



Republic of Namibia

**NAMIBIA LABOUR FORCE SURVEY
2004**

MINISTRY OF LABOUR AND SOCIAL WELFARE
Directorate of Labour Market Services

REPORT OF ANALYSIS

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Preface

The aim of this report is to publish the latest available labour statistics in Namibia.

This report presents the major findings from the survey and attempts to highlight the main characteristics of the economically active and economically inactive population of Namibia at the time of the survey. Efforts have been made to present the information in a simple form as possible to make it understandable to all users, particularly those involved in policy and decision making.

The 2004 Namibia Labour Force Survey was conducted with the sole objective of generating all the necessary information on employment, unemployment and underemployment to meet the demands of policy-makers, analysts and other institutions for periodic policy and comprehensive reviews of the employment situation in the country. On the basis of the analysis done, the report provides important policy recommendations which most policy-makers could find helpful.

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

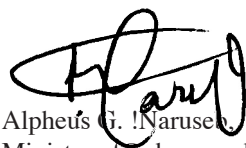
The statistical data obtained from the 2004 Namibia Labour Force Survey is massive and rich allowing for extensive use and applications. As such what is contained in the report is not the whole but only a very small portion. I therefore urge all users of the survey data to feel free and request the Ministry of Labour and Social Welfare for any data not found in this report but which was collected during the survey.

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

The Ministry equally wishes to thank all staff members who were responsible for carrying out all the survey activities from start to finish. Special mention should be made of the staff in the Labour Market Information Division of the Ministry who provided guidance and plans for implementing the different stages of the survey operations.

Lastly, but certainly not the least, the Ministry wishes to express its profound appreciation to the general public for providing the most needed information; the supervisors, interviewers, data entry operators, who tirelessly worked throughout the survey period; as well as those who helped in one way or another in making this exercise a successful reality.

Pleasant and enlightening reading!



Alpheus G. Naruse, MP
Minister of Labour and Social Welfare
March 2006



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Executive Summary of the Report

0.1 Population

0.1.1 The 2004 Namibia Labour Force Survey recorded a total number of 369,863 private households and the number of persons in these households is about 1.7 million. Most of the population lives in the rural areas 63.2 percent as compared to 36.8 percent in the urban areas. The Khomas region where the capital Windhoek is situated has the largest population of about 61 646 private households with 253, 277 persons.

0.2 Age

0.2.1 Results from the 2004 NLFS reveal that Namibia has a young population. About 50.8 percent of the Namibian population is quite young and fall below the age of 19 years. It also revealed that about 40.4 percent of the population falls under the working age group while about 6.9 percent is at the age of 60 and above.

0.3 Education

0.3.1 There are about 1,451,410 inhabitants in Namibia who are 6 years and above of which 13.2 percent have no formal education. Fourteen (14) percent of children in the age group 06-09 have no formal education. Fifty six (56) percent of the population in the rural areas has only completed primary education the corresponding percent is 36 percent in the urban areas.

0.4 Economic activity

0.4.1 About 51 percent or about 888,348 of the Namibian population are 15 years and above. Among this part of the population 56 percent or about 493,448 are economically active (persons who are either employed or unemployed) i.e. belong to the Namibian labour force of which 78 percent are employed, 56 percent are males and 48 percent are females. The most common occupations in Namibia are that of elementary occupations (29.1 percent), craft and trade workers (14.6 percent), skilled agricultural and fishery workers and services and market sales workers both with 14 percent.

0.4.2 The unemployed persons according to the broad measure amounts to 223 281 jobless people who are available for work but may or may not be actively searching for it. If the active search criterion is imposed however, i.e. if the strict definition of unemployment is used, the number of the unemployed drops to 108 119 jobless people who are available for work and are taking active steps to find it. Females experience somewhat higher unemployment than males, 43.4 percent and 30.3. percent respectively when the broad measure of unemployment is used. The same scenario still prevails when the strict definition of unemployment is used, the unemployment percentage of males is 19.4 percent, lower than that of females 25.0 percent.

0.4.3 The economically inactive persons are persons 15 years and above who are classified neither as employed nor as unemployed i.e. outside the labour force. The economically inactive persons amount to 393,880. The three major activities for persons who are outside the labour force are studies, undertaking household chores and old age.

0.5 Housing conditions

- 0.5.1 The prevalence of different types of housing unit is very much dependent on the area of residence. In rural areas, 78 percent of households live in traditional dwellings, i.e. housing units constructed in the various traditional styles followed by 12 percent of households living in detached houses. In urban areas, by contrast, detached houses and improvised housing units are the most prevalent (50.9 percent and 26.5 percent respectively).
- 0.5.2 Home ownership is somewhat more common in rural areas than in urban areas but the more noteworthy difference has to do with the fact that while more than 29 percent of urban homeowners have mortgage on their homes, few rural homeowners have mortgage obligations. Renting a house is also uncommon in rural areas whereas 20 percent of urban dwellers live in rented houses not tied to their jobs. Government is the more common provider of housing (with pay) in urban areas (4 percent). Private employers, by contrast, predominate in rural areas, providing housing (without pay) to no less than 7 percent of rural households.
- 0.5.3 Some 14.3 percent of the total households, live in very precarious housing conditions, namely in improvised housing units, this is true of 26.5 percent of urban households and 5 percent of rural ones. The prevalence of improvised housing is especially high in Erongo (31.9 percent), Khomas (30.1 percent) and Omaheke (24.6 percent).

0.6 Sources of income

- 0.6.1 A high proportion of households (47 percent in the country as a whole) rely on “wages and salaries” as their main source of income. This proportion rises to as much as 74 percent in urban areas, which reflects the fact that, unlike in much of the rest of urban Africa, there is hardly an urban informal sector in the country. In rural areas, no less than 26.8 percent of households rely on wages and salaries as their main source of income. The proportion of rural households that rely on subsistence farming as the main source of income is 39 percent as compared to 18 percent in urban areas. It is also reflected that 11.6 percent of households in the country reported “Pension” as main source of income. This share is in fact 16.6 percent in rural areas where many of the older people reside.
- 0.6.2 At the regional level, the importance of subsistence agriculture stands out clearly in Ohangwena and Omusati, regions in which 60 percent and 45 percent of households depend primarily on this sector for subsistence. Most households in Namibia do not have diversified sources of income. Indeed, 68 percent of the households in the country lack a secondary source of income altogether, a proportion that rises to 82 percent for urban households.

NLFS 2004 Indicators

Namibia

Population size

Total	1,727,697
Males	824,655
Females	903,001

Urban/Rural

Urban	636,574
Rural	1,091,123

Private households

Number	369,863
Average household	

Sex ratio

Males per 100 females	91.3
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Age composition

Under 15 years	698,356
15-64 years	938,585
65+ years	85,525

Labour force 15 years and above

Labour force participation rate

Both	47.9
Females	40.7
Males	56.4

Unemployment rate

Broad

Both	36.7
Females	43.4
Males	30.3

Strict

Both	21.9
Females	25
Males	19.4

Youth unemployment (Strict)

Both	43.2
Females	49.4
Males	37.7

Employment to population ratio

Both	37.4
Females	30.5
Males	45.5

Marital status

Never married	54.2
Married with certificate	19.4
Married traditionally	9.9
Consensual union	9.4
Divorced/separated	2.2
Widowed	5.3
Not reported	0.2

Main source of income

Subsistence farming (crop & animal)	23.0
Cash cropping	1.1
Animal rearing	1.4
Business activities	5.3
Wages and salaries	46.9
Pension	11.6
Cash remittances	9.6
Other means of income	0.8
Not stated	0.3

Dependency ratio

Child 0-14 years	74.4
Retired 65+	9.1
Overall	83.5

Outside labour force

Students	41.0
Homemakers	25.3
Retired	1.9
Old age	24.0
Income recipient	0.5
Illness, Disabled and others	6.9

Caprivi

Population size

Total	71,655
Males	33,039
Females	38,616

Private households

Number	15,991
Average size	

Sex ratio

Males per 100 females	85.6
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Age composition

Under 15 years	30,738
15-64 years	37,304
65+ years	2,166

Dependency ratio

Child 0-14 years	82.4
Retired 65+	5.8
Overall	88.2

Labour force 15 years and above

Labour force participation rate

Both	40.2
Females	31.7
Males	50.4

Unemployment rate

Broad

Both	51.1
Females	58.6
Males	44.0

Strict

Both	27.9
Females	31.4
Males	25.3

Outside labour force

Students	47.9
Homemakers	25.5
Retired	0
Old age	19.7
Income recipient	0.9
Illness, Disabled and others	5.0

Employment to population ratio

Both	29.0
Females	21.8
Males	37.6

Marital status

Never married	45.2
Married with certificate	4
Married traditionally	33.1
Consensual union	3.4
Divorced/separated	6.2
Widowed	7.7

Main source of income

Subsistence farming (crop & animal)	14.1
Cash cropping	2.1
Animal rearing	0
Business activities	11.2
Wages and salaries	31.3
Pension	9.2
Cash remittances	29.4
Other means of income	1.5

Youth unemployment (Strict)

Both	45.5
Females	63.1
Males	34.6

Erongo

Population size

Total	98,526
Males	52,760
Females	45,767

Private household

Number	29,952
Average size	

Sex ratio

Males per 100 females	115.3
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Age composition

Under 15 years	27,237
15-64 years	68,105
65+ years	3,038

Dependency ratio

Child 0-14 years	40.0
Retired 65+	4.5
Overall	44.5

Labour force 15 years and above

Labour force participation rate

Both	71.4
Females	63.5
Males	77.9

Unemployment rate

Broad

Both	34.3
Females	41.7
Males	28.9

Strict

Both	25.9
Females	31.4
Males	22.2

Youth unemployment (Strict)

Both	52.9
Females	58
Males	48.9

Outside labour force

Students	41.1
Homemakers	23.2
Retired	5.6
Old age	24.6
Income recipient	0
Illness, Disabled and others	4.7

Employment to population ratio

Both	52.9
Females	43.6
Males	60.6

Marital status

Never married	57.7
Married with certificate	22.8
Married traditionally	3.6
Consensual union	11.9
Divorced/separated	1.2
Widowed	2.8

Main source of income

Subsistence farming (crop & animal)	1.0
Cash cropping	0.4
Animal rearing	0.8
Business activities	5.8
Wages and salaries	72.8
Pension	7.9
Cash remittances	10.1
Other means of income	0.9

Hardap

Population size

Total	51,489
Males	25,198
Females	26,291

Private household

Number	15,114
Average size	

Sex ratio

Males per 100 females	95.8
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Age composition

Under 15 years	16,014
15-64 years	32,085
65+ years	3,083

Dependency ratio

Child 0-14 years	50.0
Retired 65+	9.6
Overall	59.5

Labour force 15 years and above

Labour force participation rate

Both	53.8
Females	43.9
Males	64.7

Unemployment rate

Broad

Both	28.0
Females	39.2
Males	17.9

Strict

Both	16.0
Females	21.7
Males	11.8

Youth unemployment (Strict)

Both	46.6
Females	62.6
Males	33.2

Employment to population ratio

Both	45.2
Females	34.4
Males	57.0

Marital status

Never married	46.6
Married with certificate	38.2
Married traditionally	0.5
Consensual union	8.7
Divorced/separated	1.4
Widowed	4.6

Main source of income

Subsistence farming (crop & animal)	6.7
Cash cropping	0
Animal rearing	1.6
Business activities	5.1
Wages and salaries	57.7
Pension	12.5
Cash remittances	12.8
Other means of income	2.9

Outside labour force

Students	33.6
Homemakers	14.5
Retired	8.0
Old age	29.4
Income recipient	2
Illness, Disabled and others	12.3

Karas**Population size**

Total	64,781
Males	35,083
Females	29,657

Employment to population ratio

Both	56.3
Females	42.9
Males	68.2

Private household

Number	18,602
Average size	

Marital status

Never married	47.5
Married with certificate	29.8
Married traditionally	3.7
Consensual union	14
Divorced/separated	1.4
Widowed	3.2

Sex ratio

Males per 100 females	118.3
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Age composition

Under 15 years	20,376
15-64 years	42,034
65+ years	2,183

Main source of income

Subsistence farming (crop & animal)	2.0
Cash cropping	0.5
Animal rearing	3.4
Business activities	4.8
Wages and salaries	73.9
Pension	8.6
Cash remittances	6.8
Other means of income	0.2

Dependency ratio

Child 0-14 years	48.5
Retired 65+	5.2
Overall	53.7

Labour force 15 years and above**Labour force participation rate**

Both	71.3
Females	58.6
Males	82.7

Outside labour force

Students	29.0
Homemakers	29.7
Retired	4.9
Old age	25.5
Income recipient	2.2
Illness, Disabled and others	5.1

Unemployment rate**Broad**

Both	26.8
Females	36.3
Males	20.2

Strict

Both	21.0
Females	26.7
Males	17.5

Youth unemployment (Strict)

Both	36.6
Females	51.7
Males	26.4

Kavango

Population size		Employment to population ratio	
Total size	238,527	Both	29.4
Females	127,027	Females	33.9
Males	111,500	Males	25.9
Private households		Marital status (15 years and above)	
Number	35,050	Never married	37.0
Average size		Married with certificate	8.7
		Married traditionally	34.3
Sex ratio		Consensual Union	8.3
Males per 100 females	87.8	Divorce/separated	3.9
		Widowed	7.7
Age composition		Main source of income	
under 15 years	30,738	Subsistence farming (crops & animal)	30.5
15-64 years	39,470	Animal rearing	0.2
64 + years	2,166	Business activities	4.0
Dependency ratio		Wages and salaries	33.2
Child 0-14	77.8	Pension	11.3
Retired 65 + years	5.4	Cash remittance	15.2
Overall	83.3	Other means of income	0.4
Labour force 15 years and above		Outside labour force	
Labour force participation rate		Students	42.6
Both	43.2	Homemakers	29.6
Females	39.7	Retired	0.3
Males	43.2	Old age	21.2
Unemployment rate		Income recipient	0.2
Broad		Illness, Disabled and others	6.0
Both	44.4		
Females	47.4		
Males	41.3		
Strict			
Both	31.9		
Females	34.8		
Males	28.9		
Youth unemployment (strict)			
Both	57.7		
Females	63.8		
Males	50.2		

