9.15	9.56	9.33
Homemaker	16.7	4.2	11.54	15.06	4.97	10.44	15.82	4.65	10.93
Student	56.6	68.3	61.45	48.85	64.65	56.09	52.44	66.18	58.46
Income Recipient	0.8	1.4	1.06	0.25	0.48	0.35	0.52	0.85	0.67
Other	1.1	1.8	1.38	0.91	0.59	0.76	1.00	1.08	1.04
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Figure 3.5 below shows that male students outnumber females among the inactive population. As already seen in the earlier Table, female outnumber males in the categories of old age and homemakers. Although retirement is not necessary equivalent to old age, some of the retired persons reported, with more probing during the interviews, could have been classified in the old age category.



*Figure 3.5: Inactive population by sex and reason for inactivity*



## CHAPTER 4: EMPLOYMENT

In this chapter we describe the characteristics of the employed population, covering topics such as their level of education, the occupations in which they are engaged, and their conditions of work.

Figure 4.1 presents the distribution of employment by sex as well as by urban and rural. The result shows that the total number of the employed population is 712,752 persons, of whom 343,076 are female and the remaining 369,676 are male. Men in the employment outnumber women in employment nationally, but in particular in urban areas where employment opportunities are more available than in rural areas, as oppose to rural area where there is no significance difference in the population employed between men and women.

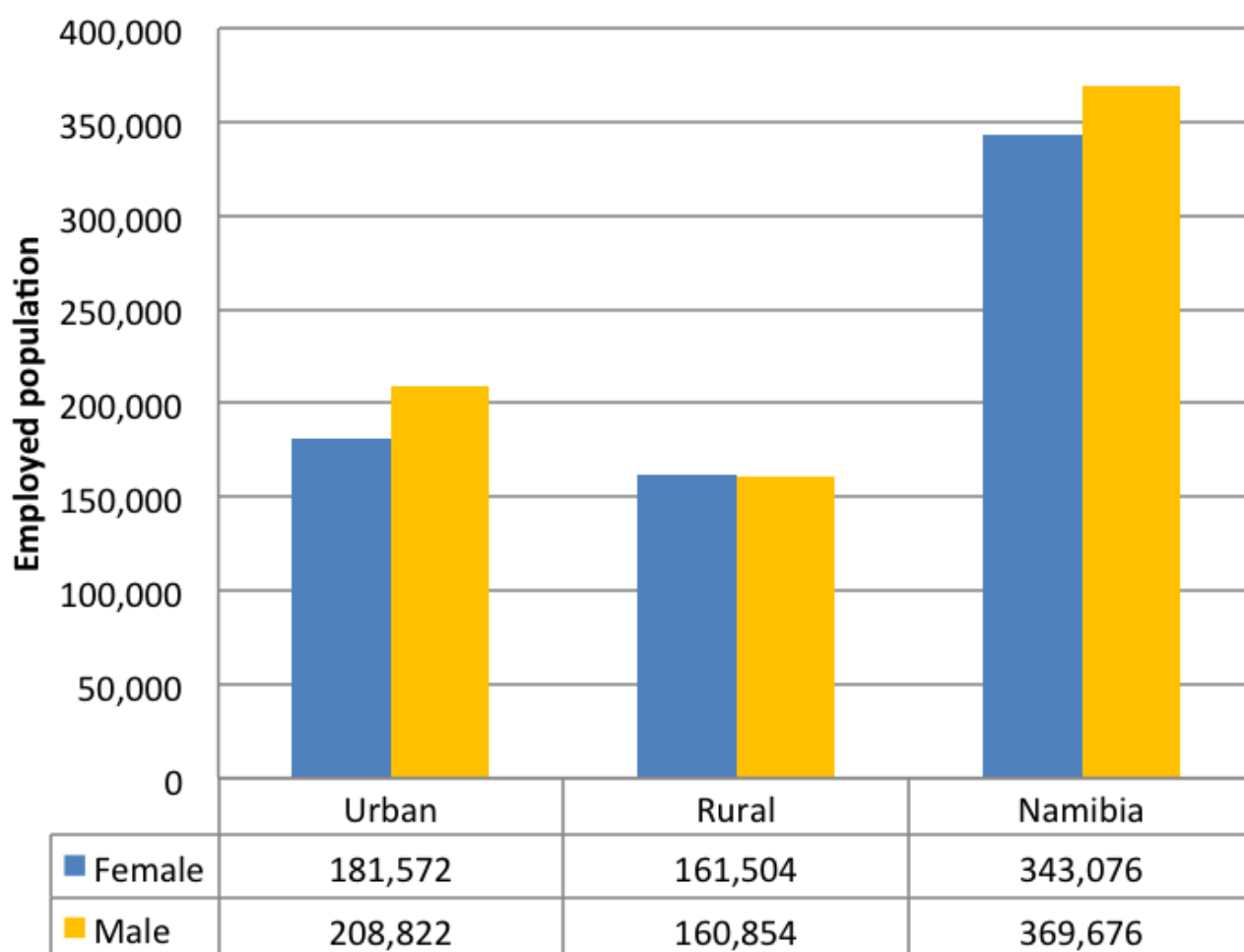


Figure 4.1: Distribution of employment by sex, urban and rural

### 4.1 Education levels of the employed population

Table 4.1 provides information on the educational levels of the employed population. The employed population without formal education constitute about 11.3 percent of the total employed population, while those with Primary (22.7 percent), junior secondary (34.2 percent) and senior secondary (21.3 percent) made up about 78 percent of the total employed population. Only about 1 percent of the total employed persons have certificates and diplomas in various fields<sup>4</sup>.

At the higher levels, about 6 percent of the employed persons have completed a course at a university or polytechnic, and only 1.1 percent of the employed population have post-graduate diplomas and degrees such as Masters and PhDs.

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

At the higher levels, some 38,998 or 5.5 percent of the employed persons have completed a course at a university or polytechnic, and only 7,797 of the employed population or 1.1 percent have post-graduate diplomas and degrees such as Masters and PhDs.

**Table 4.1: Employed persons by level of education**

Highest level of education completed	Employed Population	
	Number	%
None	80,669	11.3
Primary	161,544	22.7
Junior secondary	244,103	34.2
Senior secondary	152,042	21.3
Certificate/Diploma	6,196	0.9
University	38,998	5.5
Postgraduate	7,797	1.1
Teacher training	12,258	1.7
Don't know	9,145	1.3
<b>Total</b>	<b>712,752</b>	<b>100</b>

## 4.2 Employment to population ratio (EPR)

The employment-to-population ratio, also called absorption rate (shown in Table 4.2), is a useful indicator for examining the level of employment of persons with different levels of education. The employment-to-population ratio is calculated as the percentage of all persons in each category of interest that is employed. For Namibia as a whole 49.6 percent of the population aged 15 years and above is employable, which is not significantly different to the EPR reported in 2013.

Males have a higher absorption rate of 54.1 percent than females whose employment rate is 45.5 percent. People having teacher's training qualification have the highest absorption rate of 90.2 percent. This is slightly higher than people with post-graduates, university, and certificates and diplomas at 87.8 percent, 77.5 percent, 57.1 percent respectively. Persons with the lowest absorption rates are those having primary, junior secondary and no formal education with absorption rates of 44.4 percent, 45.2 percent and 49.9 percent respectively.

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

Highest level of education completed	Urban				Rural				Total		
	Female	Male	Total		Female	Male	Total		Female	Male	Total
None	32.0	55.0	44.6		42.2	61.1	51.5		40.0	59.6	49.9
Primary	35.6	54.6	45.6		43.5	44.1	43.8		41.0	47.6	44.4
Junior secondary	44.8	55.7	49.8		39.0	40.7	39.7		42.1	49.1	45.2
Senior secondary	53.8	62.9	58.2		45.2	53.4	49.1		51.6	60.5	55.9
Certificate / Diploma	57.2	56.9	57.0		57.4	57.2	57.3		57.2	57.0	57.1
University	72.8	81.5	76.8		80.9	82.0	81.3		74.3	81.6	77.5
Postgraduate	88.8	87.0	87.9		71.9	100.0	86.7		87.9	87.7	87.8
Teacher training	91.1	90.7	91.0		88.5	91.1	89.6		89.7	90.9	90.2
Don't know	55.1	61.9	59.4		46.0	65.8	55.7		50.3	63.4	57.8
<b>Total</b>	<b>48.2</b>	<b>59.7</b>	<b>53.7</b>		<b>42.9</b>	<b>48.1</b>	<b>45.3</b>		<b>45.5</b>	<b>54.1</b>	<b>49.6</b>



There is fairly large difference between rural and urban areas in the employment-to-population ratios. The overall absorption rate for urban areas is 53.7 percent while that of rural areas is 45.3

Table 4.3 presents the employment - to - population ratios by sex, urban and rural as well as regional level. The lowest recorded employment - to - population ratio is 35.9 percent in Ohangwena and the highest is 60.7 percent in Erongo region. The male employment population ratio is higher than the female absorption rate in all regions, except in Oshana, Omusati and Ohangwena regions.

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

Region	Female			Male			Both Sexes		
	Employed	Working Age	EPR %	Employed	Working Age	EPR %	Employed	Working Age	EPR %
<b>Namibia</b>	343,076	751,244	45.7	369,676	682,026	54.2	712,752	1,433,270	49.7
Urban	181,572	375,502	48.4	208,822	349,022	59.8	390,394	724,525	53.9
Rural	161,504	375,741	43.0	160,854	333,004	48.3	322,358	708,745	45.5
!Karas	12,935	28,162	45.9	19,017	29,363	64.8	31,951	57,525	55.5
Erongo	27,940	56,304	49.6	46,557	66,426	70.1	74,497	122,730	60.7
Hardap	11,323	27,323	41.4	17,457	29,088	60.0	28,781	56,411	51.0
Kavango East	17,152	47,743	35.9	14,742	36,788	40.1	31,894	84,531	37.7
Kavango West	11,486	26,574	43.2	9,908	22,404	44.2	21,393	48,977	43.7
Khomas	73,840	140,304	52.6	89,258	137,130	65.1	163,099	277,434	58.8
Kunene	11,342	26,737	42.4	15,848	27,699	57.2	27,191	54,436	50.0
Ohangwena	33,039	81,483	40.5	18,138	61,052	29.7	51,177	142,535	35.9
Omaheke	9,112	21,623	42.1	17,644	24,561	71.8	26,756	46,184	57.9
Omusati	47,324	86,772	54.5	27,359	62,757	43.6	74,683	149,530	49.9
Oshana	32,585	69,408	46.9	24,703	53,262	46.4	57,288	122,670	46.7
Oshikoto	26,488	62,249	42.6	25,357	54,336	46.7	51,845	116,585	44.5
Otjozondjupa	17,020	45,840	37.1	30,816	49,293	62.5	47,836	95,132	50.3
Zambezi	11,489	30,723	37.4	12,873	27,867	46.2	24,361	58,590	41.6

### 4.3 Occupation and sector of economic activity<sup>5</sup>

The LFS provides detailed information on the nature of people's economic activity. Table 4.4 presents the interaction between occupation and sex, while Table 4.5 gives the same information for industry and sex. A 4-digit coding frame was used to code the responses that interviewers had obtained on occupation, this was similarly applied for industry.

Table 4.4 reveals that the largest occupational group is skilled agriculture with 23.2 percent of the employed population. This is followed by elementary occupations with 22.8 percent, while the third largest occupation is services & sales with 14.6 percent. Skilled agriculture and elementary were the most common occupation for both females (25.7 and 25.8) and males (20.8 and 20.1) respectively.

<sup>5</sup> There are small numbers of missing values for different variables in Section E of the questionnaire. All those missing variables are also less than 1% in each instance; therefore they are not reflected in tables in this chapter. As a result there may be small discrepancies of the total number of employed in different tables not tallying with total employed population of 712,752.

**Table 4.4: Employed persons by occupation and sex**

Occupation	Female		Male		Both sexes	
	Number	%	Number	%	Number	%
Armed forces	2,218	0.6	6,137	1.7	8,355	1.2
Legislators & managers	9,629	2.8	12,334	3.3	21,963	3.1
Professionals	29,724	8.7	21,191	5.7	50,915	7.1
Technicians & associate professionals	20,784	6.1	17,445	4.7	38,229	5.4
Clerks	23,222	6.8	9,198	2.5	32,421	4.5
Services & sales	59,297	17.3	44,729	12.1	104,027	14.6
Skilled agriculture	88,206	25.7	77,048	20.8	165,254	23.2
craft & trade	20,046	5.8	75,106	20.3	95,151	13.4
Machine Operators	1,271	0.4	31,641	8.6	32,912	4.6
Elementary	88,354	25.8	74,478	20.1	162,833	22.8
Not recorded	324	0.1	340	0.1	663	0.1
<b>Total</b>	<b>343,076</b>	<b>100</b>	<b>369,647</b>	<b>100</b>	<b>712,723</b>	<b>100</b>

In terms of economic sector, the major sectors of employment are agriculture forestry and fishing which accounts for about 30 percent of the employed population while the least is the Water supply and related industries as well as art, entertainment and recreation which accounts for 0.3 percent of the employed population. Males are far more likely than females to be employed in construction, transport and storage, while females are more likely than males to be employed in private households and wholesale and retail trade.