Khomas

Population size		Employment to population ratio	
Total size	253,277	Both	56.3
Females	127,210	Females	51.1
Males	126,066	Males	61.7
Private households		Marital status (15 years and above)	
Number	61,646	Never married	55.8
Average size		Married with certificate	24.5
		Married traditionally	2.9
Sex ratio		Consensual Union	12.5
Males per 100 females	99.1	Divorce/separated	2.0
		Widowed	1.8
Age composition		Main source of income	
under 15 years	76,989	Subsistence farming (crops & animal)	0.6
15-64 years	175,233	Animal rearing	1.0
64 + years	5,357	Business activities	6.0
		Wages and salaries	80.2
Dependency ratio		Pension	4.0
Child 0-14	43.9	Cash remittance	6.2
Retired 65 + years	3.0	Other means of income	0.7
Overall	1.4		
Labour force 15 years and above		Outside labour force	
Labour force participation rate		Students	1.0
Both	70.3	Homemakers	16.8
Females	63.9	Retired	3.2
Males	76.8	Old age	14.4
		Income recipient	1.0
		Illness, Disabled and others	6.1
Unemployment rate			
Broad			
Both	24.2		
Females	26.7		
Males	21.9		
Strict			
Both	19.9		
Females	20.0		
Males	19.8		
Youth unemployment (strict)			
Both	41.5		
Females	39.1		
Males	43.8		

Kunene**Population size**

Total size	53,695
Females	27,283
Males	26,412

Private households

Number	14,084
Average size	

Sex ratio

Males per 100 females	96.8
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Age composition

under 15 years	19,828
15-64 years	30,699
64 + years	3,095

Dependency ratio

Child 0-14	64.5
Retired 65 + years	10.0
Overall	74.6

Labour force 15 years and above**Labour force participation rate**

Both	54.6
Females	40.7
Males	69.1

Unemployment rate**Broad**

Both	40.1
Females	56.8
Males	25.9

Strict

Both	21.0
Females	30.8
Males	15.0

Youth unemployment (strict)

Both	32.4
Females	41.9
Males	25.4

Employment to population ratio

Both	59.3
Females	43.2
Males	71.7

Marital status (15 years and above)

Never married	49.3
Married with certificate	10.9
Married traditionally	14.9
Consensual Union	18.8
Divorce/separated	1.8
Widowed	4.3

Main source of income

Subsistence farming (crops & animal)	20.6
Animal rearing	4.6
Business activities	11.0
Wages and salaries	39.4
Pension	13.2
Cash remittance	7.1
Other means of income	0.5

Outside labour force

Students	28.9
Homemakers	25.1
Retired	0.7
Old age	32.8
Income recipient	0.4
Illness, Disabled and others	10.9

Ohangwena

Population size

Total size	238,703
Females	128,779
Males	109,924

Private households

Number	41,132
Average size	

Sex ratio

Males per 100 females	85.4
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Age composition

under 15 years	121,497
15-64 years	98,611
64 + years	17,464

Dependency ratio

Child 0-14	123.2
Retired 65 + years	17.7
Overall	140.9

Labour force 15 years and above

Labour force participation rate

Both	17.8
Females	15.0
Males	21.8

Unemployment rate

Broad

Both	64.2
Females	66.7
Males	60.7

Strict

Both	31.3
Females	27.0
Males	35.8

Youth unemployment (strict)

Both	44.2
Females	50.6
Males	39.1

Employment to population ratio

Both	12.2
Females	11.0
Males	14.0

Marital status (15 years and above)

Never married	58.5
Married with certificate	15.6
Married traditionally	9.0
Consensual Union	4.9
Divorce/separated	2.5
Widowed	9.2

Main source of income

Subsistence farming (crops & animal)	59.6
Animal rearing	0.0
Business activities	3.4
Wages and salaries	12.8
Pension	15.3
Cash remittance	7.6
Other means of income	0.5

Outside labour force

Students	36.6
Homemakers	29.4
Retired	1.2
Old age	26.2
Income recipient	0.5
Illness, Disabled and others	6.0

Omaheke

Population size

Total size	52,223
Females	23,853
Males	28,370

Private households

Number	13,509
Average size	

Sex ratio

Males per 100 females	118.9
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Age composition

under 15 years	19,654
15-64 years	36,877
64 + years	1,794

Dependency ratio

Child 0-14	53.2
Retired 65 + years	4.8
Overall	104.8

Labour force 15 years and above

Labour force participation rate

Both	65.2
Females	48.7
Males	77.8

Unemployment rate

Broad

Both	18.9
Females	29.3
Males	13.0

Strict

Both	9.1
Both	11.5
Females	7.9
Males	

Youth unemployment (strict)

Both	18.6
Females	34.2
Males	14.5

Employment to population ratio

Both	59.3
Females	43.2
Males	71.7

Marital status (15 years and above)

Never married	45.5
Married with certificate	15.1
Married traditionally	10.3
Consensual Union	24.3
Divorce/separated	2.2
Widowed	2.5

Main source of income

Subsistence farming (crops & animal)	13.7
Animal rearing	12.3
Business activities	2.6
Wages and salaries	59.5
Pension	5.1
Cash remittance	4.8
Other means of income	1.0

Outside labour force

Students	16.9
Homemakers	36.2
Retired	0.9
Old age	31.6
Income recipient	21.0
Illness, Disabled and others	10.7

Omusati

Population size

Total	196,607
Females	110,766
Males	85,841

Private households

Number	39,257
Average size	

Age composition

Under 15 years	86,122
15-64 years	94,429
65+ years	15674

Dependency ratio

Child 0-14 years	91.2
Retired 65+ years	16.6
Overall	107.8

Sex ratio

Males per 100 females	77.5
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Labour force 15 years and above

Labour force participation rate	
Both	18.9
Females	20
Males	17.2

Unemployment rate

Broad

Both	64.6
Females	64.6
Males	64.7

Strict

Both	17.2
Females	19.2
Males	13.8

Youth unemployment

Total	32.1
Females	38.6
Males	13.6

Marital status

Never married	61.4
Married with certificate	22.1
Married traditionally	4.8
Consensual union	3.6
Divorced/separated	1.5
Widowed	6.7

Main source of income

Subsistence farming (crop& animal)	45.2
Cash cropping	0.0
Animal rearing	0.3
Business activities	1.2
Wages and salaries	20.3
Pension	24.8
Cash remittances	8.1
Other means of income	0.0
Income recipient	0.0

Outside labour force

Student	44.5
Homemakers	12.9
Retired	0.7
Old age	31.8
Illness, Disabled and others	9.9

Employment to population ratio

Total	15.6
Females	16.2
Males	14.8

Oshikoto**Population size**

Total	138,546
Females	72,999
Males	65,546

Private households

Number	26,484
Average size	

Age composition

Under 15 years	63,080
15-64 years	66,912
65+ years	8518

Dependency ratio

Child 0-14 years	94.3
Retired 65+ years	12.7
Overall	107

Sex ratio

Males per 100 females	89.8
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Labour force 15 years and above

Labour force participation rate	
Both	37.7
Females	32.8
Males	43.6

Unemployment rate**Broad**

Both	35
Females	39.4
Males	30.7

Strict

Both	16.1
Females	18.7
Males	13.8

Youth unemployment

Total	33.8
Females	46.7
Males	23.7

Marital status

Never married	58
Married with certificate	24
Married traditionally	2.5
Consensual union	8.8
Divorced/separated	1.4
Widowed	5.2

Main source of income

Subsistence farming (crop& animal)	24.6
Cash cropping	0.4
Animal rearing	0.4
Business activities	3.8
Wages and salaries	33.1
Pension	22.4
Cash remittances	14.8
Other means of income	0.3
Not stated	0.1

Income recipient**0.0****Employment to population ratio**

Total	31.7
Females	26.6
Males	37.6

Outside labour force

Student	39.2
Homemakers	26.3
Retired	1.4
Old age	26.8
Illness, Disabled and others	5.7

Oshana

Population size

Total	165,691
Females	92,261
Males	73,430

Private households

Number	33,975
Average size	

Age composition

Under 15 years	69,405
15-64 years	86,475
65+ years	9770

Dependency ratio

Child 0-14 years	80.3
Retired 65+ years	11.3
Overall	91.6

Sex ratio

Males per 100 females	79.6
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Labour force 15 years and above

Labour force participation rate	
Both	47.8
Females	44
Males	53.4

Unemployment rate

Broad	
Both	31.2
Females	34
Males	27.5
Strict	
Both	17.9
Females	17.8
Males	18

Youth unemployment

Total	39.1
Females	39.1
Males	38.9

Marital status

Never married	62.2
Married with certificate	19.6
Married traditionally	3.5
Consensual union	6.6
Divorced/separated	1.8
Widowed	6.3

Main source of income

Subsistence farming (crop& animal)	42.6
Cash cropping	2.3
Animal rearing	0.0
Business activities	6.4
Wages and salaries	34.5
Pension	9.3
Cash remittances	3.7
Other means of income	1.1
Income recipient	0.0

Employment to population ratio

Total	39.3
Females	36.2
Males	43.8

Outside labour force

Student	43.5
Homemakers	23.6
Retired	2.4
Old age	24
Illness, Disabled and others	6.2
Income recipient	0

Otjozondjupa

Population size

Total	103,977
Females	52,492
Males	51485

Private households

Number	25,067
Average size	

Age composition

Under 15 years	38,881
15-64 years	61,641
65+ years	3025

Dependency ratio

Child 0-14 years	63.1
Retired 65+ years	4.9
Overall	68

Sex ratio

Males per 100 females	98.1
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Labour force 15 years and above

Labour force participation rate	
Both	60.4
Females	47.3
Males	73.5

Unemployment rate

Broad

Both	28.8
Females	45.8
Males	16.4

Strict

Both	23.7
Females	37.8
Males	14.6

Youth unemployment

Total	47.6
Females	57.7
Males	39.9

Marital status

Never married	60.4
Married with certificate	17.3
Married traditionally	7.4
Consensual union	10.1
Divorced/separated	1.7
Widowed	0.3

Main source of income

Subsistence farming (crop& animal)	7.9
Cash cropping	0.0
Animal rearing	3.3
Business activities	9.0
Wages and salaries	62.8
Pension	6.0
Cash remittances	9.7
Other means of income	1.3
Income recipient	0.0

Employment to population ratio

Total	46.0
Females	29.4
Males	62.7

Outside labour force

Student	31.4
Homemakers	48.0
Retired	5.1
Old age	8.5
Illness, Disabled and others	6.1
Income recipient	1.0

1 Introduction

- 1.1 The 2004 Namibia Labour Force Survey (NLFS) is the third comprehensive labour force survey conducted in Namibia since Independence. Like all its predecessors it is an important component of the National Household Survey Programme which is put on the priority list by the Government of Namibia because of the needed data on labour force characteristics.

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

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

- 1.2 The Survey was conducted on a sample basis covering the whole country. It provides an essential basis for the design and evaluation of overall government programmes geared towards employment creation and promotion as well as the assessment of the socio-economic effects of government employment policies.

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

Objectives of the survey

- 1.3 The 2004 Namibia Labour Force Survey provides basic data required for policy making at national and regional levels as well as for different sectors. The two main objectives for the survey were:

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

More specifically, the survey was designed to provide:

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

- 1.4 The Report is structured as follows. Chapter 1 provides the rationale for the study and specific objectives to be achieved. Chapter 2 provides a brief description of the survey design and implementation. Chapter 3 considers the main characteristics of the Namibian population i.e.

its spatial distribution, demographic characteristics, housing conditions and the sources of household incomes.

Chapter 4 focuses on the economic activity of the population. It examines the notions of employment and unemployment and provides a comparative analysis of major differences and similarities between different population groups, especially with regard to the labour force participation rate and the rate of unemployment. Chapters 5 and 6 dwell on the characteristics of the employed and unemployed respectively. Issues relating to the measurement of underemployment are taken up in Chapter 7. The final Chapter summarises the main findings and draws out some of their policy implications.

- 1.5 A series of Annex tables contain some of the more detailed data underlying the results presented in the main body of the Report. The definitions of terms used in the Report are provided in Appendix 1 and the questionnaire is reproduced in Appendix 2. The 2004 NLFS indicators at the start of the Report presents the main findings of the survey and are provided at national as well as regional levels. In all the tables presented in this Report, “Not reported” signifies non-response, i.e. information that was not captured, while “Don’t know” refers to a response category indicating that respondents could not supply that specific information due to recall problems, etc...

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

2 Survey Design and Implementation

2.1 Introduction

- 2.1.1 The first full scale Labour Force Survey was carried out in 1997 under the National Household Survey Programme, which had been launched after the Government endorsed the Five Year Plan of Development of Statistics in Namibia in 1993. Other major surveys conducted under the Programme are the 1993/94 Namibia Household Income and Expenditure Survey (NHIES), the 1994/95 Namibia Agricultural Census (NAC), the 1996 Namibia Intercensal Demographic Survey (NIDS) incorporating the Mid-decade Goal Survey, and the Annual Agricultural Surveys (AAS) since 1995/96.
- 2.1.2 In addition, the Ministry of Labour has conducted a number of surveys in the field of employment and labour. These are the 1991 Labour Force Survey, the 1992/93 Establishment Survey, the 1993 Informal Sector Survey, the 1997 Labour Force Survey, the 1998 Establishment Survey, the 1999 Namibia Child Activities Survey, the 2000 Namibia Labour Force Survey, the 2001 Namibia Informal Economy Survey and the 2002 Namibia Occupational Wages Survey. Information from these and other surveys feed into the country's Labour Market Information System.
- 2.1.3 The 2004 Namibia Labour Force Survey is the third full scale survey of a series of surveys to be conducted at regular intervals. The main objectives of the survey as already discussed are in line with the two broad objectives mentioned in international statistical standards for a comprehensive system of statistics on the economic activity of the population:

2.2 Planning and Questionnaire Design

- 2.2.1 The survey was conducted by the Ministry of Labour and Social Welfare (MLSW) in close collaboration with Central Bureau of Statistics (CBS) of the National Planning Commission (NPC). A technical committee consisting of members from the Central Bureau of Statistics, other line ministries and stakeholders was established to guide its planning and implementation. An Inter-Agency Committee and officers from the Ministry of Labour handled the technical issues of the survey. Officers from the Ministry of Labour and Social Welfare (MLSW) handled field logistics. The management of the MLSW was kept fully informed of developments on a regular basis.
- 2.2.2 The questionnaire was designed by the Technical Committee of the Ministry of Labour and Social Welfare in consultation with various users and producers of labour statistics. The definitions, concepts and phrasing of questions were discussed in detail using international, regional as well as country documentation and experiences. Draft manuals were developed concurrently with the design of the questionnaire. As there was no time for a full-scale pilot survey covering different parts of the country, a pre-test of the questionnaire was carried out in Khomas. Based on the lessons of this exercise the questionnaire and draft manuals were revised. Fieldwork plans were drawn up and all other logistical aspects were examined in detail as time permitted.

2.3 Sample

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

size of the institutional population in 2001 was about 57 000 persons.

2.3.1 *Sample Design*

The sample design for the survey was a stratified two-stage probability sample where the first stage units were geographical areas designated as the Primary Sampling Units (PSUs) and the second stage units were the households. The first stage units were selected from the sampling frame of PSUs and the second stage units were selected from a current list of households within the PSU, which was compiled just before the interviews for the survey.

2.3.2 *The Master Sample Frame and Stratification*

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

2.3.3 *Sample Size and the Master Sample*

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

2.3.4 *Sample Allocation*

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

2.3.5 *Sample Selection*

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

Table 2.1 Distribution of PSUs, Households and the Sampling Fraction

Region	No of sample PSUs			No of households in		Sampling fraction (%)
	Urban	Rural	Total	Population	Sample	
Caprivi	4	9	13	16,974	325	1.91
Erongo	20	5	25	27,555	625	2.27
Hardap	8	6	14	15,147	350	2.31
Karas	10	5	15	15,655	375	2.40
Kavango	5	11	16	30,881	400	1.30
Khomas	37	3	40	58,590	1000	1.71
Kunene	5	6	11	12,563	275	2.19
Ohangwena	2	17	19	36,015	475	1.32
Omaheke	4	9	13	12,548	325	2.59
Omusati	2	14	16	38,518	400	1.04
Oshana	12	11	23	29,647	575	1.94
Oshikoto	5	11	16	28,482	400	1.40
Otjozondjupa	11	7	18	25,223	450	1.78
Namibia	125	114	239	347,798	5975	1.72

2.4 Estimation Procedure

2.4.1 Estimators

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

a) A total is estimated by the following estimator:

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

where

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

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

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

n_h = number of PSUs sampled from the h^{th} stratum;

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

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

B. A ratio is estimated by

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

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

-
- c) An average is in effect a ratio of two estimates, an estimate of the total and an estimate of the total number of units (households, individuals, etc...). An average can thus be estimated in the same way as a ratio, where the variable X takes the value of 1 for all units.
 - d) A proportion, too, can be estimated as a ratio. In this case the variable Y takes the value of 1 if the unit belongs to the specific group, and 0 otherwise. The variable X takes the value of 1 for all units.

2.4.2 *Weighting*

As seen above, sample data are weighted to produce the estimates of population parameters. Sample weights were calculated based on the probabilities of selection at each stage. First stage weight was calculated using the sample selection information from the sampling frame. In the case of the second stage some households out of the selected 20 households in a PSU did not participate in the survey due to refusals or non-contact etc.... Such non-responding households were not too large in number and there was no evidence to suggest that the excluded households were quite different from the responding ones. Hence it was assumed that the non-responding households were randomly distributed and the second stage weights were adjusted accordingly. The result of this adjustment was that the responding households were used instead of the selected 25 households in the calculation of the second stage weights. The final sample weight was the product of the first and the second stage weights. These final sample weights were incorporated into the database so that raising the sample data would be automatically carried out when the tables were produced.

2.5 Fieldwork

- 2.5.1 With 25 sample households in each PSU, it was decided to establish teams consisting of four interviewers and a supervisor to handle the workload. As a rule, five PSUs were allocated to each team. However, in cases where travel distances between and within PSUs were too large, only three or four PSUs were allocated to the team. In total 52 teams were established. There were thus 52 supervisors and 208 interviewers required.
- 2.5.2 As in NLFS 2000, editing and coding of the questionnaires took place in regional centres. Each of the 13 regions was assigned two (2) editors/coders. Thus the total number of temporary field staff required (supervisors, interviewers and editors/coders) was 288. All were recruited from and worked on the survey in their own region.
- 2.5.3 Supervision was exercised at different levels. At the first level, the team supervisor was the immediate supervisor to the interviewers. At the next level was the regional supervisor who was in charge of all the fieldwork in the region and the editing and coding staff. Labour officers of the Ministry of Labour and Social Welfare (MLSW) were appointed as regional supervisors. Finally, the national supervisor who was appointed by the Ministry of Labour and Social Welfare, was an overall supervisor for all activities within the allocated region. A one-week training course was held in Windhoek for the team and regional supervisors. The training of interviewers and coders took place at five different centres at the same time to ensure uniformity. The team supervisors and the regional supervisors also assisted during the one-week training of interviewers.
- 2.5.4 The field operation consisted of two main activities: the listing of households in the sampled PSUs and interviewing the randomly selected households. The total time allocated for fieldwork was one month. The editing and coding process started about a week later than the fieldwork and ran in parallel. Questionnaires that required further clarification were identified during this process and handed back to the teams for follow-up with the concerned

households. As with fieldwork, editing and coding too was expected to take about a month. As the reference night for this survey was fixed on the night of 15 August 2004, the fieldwork started on 16 August 2004.

2.6 Data Processing

- 2.6.1 Manual processing was done in the field. Therefore the information from the field was ready for data capture. Around 20 data entry operators were recruited and worked in different shifts for about two months. The data entry operators were temporary staff. The Census and Survey Processing System (CSPRO) software, a US Census Bureau product, was used for data capture. SPSS software was used for data cleaning, tabulation and analysis together with other packages such as the Microsoft Excel.
- 2.6.2 The editing and coding of the questionnaires were handled in the regional centres. This arrangement, proved to be efficient as many of the errors made by the interviewers were detected and corrected by them before the questionnaires left the regional centres. A further benefit was the improvement of the processing speed since this process ran parallel to the fieldwork.
- 2.6.3 Substantial coding inconsistencies were nevertheless detected in the analysis stage. Since these mainly concerned the occupation and industry of employed persons, it was possible to correct them using the answers provided to related questions. The inconsistencies were primarily due to the insufficient time allocated for the training of coders, and perhaps also to inadequate time for coding itself.

2.7 Coverage and the Quality of Data

- 2.7.1 The quality of results from a sample survey depends on careful and thorough planning before the implementation of the survey, the correct implementation of the plan, and appropriate adjustment of the plan if unforeseen circumstances arise. The general issues concerning the planning phase of the NLFS 2000 were discussed before. This subsection discusses the question of coverage in the implementation process and its implications for the database and the quality of the data.
- 2.7.2 The question of coverage concerns the extent to which the sampling frame coincides with the target population, as well as the extent to which the units sampled provide the required information. The latter aspect of the coverage question is often referred to as the non-response problem. A distinction can be made between three types of coverage: (i) coverage of the first-stage units, i.e. PSUs; (ii) coverage of the second-stage units, i.e. households (unit non-response); and (iii) coverage of the items of the questionnaires (item non-response).
- 2.7.3 Coverage of the PSUs and the households: All PSU's selected for the survey were covered and the sample size was therefore not reduced. Although not all sampled households were covered during the survey, it is hoped that the characteristics of these households are broadly similar to those that were left out.

Table 2.2: Coverage of Households by Region

Region	Sampled households	Responding households	Response rate %
Caprivi	325	280	86.2
Erongo	625	559	89.4
Hardap	350	263	75.1
Karas	375	327	87.2
Kavango	400	378	94.5
Khomas	1000	868	86.8
Kunene	275	231	84.0
Ohangwena	475	468	98.5
Omaheke	325	312	96.0
Omusati	400	378	94.5
Oshana	575	552	96.0
Oshikoto	400	391	97.8
Otjozondjupa	450	397	88.2
Namibia	5975	5404	90.4

3 Characteristics of the Population

3.1 This chapter discusses and analyses various characteristics of the Namibian population. Such characteristics will be analysed in respect of the following categories: the spatial distribution of the population, the demographic characteristics such as household size, sex ratio, age - structure and dependency ratios. It will also analyse socio-economic characteristics of the population such as educational profiles, housing conditions, ownership as well as household sources of income. However, in order to observe possible developments or changes in the characteristics of a particular population it could be imperative to make use of time series analysis.

3.1 Spatial Distribution

3.2 The world's major regions not only vary in population size, they also vary in terms of population density- the number of people or inhabitants per square km or other units of land.

3.3 Despite the fact that Namibia is a vast country covering 824,116 square kilometers, its population density is found to be the lowest in the world with only 2.1 people per square kilometer (2001 Population and housing census). The total population from the NLFS 2004 is 1,727,697. This amount reflects, however, a slight increase in the total private household population of the country as compared to the figures recorded in 1997 and 2000. The total population has increased from 1,560,419 million (1997) to 1,669,640 million (2000) and to 1,727,697 million in 2004 (Table 3.1).

3.4 The distribution of the population by urban and rural areas shows that most of the Namibian population is rural based. It is observed from table 3.1 that about 63.2 percent of the population resides in rural areas as compared to 36.8 percent in urban areas. This feature of high population in the rural areas is confirmed by all labour force surveys conducted between 1997 and 2004 as well as all the population census conducted so far.

3.5 At regional level, the distribution is more pronounced in some regions having high population density while others are scarcely populated. Evidence from Table 3.1 indicates that Khomas recorded a higher number of the population (253,277) followed by Ohangwena (238,703) and Kavango (238,527).

3.2 Sex Ratio

3.6 The term sex ratio refers to a number of males per 100 females, expressed in percentage. The sex ratio of more 100 shows that there are more men than women and a sex ratio of 100 indicates an equal number of men and women. The 2004 Labour Force Survey recorded the total number of 903,001 females and 824,655 males. This shows that Namibia has more females than males giving the national sex ratio of 91.3 percent (Table 3.2). This means that there are 91.3 males for every 100 females. The same trend of male deficit has been also observed in both urban and rural areas where the sex ratio was found to be 95.2 percent in urban and 89.1 percent in rural areas.

3.7 Sex ratios above 100 denote that there are more males than females. At regional level, the trend reflects that nearly all the regions are female dominated with exception of Omaheke (118.9), Karas (118.3 and Erongo (115.3), reflecting a surplus of males.

Table 3.1: Spatial Distribution of the Population by Region and Area

Region/Area	Population NLFS 2004		Population NLFS 2000		Population NLFS 1997	
	(No)	(Percent)	(No)	(Percent)	(No)	(Percent)
Caprivi	71,655	4.1	95,702	5.7	98,976	6.3
Erongo	98,526	5.7	112,206	6.7	86,947	5.6
Hardap	51,489	3.0	59,005	3.5	61,998	4.0
Karas	64,781	3.7	52,414	3.1	52,177	3.3
Kavango	238,527	13.8	121,964	7.3	122,474	7.8
Khomas	253,277	14.7	225,115	13.5	213,632	13.7
Kunene	53,695	3.1	55,299	3.3	43,523	2.8
Ohangwena	238,703	13.8	203,773	12.2	198,935	12.7
Omaheke	52,223	3.0	51,897	3.1	41,617	2.7
Omusati	196,607	11.4	209,070	12.5	205,028	13.1
Oshana	165,691	9.6	174,863	10.5	162,625	10.4
Oshikoto	138,546	8.0	145,979	8.7	144,366	9.3
Otjozondjupa	103,977	6.0	162,350	9.7	128,120	8.2
Urban	636,574	36.8	587,750	35.2	515,621	33.0
Rural	1,091,123	63.2	1,081,890	64.8	1,044,797	67.0
Total	1,727,697	100.0	1,669,640	100.0	1,560,419	100.0

Figure 3.1: Sex Ratios, 2004

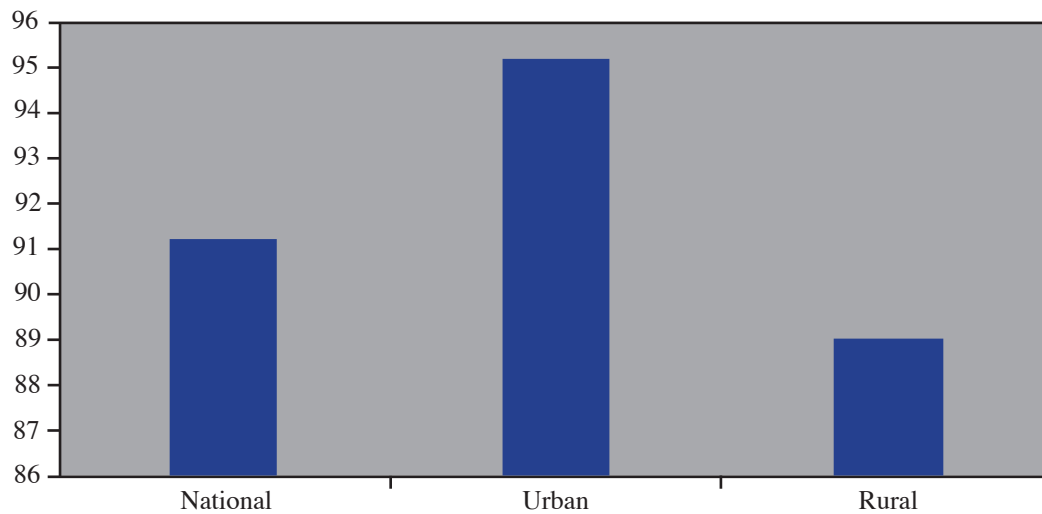


Table 3.2: Population by Region, Area, and Sex Ratio

Region/Area	Females	Males	Sex ratio
Caprivi	38,616	33,039	85.6
Erongo	45,767	52,760	115.3
Hardap	26,291	25,198	95.8
Karas	29,657	35,083	118.3
Kavango	127,027	111,500	87.8
Khomas	127,210	126,066	99.1
Kunene	27,283	26,412	96.8
Ohangwena	128,779	109,924	85.4
Omaheke	23,853	28,370	118.9
Omusati	110,766	85,841	77.5
Oshana	92,261	73,430	79.6
Oshikoto	72,999	65,546	89.8
Otjozondjupa	52,492	51,485	98.1
Urban	326,110	310,424	95.2
Rural	576,892	514,231	89.1
Namibia	903,001	824,655	91.3

3.3 Age Structure

3.8 Table 3.3 underlines the age structure of the Namibian population by area and sex. This table displays the young character of the Namibian population. The national age structure reflects that 13.5 percent of the population is aged between 5 and 9; 14.0 percent between 10 and 14 years of age; 12.9 percent are between 0 and 4 years while 10.4 percent fall between 15 and 19 years. It can therefore be concluded that about 50.8 percent of the Namibian population is quite young and fall below the age of 20 years (Table 3.3). According to this table, about 40.4 percent of the population falls below the working age group while about 6.9 percent is at the age of 60 and above. The proportion of females above 60 years is 4.0 percent as compared to 2.9 percent of their male counterparts.