**Table 4.5: Employed persons by industry and sex 2014**

Industry	Female		Male		Total	
	Number	%	Number	%	Number	%
Agriculture forestry & fishing	104,156	30.4	105,750	28.6	209,906	29.5
Mining & quarrying	2,436	0.7	12,102	3.3	14,539	2.0
Manufacturing	8,990	2.6	19,716	5.3	28,706	4.0
Electricity & related industries	995	0.3	2,058	0.6	3,053	0.4
Water supply & related industries	887	0.3	1,457	0.4	2,344	0.3
Construction	4,433	1.3	52,314	14.2	56,747	8.0
Wholesale & retail trade	57,833	16.9	39,266	10.6	97,099	13.6
Transport & storage	2,790	0.8	23,776	6.4	26,565	3.7
Accommodation & food service activities	19,726	5.7	9,453	2.6	29,179	4.1
Information & communication	2,062	0.6	2,019	0.5	4,081	0.6
Financial and insurance activities	8,401	2.4	5,494	1.5	13,896	1.9
Real estate activities	435	0.1	242	0.1	677	0.1
Professional, scientific and technical activities	3,023	0.9	3,603	1.0	6,626	0.9
Administrative & support service activities	15,066	4.4	16,506	4.5	31,572	4.4
Public administration, defence, compulsory social	16,008	4.7	25,882	7.0	41,889	5.9
Education	28,826	8.4	12,684	3.4	41,510	5.8
Human health & social work activities	14,449	4.2	7,257	2.0	21,706	3.0
Art, entertainment & recreation	807	0.2	1,536	0.4	2,342	0.3
Other services activities	6,840	2.0	5,640	1.5	12,480	1.8
Private households	44,500	13.0	22,556	6.1	67,057	9.4
Extraterritorial organisation & bodies	90	*	44	*	135	*
Not Recorded	324	0.1	277	0.1	601	0.1
<b>Total</b>	<b>343,076</b>	<b>100</b>	<b>369,634</b>	<b>100</b>	<b>712,710</b>	<b>100</b>

Table 4.6 indicates that the he age group from 20 to 24 up to 40 to 44 years recorded a high percentage of the employed persons, with the highest percentage of 16.3 recorded for the age group 25 to 29 years. The lowest percentage (2.3 percent) of the total employed people was recorded in the age group 15 to 19 years.

**Table 4.6: Employed persons by age group and sex**

Age group	Female		Male		Both Sexes	
	Number	%	Number	%	Number	%
15 - 19	5,977	1.7	10,299	2.8	16,276	2.3
20 - 24	36,084	10.5	41,840	11.3	77,924	10.9
25 - 29	54,070	15.8	62,431	16.9	116,501	16.3
30 - 34	49,143	14.3	59,372	16.1	108,515	15.2
35 - 39	46,209	13.5	50,807	13.7	97,016	13.6
40 - 44	39,992	11.7	41,852	11.3	81,844	11.5
45 - 49	32,487	9.5	32,320	8.7	64,807	9.1
50 - 54	25,815	7.5	25,002	6.8	50,817	7.1
55 - 59	19,451	5.7	17,326	4.7	36,777	5.2
60 - 64	10,484	3.1	9,952	2.7	20,436	2.9
65 +	21,357	6.2	15,104	4.1	36,462	5.1
Don't Know	2,006	0.6	3,373	0.9	5,380	0.8
<b>Total</b>	<b>343,076</b>	<b>100</b>	<b>369,676</b>	<b>100</b>	<b>712,752</b>	<b>100</b>

### 4.3 Status in employment

Status in employment, shown in Table 4.7, classifies the working population into three broad groups: employees (i.e. wage and salaried workers, represented by domestic workers and other employees in the Table); self-employed workers (i.e. own account workers (those without employees) and employers (who had paid employees); and unpaid family workers. The questionnaire distinguishes for the own account, self-employed and unpaid family workers between those who are working in subsistence agriculture and those who are not.

**Table 4.7: Employed persons, by status in employment and by sex**

Status in employment	Female		Male		Total	
	Number	%	Number	%	Number	%
Subsistence farmer with paid employees	2,225	37.3	3,739	62.7	5,964	100
Subsistence farmer without paid employees	67,334	65.9	34,815	34.1	102,149	100
Other employer	6,879	33.8	13,472	66.2	20,351	100
Other Own account worker	40,495	58.9	28,304	41.1	68,799	100
Domestic Worker	32,415	70.7	13,416	29.3	45,831	100
Other Employee	166,750	39.5	254,893	60.5	421,642	100
Unpaid Family in Subsistence	19,345	54.8	15,966	45.2	35,311	100
Unpaid Family Other	5,557	65.8	2,888	34.2	8,444	100
Other	636	40.6	932	59.4	1,568	100
Don't know	198	48.3	212	51.7	411	100
<b>Total</b>	<b>341,834</b>	<b>48.1</b>	<b>368,637</b>	<b>51.9</b>	<b>710,471</b>	<b>100</b>

The Table indicates that more males than females are employed as subsistence farmers with paid employees. It is also evident that more females than males are employed as unpaid family workers whether in subsistence or other activity. With respect to the sector of economic activity, Table 4.8 shows that there are 467,431 persons who are classified as employees. Out of the total number of employees, the largest numbers are in the wholesale and retail trade industry and in the agriculture forestry and fishing industry. About 68,799 are own-account workers and are heavily concentrated in the wholesale and retail trade industry, while the unpaid family workers (43755) are more heavily concentrated on the Agricultural forestry and fishing sector (36,378) followed by about 3,971 who are working in private households.

**Table 4.8 Employed persons, by sector of economic activity and status in employment 2014**

Industry	Employee	Employer	Own account worker	Unpaid Family worker	Employee	Employer	Own account worker	Unpaid Family worker
Agriculture forestry & fishing	59,620	7,852	3,146	36,455	12.8	29.8	4.6	83.3
Mining & quarrying	14,006	203	330	*	3.0	0.8	0.5	*
Manufacturing	23,542	1,578	3,279	86	5.0	6.0	4.8	0.2
Electricity & related industries	2,975	*	78	*	0.6	*	0.1	*
Water supply & related industries	2,146	113	33	*	0.5	0.4	0.0	*
Construction	46,936	3,332	5,962	284	10.0	12.7	8.7	0.6
Wholesale & retail trade	55,035	4,638	34,851	2,038	11.8	17.6	50.7	4.7
Transport & storage	21,737	1,037	3,579	114	4.7	3.9	5.2	0.3
Accommodation & food service activities	22,067	1,215	5,005	570	4.7	4.6	7.3	1.3
Information & communication	3,859	103	119	*	0.8	0.4	0.2	*
Financial and insurance activities	13,126	410	63	45	2.8	1.6	0.1	0.1
Real estate activities	385	249	43	*	0.1	0.9	0.1	*
Professional, scientific and technical activities	5,601	658	367	*	1.2	2.5	0.5	*
Administrative & support service activities	29,648	1,108	589	78	6.3	4.2	0.9	0.2
Public administration, defence, compulsory social security	41,433	301	36	*	8.9	1.1	0.1	*
Education	39,653	721	785	*	8.5	2.7	1.1	*
Human health & social work activities	21,116	224	366	*	4.5	0.9	0.5	*
Art, entertainment & recreation	1,809	133	356	*	0.4	0.5	0.5	*
Other services activities	6,916	1,059	4,323	113	1.5	4.0	6.3	0.3
Private households	55,687	1,379	5,488	3,971	11.9	5.2	8.0	9.1
Extrateritorial organisation & bodies	135	*	*	*	*	*	*	*
<b>Total</b>	<b>467,431</b>	<b>26,315</b>	<b>68,799</b>	<b>43,755</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

## 4.4 Place of work

Table 4.9 presents the distribution of employees by sex and institution in which they work. Formal private institutions are the dominant type with 42.9 percent of employees. This is followed by government with 20.0 percent. Female employees in both urban and rural areas are more likely than male employees to be employed in government while in urban areas female are more likely to be employed in private households and oppose to women in rural areas when the reverse is true.

**Table 4.9: Employees by sex, urban /rural areas and place of work**

	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>Place of work</b>									
Government	36,113	29,965	66,077	15,859	13,936	29,796	51,972	43,901	95,873
Parastatal	11,854	17,512	29,366	1,296	2,321	3,617	13,150	19,833	32,983
Formal Private interprise	65,613	106,185	171,799	12,527	18,318	30,844	78,140	124,503	202,643
Informal Private interprise	9,072	14,469	23,541	4,974	7,477	12,452	14,046	21,947	35,993
Non-Profit organisation	730	2,026	2,756	328	437	765	1,058	2,463	3,521
Cooperative	882	1,534	2,416	153	712	864	1,035	2,245	3,280
Private Household subsistence	908	1,402	2,310	8,941	25,822	34,763	9,849	27,224	37,073
Private Household commercial Farm	659	1,529	2,188	4,810	21,391	26,201	5,469	22,920	28,389
Private Household Non-Farm	23,071	5,321	28,392	5,110	4,334	9,444	28,181	9,655	37,836
Other	475	291	766	88	116	204	562	407	970
Dont know	323	552	875	176	141	317	498	693	1,192
<b>Total</b>	<b>149,699</b>	<b>180,786</b>	<b>330,485</b>	<b>54,261</b>	<b>95,006</b>	<b>149,267</b>	<b>203,960</b>	<b>275,792</b>	<b>479,752</b>
<b>percentages</b>									
Government	24.1	16.6	20.0	29.2	14.7	20.0	25.5	15.9	20.0
Parastatal	7.9	9.7	8.9	2.4	2.4	2.4	6.4	7.2	6.9
Formal Private interprise	43.8	58.7	52.0	23.1	19.3	20.7	38.3	45.1	42.2
Informal Private interprise	6.1	8.0	7.1	9.2	7.9	8.3	6.9	8.0	7.5
Non-Profit organisation	0.5	1.1	0.8	0.6	0.5	0.5	0.5	0.9	0.7
Cooperative	0.6	0.8	0.7	0.3	0.7	0.6	0.5	0.8	0.7
Private Household subsistence	0.6	0.8	0.7	16.5	27.2	23.3	4.8	9.9	7.7
Private Household commercial Farm	0.4	0.8	0.7	8.9	22.5	17.6	2.7	8.3	5.9
Private Household Non-Farm	15.4	2.9	8.6	9.4	4.6	6.3	13.8	3.5	7.9
Other	0.3	0.2	0.2	0.2	0.1	0.1	0.3	0.1	0.2
Don't know	0.2	0.3	0.3	0.3	0.1	0.2	0.2	0.3	0.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

## 4.5 CONDITIONS OF WORK

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

Table 4.10 shows that government employees account for 9.8 percent of all employees with limited duration contract, and 30.6 percent of those with permanent contracts. In contrast, employees of private households account for a larger proportion of the unspecified duration as compared to limited duration and permanent contracts.

**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	%
Government	7,129	9.8	82,801	30.6	3,082	2.5
Parastatal	5,477	7.5	25,135	9.3	1,947	1.6
A private enterprise(formal)	37,095	51	116,144	42.9	44,342	36.4
A private enterprise ( informal)	7,230	9.9	8,568	3.2	18,673	15.3
Non-profit organisation	1,848	2.5	1,041	0.4	594	0.5
Cooperative	625	0.9	1,718	0.6	904	0.7
Private household (subsistence farm)	3,724	5.1	8,744	3.2	23,324	19.1
Private household(commercial farm)	4,465	6.1	15,367	5.7	7,429	6.1
Private household (non-farm)	5,029	6.9	10,809	4	20,153	16.5
Other reason	88	0.1	87	*	740	0.6
Don't know	*	*	495	0.2	696	0.6
<b>Total</b>	<b>72,709</b>	<b>100</b>	<b>270,909</b>	<b>100</b>	<b>121,884</b>	<b>100</b>

Paid employees were also asked whether they are entitled to paid annual leave and sick leave. The results are presented in Table 4.11 and 4.12. The results shows that 44.7 percent of the employees reported that they benefit from annual paid leave and 41.9 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		
	Female	Male	Total		Female	Male	Total
Agriculture forestry & fishing	7,985	28,671	36,656	209,906	3.8	13.7	17.5
Mining & quarrying	2,321	10,314	12,635	14,539	16.0	70.9	86.9
Manufacturing	5,886	12,840	18,726	28,706	20.5	44.7	65.2
Electricity & related industries	893	1,232	2,125	3,053	29.2	40.4	69.6
Water supply & related industries	643	906	1,549	2,344	27.4	38.7	66.1
Construction	1,678	17,675	19,353	56,747	3.0	31.1	34.1
Wholesale & retail trade	16,985	19,760	36,745	97,099	17.5	20.4	37.8
Transport & storage	2,099	11,964	14,063	26,565	7.9	45.0	52.9
Accommodation & food service activities	9,580	5,613	15,193	29,179	32.8	19.2	52.1
Information & communication	1,888	1,668	3,556	4,081	46.3	40.9	87.1
Financial and insurance activities	7,417	4,619	12,036	13,896	53.4	33.2	86.6
Real estate activities	269	107	376	677	39.7	15.8	55.5
Professional, scientific and technical activities	2,570	2,223	4,794	6,626	38.8	33.5	72.4
Administrative & support service activities	10,362	11,012	21,375	31,572	32.8	34.9	67.7
Public administration, defence, compulsory social security	14,515	23,404	37,919	41,889	34.7	55.9	90.5
Education	24,115	11,139	35,254	41,510	58.1	26.8	84.9
Human health & social work activities	12,587	6,064	18,652	21,706	58.0	27.9	85.9
Art, entertainment & recreation	382	1,107	1,489	2,342	16.3	47.3	63.6
Other services activities	1,652	2,415	4,068	12,480	13.2	19.4	32.6
Private households	15,347	6,829	22,177	67,057	22.9	10.2	33.1
Extrateritorial organisation & bodies	54	44	99	135	40.0	32.6	73.3
Not Recorded	*	*	*	601	*	*	*
<b>Total</b>	<b>139,230</b>	<b>179,608</b>	<b>318,838</b>	<b>712,710</b>	<b>19.5</b>	<b>25.2</b>	<b>44.7</b>