3.9 Age structure in urban and rural areas reveals that there are more females in both urban and rural areas. In urban areas, females are predominant especially between the ages of 14 and 44.

Figure 3.2: Age Pyramid, 2004

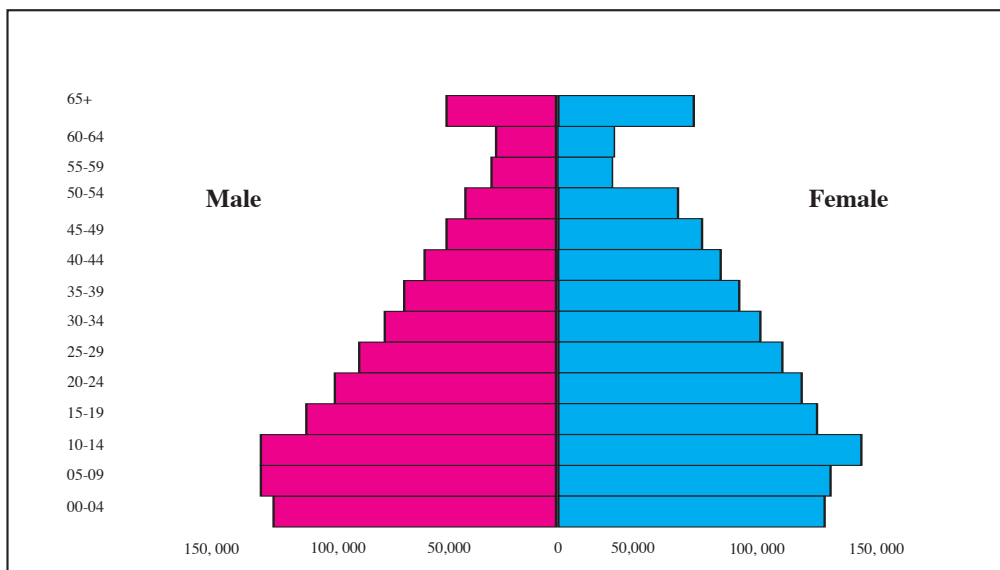


Table 3.3 further shows that 10 percent of females 60 years and above stay in rural areas as compared to 7.9 percent of their male counterparts.

3.4 Dependency Ratio

- 3.10 Dependency ratio is interpreted as the ratio of children (0-14) and elderly persons (65 years and above) per 100 persons in the working age population (15-64). Dependency is usually related to factors like fertility and mortality all of which contribute to its level in a particular community. Fertility leads to increased population, while infant mortality reduces the number of dependent children.
- 3.11 Table 3.4 portrays a high dependency syndrome in Namibia among the years, 1997, 2000 and 2004. The overall dependency ratios over these years show that there were more dependents than working population. According to this table, the national dependency ratio dropped from 84.3 percent (1997) to 83.5 percent in 2004. It can also be detected from the table that the child dependency ratio in rural areas kept on increasing since 1997 to 2004. The child dependency ratio was 90.5 percent in 1997, 90.9 percent in 2000 and then grew to 93.1 percent in 2004. The dependency ratio of the aged population (65 years and above) is high in rural areas (13.6 percent) than in urban areas (3.3 percent). This can be attributed to urban/rural migration of the elderly people after retirement.

3.5 Educational Profile of the Population (6 years and above)

- 3.12 Table 3.5 indicates that the majority of the population (48.5 percent) has primary education as the highest level of education attained followed by junior secondary (24.1 percent) and senior secondary (10.2 percent) The Table further indicates that among the post-graduates, males (0.5 percent) out-number females (0.3 percent) the same scenario applies with university (0.5 percent) and after standard ten certificate (2.0 percent) .
- 3.13 It is indicates that 2.0 percent of the population in the age group 35-39 have attained teachers training, while about (1.7 percent) attained university and (1.3 percent) are post-graduates.

Table 3.3: Age Structure of the Population by Area and Sex

Age group	National										Urban										Rural									
	Total		Females		Males		Not reported		Total		Females		Males		Not reported		Total		Females		Males									
	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)	(No)	(%)								
00-04	223,067	12.9	111,845	12.4	111,182	13.5	40	100.0	66,216	10.4	32,967	10.1	33,208	10.7	40	100.0	156,852	14.4	78,878	13.7	77,973	15.2								
05-09'	233,605	13.5	114,989	12.7	118,616	14.4	0	0.0	71,119	11.2	35,090	10.8	36,029	11.6	0	0.0	162,486	14.9	79,899	13.8	82,587	16.1								
10-14'	241,684	14.0	123,189	13.6	118,494	14.4	0	0.0	71,033	11.2	36,805	11.3	34,227	11.0	0	0.0	170,651	15.6	86,384	15.0	84,267	16.4								
15-19	179,239	10.4	93,644	10.4	85,595	10.4	0	0.0	59,486	9.3	32,666	10.0	26,820	8.6	0	0.0	119,753	11.0	60,979	10.6	58,775	11.4								
20-24	166,456	9.6	86,805	9.6	79,651	9.7	0	0.0	73,331	11.5	39,699	12.2	33,632	10.8	0	0.0	93,125	8.5	47,106	8.2	46,019	8.9								
25-29	138,710	8.0	72,493	8.0	66,217	8.0	0	0.0	72,469	11.4	37,667	11.6	34,802	11.2	0	0.0	66,240	6.1	34,825	6.0	31,415	6.1								
30-34	112,588	6.5	58,492	6.5	54,096	6.6	0	0.0	56,782	8.9	29,728	9.1	27,054	8.7	0	0.0	55,806	5.1	28,764	5.0	27,042	5.3								
35-39	93,970	5.4	52,250	5.8	41,721	5.1	0	0.0	49,402	7.8	24,765	7.6	24,636	7.9	0	0.0	44,569	4.1	27,484	4.8	17,084	3.3								
40-44	76,001	4.4	43,154	4.8	32,847	4.0	0	0.0	39,444	6.2	20,124	6.2	19,320	6.2	0	0.0	36,557	3.4	23,031	4.0	13,527	2.6								
45-49	56,742	3.3	32,103	3.6	24,640	3.0	0	0.0	24,274	3.8	10,826	3.3	13,448	4.3	0	0.0	32,468	3.0	21,276	3.7	11,192	2.2								
50-54	45,637	2.6	23,997	2.7	21,640	2.6	0	0.0	17,385	2.7	8,355	2.6	9,031	2.9	0	0.0	28,252	2.6	15,643	2.7	12,610	2.5								
55-59	34,734	2.0	18,134	2.0	16,599	2.0	0	0.0	11,688	1.8	5,002	1.5	6,686	2.2	0	0.0	23,046	2.1	13,132	2.3	9,914	1.9								
60-64	34,508	2.0	19,269	2.1	15,239	1.8	0	0.0	8,213	1.3	4,301	1.3	3,912	1.3	0	0.0	26,295	2.4	14,969	2.6	11,327	2.2								
65+	85,525	5.0	50,101	5.5	35,424	4.3	0	0.0	13,699	2.2	7,501	2.3	6,198	2.0	0	0.0	71,826	6.6	42,600	7.4	29,226	5.7								
Not recorded	1,623	0.1	774	0.1	848	0.1	0	0.0	926	0.1	378	0.1	548	0.2	0	0.0	697	0.1	396	0.1	301	0.1								
Unknown age	3,607	0.2	1,762	0.2	1,846	0.2	0	0.0	1,108	0.2	235	0.1	872	0.3	0	0.0	2,500	0.2	1,526	0.3	973	0.2								
Total	1,727,697	100.0	903,001	100.0	824,655	100.0	40	100.0	636,574	100.0	326,110	100.0	310,424	100.0	40	100.0	1,091,123	100.0	576,892	100.0	514,231	100.0								

Figure 3.3: Age Structure in Urban and Rural Areas

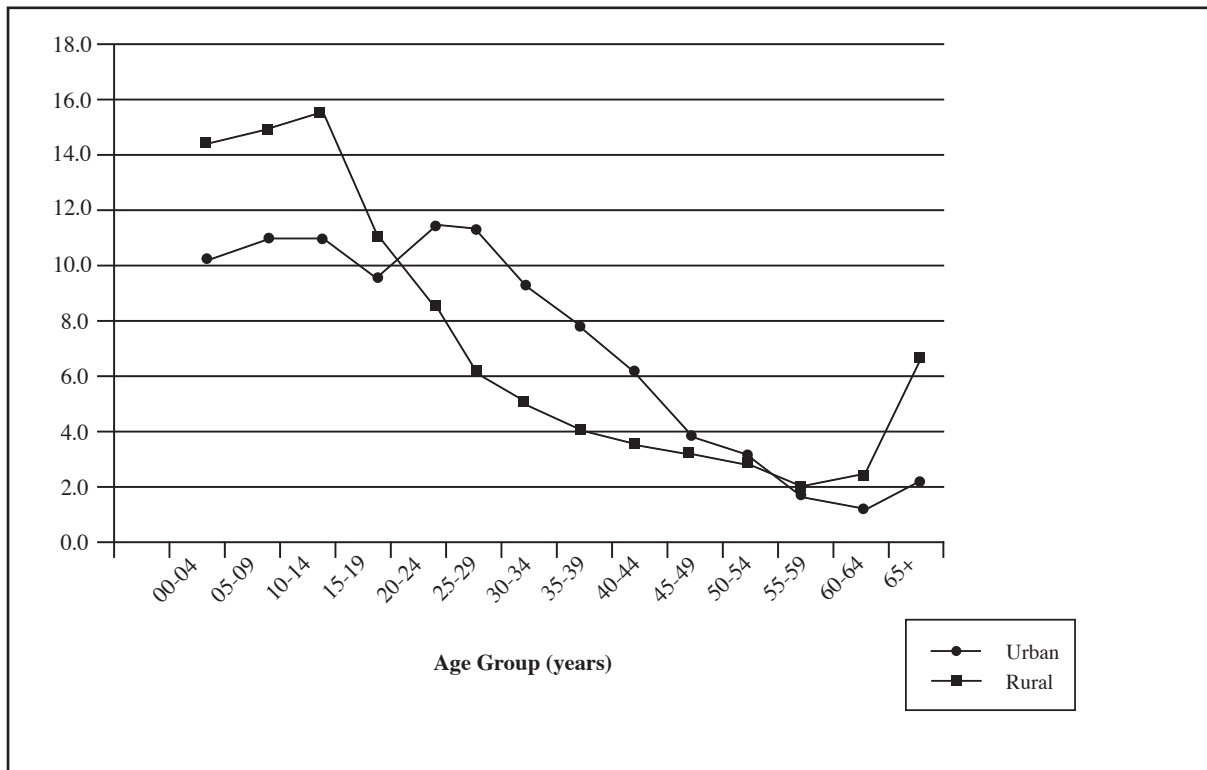


Table 3.4: Dependency Ratios by Area

Area	Population (No)				Dependency ratio (%)		
	Child (0-14)	Age (64+ years)	Non-working age (0-14 and 65+ years)	Working age (15-64)	Child	Aged	Overall
	(1)'	(2)'	3=(1)+(2)'	4	(1)/4'	(2)/4'	(3)/4'
NLFS 2004							
Urban	208,368	13,699	222,067	412,474	50.5	3.3	53.8
Rural	489,989	71,826	561,815	526,111	93.1	93.1	106.8
Namibia	698,356	85,525	783,881	938,585	74.4	74.4	83.5
NLFS 2000							
Urban	185,809	12,067	197,876	387,229	48	3.1	51.1
Rural	480,173	70,701	550,874	527,792	90.9	13.4	104.3
Namibia	665,984	82,768	748,752	915,022	72.7	9.0	81.8
NLFS 1997							
Urban	166,540	13,513	180,053	335,569	49.6	4.0	53.7
Rural	462,496	71,147	533,643	511,155	90.5	13.9	104.4
Namibia	629,035	84,660	713,695	846,723	74.3	10.0	84.3

3.6 Type of Housing Units

- The dominant types of housing units in Namibia are; traditional dwelling (46.8 percent) followed by detached houses (28.5 percent) and improvised housing unit (14.3 percent). Mobile home as type of housing unit accounted for 0.2 percent while single quarters makes up (1.3 percent) of the entire housing units (Table 3.6).
- 3.14 The dominant housing unit in urban areas is detached house (50.9 percent) followed by improvised housing unit with 26.5 percent. However, in the rural areas the most common housing unit is traditional dwelling (46.8 percent) followed by detached house (28.5 percent).
- 3.15 At regional level, the dominant type of housing unit depends on whether the region is predominantly urban or rural. In Ohangwena region which is a predominantly rural, the common type of housing unit is traditional dwelling (92.6 percent) followed by detached house (2.8 percent) and improvised housing (2.5 percent).On the other hand, in Khomas region which is predominantly urban, the common type of housing unit is detached house (54.8 percent) followed by improvised housing unit (30.1 percent).

3.7 Housing Tenure

- 3.16 Table 3.7 indicates that at national level, 62.6 percent of the households live in dwelling units that are owner occupied without mortgage, while 14.7 percent of the households live in dwelling units that are owner occupied with mortgage. It further shows that 8.6 percent of households live in dwelling units that are rented not tied to the job.
- 3.17 A proportion of 36.8 percent of dwelling units in urban areas are owner occupied without mortgage while (29.3 percent) are owner occupied with mortgage. In the rural areas 81.5 percent of households live in dwelling units that are occupied without mortgage while (4.0 percent) live in dwelling units that owner occupied with mortgage.
- 3.18 In Erongo region about 34.0 percent of households live in dwelling units rented not tied to the job while 29.6 percent of households live in dwelling units that are occupied with mortgage. In the same region 24.7 percent of households live in dwelling units that are occupied without mortgage. In Omaheke region, 32.5 percent of households live in dwelling units that are provided by employer, private without pay. Among all the regions owner occupied without mortgage is more prevalent in Kavango (94.0 percent).

3.8 Main Source of Income

- 3.19 Table 3.8 shows that the majority of the households (46.9 percent) reported wages and salaries as their main source of income, followed by subsistence farming (crop and animal) with 23.0 percent and pension (11.6 percent).
- 3.20 In the rural areas most households (38.5 percent) depend on subsistence farming as their main source of income while the majority of households in urban areas (74.3 percent) depend on wages and salaries as their main source of income.
- 3.21 Table 3.9 further shows that in Ohangwena region 59.6 percent of households depend on subsistence farming as their main source of income followed by pension (15.3 percent) and wages and salaries (12.8 percent). In Caprivi region the majority of the households depend on cash remittances (29.4 percent) as their main source of income. In Omusati region most households depend on subsistence farming (crop and animal) (45.2 percent) as their main source of income whereas in Omaheke region most households (59.5 percent) depend on wages and salaries as their main source of income.