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

Industry	Employees with sick leave			Total employed	% Employees with sick leave		
	Female	Male	Total		Female	Male	Total
Agriculture forestry & fishing	7,255	26,009	33,264	209,906	3.5	12.4	15.8
Mining & quarrying	2,250	10,152	12,402	14,539	15.5	69.8	85.3
Manufacturing	5,507	12,133	17,640	28,706	19.2	42.3	61.5
Electricity & related industries	893	1,187	2,080	3,053	29.2	38.9	68.1
Water supply & related industries	598	906	1,505	2,344	25.5	38.7	64.2
Construction	1,569	17,734	19,303	56,747	2.8	31.3	34.0
Wholesale & retail trade	15,366	18,631	33,997	97,099	15.8	19.2	35.0
Transport & storage	1,941	10,827	12,768	26,565	7.3	40.8	48.1
Accommodation & food service activities	9,203	5,091	14,294	29,179	31.5	17.4	49.0
Information & communication	1,447	1,552	2,999	4,081	35.5	38.0	73.5
Financial and insurance activities	6,837	4,588	11,425	13,896	49.2	33.0	82.2
Real estate activities	269	107	376	677	39.7	15.8	55.5
Professional, scientific and technical activities	2,570	2,327	4,897	6,626	38.8	35.1	73.9
Administrative & support service activities	9,260	10,069	19,329	31,572	29.3	31.9	61.2
Public administration, defence, compulsory social security	14,343	22,778	37,122	41,889	34.2	54.4	88.6
Education	23,115	10,610	33,726	41,510	55.7	25.6	81.2
Human health & social work activities	12,240	5,855	18,095	21,706	56.4	27.0	83.4
Art, entertainment & recreation	382	1,077	1,459	2,342	16.3	46.0	62.3
Other services activities	1,463	2,061	3,524	12,480	11.7	16.5	28.2
Private households	12,833	5,430	18,263	67,057	19.1	8.1	27.2
Extrateritorial organisation & bodies	54	44	99	135	40.0	32.6	73.3
Not Recorded	*	*	*	601	*	*	*
<b>Total</b>	<b>129,397</b>	<b>169,168</b>	<b>298,565</b>	<b>712,710</b>	<b>18.2</b>	<b>23.7</b>	<b>41.9</b>

## 4.6 Time-related underemployment

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

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

Table 4.13 thus presents the number of employed persons who usually work fewer than 35 hours and are available and willing to work for more hours, and this number as a percentage of all employed i.e. the under-employment rate. The overall time-related under-employment rate is 4.9 percent. The rate is higher for females, at 6.0 percent, than for males, at 3.9 percent.

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

status in employment	Female			Male			Both Sexes		
	Under Employed	Employed	%	Under Employed	Employed	%	Under Employed	Employed	%
Subsistence With Employees	152	2,225	6.8	154	3,739	4.1	306	5,964	5.1
Subsistence farmer without Employees	4,843	67,334	7.2	3,373	34,815	9.7	8,215	102,149	8.0
Other Employer	552	6,879	8.0	344	13,472	2.6	896	20,351	4.4
Other Own Account	4,593	40,495	11.3	2,553	28,304	9.0	7,146	68,799	10.4
Domestic Worker	3,120	32,415	9.6	621	13,416	4.6	3,741	45,831	8.2
Other Employee	4,478	166,750	2.7	5,508	254,893	2.2	9,986	421,642	2.4
Unpaid family Subsistence	1,861	19,345	9.6	1,086	15,966	6.8	2,947	35,311	8.3
Unpaid family other	871	5,557	15.7	352	2,888	12.2	1,223	8,444	14.5
Other	70	636	11.0	218	932	23.4	287	1,568	18.3
Dont know	31	198	15.7	*	212	*	31	411	7.5
<b>Total</b>	<b>20,570</b>	<b>341,834</b>	<b>6.0</b>	<b>14,209</b>	<b>368,637</b>	<b>3.9</b>	<b>34,778</b>	<b>710,471</b>	<b>4.9</b>

Compared to the LFS 2013, the proportion of people who are under employed has gone up by 1.4 percent from 3.5 in 2013 to 4.9 in 2014.



## 4.7 Wages and salaries

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

Table 4.14 presents summary information on the monthly wages received by paid employees of different ages. Both the average is presented. The average represents the total wages of all employees in a group by the number of employees in the group. The median reflects the wages of the employee in the middle of the listing – at the halfway mark – if employees are listed in order of increasing wages.

At national level the average wage is N\$6,626 per month. It is higher for males (N\$6,965) than females (N\$6,164). Across industries the highest average wage is N\$21,749 per month associated with the Mining and Quarrying sector, while the lowest is N\$1,168 per month which is associated with the private household sector.

**Table 4.14: Average wages by industry and sex 2014**

Industry	Female	Male	Total
Agriculture forestry & fishing	2,265	2,072	2,114
Mining & quarrying	9,247	24,424	21,749
Manufacturing	5,007	7,130	6,489
Electricity & related industries	7,427	22,484	17,121
Water supply & related industries	6,805	8,813	8,014
Construction	4,686	4,093	4,140
Wholesale & retail trade	3,734	5,239	4,474
Transport & storage	6,270	7,345	7,230
Accommodation & food service activities	3,126	3,543	3,270
Information & communication	16,289	12,772	14,702
Financial and insurance activities	13,038	17,000	14,547
Real estate activities	6,472	15,219	8,655
Professional, scientific and technical activities	10,784	15,269	13,138
Administrative & support service activities	4,299	4,900	4,611
Public administration, defence, compulsory social security	10,319	8,719	9,322
Education	10,227	14,057	11,405
Human health & social work activities	14,910	27,020	18,869
Art, entertainment & recreation	1,803	6,040	4,746
Other services activities	4,495	4,840	4,665
Private households	1,304	902	1,168
Extrateritorial organisation & bodies	4,117	1,000	3,091
<b>Total</b>	<b>6,164</b>	<b>6,965</b>	<b>6,626</b>

Table 4.15 presents information on average wages of employees (domestic and other) by age groups as reported in the LFS 2014. It is apparent that domestic workers earn lower wages than other employees in that both their average and median wages are way below that of other employees. The Table also reveals that wage levels increase with age up to the age group 45-49 years, but decline thereafter for the smaller number of people who remain in employment.

**Table 4.15: Average wages of employees by age group and type of employee**

Age group	Domestic	Other	Total
	worker	Employee	
15 - 19	517	1,889	1,613
20 - 24	755	3,116	2,793
25 - 29	999	5,079	4,657
30 - 34	877	6,321	5,972
35 - 39	1,145	7,111	6,551
40 - 44	15,107	9,282	9,813
45 - 49	1,263	12,956	11,811
50 - 54	985	10,305	9,689
55 - 59	7,013	9,579	9,292
60 - 64	745	6,668	5,534
65 +	1,325	6,757	5,884
Don't Know	887	4,915	4,599
<b>Total</b>	<b>2,762</b>	<b>7,035</b>	<b>6,613</b>

## 4.8 Informal employment

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

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

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

Table 4.16 shows that 41.1 percent of the Namibian employed population are employed in the informal sector of which 37.7 percent are female and 44.3 percent are males. In addition over half of the employed population in urban areas about 59 percent are in the informal employment, while employees in informal employment in rural area were 19.3 percent. The region with the highest percentage of the employed population in the informal employment is !Karas with 70.4 percent and the region with the lowest percentage is Kavango west with 12.1 percent respectively.

**Table 4.16: Employed persons in informal sector by sex and location**

	Female			Male			Both sexes		
	Informal employed	Total employed	%	Informal employed	Total employed	%	Informal employed	Total employed	%
<b>Namibia</b>	<b>129,511</b>	<b>343,076</b>	<b>37.7</b>	<b>163,638</b>	<b>369,676</b>	<b>44.3</b>	<b>293,149</b>	<b>712,752</b>	<b>41.1</b>
Urban	103,274	181,572	56.9	127,557	208,822	61.1	230,831	390,394	59.1
Rural	26,237	161,504	16.2	36,081	160,854	22.4	62,318	322,358	19.3
!karas	9,914	12,935	76.6	12,583	19,017	66.2	22,498	31,951	70.4
Erongo	16,943	27,940	60.6	29,147	46,557	62.6	46,090	74,497	61.9
Hardap	5,637	11,323	49.8	6,773	17,457	38.8	12,411	28,781	43.1
Kavango East	4,166	17,152	24.3	5,661	14,742	38.4	9,827	31,894	30.8
Kavango West	1,027	11,486	8.9	1,560	9,908	15.7	2,587	21,393	12.1
Khomas	45,773	73,840	62.0	54,671	89,258	61.3	100,444	163,099	61.6
Kunene	3,290	11,342	29.0	4,995	15,848	31.5	8,284	27,191	30.5
Ohangwena	3,948	33,039	11.9	4,204	18,138	23.2	8,152	51,177	15.9
Omaheke	3,478	9,112	38.2	3,892	17,644	22.1	7,370	26,756	27.5
Omusati	5,473	47,324	11.6	4,376	27,359	16.0	9,850	74,683	13.2
Oshana	10,964	32,585	33.6	9,833	24,703	39.8	20,796	57,288	36.3
Oshikoto	5,148	26,488	19.4	7,069	25,357	27.9	12,217	51,845	23.6
Otjozondjupa	9,671	17,020	56.8	14,833	30,816	48.1	24,503	47,836	51.2
Zambezi	4,080	11,489	35.5	4,040	12,873	31.4	8,120	24,361	33.3

Table 4.17 presents the employed person by industry and formality of the sector they are working in. The result shows that the industry with the highest level of formal sector is construction (88.9) while the lowest level of formal sector is found in Education which account for about 13.5 percent.

**Table 4.17: Employed persons by industry and formality of the sector 2014**

Industry	Informal sector	Total	%
Agriculture forestry & fishing	61,031	208,980	29.2
Mining & quarrying	12,027	14,539	82.7
Manufacturing	24,624	28,606	86.1
Electricity & related industries	1,519	3,053	49.8
Water supply & related industries	559	2,344	23.8
Construction	50,471	56,747	88.9
Wholesale & retail trade	83,524	96,754	86.3
Transport & storage	17,759	26,565	66.9
Accommodation & food service activities	24,705	29,115	84.9
Information & communication	1,370	4,081	33.6
Financial and insurance activities	9,396	13,896	67.6
Real estate activities	392	677	57.9
Professional, scientific and technical activities	3,863	6,626	58.3
Administrative & support service activities	22,260	31,464	70.7
Public administration, defence, compulsory social security	7,123	41,889	17.0
Education	5,620	41,510	13.5
Human health & social work activities	6,619	21,706	30.5
Art, entertainment & recreation	1,680	2,342	71.7
Other services activities	11,566	12,480	92.7
Private households	61,978	66,592	93.1
Extrateritorial organisation & bodies	54	135	40.0
Not Recorded	*	601	*
<b>Total</b>	<b>408,141</b>	<b>710,703</b>	<b>57.4</b>

## 4.9 Vulnerable employment

A useful new indicator is the rate of vulnerable employment. This is calculated as the sum of own-account workers and contributing family workers, taken as a proportion of total employment. It is a measure of those with relatively precarious working situations. These two status groups are considered as more vulnerable than others, because these people are unlikely to have formal work arrangements or access to benefits or social protection programmes, and they are more at risk to the effects of economic cycles. The result of the survey (see Table 4.19 below) shows that, 214,704 persons of the employed population are in vulnerable employment. This accounts for 30.1 percent of the total employed population (712,752) in the country. Most of the vulnerable workers 47.6 percent and 32.0 percent are subsistence/communal farmers and our own account workers respectively.

**Table 4.18: Vulnerable workers by status in employment and sex**

Vulnerable employment	Female	%	Male	%	Total	%
Subsistence/Communal Farmer(without paid employee)	67,334	50.7	34,815	42.5	102,149	47.6
Other Own Account Worker	40,495	30.5	28,304	34.5	68,799	32
Unpaid family Worker(subsistence/communal)	19,345	14.6	15,966	19.5	35,311	16.4
Other unpaid Family worker	5,557	4.2	2,888	3.5	8,444	3.9
<b>Total</b>	<b>132,731</b>	<b>100</b>	<b>81,973</b>	<b>100</b>	<b>214,704</b>	<b>100</b>

Most of the vulnerable workers 47.6 percent and 32.0 percent are subsistence/communal farmers and or our own account workers respectively.

**Table 4.19: Distribution of the population in vulnerable employment by area and region**

Area	Vulnerable employment	%
<b>Namibia</b>	<b>214,704</b>	<b>100</b>
Urban	48,210	22.5
Rural	166,493	77.5
!karas	2,524	1.2
Erongo	5,232	2.4
Hardap	3,638	1.7
Kavango East	14,988	7.0
Kavango West	13,543	6.3
Khomas	16,900	7.9
Kunene	10,129	4.7
Ohangwena	31,866	14.8
Omaheke	8,256	3.8
Omusati	47,958	22.3
Oshana	23,021	10.7
Oshikoto	23,511	11.0
Otjozondjupa	5,392	2.5
Zambezi	7,746	3.6



## CHAPTER 5: UNEMPLOYMENT

### 5.1 The unemployed

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

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

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

#### 5.1.1 National, urban and rural unemployment estimates

Table 5.1 presents the unemployment rates of the population aged 15 years and above as measured by the broad definition. The result shows that the overall unemployment rate for Namibia is 28.1 percent. This signifies a decrease in the unemployment rate of 1.5 percent points as compared to the 2013 unemployment rate of 29.6 percent as shown Figure 1.1.