3.9 Secondary Source of Income

- 3.22 The majority of households in Namibia (68.4 percent) do not have secondary source of income (table 3.9).Most households (8.5 percent) reported pension as their secondary source of income followed by subsistence farming (crop and animal) (6.9 percent) and cash remittances (6.7 percent).
- 3.23 In rural areas most households (13.0 percent) depend on pension as their secondary source of income whereas in urban areas, the majority of households (4.7 percent) depend on business activities as their secondary source of income .In Ohangwena region, the majority of households (20.0 percent) depend on pension as their secondary source of income followed by subsistence farming (16.0 percent) and cash remittances (11.5 percent). In Omaheke region the majority of the households (8.2 percent) depend on wages and salaries as their secondary source of income.

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

Age Group/Area	Sex	Educational attainment										Total		
		No education	Primary Education	Junior Secondary	Senior Secondary	After Std.10 Certificate	University	Post Graduate	Teacher training	Not reported	(%)	(No)		
06-09'	B	13.9	84.8	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.2	100.0	182,302
10-14'	B	2.5	89.5	7.5	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.4	100.0	241,684
15-19	B	4.0	38.4	47.8	8.6	0.5	0.1	0.0	0.0	0.0	0.0	0.5	100.0	179,239
20-24	B	6.8	24.7	43.5	21.1	2.4	0.7	0.0	0.3	0.5	0.5	0.5	100.0	166,291
25-29	B	9.1	25.5	36.6	23.5	3.3	0.5	0.4	0.7	0.5	0.5	0.5	100.0	138,420
30-34	B	11.9	29.3	29.9	20.9	4.5	1.0	1.1	1.0	0.5	0.5	0.5	100.0	112,558
35-39	B	10.0	29.6	33.4	17.4	4.4	1.7	1.5	2.0	0.1	0.1	0.1	100.0	93,818
40-44	B	16.1	35.7	25.1	13.4	3.8	1.2	1.3	2.4	1.0	1.0	1.0	100.0	75,810
45-49	B	21.3	39.1	22.3	8.6	3.7	1.1	1.2	1.8	0.9	0.9	0.9	100.0	56,612
50-54	B	23.0	45.4	17.8	6.5	4.5	0.6	1.1	0.5	0.7	0.7	0.7	100.0	45,486
55-59	B	31.8	39.8	17.4	6.1	2.3	0.0	0.4	1.6	0.6	0.6	0.6	100.0	34,630
60-64	B	38.9	39.4	12.0	5.5	1.7	0.3	0.2	1.2	0.6	0.6	0.6	100.0	34,345
65+	B	52.9	34.7	9.0	1.7	0.5	0.1	0.3	0.1	0.5	0.5	0.5	100.0	85,065
Not reported	B	11.5	15.4	2.4	16.1	0.0	0.0	0.0	0.0	54.7	54.7	54.7	100.0	1,623
Unknown age	B	45.1	28.5	11.5	12.1	1.0	0.0	0.0	0.0	1.8	1.8	1.8	100.0	3,526
Urban	B	6.4	36.2	31.1	19.1	3.7	1.0	0.8	1.1	0.7	0.7	0.7	100.0	554,431
	F	5.6	34.8	32.6	19.7	3.5	1.0	0.7	1.4	0.8	0.8	0.8	100.0	285,241
	M	7.2	37.6	29.5	18.5	3.9	1.0	0.9	0.7	0.7	0.7	0.7	100.0	269,189
Rural	B	17.4	56.2	19.8	4.6	0.8	0.1	0.2	0.3	0.6	0.6	0.6	100.0	896,979
	F	17.9	54.2	21.3	4.8	0.8	0.1	0.1	0.3	0.5	0.5	0.5	100.0	480,153
	M	16.8	58.5	18.0	4.4	0.8	0.2	0.3	0.3	0.8	0.8	0.8	100.0	416,826
Namibia	B	13.2	48.5	24.1	10.2	1.9	0.5	0.4	0.6	0.7	0.7	0.7	100.0	1,451,410
	F	13.3	47.0	25.5	10.4	1.8	0.4	0.3	0.7	0.6	0.6	0.6	100.0	765,394
	M	13.0	50.3	22.5	9.9	2.0	0.5	0.5	0.5	0.7	0.7	0.7	100.0	686,015

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

Region/Area	Housing type											Total	
	Detached house	Semi-detached/town house	Apartment/Flat	Guest flat	Part commercial/industrial	Mobile home (caravan, tent)	Single quarters	Traditional dwelling	Improvised housing unit (shack)	Other	Not reported	(%)	(No)
Caprivi	5.8	9.1	1.1	0.2	0.0	0.0	0.0	73.0	9.8	0.0	1.1	100.0	15,991
Erongo	50.6	6.3	5.3	0.8	0.0	0.0	4.3	0.8	31.9	0.0	0.0	100.0	29,952
Hardap	64.0	3.6	1.7	0.0	0.5	1.2	3.0	4.4	21.0	0.0	0.6	100.0	15,114
Karas	60.7	5.6	6.4	2.5	0.0	0.8	2.2	7.7	13.8	0.0	0.3	100.0	18,602
Kavango	4.2	4.8	0.8	0.0	0.5	0.0	0.7	85.8	3.1	0.0	0.0	100.0	35,050
Khomas	54.8	4.6	6.7	0.4	0.1	0.0	1.0	0.1	30.1	0.0	2.0	100.0	61,646
Kunene	17.0	5.6	6.0	0.0	0.0	0.9	0.0	55.8	14.0	0.7	0.0	100.0	14,084
Ohangwena	2.8	0.9	0.1	0.4	0.0	0.3	0.3	92.6	2.5	0.0	0.1	100.0	41,132
Omaheke	35.2	4.2	3.3	0.0	0.0	1.0	3.9	27.1	24.6	0.6	0.0	100.0	13,509
Omusati	8.3	1.7	1.1	0.3	0.2	0.1	0.4	85.2	0.7	1.8	0.3	100.0	39,257
Oshana	19.2	5.9	3.0	0.0	0.0	0.0	1.2	55.9	14.9	0.0	0.0	100.0	33,975
Oshikoto	13.9	2.6	0.5	0.0	0.0	0.0	0.3	79.2	3.5	0.0	0.1	100.0	26,484
Otjozondjupa	45.3	6.8	1.9	0.2	0.0	0.6	2.3	23.8	14.9	4.1	0.0	100.0	25,067
Urban	50.9	8.0	6.0	0.7	0.1	0.2	2.1	4.1	26.5	0.7	0.9	100.0	156,443
Rural	12.1	1.8	0.8	0.1	0.1	0.3	0.7	78.1	5.4	0.4	0.1	100.0	213,420
Namibia	28.5	4.4	3.0	0.3	0.1	0.2	1.3	46.8	14.3	0.5	0.5	100.0	369,863

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

Region/Area	Type of housing tenure										Total	
	Rented (not tied to the job)	Owner occupied (with mortgage)	Owner occupied (without mortgage)	Rent free (not owner occupied)	Provided by employer (public) with pay	Provided by employer (public) without pay	Provided by employer (private) with pay	Provided by employer (private) without pay	Other	Not reported	(%)	(No)
Caprivi	4.8	16.5	70.7	5.6	0.5	0.0	0.0	0.8	0.0	1.1	100.0	15,991
Erongo	34.0	29.6	24.7	4.6	1.5	1.8	1.8	1.8	0.1	0.0	100.0	29,952
Hardap	9.3	12.4	69.0	0.2	3.4	1.8	1.8	1.1	0.0	0.6	100.0	15,114
Karas	12.7	12.6	33.2	10.2	3.7	3.6	3.6	18.6	0.3	0.3	100.0	18,602
Kavango	0.6	4.0	94.0	0.0	0.1	0.0	0.0	1.1	0.0	0.1	100.0	35,050
Khomas	14.1	34.0	34.7	4.9	2.9	1.1	1.1	4.2	0.4	1.7	100.0	61,646
Kunene	1.7	9.2	47.1	17.3	2.3	1.7	1.7	16.0	1.4	0.0	100.0	14,084
Oshana	0.7	3.6	91.9	2.1	0.3	0.6	0.6	0.6	0.0	0.1	100.0	41,132
Omaheke	5.7	6.3	39.1	5.2	4.5	4.9	4.9	32.5	0.0	0.0	100.0	13,509
Omusati	1.0	12.6	81.8	1.8	1.2	0.2	0.2	0.4	0.0	0.4	100.0	39,257
Oshana	4.8	12.2	78.1	2.9	1.0	0.1	0.1	0.3	0.1	0.2	100.0	33,975
Oshikoto	3.7	5.6	84.1	2.1	0.2	1.5	1.5	2.2	0.0	0.4	100.0	26,484
Otjozondjupa	15.9	8.8	45.3	7.8	5.9	4.6	4.6	7.9	0.2	0.3	100.0	25,067
Urban	19.5	29.3	36.8	5.3	3.6	1.2	1.2	1.1	0.2	0.9	100.0	156,443
Rural	0.7	4.0	81.5	3.3	0.6	1.4	1.4	7.1	0.1	0.2	100.0	213,420
Namibia	8.6	14.7	62.6	4.2	1.9	1.3	1.3	4.6	0.2	0.5	100.0	369,863

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

Region/Area	Household main source income										Total	
	Subsistence farming (crop & animal)	Cash cropping	Animal rearing	Business activities	Wages and salaries	Pension	Cash remittances	Other means of income	Not reported	(%)	(No)	
Caprivi	14.1	2.1	0.0	11.2	31.3	9.2	29.4	1.5	1.1	100.0	15,991	
Erongo	1.0	0.4	0.8	5.8	72.8	7.9	10.1	0.9	0.2	100.0	29,952	
Hardap	6.7	0.0	1.6	5.1	57.7	12.5	12.8	2.9	0.6	100.0	15,114	
Karas	2.0	0.5	3.4	4.8	73.9	8.6	6.8	0.2	0.0	100.0	18,602	
Kavango	30.5	5.1	0.2	4.0	33.2	11.3	15.2	0.4	0.0	100.0	35,050	
Khomas	0.6	0.0	1.0	6.0	80.2	4.0	6.2	0.7	1.3	100.0	61,646	
Kunene	20.6	2.9	4.6	11.0	39.4	13.2	7.1	0.5	0.7	100.0	14,084	
Ohangwena	59.6	0.8	0.0	3.4	12.8	15.3	7.6	0.5	0.0	100.0	41,132	
Omaheke	13.7	1.1	12.3	2.6	59.5	5.1	4.8	1.0	0.0	100.0	13,509	
Omusati	45.2	0.0	0.3	1.2	20.3	24.8	8.1	0.0	0.0	100.0	39,257	
Oshana	42.6	2.3	0.0	6.4	34.5	9.3	3.7	1.1	0.0	100.0	33,975	
Oshikoto	24.6	0.4	0.4	3.8	33.1	22.4	14.8	0.3	0.1	100.0	26,484	
Ojjozondjupa	7.9	0.0	3.3	9.0	62.8	6.0	9.7	1.3	0.0	100.0	25,067	
Urban	1.8	0.2	0.2	7.8	74.3	4.8	9.2	1.1	0.6	100.0	156,443	
Rural	38.5	1.8	2.3	3.4	26.8	16.6	9.9	0.5	0.1	100.0	213,420	
Namibia	23.0	1.1	1.4	5.3	46.9	11.6	9.6	0.8	0.3	100.0	369,863	

Table 3.9: Distribution of households by secondary source of income

Region/Area	Household secondary source income											Total	
	Subsistence farming (crop & animal)	Cash cropping	Animal rearing	Business activities	Wages and salaries	Pension	Cash remittances	None	Other means of income	Not reported	(%)	(No)	
Caprivi	3.0	2.5	0.4	3.0	1.6	1.8	9.2	76.4	0.9	1.1	100.0	15,991	
Erongo	0.4	0.0	1.9	2.0	1.4	1.1	2.4	90.6	0.0	0.2	100.0	29,952	
Hardap	3.6	0.0	0.0	2.2	0.9	2.4	6.0	81.4	0.3	3.2	100.0	15,114	
Karas	1.0	0.0	0.8	3.4	3.0	3.9	4.8	81.8	0.2	1.1	100.0	18,602	
Kavango	8.6	3.6	0.3	2.3	3.7	8.4	7.6	65.5	0.0	0.0	100.0	35,050	
Khomas	0.5	0.1	0.5	5.5	2.2	2.3	4.0	83.5	0.4	1.1	100.0	61,646	
Kunene	6.1	0.0	0.2	0.3	0.4	5.2	2.4	85.2	0.0	0.0	100.0	14,084	
Ohangwena	16.0	0.3	0.3	3.1	3.3	20.0	11.5	43.8	1.7	0.0	100.0	41,132	
Omaheke	0.8	0.4	4.9	1.0	8.2	6.1	3.5	73.8	1.1	0.0	100.0	13,509	
Onusati	12.5	0.0	0.3	3.2	1.9	15.3	11.1	54.9	0.7	0.0	100.0	39,257	
Oshana	12.8	1.4	0.3	4.9	7.7	19.2	6.3	47.0	0.2	0.0	100.0	33,975	
Oshikoto	14.1	1.2	5.7	5.6	5.3	7.2	11.3	47.8	1.7	0.1	100.0	26,484	
Otjozondjupa	1.1	0.0	1.1	3.7	1.7	4.3	2.0	85.5	0.0	0.6	100.0	25,067	
Urban	2.6	0.4	0.3	4.7	2.2	2.3	4.1	82.4	0.2	0.9	100.0	156,443	
Rural	10.1	1.0	1.7	2.7	3.9	13.0	8.6	58.1	0.9	0.1	100.0	213,420	
Namibia	6.9	0.7	1.1	3.5	3.2	8.5	6.7	68.4	0.6	0.5	100.0	369,863	

4 Economic Activity of the Population

4.1 Labour Force Framework

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

4.2 According to the priority rules of the labour force framework, employment has precedence over unemployment, and unemployment has precedence over inactivity. The application of the priority rules implies that a person who has been without work for most of the reference week, i.e. five days, is nevertheless regarded as employed if he/she has worked for at least one hour during that week. Homemakers who have been busy with their household duties while at the same time looking and available for work are regarded as unemployed, but if they did not look and are not available for work, they are inactive (homemakers)

4.3 A person is employed when he or she has worked for at least one hour for pay, profit or family gain during the reference period of seven days preceding the interview. Persons who did not work during the reference week but had a job to return to were also regarded as employed.