**Table 5.1: Population of unemployed and unemployment rate, by sex and area 2014**

	Number unemployed	Labour force	Unemployment rate
<b>Namibia</b>	<b>278,245</b>	<b>990,998</b>	<b>28.1</b>
Urban	138,793	529,187	26.2
Rural	139,453	461,810	30.2
Female	159,563	502,639	31.7
Male	118,682	488,359	24.3

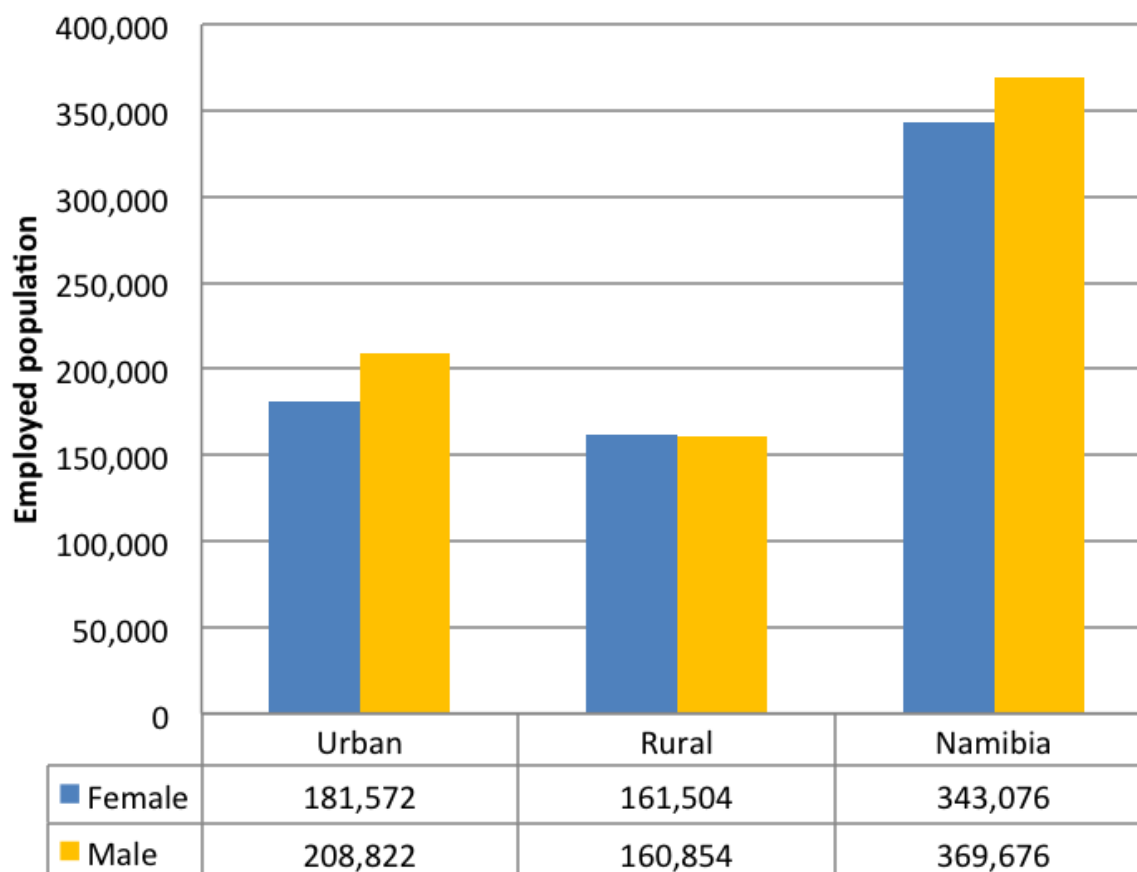


Figure 5.1: Comparison of the broad unemployment rate by sex, urban and rural over the 3 LFS's

Table 5.2 presents the unemployment rates of the population aged 15 years and above by sex and age group. The result shows that the broad unemployment rates for females in all age groups under 60 years is higher than for males in the same age group with the overall female unemployment rate of 31.7 percent as compared to 24.3 percent for males. The Table also shows that the broad unemployment rate for both males and females is higher in the lower age groups and decreases as age increases.

**Table 5.2: Unemployment rate by sex and age group**

Age group	Female			Male			Both Sexes		
	Unemplo- yed	Labour force	Rate	Unemplo- yed	Labour force	Rate	Unemplo- yed	Labour force	Rate
15 - 19	16,910	22,887	54.8	12,452	22,751	54.7	29,362	45,638	64.3
20 - 24	43,714	79,798	37.6	35,995	77,835	46.2	79,710	157,633	50.6
25 - 29	32,595	86,664	32.4	25,547	87,978	29.0	58,141	174,642	33.3
30 - 34	23,571	72,715	26.0	14,686	74,057	19.8	38,257	146,772	26.1
35 - 39	16,218	62,427	22.1	11,428	62,235	18.4	27,646	124,662	22.2
40 - 44	11,378	51,371	17.7	7,655	49,507	15.5	19,033	100,878	18.9
45 - 49	6,997	39,484	13.2	4,678	36,998	12.6	11,675	76,482	15.3
50 - 54	3,926	29,741	9.4	2,907	27,908	10.4	6,832	57,649	11.9
55 - 59	2,027	21,478	5.1	1,645	18,970	8.7	3,672	40,449	9.1
60 - 64	559	11,043	3.7	663	10,615	6.2	1,222	21,658	5.6
65 +	811	22,168	29.9	391	15,495	2.5	1,202	37,663	3.2
Don't know	855	2,862	31.7	637	4,010	15.9	1,493	6,872	21.7
<b>Namibia</b>	<b>159,563</b>	<b>502,639</b>	<b>31.7</b>	<b>118,682</b>	<b>488,359</b>	<b>24.3</b>	<b>278,245</b>	<b>990,998</b>	<b>28.1</b>

### 5.1.2: Regional unemployment estimates

Table 5.3 presents the unemployment rate by sex and location. The result from the table shows that the broad unemployment rate of both sexes is above 22 percent in all regions. The rate is highest in Ohangwena (38.2 percent) and Kavango East (36.3 percent). The Table further shows that the overall unemployment rate is higher for females than males for all regions except in Ohangwena and Omusati where the unemployment rate for females is lower than that of males. The highest unemployment rate for the female population was recorded in Otjozondjupa and Omaheke with 46.2 and 42.3 percent respectively, while the highest unemployment rate for male population is in Ohangwena and Kavango East with 46.6 and 32.4 percent respectively.

**Table 5.3: Unemployment rate by sex and location 2014**

Region	Female			Male			Both Sexes		
	Unemplo- yed	Labour force	Rate %	Unemplo- yed	Labour force	Rate %	Unemplo- yed	Labour force	Rate %
<b>Namibia</b>	<b>159,563</b>	<b>502,639</b>	<b>31.7</b>	<b>118,682</b>	<b>488,359</b>	<b>24.3</b>	<b>278,245</b>	<b>990,998</b>	<b>28.1</b>
Urban	79,162	260,734	30.4	59,631	268,454	22.2	138,793	529,187	26.2
Rural	80,401	241,905	33.2	59,051	219,905	26.9	139,453	461,810	30.2
!Karas	6,001	18,936	31.7	4,632	23,649	19.6	10,634	42,585	25.0
Erongo	13,115	41,055	31.9	10,249	56,806	18.0	23,364	97,861	23.9
Hardap	7,324	18,647	39.3	4,824	22,282	21.7	12,148	40,928	29.7
Kavango East	11,075	28,227	39.2	7,064	21,805	32.4	18,139	50,033	36.3
Kavango West	4,581	16,066	28.5	3,107	13,015	23.9	7,688	29,081	26.4
Khomas	25,947	99,787	26.0	20,902	110,161	19.0	46,849	209,948	22.3
Kunene	7,450	18,792	39.6	5,719	21,567	26.5	13,169	40,360	32.6
Ohangwena	16,080	49,119	32.7	15,586	33,724	46.2	31,666	82,843	38.2
Omaheke	6,668	15,780	42.3	3,154	20,798	15.2	9,822	36,578	26.9
Omusati	12,179	59,503	20.5	10,041	37,401	26.8	22,220	96,904	22.9
Oshana	15,880	48,466	32.8	11,788	36,490	32.3	27,668	84,956	32.6
Oshikoto	11,831	38,320	30.9	7,918	33,275	23.8	19,750	71,595	27.6
Otjozondjupa	14,611	31,631	46.2	9,113	39,928	22.8	23,723	71,559	33.2
Zambezi	6,821	18,310	37.3	4,586	17,458	26.3	11,406	35,768	31.9

Figure 5.2 below presents the changes in unemployment rates between 2013 and 2014 NLFS. As it can be observed, Khomas, Omaheke and Oshikoto regions witnessed a relatively huge decline in unemployment rate up to 13 percentage point, whereas Erongo, Ohangwena and Hardap show the least change in unemployment rates.





## 5.2 Looking for work

The unemployed were asked what they had done in the last four weeks to look for work or start a business (Table 5.5). The result indicates that 28.7 percent of the unemployed persons made direct application to employers, while 25.4 percent had seek assistance of friends and relatives while a further 25 percent indicated that the seek work by visiting work sites and only 2.2 percent of the unemployed persons have actively taken actions to start their own business.

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

	Female	Male	Total	Female	Male	Total
<b>Method of searching for work</b>	<b>Percentages</b>					
Registration at Ministry of Labour offices	5,419	4,428	9,847	4.6	4.2	4.4
Registration at other employment Agencies	2,641	3,159	5,800	2.2	3.0	2.6
Direct Applications to employers	34,362	30,030	64,392	29.2	28.2	28.7
Checking at work Sites	25,236	30,823	56,059	21.5	28.9	25.0
Through Media Advertisement	14,251	9,293	23,544	12.1	8.7	10.5
Seeking assistance of Friends and relatives	30,713	26,097	56,810	26.1	24.5	25.4
Take actions to Start Business	3,726	1,240	4,966	3.2	1.2	2.2
Other	1,157	1,411	2,568	1.0	1.3	1.1
<b>Total</b>	<b>117,505</b>	<b>106,481</b>	<b>223,986</b>	<b>100</b>	<b>100</b>	<b>100</b>

In another question, the unemployed were asked how long they had been without work and trying to find a job or start a business. The result from Table 5.6 indicates that over 61 percent of the unemployed population have been without work for two years or more while 18.4 percent indicated that they were without work between one and two years. These results are further reflected across the rural/urban divide as well as across the regions structure.

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

	<6 months	6<12months	1 - 2years	2+years	Total	<6 months	6<12months	1 - 2years	2+years	Total
	<b>Numbers</b>					<b>Percentages</b>				
<b>Namibia</b>	<b>32,355</b>	<b>21,470</b>	<b>49,634</b>	<b>165,613</b>	<b>269,072</b>	<b>12.0</b>	<b>8.0</b>	<b>18.4</b>	<b>61.5</b>	<b>100</b>
Urban	19,332	13,247	28,294	75,402	136,276	14.2	9.7	20.8	55.3	100
Rural	13,022	8,223	21,340	90,211	132,796	9.8	6.2	16.1	67.9	100
!Karas	2,306	1,608	2,000	4,681	10,595	21.8	15.2	18.9	44.2	100
Erongo	2,390	2,351	4,972	13,590	23,303	10.3	10.1	21.3	58.3	100
Hardap	3,914	1,044	2,856	4,233	12,047	32.5	8.7	23.7	35.1	100
Kavango East	738	956	2,407	13,958	18,059	4.1	5.3	13.3	77.3	100
Kavango West	867	772	706	5,284	7,629	11.4	10.1	9.2	69.3	100
Khomas	5,451	4,454	10,900	25,817	46,622	11.7	9.6	23.4	55.4	100
Kunene	946	993	2,325	8,584	12,847	7.4	7.7	18.1	66.8	100
Ohangwena	1,963	2,147	6,419	20,153	30,681	6.4	7.0	20.9	65.7	100
Omaheke	908	425	604	1,366	3,302	27.5	12.9	18.3	41.4	100
Omusati	1,854	1,548	4,548	14,052	22,001	8.4	7.0	20.7	63.9	100
Oshana	2,991	1,949	3,338	19,000	27,278	11.0	7.1	12.2	69.7	100
Oshikoto	3,069	1,587	2,820	12,214	19,689	15.6	8.1	14.3	62.0	100
Otjozondjupa	3,539	994	4,163	14,916	23,612	15.0	4.2	17.6	63.2	100
Zambezi	1,420	644	1,577	7,766	11,406	12.4	5.6	13.8	68.1	100

Table 5.7 presents the distribution of the unemployed persons by sex and the length of time without work. The resulting outcome shows that females dominate the population of the unemployed who's been without work for a period of 6 months to two years and above with 52.5, 55.1 and 60.4 percent respectively. On the other hand, their male counterparts were only dominating the percentage of unemployed who's been out of work for less than six months.

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

Duration	Female		Male		Total	
	Number	%	Number	%	Number	%
<6 months	14,902	46.1	17,452	53.9	32,355	100
6<12months	11,276	52.5	10,194	47.5	21,470	100
1 - 2years	27,336	55.1	22,298	44.9	49,634	100
2+years	100,078	60.4	65,535	39.6	165,613	100
<b>Total</b>	<b>153,592</b>	<b>57.1</b>	<b>115,480</b>	<b>42.9</b>	<b>269,072</b>	<b>100</b>



## CHAPTER 6: YOUTH EMPLOYMENT

### 6.1 Youth employment and unemployment estimates

Table 6.1 presents the economic activity status of persons aged 15 to 34 years by five-year age groups. There are about 826,874 youth aged 15 to 34 in Namibia. Of these, 319,215 are employed, and a further 205,470 are unemployed. This means that the labour force in these age groups totals 524,685, giving a labour force participation rate (LFPR) of 63.5 percent as indicated in Table 6.2. Males outnumber females among the employed youth population, but females outnumber males among the unemployed.