4.2 Defining Unemployment

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

4.6 A person is regarded as unemployed if he/she meets the three criteria’s of (a) being without work, (b) being available for work and (c) seeking work, this is in accordance with the international statistical standards.

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

4.8 The *strict* measure of unemployment considers those without a job, available for work and were actively looking for work. It excludes those that did not look for work.

4.3 The Activity Status of the Population

4.9 This chapter focuses on the population aged 15 years and above in order to conform to international practices. In total, there are about 888 348 persons aged 15 years and above nation wide. Table 4.1 outlines the activity status of the population aged 15 years and above by area and sex. It shows that 55.5 percent of the population aged 15 years and above belong to the economically active population, while 44.3 percent are outside the labour force. The employed accounts for 43.4 percent and unemployed 12.2 percent (strict) of the total population 15 years and above.

4.10 The economically active (labour force) are concentrated in urban areas (73.5 percent), while the economically inactive population is more in rural areas (58.3 percent) (Table 4.1). When tabulated by sex, males are more among the economically active (63.7 percent) whereas females are more among the economically inactive population (51.7 percent).

4.4 Labour Force Participation Rates (LFPR)

- 4.11 The (current) labour force participation rate (LFPR), or the (economic) activity rate, is the proportion of the working age population (aged 15 years and above) which is economically active, i.e. either employed or unemployed.
- 4.12 As is observed in table 4.2, the labour force participation rate for Namibia is 47.9 percent when the strict measure of unemployment is applied. The rate is higher for males (56.4 percent) than for females (40.7 percent) nation wide and the same pattern prevails in both urban and rural areas. There is a significant difference in the LFPR for urban and rural areas, higher in urban areas (66.5 percent) and lower in rural areas (34.7 percent).
- 4.13 The LFPR for the aged 65 and above is the lowest with 7 percent. This might be because most of these people have retired and falls outside the labour force. The table further reveals that the LFPR for the aged 15-19 years is the second lowest with 14 percent as most of the people in this age group are actively involved in school activities (students), thus inactive in the labour market.
- 4.14 The labour force participation rate tends to increase between the ages 20-24 years (48.6 percent) as young people enter the labour market. It peaks between the ages 35-39 (71.6 percent) where most people are active in the job market and gradually decline at the age 65+ (7 percent) as they are ageing and leave the labour force due to retirement, family responsibility, illness etc... The LFPR for males peaks in the age group 40-44 (85.4 percent) while that of females peaks at 35-39 (60.8 percent). The participation rates for males are generally higher compared to women as women tend to leave the labour market earlier than males, possibly because of family responsibilities.
- 4.15 Table 4.3 makes comparisons of the labour force participation rates over time (1997, 2000 & 2004) by region and area. The table reveals that the LFPR for 2004 is higher in urban areas (66.5 percent) than in rural (34.7 percent), the similar pattern is observed in the preceding periods (1997 and 2000). This might be attributed to rural/urban migration in search of job opportunities. The participation rates at regional level in the years 1997 and 2000 were the highest in Khomas region while for the NLFS 2004 Erongo and Karas regions took the lead (71.4 and 71.3 percent) respectively. The national LFPR has declined from 54 percent in 2000 to 47.9 percent in 2004.

4.5 Unemployment Rate

- 4.16 Currently, the rate of unemployment in Namibia is 36.7 percent when the broad definition is used and 21.9 percent when the strict definition is applied, table 4.4. It is observed in this table that the unemployment rate for females is generally higher than that of their male counterparts irrespective of the definition used. The regions with the highest rate of unemployment are Omusati (64.6 percent) and Ohangwena (64.2 percent) when the broad definition is used. When applying the strict measure, Kavango and Ohangwena regions reported the highest rate of unemployment (31.9 and 31.3 percent), respectively.
- 4.17 The unemployment rate is higher in rural areas (44.7 percent) than in urban areas (29 percent), when broadly defined. The opposite is observed when the strict measure is applied, higher in urban areas (22.8 percent) than in rural areas (20.7 percent).
- 4.18 There has been a general increase in the rate of unemployment over the three periods (1997, 2000 and 2004). The comparisons are highlighted in Table 4.5 using the strict definition of unemployment. The total employed went down from 431 849 in 2000 to 383 329 in 2004 and the same applies to the total unemployed that went down by 1 479. The overall rate of unemployment for Namibia increased slightly from 20.2 percent in 2000 to 21.9 percent in 2004 (strict) and from 33.8 percent to 36.7 percent (broad) respectively.

4.6 The Inactive Population

- 4.19 The inactive population refers to those that are neither employed nor unemployed. Table 4.6 sets out the current status of the inactive population by region, area and sex. Findings reveal that there are about 393,880 persons that are economically inactive and the majority are females (241,237). Students account for the highest percentage of the inactive (41 percent), followed by homemakers (25.3 percent) and old age (24 percent).
- 4.20 When analysing the inactive population by region, the majority are in Ohangwena region (72,505), followed by Kavango and Omusati regions (58,786 and 56 971) respectively. The striking feature about Omusati and Ohangwena regions is that the same were found to be experiencing the highest unemployment rates when using the broad measure. About 74 percent of the inactive are in rural areas and 26 percent in urban areas.

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

Area	Sex	Economically active population					Total population 15 or more
		Employed	Unemployed (strict)	Labour force	Economically Inactive	Activity not reported	
<i>(Number)</i>							
Urban	B	219,974	64,904	284,878	101,783	769	387,430
	F	98,889	33,494	132,383	63,228	248	195,859
	M	121,085	31,410	152,495	38,555	521	191,571
Rural	B	165,355	43,215	208,570	292,097	251	500,918
	F	69,788	22,631	92,419	178,009	125	270,553
	M	95,567	20,585	116,152	114,088	125	230,365
Namibia	B	385,329	108,119	493,448	393,880	1,020	888,348
	F	168,677	56,125	224,802	241,237	373	466,412
	M	216,652	51,994	268,646	152,643	647	421,936
<i>(Per cent)</i>							
Urban	B	56.8	16.8	73.5	26.3	0.2	100.0
	F	50.5	17.1	67.6	32.3	0.1	100.0
	M	63.2	16.4	79.6	20.1	0.3	100.0
Rural	B	33.0	8.6	41.6	58.3	0.1	100.0
	F	25.8	8.4	34.2	65.8	0.0	100.0
	M	41.5	8.9	50.4	49.5	0.1	100.0
Namibia	B	43.4	12.2	55.5	44.3	0.1	100.0
	F	36.2	12.0	48.2	51.7	0.1	100.0
	M	51.3	12.3	63.7	36.2	0.2	100.0

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

Age group (years)	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
15-19	14.0	12.8	15.4	17.1	14.9	19.7	12.5	11.7	13.4
20-24	48.6	44.8	52.7	61.9	57.8	66.7	38.1	33.8	42.4
25-29	64.9	56.1	74.4	76.9	70.3	84.0	51.7	40.9	63.8
30-34	71.4	63.5	80.0	85.6	81.9	89.6	57.0	44.3	70.4
35-39	71.6	60.8	85.1	86.8	80.1	93.5	54.7	43.4	73.0
40-44	69.6	57.5	85.4	86.3	77.8	95.1	51.5	39.7	71.5
45-49	63.9	50.1	81.7	85.7	76.5	93.2	47.5	36.7	68.0
50-54	59.2	47.1	72.7	80.4	69.8	90.3	46.1	34.9	60.0
55-59	53.3	38.3	69.7	72.3	59.2	82.1	43.7	30.3	61.3
60-64	22.5	12.2	35.4	28.2	12.5	45.4	20.7	12.1	32.0
65+	7.0	5.2	9.4	11.8	6.4	18.3	6.0	5.0	7.5
Total	47.9	40.7	56.4	66.5	59.8	73.7	34.7	27.9	43.1

Table 4.3: Comparison of Labour Force Participation Rate Over time, 1997, 2000 and 2004 by Region, Area and Sex

Region/Area	NLFS 1997			NLFS 2000			NLFS 2004		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
Caprivi	47.7	45.3	50.6	61.6	61.9	61.2	40.2	31.7	50.4
Erongo	62.5	48.7	74.5	63.3	54.2	72.5	71.4	63.5	77.9
Hardap	51.5	36.6	66.2	55.8	42.9	69.5	53.8	43.9	64.7
Karas	61.8	51.7	71.9	56.0	44.3	69.1	71.3	58.6	82.7
Kavango	47.7	43.6	52.6	50.3	48.5	52.8	43.2	39.7	47.6
Khomas	72.4	63.1	80.6	68.7	60.8	76.8	70.3	63.9	76.8
Kunene	60.7	43.1	75.9	49.6	33.5	68.3	54.6	40.7	69.1
Ohangwena	39.2	42.8	34.2	29.4	26.9	32.9	17.8	15.0	21.8
Omaheke	66.6	55.1	78.7	56.5	40.9	72.3	65.2	48.7	77.9
Omusati	29.5	29.9	28.8	43.5	44.5	41.9	18.9	20.0	17.2
Oshana	47.4	46.7	48.2	54.7	52.9	57.2	47.8	44.0	53.4
Oshikoto	53.8	52.2	55.8	45.3	41.3	50.7	37.7	32.8	43.6
Otjozondjupa	67.7	51.3	81.4	63.4	48.1	79.3	60.4	47.3	73.5
Urban	67.0	58.1	75.3	66.2	58.9	74.4	66.5	59.8	73.7
Rural	45.4	41.0	50.9	45.8	40.2	53.0	34.7	27.9	43.1
Namibia	53.5	46.9	60.9	54.0	47.4	62.0	47.9	40.7	56.4