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

Age groups	Urban			Rural			Namibia		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>All youth</b>									
15 - 19	54,601	46,068	100,669	68,452	73,892	142,344	123,053	119,961	243,014
20 - 24	61,946	55,244	117,190	54,268	56,830	111,098	116,214	112,074	228,288
25 - 29	62,283	59,931	122,213	37,652	36,616	74,269	99,935	96,547	196,482
30 - 34	49,286	47,620	96,906	32,363	29,821	62,184	81,649	77,441	159,090
<b>Total</b>	<b>228,115</b>	<b>208,863</b>	<b>436,978</b>	<b>192,736</b>	<b>197,160</b>	<b>389,896</b>	<b>420,851</b>	<b>406,023</b>	<b>826,874</b>
<b>Employed</b>									
15 - 19	2,223	2,514	4,738	3,754	7,784	11,538	5,977	10,299	16,276
20 - 24	19,805	21,505	41,310	16,278	20,335	36,613	36,084	41,840	77,924
25 - 29	36,161	40,014	76,175	17,909	22,417	40,325	54,070	62,431	116,501
30 - 34	31,278	38,653	69,930	17,866	20,719	38,585	49,143	59,372	108,515
<b>Total</b>	<b>89,467</b>	<b>102,686</b>	<b>192,153</b>	<b>55,807</b>	<b>71,255</b>	<b>127,062</b>	<b>145,274</b>	<b>173,941</b>	<b>319,215</b>
<b>Unemployed</b>									
15 - 19	8,203	5,091	13,294	8,707	7,361	16,068	16,910	12,452	29,362
20 - 24	21,341	17,514	38,855	22,374	18,481	40,855	43,714	35,995	79,710
25 - 29	17,683	14,918	32,601	14,912	10,629	25,541	32,595	25,547	58,141
30 - 34	12,969	7,236	20,205	10,603	7,450	18,052	23,571	14,686	38,257
<b>Total</b>	<b>60,196</b>	<b>44,759</b>	<b>104,955</b>	<b>56,595</b>	<b>43,921</b>	<b>100,516</b>	<b>116,791</b>	<b>88,679</b>	<b>205,470</b>
<b>Not Economically Active</b>									
15 - 19	44,174	38,463	82,637	55,992	58,747	114,739	100,166	97,210	197,376
20 - 24	20,799	16,225	37,025	15,616	18,014	33,630	36,416	34,239	70,655
25 - 29	8,439	4,999	13,438	4,832	3,571	8,403	13,271	8,570	21,840
30 - 34	5,040	1,731	6,771	3,895	1,653	5,547	8,934	3,384	12,318
<b>Total</b>	<b>78,452</b>	<b>61,418</b>	<b>139,870</b>	<b>80,334</b>	<b>81,984</b>	<b>162,318</b>	<b>158,786</b>	<b>143,402</b>	<b>302,189</b>

The Table 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 increase drastically for both males and females as one move from the younger to the older youth. The overall youth unemployment rate is 39.2 percent, a decrease of 2.5 percent compared to the rate as reported in 2013. With the unemployment rate, there is a decrease in the rate with advancing years, as the number in employment grows.

**Table 6.2: Employment indicators for youth aged 15 to 34, by sex and by age group 2014**

Age groups	Labour Participation rate			Employment to population ratio			Unemployment rate		
	Both			Both			Both		
	Female	Male	Sexes	Female	Male	Sexes	Female	Male	Sexes
15 - 19	18.6	19.0	18.8	4.9	8.6	6.7	73.9	54.7	64.3
20 - 24	68.7	69.4	69.1	31.0	37.3	34.1	54.8	46.2	50.6
25 - 29	86.7	91.1	88.9	54.1	64.7	59.3	37.6	29.0	33.3
30 - 34	89.1	95.6	92.3	60.2	76.7	68.2	32.4	19.8	26.1
<b>Total</b>	<b>62.3</b>	<b>64.7</b>	<b>63.5</b>	<b>34.5</b>	<b>42.8</b>	<b>38.6</b>	<b>44.6</b>	<b>33.8</b>	<b>39.2</b>

Table 6.3 presents the distribution of employed youth aged groups 15 to 34 by sex, area and occupation. The Table reveals that youth are most likely to be in elementary occupations (25.5 percent) followed by service and sales (17.6 percent), skilled agriculture (15.5 percent), and craft and trade workers (14.8 percent). About 1 percent of the employed youth are recorded in the armed forces but the number recorded in the armed forces is almost certainly an undercount given that the survey did not cover people living in institutions.

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

Occupation	Total			Total		
	Female	Male	Total	Female	Male	Total
<b>Total</b>	<b>145,274</b>	<b>173,941</b>	<b>319,215</b>	<b>100</b>	<b>100</b>	<b>100</b>
Armed forces	1,179	1,882	3,061	0.8	1.1	1.0
Legislators and Managers	3,095	2,541	5,637	2.1	1.5	1.8
Professionals	11,742	9,801	21,543	8.1	5.6	6.7
Technicians and Associate Professionals	10,321	8,949	19,271	7.1	5.1	6.0
Clerks	14,696	5,404	20,101	10.1	3.1	6.3
Services and Sales persons	33,995	22,107	56,101	23.4	12.7	17.6
Skilled agriculture	20,720	28,857	49,576	14.3	16.6	15.5
Craft and trade workers	7,571	39,735	47,306	5.2	22.8	14.8
Machine Operators	797	13,971	14,767	0.5	8.0	4.6
Elementary	40,908	40,573	81,481	28.2	23.3	25.5
Not Recorded	249	122	371	0.2	0.1	0.1

Table 6.4 presents the employed youth by the industry in which they work. About 21.7 percent of the youths are employed in agriculture forestry and fishing, followed by whole-sale and retail trade where 15.9 percent of the youth were employed. There are more female (20.9 percent) than male (11.8 percent) youth employed in wholesale and retail trade as well as in private households (15.2 percent female and 7.7 percent male). In contrast, there are more male than female youth in agriculture forestry and fishing (24.1 percent males to 18.9 percent females), construction (16.8 percent males to 1.7 percent females) and manufacturing (5.0 percent males to 3.2 percent females) respectively.

**Table 6.4: Employed youth aged 15 to 34, by sex and industry 2014**

Industry	Number			Percent		
	Female	Male	Total	Female	Male	Total
Total	145,274	173,899	319,173	100	100	100
Agriculture forestry and fishing	27,466	41,843	69,309	18.9	24.1	21.7
Minning and quarrying	1,321	6,844	8,165	0.9	3.9	2.6
Manufacturing	4,623	8,773	13,396	3.2	5.0	4.2
Electricity and related industries	390	669	1,059	0.3	0.4	0.3
Water supply and related industries	33	398	431	*	0.2	0.1
Construction	2,443	29,170	31,613	1.7	16.8	9.9
Whole sale and retail trade	30,418	20,436	50,853	20.9	11.8	15.9
Transport and storage	1,794	10,472	12,266	1.2	6.0	3.8
Accomodation and food service activities	11,794	4,503	16,297	8.1	2.6	5.1
Information and communication	1,177	1,018	2,196	0.8	0.6	0.7
Financial and insuerance activities	4,680	2,857	7,537	3.2	1.6	2.4
Real estate activities	215	64	279	0.1	*	0.1
Professional, scientific and technical activities	1,885	2,222	4,107	1.3	1.3	1.3
Administrative and support service activities	6,865	8,464	15,329	4.7	4.9	4.8
Public administration and defecne , compulsory social security	6,384	10,498	16,882	4.4	6.0	5.3
Education	11,281	4,345	15,627	7.8	2.5	4.9
Human health and social work activities	5,194	3,739	8,933	3.6	2.1	2.8
Arts, entertainment and recreation	370	949	1,319	0.3	0.5	0.4
Other service activities	4,637	3,106	7,743	3.2	1.8	2.4
Private households	22,018	13,406	35,424	15.2	7.7	11.1
Extrateritorial organizations and bodies	36	*	36	*	*	*
Not recorded	249	122	371	0.2	0.1	0.1



Table 6.5 shows that youth unemployment is higher in rural areas (44.2 percent) than in urban areas (35.3 percent). Furthermore, the Table shows that unemployment is higher for female than male youth in most of the regions with the exceptions of Ohangwena and Omusati regions.

**Table 6.5: Youth unemployment rate 15 to 34 years by region and by sex 2014**

Region	Female			Male			Both Sexes		
	Unemplo- yed	Labour force	%	Unemplo- yed	Labour force	%	Unemplo- yed	Labour force	%
<b>Namibia</b>	<b>116,791</b>	<b>262,065</b>	<b>44.6</b>	<b>88,679</b>	<b>262,620</b>	<b>33.8</b>	<b>205,470</b>	<b>524,685</b>	<b>39.2</b>
Urban	60,196	149,663	40.2	44,759	147,445	30.4	104,955	297,108	35.3
Rural	56,595	112,402	50.4	43,921	115,176	38.1	100,516	227,577	44.2
!karas	4,197	10,021	41.9	2,871	11,569	24.8	7,068	21,590	32.7
Erongo	9,010	24,211	37.2	7,335	30,302	24.2	16,345	54,513	30.0
Hardap	5,036	10,284	49.0	3,428	11,578	29.6	8,464	21,861	38.7
Kavango East	8,919	17,308	51.5	5,379	12,642	42.5	14,298	29,951	47.7
Kavango West	3,514	8,955	39.2	2,152	6,486	33.2	5,666	15,441	36.7
Khomas	20,693	57,287	36.1	17,343	61,054	28.4	38,036	118,341	32.1
Kunene	5,052	10,749	47.0	4,209	12,282	34.3	9,261	23,031	40.2
Ohangwena	12,108	22,507	53.8	12,434	19,877	62.6	24,542	42,383	57.9
Omaheke	3,393	7,690	44.1	1,970	10,613	18.6	5,363	18,303	29.3
Omusati	9,697	23,856	40.6	8,265	18,711	44.2	17,961	42,567	42.2
Oshana	11,819	22,625	52.2	8,481	19,033	44.6	20,300	41,658	48.7
Oshikoto	8,289	18,557	44.7	5,337	18,129	29.4	13,626	36,686	37.1
Otjozondjupa	10,085	17,813	56.6	5,774	20,900	27.6	15,858	38,713	41.0
Zambezi	4,980	10,202	48.8	3,700	9,444	39.2	8,680	19,646	44.2

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

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

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

**Where:**

**UE:** Unemployment

**EIAe:** Number of youths not economically active (economically inactive)

**EIA and UE:** Number of youths not economically active and unemployed youths who are in education or training.

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

Table 6.6 below shows that about 24.1 percent of the youths are not in employment, education and training. As compared to 2013 NLFS, NEET dropped significantly from 33.8 percent in 2013 to 24.1 percent. The number peaks at age 24 and it is very low among those under 18 years, where most of them will still be in school. The percentage is also lower at the upper end of the broad youth age group as by this time more youth have found jobs. The number of NEET females is larger than the number of males for all except the 15 and 16 year olds.

**Table 6.6: NEET by age and by sex**

Age	NEET			Total Youth			Percentages		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
15	526	539	1,065	26,923	25,841	52,765	2.0	2.1	2.0
16	924	1,581	2,505	25,425	23,112	48,537	3.6	6.8	5.2
17	2,538	1,683	4,221	20,258	23,001	43,260	12.5	7.3	9.8
18	5,564	2,892	8,456	26,993	24,454	51,447	20.6	11.8	16.4
19	6,672	4,975	11,647	23,609	23,586	47,194	28.3	21.1	24.7
20	7,866	4,911	12,777	24,899	21,093	45,992	31.6	23.3	27.8
21	7,293	8,522	15,816	21,191	25,853	47,043	34.4	33.0	33.6
22	7,969	7,189	15,159	23,639	23,310	46,949	33.7	30.8	32.3
23	8,520	6,664	15,184	22,253	19,904	42,157	38.3	33.5	36.0
24	9,421	7,687	17,108	24,264	21,914	46,179	38.8	35.1	37.0
25	7,407	6,055	13,462	22,900	22,218	45,118	32.3	27.3	29.8
26	5,933	5,201	11,134	19,226	18,304	37,530	30.9	28.4	29.7
27	6,959	4,719	11,679	20,823	16,976	37,800	33.4	27.8	30.9
28	5,717	5,424	11,142	17,717	20,233	37,950	32.3	26.8	29.4
29	5,808	3,933	9,741	19,343	18,933	38,275	30.0	20.8	25.4
30	5,783	3,693	9,476	19,547	20,095	39,642	29.6	18.4	23.9
31	4,977	2,875	7,852	16,475	13,862	30,338	30.2	20.7	25.9
32	4,170	2,981	7,151	17,812	16,524	34,336	23.4	18.0	20.8
33	4,916	2,189	7,105	14,560	12,559	27,118	33.8	17.4	26.2
34	3,612	2,859	6,470	13,290	14,520	27,810	27.2	19.7	23.3
<b>Total</b>	<b>112,577</b>	<b>86,572</b>	<b>199,149</b>	<b>421,147</b>	<b>406,293</b>	<b>827,440</b>	<b>26.7</b>	<b>21.3</b>	<b>24.1</b>

Table 6.7 presents NEET by region and sex. NEET is higher for female as oppose to male youths at national level and this trend is also repeated at regional level except for Ohangwena region where male youths outnumber that of female youths. Regions with the lowest NEET are Kavango West with 19.6 percent of the youth while the highest was Kunene which recorded 30 percent of the youth respectively.

**Table 6.7: NEET by region and by sex**

Region	NEET			Total youth			Percentage		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>Namibia</b>	<b>112,577</b>	<b>86,572</b>	<b>199,149</b>	<b>421,147</b>	<b>406,293</b>	<b>827,440</b>	<b>26.7</b>	<b>21.3</b>	<b>24.1</b>
Urban	57,179	43,178	100,356	228,115	208,897	437,013	25.1	20.7	23.0
Rural	55,398	43,394	98,793	193,032	197,396	390,428	28.7	22.0	25.3
!karas	4,111	2,810	6,921	14,686	14,838	29,524	28.0	18.9	23.4
Erongo	8,803	7,335	16,138	31,274	35,843	67,117	28.1	20.5	24.0
Hardap	4,918	3,428	8,346	13,857	15,357	29,214	35.5	22.3	28.6
Kavango East	8,804	5,379	14,184	29,630	24,415	54,046	29.7	22.0	26.2
Kavango West	3,391	2,117	5,508	14,951	13,153	28,103	22.7	16.1	19.6
Khomas	19,125	16,400	35,524	86,934	82,605	169,539	22.0	19.9	21.0
Kunene	5,007	4,209	9,216	14,920	15,803	30,723	33.6	26.6	30.0
Ohangwena	11,634	12,134	23,768	45,407	40,530	85,937	25.6	29.9	27.7
Omaheke	3,347	1,970	5,318	10,864	12,984	23,848	30.8	15.2	22.3
Omusati	9,414	8,191	17,604	43,711	39,186	82,897	21.5	20.9	21.2
Oshana	11,295	8,253	19,548	39,477	33,620	73,097	28.6	24.5	26.7
Oshikoto	8,009	5,220	13,229	32,503	33,372	65,875	24.6	15.6	20.1
Otjozondjupa	9,897	5,561	15,458	24,882	27,138	52,020	39.8	20.5	29.7
Zambezi	4,821	3,565	8,387	18,051	17,449	35,500	26.7	20.4	23.6

Being NEET affects the general population of young people, regardless of their educational level. Yet, analysing the educational level of NEET reveals that those with none or lower educational level are highly represented in the NEET group. The analysis (Table 6.8) shows that 25 percent of youths with no formal education are NEET. However NEET is very low among youths with University qualifications (7.8 percent). Their numbers are very insignificant among youths with Postgraduates, Certificate/Diploma and Teacher training qualifications.

**Table 6.8: NEET by educational level**

Highest level of education completed	NEET			Total youth			Percentages		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
None	5,792	5,590	11,382	18,337	27,204	45,541	31.6	20.5	25.0
Primary	22,927	23,278	46,206	79,849	105,198	185,047	28.7	22.1	25.0
Junior Secondary	57,555	37,692	95,247	203,700	168,773	372,473	28.3	22.3	25.6
Senior Secondary	23,845	18,161	42,006	93,811	83,695	177,506	25.4	21.7	23.7
Certificate/ Diploma	*	*	*	3,791	3,136	6,927	*	*	*
University	1,325	*	2,070	15,009	11,491	26,500	8.8	*	7.8
Post graduate	*	*	*	1,570	1,339	2,910	*	*	*
Teacher Training	*	*	*	2,497	1,747	4,244	*	*	*
Don't know	*	*	1,412	2,584	3,710	6,294	*	*	22.4
<b>Total</b>	<b>112,577</b>	<b>86,572</b>	<b>199,149</b>	<b>421,147</b>	<b>406,293</b>	<b>827,440</b>	<b>26.7</b>	<b>21.3</b>	<b>24.1</b>



## ANNEX A: ERROR ESTIMATION PROCEDURE

### A1. SAMPLING ERRORS

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

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

**Table A1.1: Sampling errors for the labour force participation rate**

Domain of estimation	Estimate	Standard error	Number of observations		Relative error	Confidence limits		Design effects
	E	(SE)	Un-weighted	Weighted	RE = SE/E*100	Lower bound	Upper bound	DEFF
Namibia	69.1	0.6	25209	1433 270	0.8	68.1	70.2	3.6
Urban	73.0	0.8	11087	724 525	1.1	71.5	74.6	3.6
Rural	65.2	0.7	14122	708 745	1.1	63.7	66.6	3.2
!karas	74.0	2.5	1280	57 525	3.3	69.2	78.9	4.1
Erongo	79.7	1.9	1674	122 731	2.3	76.1	83.4	3.6
Hardap	72.6	2.1	1420	56 411	2.9	68.5	76.6	3.1
Kavango East	59.2	2.1	2163	84 531	3.6	55.0	63.4	4.1
Kavango West	59.4	2.1	2149	48 977	3.5	55.3	63.4	3.8
Khomas	75.7	1.5	2696	277 434	1.9	72.8	78.5	3.1
Kunene	74.1	2.0	1328	54 436	2.7	70.3	78.0	2.7
Ohangwena	58.1	1.8	2092	142 535	3.0	54.7	61.6	2.7
Omaheke	79.2	1.9	1215	46 184	2.4	75.5	82.9	2.6
Omusati	64.8	1.6	2203	149 530	2.4	61.7	67.9	2.3
Oshana	69.3	1.8	1883	122 670	2.6	65.7	72.8	2.9
Oshikoto	61.4	2.0	2051	116 585	3.3	57.5	65.4	3.5
Otjozondjupa	75.2	1.7	1607	95 132	2.2	71.9	78.5	2.4
Zambezi	61.0	1.9	1448	58 590	3.1	57.3	64.8	2.2

Estimates for the labour force participation rates are highly precise with relative errors less than 1% at the national level, between 1 and 2% for national urban and rural areas and less than 5% for the regions indicating that the sample sizes were quite adequate for this variable at each of the domains concerned. The actual number of individuals in the sample for each of the domains is shown in the Un-weighted number of observations column.

The design effects (DEFF) are slightly higher for some domains where it is above 3 for some cases and close to 4 for others. This indicates homogeneity within the PSUs. DEFF value could be further lowered by taking a fewer sample households within the PSUs thus increasing the number of sample PSUs keeping the same total number of sample households. This may also enhance the representation of different type of households in the sample.

**Table A1.2: Sampling errors for the unemployment rate (broad unemployment)**

Domain of estimation	Estimate	Standard error	Number of observations		Relative error	Confidence limits		Design effects
	E	(SE)	Un-weighted	Weighted	(RE) = SE/E*100	Lower bound	Upper bound	DEFF
Namibia	28.1	0.6	17 311	990 998	2.3	26.8	29.3	3.5
Urban	26.2	0.9	7 876	529 187	3.4	24.5	28.0	3.3
Rural	30.2	0.9	9 435	461 811	3.0	28.4	32.0	3.7
!karas	25.0	3.3	923	42 585	13.3	18.5	31.5	5.4
Erongo	23.9	1.6	1 293	97 861	6.9	20.7	27.1	1.9
Hardap	29.7	2.5	1 035	40 928	8.5	24.7	34.6	3.2
Kavango East	36.3	2.6	1 319	50 033	7.1	31.2	41.3	3.8
Kavango West	26.4	2.6	1 338	29 081	9.9	21.3	31.6	4.7
Khomas	22.3	1.8	2 009	209 948	8.2	18.7	25.9	3.9
Kunene	32.6	3.6	981	40 360	11.2	25.5	39.8	5.9
Ohangwena	38.2	1.3	1 237	82 843	3.5	35.6	40.9	0.9
Omaheke	26.9	2.2	983	36 578	8.1	22.6	31.1	2.4
Omusati	22.9	1.3	1 490	96 904	5.7	20.3	25.5	1.5
Oshana	32.6	1.6	1 320	84 956	4.8	29.5	35.6	1.5
Oshikoto	27.6	2.9	1 289	71 595	10.4	21.9	33.2	5.4
Otjozondjupa	33.2	3.1	1 216	71 559	9.5	27.0	39.3	5.4
Zambezi	31.9	3.4	878	35 768	10.8	25.1	38.6	4.8

Since the unemployed population is a subset of the labour force the sample individuals covered as unemployed will be less, which could be seen from the un-weighted observations column in table 1.2. Relative errors for the national unemployment rate (broad) are below 3% and the national urban and national rural are below 5% which are still highly precise estimates. Regional figures also are between 5 and 10 % for most of the regions which are in the acceptable range. There are four regions where the relative errors are above 10%, two of them are very close to 10% while !Karas is 13.3% which can still be used with caution.

Sample sizes for some regions were raised to bring down the relative errors based on the NLFS 2013 figures. Out of these most notable reduction occurred in Omaheke region from 15.8% in 2013 to 8.1% in 2014 for the unemployment rate. In the others where the sample was raised there was not much of a gain in precision although there was a slight decrease. In the case of Kunene the relative error for unemployment rate increased irrespective of the increase in the sample indicating that the increase was not sufficient to cover for the actual variation of such a variable in the population.

Design effects (DEFF) are similar to those of the labour force participation rate maybe with a very slight increase. Same argument as for the labour force participation rate holds for the unemployment rate also.



**Table A1.3: Sampling errors for the unemployment rate (strict unemployment)**

Domain of estimation	Estimate	Standard error	Number of observations		Relative error	Confidence limits		Design effects
	E	(SE)	Un-weighted	Weighted	(RE) = SE/E*100	Lower bound	Upper bound	DEFF
Namibia	18.4	0.6	15 117	870 702	3.1	17.2	19.5	3.4
Urban	20.0	0.8	7 148	486 488	4.2	18.3	21.6	3.2
Rural	16.4	0.7	7 969	384 214	4.4	14.9	17.8	3.1
!karas	16.2	2.6	819	38 112	16.2	11.0	21.3	4.1
Erongo	19.5	1.7	1 221	92 565	8.5	16.3	22.8	2.1
Hardap	17.2	2.0	886	34 751	11.7	13.2	21.1	2.5
Kavango East	23.0	2.4	1 100	41 412	10.4	18.3	27.7	3.5
Kavango West	13.3	2.0	1 146	24 612	15.1	9.4	17.3	4.0
Khomas	17.9	1.6	1 891	198 110	9.0	14.7	21.1	3.4
Kunene	15.9	2.8	802	32 325	17.3	10.5	21.3	4.5
Ohangwena	18.6	1.3	955	61 943	7.0	16.0	21.1	1.1
Omaheke	21.6	2.3	901	33 747	10.4	17.2	26.1	2.7
Omusati	14.1	1.2	1 350	86 917	8.6	11.7	16.4	1.6
Oshana	21.8	1.9	1 142	72 993	8.6	18.1	25.5	2.3
Oshikoto	18.5	2.5	1 147	63 373	13.7	13.5	23.5	4.9
Otjozondjupa	19.9	2.1	1 023	59 621	10.6	15.7	24.0	2.8
Zambezi	19.5	2.9	734	30 222	14.9	13.8	25.2	3.9

The relative errors for the unemployment rate (strict) are generally higher for all domains because of the smaller sample sizes compared to that of the broad unemployment. The relative errors for the overall estimates are still below 5%. Out of the regional figures, Kunene, !Karas and Kavango West have relative errors above 15%. Out of the remaining regions some are above 10% but close and the rest are below. When the relative errors are above 15% for any variable such figures should be used with extreme care.

## ANNEX B: TABLES FOR YOUTH AGED 15-24 YEARS AND STRICT LF STATISTICS

**Table B 1.1: Labour Force Participation Rates by sex and region (strict)**

Area	Female			Male			Both Sexes		
	Labour Force	Total Employed	LFPR %	Labour Force	Total Employed	LFPR %	Labour Force	Total Employed	LFPR %
<b>Namibia</b>	<b>428,621</b>	<b>751,244</b>	<b>57.1</b>	<b>442,081</b>	<b>682,026</b>	<b>64.8</b>	<b>870,702</b>	<b>1,433,270</b>	<b>60.7</b>
Urban	232,986	375,502	62.0	253,502	349,022	72.6	486,488	724,525	67.1
Rural	195,636	375,741	52.1	188,579	333,004	56.6	384,214	708,745	54.2
!karas	16,425	28,162	58.3	21,687	29,363	73.9	38,112	57,525	66.3
Erongo	37,200	56,304	66.1	55,365	66,426	83.3	92,565	122,730	75.4
Hardap	14,666	27,323	53.7	20,084	29,088	69.0	34,751	56,411	61.6
Kavango East	22,710	47,743	47.6	18,703	36,788	50.8	41,412	84,531	49.0
Kavango West	12,934	26,574	48.7	11,678	22,404	52.1	24,612	48,977	50.3
Khomas	92,745	140,304	66.1	105,366	137,130	76.8	198,110	277,434	71.4
Kunene	13,990	26,737	52.3	18,335	27,699	66.2	32,325	54,436	59.4
Ohangwena	38,252	81,483	46.9	23,691	61,052	38.8	61,943	142,535	43.5
Omaheke	13,920	21,623	64.4	19,827	24,561	80.7	33,747	46,184	73.1
Omusati	54,205	86,772	62.5	32,712	62,757	52.1	86,917	149,530	58.1
Oshana	40,839	69,408	58.8	32,154	53,262	60.4	72,993	122,670	59.5
Oshikoto	33,006	62,249	53.0	30,367	54,336	55.9	63,373	116,585	54.4
Otjozondjupa	23,366	45,840	51.0	36,254	49,293	73.5	59,621	95,132	62.7
Zambezi	14,364	30,723	46.8	15,858	27,867	56.9	30,222	58,590	51.6