Figure 4.1: Labour Force Participation Rate by Age and Sex

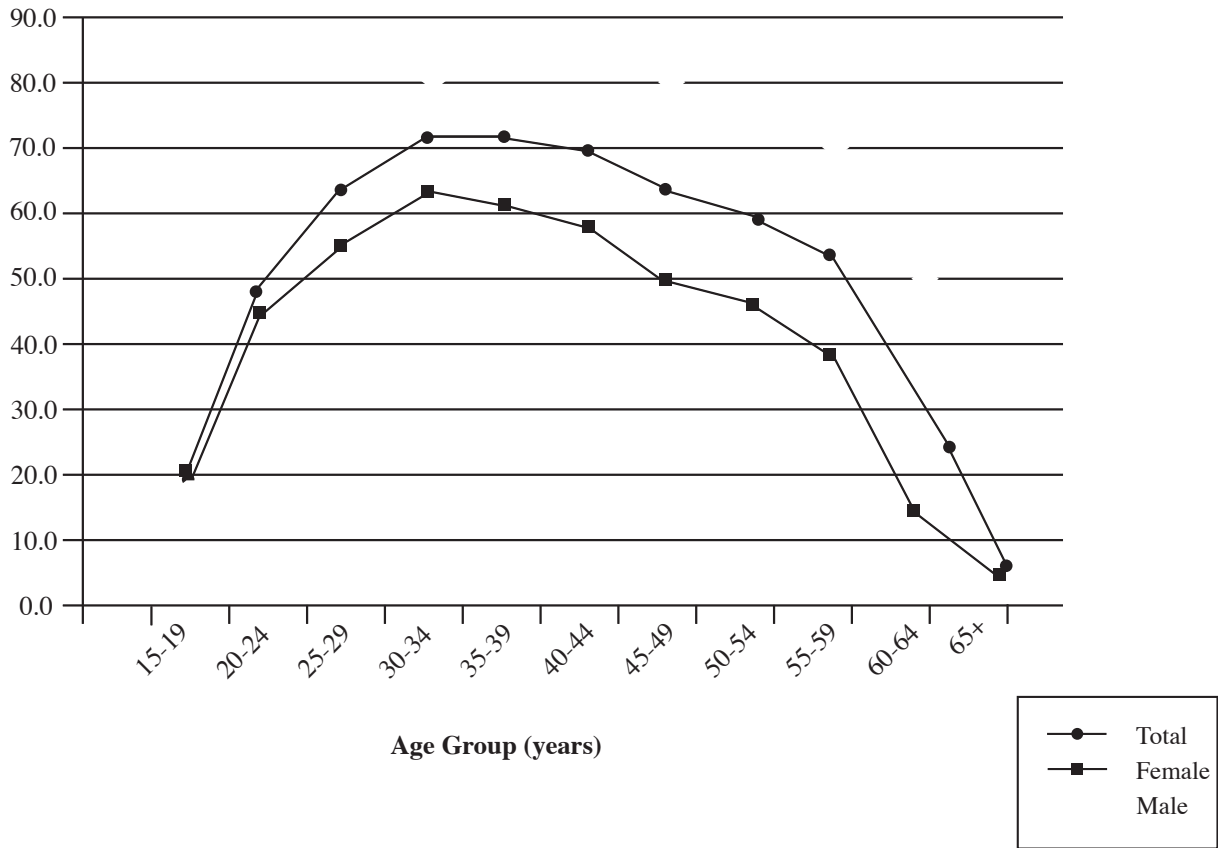


Figure 4.2: Labour Force Participation Rate by Age and Area

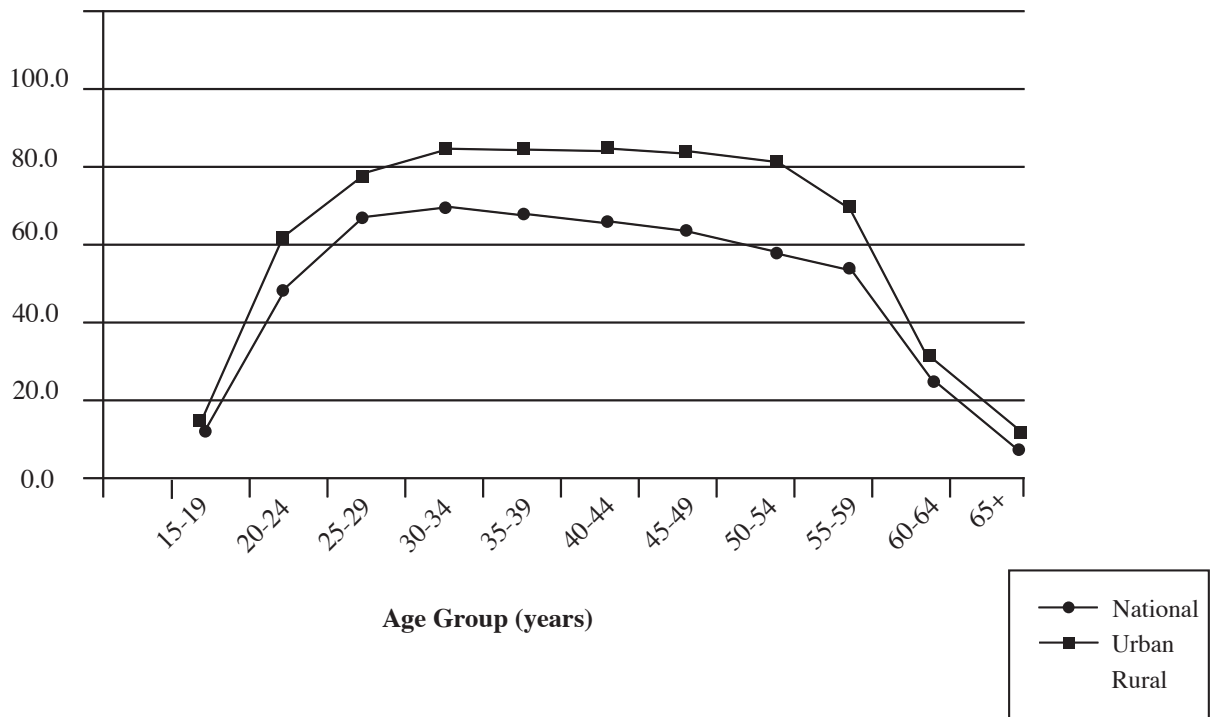


Figure 4.3: Rates of Unemployment by Years

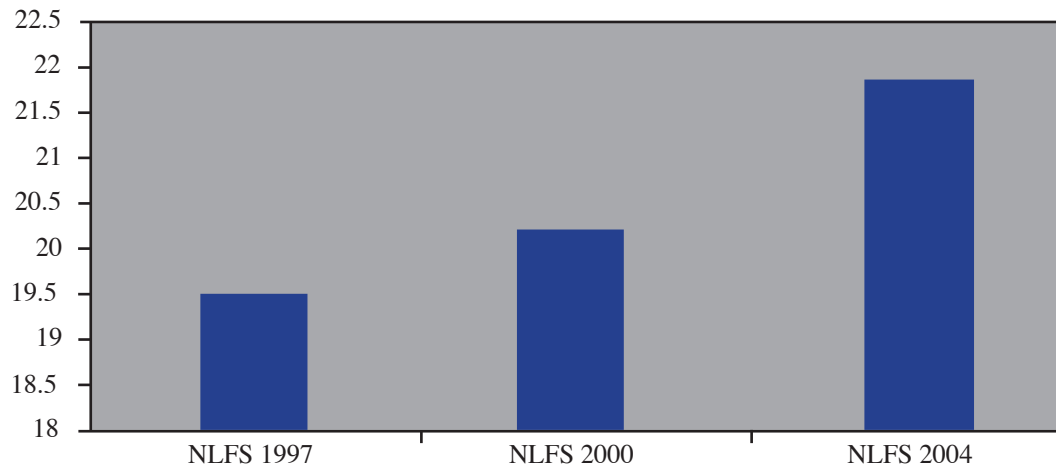


Table 4.4: Unemployment Rate by Region, Area, Sex and Measure of Unemployment (Percent)

Region/Area	Broad			Strict		
	Total	Females	Males	Total	Females	Males
Caprivi	51.1	58.6	44.0	27.9	31.4	25.3
Erongo	34.3	41.7	28.9	25.9	31.4	22.2
Hardap	28.0	39.2	17.9	16.0	21.7	11.8
Karas	26.8	36.3	20.2	21.0	26.7	17.5
Kavango	44.4	47.4	41.3	31.9	34.8	28.9
Khomas	24.2	26.7	21.9	19.9	20.0	19.8
Kunene	40.1	56.8	25.9	21.0	30.8	15.0
Ohangwena	64.2	66.7	60.7	31.3	27.0	35.8
Omaheke	18.9	29.3	13.0	9.1	11.5	7.9
Omusati	64.6	64.6	64.7	17.2	19.2	13.8
Oshana	31.2	34.0	27.5	17.9	17.8	18.0
Oshikoto	35.0	39.4	30.7	16.1	18.7	13.8
Otjozondjupa	28.8	45.8	16.4	23.7	37.8	14.6
Urban	29.0	33.8	24.4	22.8	25.3	20.6
Rural	44.7	53.0	36.5	20.7	24.5	17.7
Namibia	36.7	43.4	30.3	21.9	25.0	19.4

Table 4.5: Comparison of Unemployment rates Overtime, 1997, 2000 and 2004 by Area and Sex

Survey/Area	Total				Females				Males			
	Employed	Unemp	Labour force	Unemp.Rate	Employed	Unemp.	Labour force	Unemp.rate	Employed	Unemp.	Labour force	Unemp.rate
	(No.)	(No.)	(No.)	(%)	(No.)	(No.)	(No.)	(%)	(No.)	(No.)	(No.)	(%)
<i>NLFS 1997</i>												
Urban	178,033	55,749	233,782	23.8	72,209	26,088	98,297	26.5	105,824	29,661	135,485	21.9
Rural	223,170	41,373	264,543	15.6	109,546	22,157	131,703	16.8	113,624	19,216	132,840	14.5
National	401,203	97,121	488,324	19.5	181,755	48,245	230,000	21.0	219,447	48,877	268,324	18.2
<i>NLFS 2000</i>												
Urban	201,985	63,843	265,828	24.0	91,416	34,099	125,515	27.2	110,569	29,745	140,314	21.2
Rural	229,865	45,755	275,620	16.6	113,606	22,145	135,751	16.3	116,259	23,610	139,869	16.9
National	431,849	109,598	541,447	20.2	205,021	56,243	261,264	21.5	226,828	53,354	280,182	19.0
<i>NLFS 2004</i>												
Urban	219,974	64,904	284,878	22.8	98,889	33,494	132,383	25.3	121,085	31,410	152,495	20.6
Rural	165,355	43,215	208,570	20.7	69,788	22,631	92,419	24.5	95,567	20,585	116,152	17.7
National	385,329	108,119	493,448	21.9	168,677	56,125	224,802	25.0	216,652	51,994	268,646	19.4

Table 4.6: Economically Inactive Population by Current Status, Region, Area and Sex

Region/area	Sex	Current status of the economically inactive								Total	
		Retired	Old age	Illness/ disabled	Homemaker	Student	Income recipient	Other	Not recorded	%	No.
Caprivi	B	0.0	19.7	5.0	25.5	47.9	0.9	1.0	0.0	100.0	16,160
	F	0.0	19.6	3.0	37.0	40.5	0.0	0.0	0.0	100.0	10,241
	M	0.0	19.8	8.5	5.7	60.7	2.5	2.7	0.0	100.0	5,919
Erongo	B	5.6	24.6	4.7	23.2	41.1	0.0	0.8	0.0	100.0	12,433
	F	3.7	26.6	3.5	31.9	34.2	0.0	0.0	0.0	100.0	7,727
	M	8.7	21.4	6.7	8.7	52.3	0.0	2.2	0.0	100.0	4,706
Hardap	B	8.0	29.4	12.3	14.5	33.6	2.0	0.0	0.0	100.0	10,991
	F	8.1	28.1	7.1	19.9	33.5	3.3	0.0	0.0	100.0	6,709
	M	7.9	31.5	20.6	6.2	33.9	0.0	0.0	0.0	100.0	4,282
Karas	B	4.9	25.5	5.1	29.7	29.0	2.2	3.5	0.0	100.0	8,632
	F	3.5	25.8	4.4	41.2	20.4	2.0	2.7	0.0	100.0	5,763
	M	7.7	24.9	6.6	6.7	46.2	2.8	5.2	0.0	100.0	2,869
Kavango	B	0.3	21.2	6.0	29.6	42.6	0.2	0.1	0.0	100.0	58,786
	F	0.0	22.1	6.4	41.9	29.4	0.1	0.0	0.0	100.0	35,459
	M	0.9	19.8	5.4	10.9	62.7	0.2	0.1	0.0	100.0	23,326
Komas	B	3.2	14.4	6.1	16.8	56.9	1.0	1.7	0.0	100.0	35,655
	F	2.9	14.2	4.3	25.5	50.9	0.7	1.6	0.0	100.0	21,928
	M	3.6	14.7	9.0	3.0	66.4	1.4	1.9	0.0	100.0	13,727
Kunene	B	0.7	32.8	10.9	25.1	28.9	0.4	1.2	0.0	100.0	8,775
	F	0.0	26.3	11.9	34.7	25.4	0.6	1.2	0.0	100.0	5,637
	M	1.9	44.5	9.2	7.8	35.2	0.0	1.4	0.0	100.0	3,138
Ohangwena	B	1.2	26.2	6.0	29.4	36.6	0.5	0.1	0.0	100.0	72,505
	F	0.6	25.9	4.9	38.6	30.1	0.0	0.0	0.0	100.0	44,471
	M	2.0	26.9	7.7	14.8	47.1	1.2	0.3	0.0	100.0	28,034
Omaheke	B	0.9	31.6	10.7	36.2	16.9	2.0	1.8	0.0	100.0	8,013
	F	1.3	25.5	8.1	51.9	12.3	0.9	0.0	0.0	100.0	5,262
	M	0.0	43.1	15.6	6.3	25.7	4.0	5.2	0.0	100.0	2,751
Omusati	B	0.7	31.8	9.9	12.9	44.5	0.0	0.3	0.0	100.0	56,971
	F	0.0	36.7	9.6	18.0	35.6	0.0	0.0	0.0	100.0	32,676
	M	1.6	25.1	10.2	6.1	56.5	0.0	0.6	0.0	100.0	24,296
Oshana	B	2.4	24.0	6.2	23.6	43.5	0.0	0.4	0.0	100.0	44,312
	F	0.4	24.3	6.6	32.6	35.5	0.0	0.6	0.0	100.0	28,159
	M	5.9	23.3	5.5	7.9	57.4	0.0	0.0	0.0	100.0	16,153
Oshikoto	B	1.4	26.8	5.7	26.3	39.2	0.0	0.3	0.2	100.0	38,311
	F	0.7	26.7	3.6	36.8	32.2	0.0	0.0	0.0	100.0	22,755
	M	2.4	27.0	8.9	11.1	49.3	0.1	0.7	0.5	100.0	15,556
Otjozondjupa	B	5.1	8.5	6.1	48.0	31.4	1.0	0.0	0.0	100.0	22,334
	F	4.2	9.3	2.9	56.3	26.1	1.1	0.0	0.0	100.0	14,449
	M	6.8	7.1	11.9	32.6	41.0	0.7	0.0	0.0	100.0	7,885
Urban	B	2.8	13.9	5.9	21.7	53.7	0.8	1.2	0.0	100.0	101,783
	F	2.2	13.8	4.9	29.2	48.2	0.7	1.0	0.0	100.0	63,228
	M	3.8	14.0	7.6	9.4	62.8	0.9	1.5	0.0	100.0	38,555
Rural	B	1.6	27.5	7.2	26.5	36.6	0.3	0.3	0.0	100.0	292,097
	F	0.8	28.2	6.1	36.7	27.8	0.2	0.1	0.0	100.0	178,009
	M	2.7	26.5	8.8	10.7	50.2	0.6	0.6	0.1	100.0	114,088
Namibia	B	1.9	24.0	6.9	25.3	41.0	0.5	0.5	0.0	100.0	393,880
	F	1.2	24.4	5.8	34.7	33.2	0.3	0.3	0.0	100.0	241,237
	M	3.0	23.3	8.5	10.3	53.4	0.7	0.8	0.1	100.0	152,643

5. Characteristics of the Employed

5.1 Current Employment

- 5.1 The employed population of the labour force are those persons engaged in the process of producing goods and services. For the person to be classified as currently employed, a wide definition of economic activity was used for the survey in accordance with the System of National Accounts and international recommendations. The respondents had to work for at least one hour on any of the wide range of economic activities or be temporarily absent from such an activity. Adopting the priority rules, economic activity took priority over non economic activity. The reference period for the person to be employed was a calendar week preceding the interview (Floating).
- 5.2 This chapter attempts to bring to the fore, the different characteristics of the employed population. It starts off by outlying the employment to population ratio by region, area and sex highlighting the geographical concentration of the employed population. The employment structure of the labour force is then highlighted, followed by the unionization of the economically active population. The chapter ends by highlighting the extent of coverage of the social security registration of the labour force.
- 5.3 Table 4.1 indicates that the total working age population is 888,348, among this population 43.4 percent or 385,329 makes up the employed population.

5.2 Employment to Population Ratio

- 5.4 Employment to the population ratio also referred as the employment rate is the proportion of the working age population that is employed. It depicts the share of employed persons to the total working age population. This indicator tends to be more stable than both the labour force participation rate and the unemployment rate, as such, is probably a better indicator of longer term conditions in the labour market. It measures the extent to which the working age population enters the labour force (labour force participation rate) and finds employment (the compliment of the unemployment rate).
- 5.5 As can be observed in Table 5.1, the overall employment ratio for persons of the working age population is 37.4 percent. The employment ratio for males (45.5 percent) is consistently higher than that of females (30.5 per cent). In the same vein urban employment ratio (51.4 percent) is higher than that in rural areas (27.5 percent). Ohangwena region has the lowest employment ratio of 12.2 percent in contrast to Omaheke with the highest employment ratio of 59.3 percent. The urban employment ratio for males is 58.5 percent and for females is 44.7 percent. The same pattern prevails in rural areas where the employment ratio for males (35.5 percent) is higher than that of females (21.0 percent).

5.3 Employment Structure

- 5.6 Table 5.2 shows the distribution of the employed population by industry, employment status, occupation, area and sex (percentage). It provides information on the industrial, occupational and employment status distribution of the employed population in Namibia. The distribution of employment in all the different sectors indicates that agriculture is the main employment provider accounting for 26.6 percent of the total employed population. If employed persons in agriculture are distributed by urban/rural areas, most of them 57.6 percent are in rural areas as compared to 3.4 per cent in urban areas. In both urban and rural areas there were more males in agricultural activities than females. Wholesale and retail trade, repair of motor vehicles is the second leading employment providing sector accounting for 14.0 percent of the employed, followed by Education and Public administration, defence and social security both with 8 per cent.