**Table B1.2: Strict unemployment rate by region and area**

Area	Female			Male			Both Sexes		
	Unemplo- yed	Labour force	Rate %	Unemplo- yed	Labour force	Rate %	Unemplo- yed	Labour force	Rate %
<b>Namibia</b>	<b>86,602</b>	<b>428,621</b>	<b>20.2</b>	<b>73,355</b>	<b>442,081</b>	<b>16.6</b>	<b>159,957</b>	<b>870,702</b>	<b>18.4</b>
Urban	52016	232986	22.3	45077	253502	17.8	97093	486488	20.0
Rural	34586	195636	17.7	28278	188579	15.0	62864	384214	16.4
!karas	3,490	16,425	21.2	2,670	21,687	12.3	6,161	38,112	16.2
Erongo	9,260	37,200	24.9	8,808	55,365	15.9	18,068	92,565	19.5
Hardap	3,343	14,666	22.8	2,627	20,084	13.1	5,970	34,751	17.2
Kavango East	5,557	22,710	24.5	3,961	18,703	21.2	9,518	41,412	23.0
Kavango West	1,507	12,934	11.7	1,770	11,678	15.2	3,277	24,612	13.3
Khomas	19,026	92,745	20.5	16,408	105,366	15.6	35,434	198,110	17.9
Kunene	2,647	13,990	18.9	2,487	18,335	13.6	5,134	32,325	15.9
Ohangwena	5,645	38,252	14.8	5,848	23,691	24.7	11,493	61,943	18.6
Omaheke	4,930	13,920	35.4	2,373	19,827	12.0	7,303	33,747	21.6
Omusati	6,881	54,205	12.7	5,352	32,712	16.4	12,233	86,917	14.1
Oshana	8,460	40,839	20.7	7,452	32,154	23.2	15,911	72,993	21.8
Oshikoto	6,602	33,006	20.0	5,120	30,367	16.9	11,722	63,373	18.5
Otjozondjupa	6,346	23,366	27.2	5,493	36,254	15.2	11,840	59,621	19.9
Zambezi	2,906	14,364	20.2	2,986	15,858	18.8	5,891	30,222	19.5

**Table B1.3: Strict unemployment rate by age group**

Age group	Female			Male			Both Sexes		
	Unemplo- yed	Labour force	Rate %	Unemplo- yed	Labour force	Rate %	Unemplo- yed	Labour force	Rate %
15 - 19	7,001	12,904	54.3	5,412	15,686	34.5	12,413	28,590	43.4
20 - 24	24,020	59,995	40.0	23,157	64,956	35.7	47,177	124,951	37.8
25 - 29	20,016	73,965	27.1	16,782	78,936	21.3	36,798	152,901	24.1
30 - 34	14,221	63,125	22.5	9,772	69,090	14.1	23,993	132,214	18.1
35 - 39	9,016	55,192	16.3	7,622	58,340	13.1	16,638	113,532	14.7
40 - 44	5,462	45,333	12.0	4,700	46,399	10.1	10,163	91,732	11.1
45 - 49	4,013	36,302	11.1	2,928	35,206	8.3	6,941	71,507	9.7
50 - 54	1,391	27,119	5.1	1,577	26,560	5.9	2,968	53,679	5.5
55 - 59	771	20,168	3.8	660	17,850	3.7	1,432	38,018	3.8
60 - 64	184	10,649	1.7	268	10,120	2.6	453	20,770	2.2
65 +	170	21,528	0.8	138	15,227	0.9	308	36,754	0.8
Don't Know	336	2,342	14.3	338	3,711	9.1	674	6,053	11.1
<b>Total</b>	<b>86,602</b>	<b>428,621</b>	<b>20.2</b>	<b>73,355</b>	<b>442,081</b>	<b>16.6</b>	<b>159,957</b>	<b>870,702</b>	<b>18.4</b>

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

	Urban			Rural			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
<b>All youth 20 to 24 years</b>									
15 - 19	50,243	43,911	94,154	62,827	68,984	131,811	113,070	112,895	225,965
20 - 24	54,591	51,143	105,735	41,819	48,052	89,871	96,411	99,195	195,606
<b>Total</b>	<b>104,834</b>	<b>95,055</b>	<b>199,889</b>	<b>104,646</b>	<b>117,036</b>	<b>221,683</b>	<b>209,481</b>	<b>212,091</b>	<b>421,571</b>
<b>Employed</b>									
15 - 19	2,150	2,489	4,639	3,754	7,784	11,538	5,904	10,273	16,177
20 - 24	19,719	21,505	41,223	16,256	20,295	36,551	35,975	41,799	77,774
<b>Total</b>	<b>21,869</b>	<b>23,993</b>	<b>45,862</b>	<b>20,010</b>	<b>28,079</b>	<b>48,089</b>	<b>41,878</b>	<b>52,072</b>	<b>93,951</b>
<b>Unemployed</b>									
15 - 19	3,919	2,960	6,878	3,082	2,453	5,535	7,001	5,412	12,413
20 - 24	14,073	13,413	27,487	9,947	9,743	19,690	24,020	23,157	47,177
<b>Total</b>	<b>17,992</b>	<b>16,373</b>	<b>34,365</b>	<b>13,029</b>	<b>12,196</b>	<b>25,225</b>	<b>31,021</b>	<b>28,569</b>	<b>59,590</b>
<b>Not Economically Active</b>									
15 - 19	44,174	38,463	82,637	55,992	58,747	114,739	100,166	97,210	197,376
20 - 24	20,799	16,225	37,025	15,616	18,014	33,630	36,416	34,239	70,655
<b>Total</b>	<b>64,974</b>	<b>54,688</b>	<b>119,662</b>	<b>71,608</b>	<b>76,761</b>	<b>148,369</b>	<b>136,581</b>	<b>131,449</b>	<b>268,030</b>

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

Age groups	Labour Participation rate			Employment to population			Unemployment rate		
	Female	Male	Both Sexes	Female	Male	Both Sexes	Female	Male	Both Sexes
15 - 19	11.4	13.9	12.7	5.2	9.1	7.2	54.3	34.5	43.4
20 - 24	62.2	65.5	63.9	37.3	42.1	39.8	40.0	35.7	37.8
<b>Total</b>	<b>34.8</b>	<b>38.0</b>	<b>36.4</b>	<b>20.0</b>	<b>24.6</b>	<b>22.3</b>	<b>42.6</b>	<b>35.4</b>	<b>38.8</b>

**Table B1.6: Unemployment rate for youths aged 15 to 24 by region and sex**

Area	Female			Male			Both Sexes		
	Unemplo- yed	Labour force	Rate %	Unemplo- yed	Labour force	Rate %	Unemplo- yed	Labour force	Rate %
<b>Namibia</b>	<b>60,625</b>	<b>102,686</b>	<b>59.0</b>	<b>48,447</b>	<b>100,586</b>	<b>48.2</b>	<b>109,072</b>	<b>203,271</b>	<b>53.7</b>
Urban	29,544	51,573	57.3	22,605	46,624	48.5	52,149	98,197	53.1
Rural	31,080	51,113	60.8	25,842	53,961	47.9	56,922	105,074	54.2
!karas	2,065	3,465	59.6	1,720	3,987	43.1	3,785	7,452	50.8
Erongo	4,329	8,000	54.1	3,495	8,350	41.9	7,825	16,350	47.9
Hardap	2,836	4,410	64.3	2,107	4,498	46.8	4,943	8,908	55.5
Kavango East	4,827	7,568	63.8	3,190	5,404	59.0	8,017	12,972	61.8
Kavango West	2,325	4,592	50.6	1,252	2,987	41.9	3,576	7,580	47.2
Khomas	8,919	16,618	53.7	8,773	16,921	51.8	17,692	33,540	52.7
Kunene	2,846	5,067	56.2	2,292	5,570	41.1	5,138	10,637	48.3
Ohangwena	7,505	10,735	69.9	8,230	11,323	72.7	15,735	22,058	71.3
Omaheke	1,667	3,302	50.5	1,012	4,717	21.5	2,679	8,018	33.4
Omusati	5,578	11,449	48.7	5,032	10,091	49.9	10,610	21,540	49.3
Oshana	5,369	7,569	70.9	3,870	7,169	54.0	9,239	14,738	62.7
Oshikoto	4,433	8,032	55.2	3,034	7,974	38.0	7,467	16,006	46.7
Otjozondjupa	5,605	7,859	71.3	2,888	8,422	34.3	8,493	16,281	52.2
Zambezi	2,320	4,018	57.7	1,555	3,174	49.0	3,874	7,192	53.9

**Book serial Number**

1000

# Confidential

Statistics Act 9 of 2011



# Namibia Labour Force Survey 2014

Region .....

Constituency .....

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CONFIDENTIAL

Namibia Labour Force Survey 2014

Form Number

## PART A

### Classification information

Region Name

Code

Constituency Name

Code

Rural/Urban

DU Number

PSU number

Sample Household Number

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

Questionnaire  of  completed for this Household.

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

Physical location of the household

Telephone number of enumerated household (if any)

Name of head of household

Name of primary respondent

### Field administrative information

#### FINAL RESULTS

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

RESULT CODE

Comments on all (non-response i.e. code 3 to 5)

.....

.....

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### Field staff

Interviewer Name

Number

Signature

Supervisor Name

Number

Signature



**FOR ALL PERSONS:** This part covers the household's composition and particulars of each person in the household. The following information must be obtained in respect of every person, including babies, who spent the night of 28 September 2014 in this household.

Person Line Number	Write firstName and surName of all persons who spent the reference night in this household.  <i>(Write down firstName and surName of each member of the household, starting with the head)</i>	What is (Name)'s relation to the head of the Household? <i>(Read out options)</i> 1 = Head 2 = Spouse 3 = Son / Daughter 4 = Son / Daughter in Law 5 = Grand Son / Daughter 6 = Father / Mother 7 = Other Relative 8 = Other Non-Relative 9 = Don't know	Is (Name) female or male?  1 = Female 2 = Male	How old was (Name) at his/her last birthday? <i>Write two digits.</i>  <i>Less than 1 year = 00</i> <i>More than 95 = 95</i> <i>Don't know = 99</i>	What is (Name)'s citizenship?  01 = Namibia 02 = Angola 03 = Botswana 04 = South Africa 05 = Zambia 06 = Zimbabwe 07 = Other SADC Countries 08 = Other African Countries 09 = China 10 = European 11 = All other Countries 99 = Don't know	Does (Name) receive any grants/pension? <i>(multiple responses)</i> 01 = Old age Pension 02 = War Veterans/ex-combatants Grants 03 = Disability Grants for adults (over 16 years) 04 = Child Maintenance grants 05 = Foster care grant 06 = Special maintenance grant for disable children (16 years & less) 07 = From the workmen's compensation unemployment insurance, social security, MVA and similar funds 08 = Other grants 09 = None 10 = Pension from previous job 99 = Don't know	What is (Name)'s marital status? <i>Read out options</i>  1 = Never married 2 = Married with certificate 3 = Married traditionally 4 = Consensual union 5 = Divorced 6 = Widowed 7 = Separated 9 = Don't know
B1	B2	B3	B4	B5	B6	B7	B8
		<div><div><div>1</div><div>2</div><div>3</div></div><div><div>4</div><div>5</div><div>6</div></div><div><div>7</div><div>8</div><div>9</div></div></div>	<div><div>1</div></div> <div><div>2</div></div>		<div><div>01</div><div>02</div><div>03</div><div>04</div></div> <div><div>05</div><div>06</div><div>07</div><div>08</div></div> <div><div>09</div><div>10</div><div>11</div><div>99</div></div>	<div><div>01</div><div>02</div><div>03</div><div>04</div></div> <div><div>05</div><div>06</div><div>07</div><div>08</div></div> <div><div>09</div><div>10</div><div>99</div></div>	<div><div>1</div><div>2</div><div>3</div><div>4</div></div> <div><div>5</div><div>6</div><div>7</div><div>9</div></div>
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		<div><div>1</div><div>2</div><div>3</div></div> <div><div>4</div><div>5</div><div>6</div></div> <div><div>7</div><div>8</div><div>9</div></div>	<div><div>1</div></div> <div><div>2</div></div>		<div><div>01</div><div>02</div><div>03</div><div>04</div></div> <div><div>05</div><div>06</div><div>07</div><div>08</div></div> <div>&lt;</div>		



C		EDUCATION: Ask for all persons aged 6 years and above			D					ACTIVITY STATUS: Ask for all persons aged 8 years and above				
Person Line Number	What is (Name)'s schooling status? 1 = Never Attended 2 = At School (Full Time) 3 = Left School 4 = Part Time 5 = Distance Learning 9 = Don't know	What is the highest grade / standard / level of education (Name) has completed?  Give highest grade / standard / level of education. If never attended or don't know, write None or don't know respectively	For office use only	In the last seven days, did (Name) do any work for pay, profit or any payment in kind (including paid domestic work) for at least one hour? 1 = Yes 2 = No If Yes, go to Section E, else continue	In the last seven days, did (Name) run or do any kind of business, big or small, for him/herself or with one or more partners for at least one hour? 1 = Yes 2 = No If Yes, go to Section E, else continue	In the last seven days, did (Name) help without being paid in any kind of business run by his/her household, for at least one hour?	In the last seven days, did (Name) do any work for his/her own or household farm / plot / garden / cattle post or kraal or help in growing farm produce, looking after animals for the household or own consumption, for at least one hour? 1 = Yes 2 = No	In the last seven days, did (Name) fetch water or collect wood/dung for household sale, for at least one hour?						
B1	C1	C2	C3	D1	D2	D3	D4	D5						
	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 9	-----		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2						
	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 9	-----		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2						
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	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 9	-----		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2						
	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 9	-----		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2						
	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 9	-----		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2						
	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 9	-----		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2						
	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 9	-----		<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2						

**D** ACTIVITY STATUS continues: Ask for all persons aged 8 years and above

Person Line Number	In the last seven days, did (Name) produce any other goods for household use, for at least one hour?  1 = Yes 2 = No	In the last seven days, did (Name) do any construction or major repair work on his/her own home, plot, cattle post or business or those of the household, for at least one hour?  1 = Yes 2 = No	In the last seven days, did (Name) catch any fish, prawns, shells, wild animals or other food for household consumption, for at least one hour?  1 = Yes 2 = No	Even though (Name) did not do any kind of work in the last seven days, does he/she have a job, business, or other economic or farming activity that he/she will definitely return to?  1 = Yes 2 = No <i>If coded No, go to G</i>	Why did (Name) not work during the last seven days? <i>Read out options</i> 01 = Sick, Injury 02 = Maternity, Parental Leave 03 = Holiday, Vacation 04 = Education Leave 05 = Strike, Lock-out 06 = Temporary Lay-Off 07 = Reduction in Economic Activity 08 = Temporary Reorganization, Suspension of Work 09 = Personal, Family Responsibilities 10 = Off Season 11 = Other Reason 99 = Don't know	Was (Name) being paid or did his/her business / farm continue to operate despite being absent from work during the last seven days?  1 = Yes 2 = No	
B1	D6	D7	D8	D9	D10	D11	
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 01 <input type="checkbox"/> 05 <input type="checkbox"/> 09	<input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 01 <input type="checkbox"/> 05 <input type="checkbox"/> 09	<input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 01 <input type="checkbox"/> 05 <input type="checkbox"/> 09	<input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 01 <input type="checkbox"/> 05 <input type="checkbox"/> 09	<input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 01 <input type="checkbox"/> 05 <input type="checkbox"/> 09	<input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 01 <input type="checkbox"/> 05 <input type="checkbox"/> 09	<input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 01 <input type="checkbox"/> 05 <input type="checkbox"/> 09	<input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 01 <input type="checkbox"/> 05 <input type="checkbox"/> 09	<input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2

**E EMPLOYED CHARACTERISTICS: Ask for all persons aged 8 years and above, WHO ANSWERED YES to ANY IN D1 - D9**

Person Line Number	What kind of work did (Name) do in his/her main job during the last 7 days or usually does, even if he/she was absent in the last seven days? <i>Describe the work or give occupation or job title. (Record at least two words: Car sales person, Office cleaner, Vegetable farmer, Primary school teacher, etc.) For agricultural work on own/household farm/plot, state whether for own use or sale mostly.</i>	For office use only	What kind of activities were carried out at his/her previous work place? What were its main functions? <i>Examples: Repairing cars, Selling commercial real estate, Sell food (wholesale) to restaurants, Retail clothing shop, Manufacture electrical appliances, Bar/Restaurant, Primary Education, Delivering newspapers to homes</i>	For office use only	In (Name)'s main job, did he/she work as ....? <i>Read out options</i> 01 = Subsistence/Communal Farmer (with paid employees) -> Go to Section F 02 = Subsistence/Communal Farmer (without paid employees) -> Go to Section F 03 = Other Employer -> Go to E6 04 = Other Own Account Worker (without paid employees) -> Go to E6 05 = Employee (Domestic worker) -> Go to E7 06 = Other Employee -> Go to E7 07 = Unpaid Family Worker (Subsistence/Communal) -> Go to Section F 08 = Other Unpaid Family Worker -> Go to Section F 09 = Other, specify..... -> Go to Section F 99 = Don't know -> Go to Section F	Is (Name)'s business/enterprise registered, e.g. Ministry of Trade & Industry?  1 = Yes 2 = No 3 = in the process of registration  For any answer, go to Section F
B1	E1	E2	E3	E4	E5	E6
					<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 99	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03
					<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 99	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03
					<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 99	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03
					<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 99	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03
					<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 99	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03
					<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 99	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03
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					<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 99	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03
					<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 99	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03



**EMPLOYED CHARACTERISTICS: continues...**

Person Line Number	In which entity/business is (Name) employed? 01 = Government 02 = Parastatal 03 = A private enterprise (formal) 04 = A private enterprise (informal) 05 = Non-profit organization 06 = Cooperative 07 = Private household (subsistence farm) 08 = Private household (commercial farm) 09 = Private household (non-farm) 10 = Other reason, specify..... 99 = Don't know	How many people including (Name) do work at his/her work place? 1 = 1 2 = 2 - 3 3 = 4 - 5 4 = 6 - 10 5 = 11 - 15 6 = 16 - 20 7 = > 20 9 = Don't know	Which of the following does (Name)'s employer provide to him/her? (Multiple answers possible) 1 = Food 2 = Accommodation 3 = Clothes 4 = Transport 5 = Pension schemes 6 = Medical aid 7 = Social security 8 = Other, specify..... 9 = None	Is (Name) entitled/allowed to take annual paid leave? 1 = Yes 2 = No 9 = Don't know If coded 2 or 9, go to E12	Which of the following paid leaves would (Name) benefit from? (Multiple answers possible) 1 = Sick 2 = Maternity 3 = Vacation 4 = Compassionate 5 = Study 6 = Other, specify..... 9 = None	Is (Name)'s contract or agreement of a .....? 1 = Limited duration 2 = Permanent 3 = Unspecified duration	How much is (Name)'s gross income per month in his/her main job? (Write the average amount in N\$ per month)
B1	E7	E8	E9	E10	E11	E12	E13
	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3	<div></div> <div></div> <div></div>
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	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3	<div></div> <div></div> <div></div>
	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3	<div></div> <div></div> <div></div>
	<input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 99	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 9	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3	<div></div> <div></div> <div></div>

**HOURS WORKED:** Who have worked the last seven days or who did not work but have a job to return to

Person Line Number	Monday 1 = Usual Hours 2 = Actual Hours	Tuesday 1 = Usual Hours 2 = Actual Hours	Wednesday 1 = Usual Hours 2 = Actual Hours	Thursday 1 = Usual Hours 2 = Actual Hours	Friday 1 = Usual Hours 2 = Actual Hours	Saturday 1 = Usual Hours 2 = Actual Hours	Sunday 1 = Usual Hours 2 = Actual Hours	Would (Name) have preferred to work for more hours during the last 7 days? 1 = Yes 2 = No 9 = Don't know <i>If coded 2 or 9, go to F11, otherwise proceed</i>	Where would (Name) have preferred to work? <i>Read out options</i> 1 = At Present Job 2 = Other Jobs in addition to present Job 3 = Other Jobs with more hours to replace the Present Job	How many hours would (Name) have preferred to work during the last 7 days?  <i>(Record number of hours)</i>	Did (Name) look for additional work during the last 7 days?  1 = Yes 2 = No
	F1	F2	F3	F4	F5	F6	F7	F9	F10	F11	F12
B1	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>
	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div></div>	<div><div>1</div><div>2</div><div>9</div></div>	<div><div>1</div><div>2</div><div>3</div></div>		<div><div>1</div><div>2</div></div>

**G****UNEMPLOYED CHARACTERISTICS: Only applicable to those who answered NO to all in Section D (D1-D9).**

Person Line Number	If (Name) has been offered job, would he/she have been ready to work during the last 7 days? 1 = Yes 2 = No If coded Yes, go to G3	Since (Name) was not working for pay, profit or family gain, nor ready to work, what was (Name) doing the last 7 days? 1 = Retired 2 = Old age 3 = Illness / disabled 4 = Homemaker 5 = Student 6 = Income recipient 7 = Other, Specify ..... End interviews for those person	Did (Name) look for work or try to start his/her own business during the last 30 days? 1 = Yes 2 = No If coded No, go to G5	How did (Name) look for work or try to start his/her own business during the last 30 days? (more than one response is possible) 1 = Registration at Ministry of Labour offices 2 = Registration at other employment agencies 3 = Direct applications to employers 4 = Checking at work sites, farms, factory gates 5 = Placed or answered media advertisement 6 = Seeking assistance of friends, relatives, colleagues, unions, etc 7 = Take action to start business or subsistence farming 8 = Other, Specify ... For any answer go to G6	What was the main reason that (Name) didn't look for work or try to start his/her business during the last 30 days? 1 = Thought no work available 2 = Awaiting replies from employers 3 = Got tired of seeking work 4 = Already found work to start within one month 5 = Awaiting busy season 6 = Lack of resources 7 = Other, specify .....	For how long have (Name) been without work and available for work? 1 = <1 month 2 = 1 month < 3 months 3 = 3 months < 6 months 4 = 6 months < 1 year 5 = 1 year < 2 years 6 = 2 years or more	Has (Name) worked in the past 12 months? 1 = Yes 2 = No If coded No, go to G14
B1	G1	G2	G3	G4	G5	G6	G7
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	<input type="checkbox"/> 1 <input type="checkbox"/> 2
	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6	<input type="checkbox"/> 1 <input type="checkbox"/> 2



Person Line Number	What kind of work did (Name) do in his/her last job?	Office use only	What kind of activities were carried out at (Name)'s last work place? What were its main functions?	For office use only	Name region where (Name) worked before? <small>If in Namibia write region, or if outside Namibia write country Name in the space provided</small>	What is the reason that (Name) left his/her last job? <small>01 = Retrenched 02 = Dismissed 03 = Resigned 04 = Disabled 05 = Sick 06 = Closure of company 07 = End of temporary activity 08 = Retirement or old age 09 = Personal/Family reasons 10 = Other, specify.....</small>	How did (Name) support him/herself? <small>1 = Did odd jobs during the last seven days -&gt; GO BACK TO D1 2 = Supported by someone in the household 3 = Supported by someone outside household 4 = Old age/ disability grant 5 = Supported by charity, church 6 = From savings 7 = Child support/foster care grant 8 = Income from sale of property 9 = Other, specify.....</small>
B1	G8	G9	G10	G11	G12	G13	G14
						<input type="text"/> 01 <input type="text"/> 02 <input type="text"/> 03 <input type="text"/> 04 <input type="text"/> 05 <input type="text"/> 06 <input type="text"/> 07 <input type="text"/> 08 <input type="text"/> 09 <input type="text"/> 10	<input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 9
						<input type="text"/> 01 <input type="text"/> 02 <input type="text"/> 03 <input type="text"/> 04 <input type="text"/> 05 <input type="text"/> 06 <input type="text"/> 07 <input type="text"/> 08 <input type="text"/> 09 <input type="text"/> 10	<input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 9
						<input type="text"/> 01 <input type="text"/> 02 <input type="text"/> 03 <input type="text"/> 04 <input type="text"/> 05 <input type="text"/> 06 <input type="text"/> 07 <input type="text"/> 08 <input type="text"/> 09 <input type="text"/> 10	<input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 9
						<input type="text"/> 01 <input type="text"/> 02 <input type="text"/> 03 <input type="text"/> 04 <input type="text"/> 05 <input type="text"/> 06 <input type="text"/> 07 <input type="text"/> 08 <input type="text"/> 09 <input type="text"/> 10	<input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 9
						<input type="text"/> 01 <input type="text"/> 02 <input type="text"/> 03 <input type="text"/> 04 <input type="text"/> 05 <input type="text"/> 06 <input type="text"/> 07 <input type="text"/> 08 <input type="text"/> 09 <input type="text"/> 10	<input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 9
						<input type="text"/> 01 <input type="text"/> 02 <input type="text"/> 03 <input type="text"/> 04 <input type="text"/> 05 <input type="text"/> 06 <input type="text"/> 07 <input type="text"/> 08 <input type="text"/> 09 <input type="text"/> 10	<input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 9
						<input type="text"/> 01 <input type="text"/> 02 <input type="text"/> 03 <input type="text"/> 04 <input type="text"/> 05 <input type="text"/> 06 <input type="text"/> 07 <input type="text"/> 08 <input type="text"/> 09 <input type="text"/> 10	<input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 9
						<input type="text"/> 01 <input type="text"/> 02 <input type="text"/> 03 <input type="text"/> 04 <input type="text"/> 05 <input type="text"/> 06 <input type="text"/> 07 <input type="text"/> 08 <input type="text"/> 09 <input type="text"/> 10	<input type="text"/> 1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/> 4 <input type="text"/> 5 <input type="text"/> 9

**HOUSING INCOME:** This section is only for head of household or main respondent

What is the MAIN source of income for this household in the past 12 months ?	H1	H2	H3
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 .....	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3  <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6  <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9	How much do you estimate your household's total disposable income for last month?  01 = <1000      02 = 1000 - 2000 03 = 2001 - 3000      04 = 3001 - 4000 05 = 4001 - 5000      06 = 5001 - 6000 07 = 6001 - 7000      08 = 7001 - 8000 09 = 8001 - 9000      10 = 9001 - 10000 11 = > 10000	Last month did your household employ a domestic worker or did you have anybody to help with domestic chores such as cleaning, washing, gardening, driving, security etc.?  1 = Yes 2 = No

## COMMENT BOX (person)

[illegible]



**PART J Control Section (Data Collection)**

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

**Control Section (Data Entry)**

OFFICE ACTIVITIES		
Activity	Data Entry	Final validation
Date		
Full Name		



## Namibia Statistics Agency

P. O. Box 2133, Windhoek,  
FGI House, Post Street Mall  
[www.nsa.org.na](http://www.nsa.org.na)