Table 5.1: Employment to Population Ratio by Region, Area and Sex

Region/Area	Total	Females	Males
Caprivi	29.0	21.8	37.6
Erongo	52.9	43.6	60.6
Hardap	45.2	34.4	57.0
Karas	56.3	42.9	68.2
Kavango	29.4	25.9	33.9
Khomas	56.3	51.1	61.7
Kunene	43.1	28.1	58.7
Ohangwena	12.2	11.0	14.0
Omaheke	59.3	43.2	71.7
Omusati	15.6	16.2	14.8
Oshana	39.3	36.2	43.8
Oshikoto	31.7	26.6	37.6
Otjozondjupa	46.0	29.4	62.7
Urban	51.4	44.7	58.5
Rural	27.5	21.0	35.5
Namibia	37.4	30.5	45.5

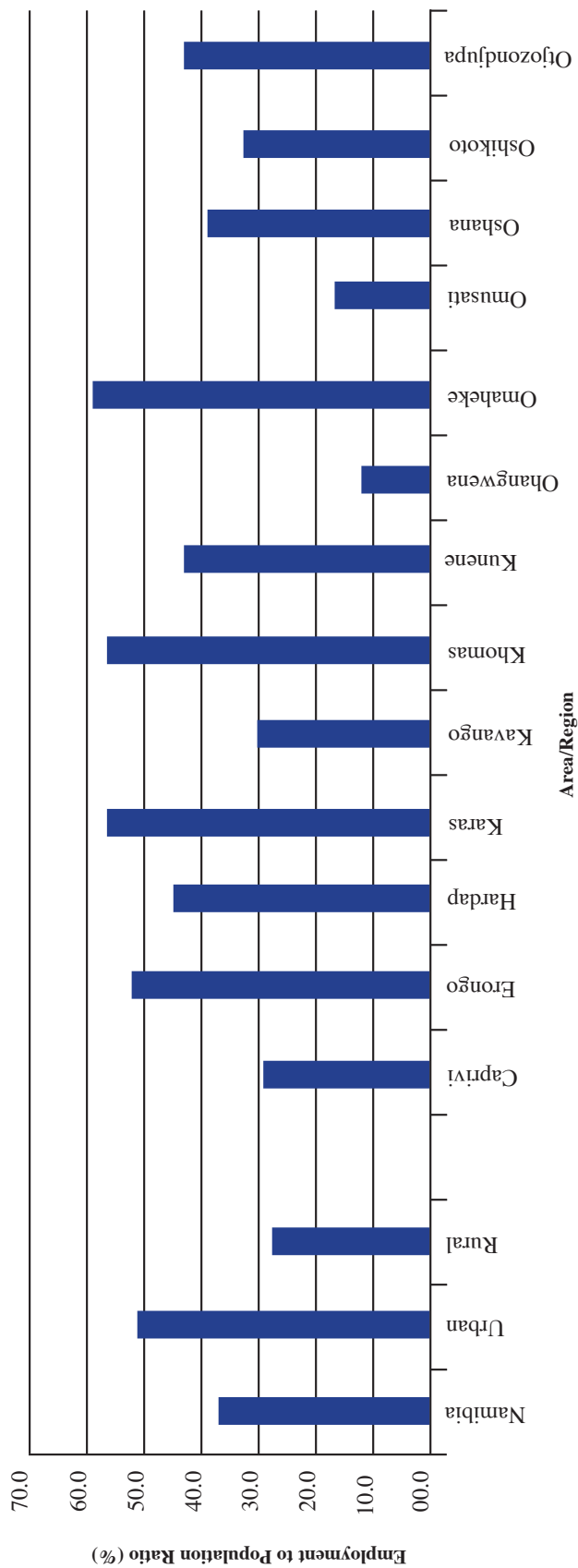
It is worth noting that occupational and industrial structure as well as the employment status of a country's labour force reflects the level of its economic development and the efficiency with which it uses its resources. The fact that the majority of workers in the country have little or no skills is shown by the dominance of agriculture and related occupations.

- 5.7 All the status of employment in table 5.2 can be condensed to three main categories of the employed. These are; paid employees (280,677) self employed persons (86,090) and contributing family workers i.e. unpaid family workers (16,868) and others (1,195).

Table 5.2 indicates that the dominant employment status is paid employees, which confirms the findings that the predominant household main source of income is salaries and wages (Table 3.8). Employees account for 72.8 percent of the working population, most of them are in the private sector (50.5 percent). The least number of the employed population are recorded in unpaid family workers (4.4 per cent).

- 5.8 Table 5.2 indicates that the majority of the employed are in elementary occupations (29.1 percent) and in craft and trade workers (14.6 per cent). Armed forces accounts for the least proportion of the employed persons (0.9 percent) this can be attributed to the fact that the survey only covered private households excluding people in various institutions like military barracks.
- 5.9 Table 5.3 gives detailed industrial classification of the currently employed persons by their main status. It shows that subsistence farmers constitute about 35.0 percent of the employed persons in agriculture. The table further shows that employees in the private sector are spread across all industries but the majority (42,620) are in agriculture, followed by wholesale and retail trade, repair of motor vehicles (32,397). Other own account workers are concentrated in wholesale and retail trade, repair of motor vehicles (14,527) followed by agriculture (5,765). Employee (government or parastatal) are mostly concentrated in Education (27,353) and public administration, defence and social security (23,177).
- 5.10 Table 5.4 indicates that most of the employed persons in elementary occupations are in agriculture (53,667) and in private households with employed persons (21,622). A high

Figure 5.1: Employment to Population Ratio by Area and Region



concentration (15,280) of craft and trade workers are in the construction industry. Professionals are mainly concentrated in the education industry (20,806) while the majority of clerks are reported to be in wholesale and retail trade, repair of motor vehicles (6,739).

5.4 Educational Profile of the Employed

5.11 Table 5.5 shows the educational profile of the employed population by industry, occupation and employment status. The table indicates that the highest proportion (63.6 percent) of employed persons with no formal education is in Agriculture. The same trend applies to those with primary and junior secondary education. Most of the employed persons with university as the highest education attained are concentrated in Public Administration, defence and social security and education (23 percent).

The table further shows that majority of employees in the private sector (54.3 percent) have no formal education. It also shows that 84.0 percent of post graduates are employees in the government or parastatals. The table further shows that the majority of employed persons with primary education (42.0 percent) are in elementary occupations followed by agricultural and fishery workers (19.8 percent).

5.12 Table 5.6 indicates that 11.9 percent of the employed population have no formal education. Most of the employed population have junior secondary education (29.8 per cent) and primary education (27.8 percent). Only 10 per cent of the employed persons attained higher education beyond secondary level. The majority of the employed in urban areas (33.5 per cent) attained junior secondary education in contrast to their rural counterparts (39.1 percent) with primary education.

5.5 Unionisation

5.13 Questions on unionization were asked to both the employed and unemployed persons. It is shown in Table 5.7 that 25.6 percent of the total employed persons 15 years and above belong to unions and employers organizations. The union density (rate of unionisation) is higher for employed males (27.3 percent) than for females (23.5 percent) and is higher for those employed in urban areas ((32.6 percent) compared to rural areas (16.3 percent). The dominant type of union is trade/workers union which account for (83.4 percent) of the employed and 76.8 percent of the unemployed.

5.14 Table 5.8 indicates the unionisation of the employed and unemployed persons by type of union and region. The pattern and extent of unionisation differs across the various 13 regions. Erongo region reported the highest union density (41.7 percent) among the employed population while union density for the unemployed was the highest in Karas (11.1 percent). Out of the 98,673 total unionised employed persons, farmers union registered the lowest (8.0 percent).

5.15 The unionisation of the employed persons by industry, employment status, occupation, area and sex is illustrated in Table 5.9. The sector with the most unionized workforce is fishing (65.3 percent) followed by education (64.0 percent) and health and social work (50.8 percent). It is also shown that most of the unionized were employees. The union density among employees in government and parastatals is higher (56.4 percent) as compared to that among private employees (22.4 percent).

5.6 Social Security Registration

5.16 Table 5.10 and 5.11 portray social security registration by a variety of characteristics such as region, employment status, industry, occupation, area and sex. It is shown that 40.2 percent of the labour force is registered with the Social Security Commission, of which 6.7 percent are unemployed and 49.6 percent are employed. The employed persons in urban areas have a high rate of registration (64.1 percent) compared to rural workers (30.3 per cent). Regional desegregation shows that proportion of the labour force registered varies from 20.4 percent in

Kavango to 57.8 percent in Karas. For the employed, the proportion varies from 24.3 percent in Kunene to 67.8 percent in Erongo. On the other hand, for the unemployed persons the proportion varies from 2.3 percent in Caprivi to 21.2 percent in Karas region.

- 5.17 Table 5.11 indicates the social security registration of the workforce among the different industries, occupations and employment status. Private households with employed persons and Extra- territorial organizations and bodies have the lowest proportion of the employed registered with the Social Security Commission (0.0 percent) followed by Agriculture (20.3 percent). However, within agriculture the rate of registration is much higher for subsistence communal farmers with paid employees (27.5 percent) than those without paid employees 2.6 percent.

In summary, registration with the Social Security Commission tends to be high in sectors where formal employment contracts exist and common in urban areas than in rural areas. Registration is also high for males than females. Part of these variations can be attributed to the legal inclusions with registration requirement.

Table 5.2: Employment by Industry, Employment Status, Occupation, Area and Sex (percent)

Industrial Classification	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
Agriculture	26.6	22.3	30.0	3.4	3.2	3.5	57.6	49.4	63.5
Fishing	3.3	2.8	3.7	5.3	4.6	5.9	0.6	0.3	0.9
Mining and Quarrying	2.0	1.0	2.7	2.1	0.9	3.1	1.7	1.1	2.2
Manufacturing	6.2	6.9	5.6	7.9	7.8	8.0	3.9	5.7	2.6
Electricity, Gas & Water	1.6	0.7	2.3	2.1	0.7	3.3	0.9	0.7	1.1
Construction	5.1	0.8	8.4	6.5	1.0	11.1	3.2	0.5	5.1
Wholesale and Retail Trade, Repair of motor vehicles	14.0	15.9	12.5	18.6	18.4	18.7	7.9	12.5	4.5
Hotels and Restaurants	3.4	4.3	2.7	3.4	4.6	2.4	3.4	3.8	3.2
Transport, Storage and Communication	4.1	1.8	5.9	6.0	2.8	8.6	1.6	0.5	2.4
Financial Intermediation	2.0	2.4	1.6	3.2	3.9	2.7	0.3	0.4	0.2
Real Estate, Renting and Business Activities	2.4	2.4	2.4	3.8	4.0	3.7	0.6	0.1	0.9
Public Administration, Defence & Social Security	8.0	6.2	9.3	11.7	9.2	13.9	2.9	2.0	3.6
Education	8.1	11.2	5.7	8.1	11.8	5.1	8.0	10.3	6.4
Health and Social Work	3.6	6.2	1.6	4.9	8.4	2.0	2.0	3.1	1.2
Other Community, Social & Personal Services	3.3	3.1	3.5	4.9	4.4	5.3	1.2	1.1	1.2
Private Households with employed persons	6.2	11.9	1.9	7.9	14.4	2.5	4.1	8.2	1.1
Extra-Territorial Organisations & Bodies	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Not reported	0.1	0.1	0.1	0.1	0.0	0.2	0.1	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Subsistence/communal farmer (with paid employees)	2.3	1.3	3.1	0.3	0.3	0.2	5.1	2.7	6.8
Subsistence/communal farmer (without paid employees)	7.0	8.3	6.0	0.9	1.3	0.6	15.1	18.3	12.8
Other employer (with paid employees)	3.3	3.0	3.5	4.0	3.8	4.1	2.4	2.0	2.7
Other own account worker(without paid employees)	9.7	12.2	7.8	8.2	9.4	7.3	11.7	16.2	8.5
Employee (government or parastatal)	22.4	23.7	21.3	27.9	29.6	26.6	14.9	15.3	14.7
Employee (private)	50.5	45.2	54.6	57.7	54.6	60.3	40.8	31.8	47.5
Unpaid family worker (Subsistence/communal)	3.8	5.0	2.9	0.2	0.3	0.2	8.6	11.8	6.3
Other unpaid family worker	0.5	0.8	0.3	0.3	0.3	0.2	0.9	1.5	0.4
Others	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Not reported	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Legislators, senior officials & managers	2.8	2.3	3.2	4.0	3.2	4.5	1.2	1.0	1.4
Professionals	8.9	11.3	7.0	10.8	13.5	8.6	6.3	8.1	5.1
Technicians & Associate professionals	5.2	5.6	4.9	7.3	7.7	6.9	2.5	2.7	2.4
Clerks	6.6	11.0	3.2	10.4	16.7	5.2	1.7	2.9	0.7
Services, shops & market sales workers	13.7	16.4	11.5	17.5	19.0	16.3	8.6	12.7	5.6
Skilled agricultural & fishery workers	13.6	14.1	13.2	5.1	4.4	5.6	24.9	27.8	22.8
Craft & Trade workers	14.6	8.1	19.6	18.6	8.6	26.9	9.2	7.5	10.4
Plant & Machine operators & assemblers	4.5	0.7	7.5	6.0	0.7	10.3	2.6	0.7	4.0
Elementary occupations	29.1	30.1	28.4	19.1	25.8	13.6	42.5	36.2	47.0
Armed forces	0.8	0.4	1.2	1.2	0.4	1.8	0.4	0.3	0.5
Not reported	0.1	0.1	0.2	0.2	0.0	0.3	0.1	0.1	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 5.3: Distribution of the Employed by Industry and Employment Status

Industrial classification	Status in employment (main job)											Total
	Subsistence/communal farmer (with paid employees)	Subsistence/communal farmer (without paid employees)	Other employer (with paid employees)	Other own account worker (without paid employees)	Employee (government or parastatal)	Employee (private)	Unpaid family worker (Subsistence/communal)	Other unpaid family worker	Others	Not reported		
Agriculture	8,987	26,963	490	5,765	2,034	42,620	14,816	723	238	0	102,636	
Fishing	0	0	217	1,427	1,770	9,180	0	79	46	0	12,720	
Mining and Quarrying	0	0	256	2,031	749	4,527	0	0	0	0	7,563	
Manufacturing	0	0	1,372	5,009	1,428	15,655	0	219	0	74	23,755	
Electricity, Gas & Water	0	0	211	65	2,548	3,220	0	0	107	0	6,151	
Construction	0	0	1,711	1,834	2,621	13,317	0	60	62	0	19,605	
Wholesale and Retail Trade, Repair of motor vehicles	0	0	4,252	14,527	1,777	32,397	0	622	234	86	53,895	
Hotels and Restaurants	0	0	741	1,111	788	10,453	0	0	40	0	13,132	
Transport, Storage and Communication	0	0	600	1,179	5,231	8,782	0	0	69	0	15,861	
Financial Intermediation	0	0	239	0	1,324	5,937	0	0	81	0	7,582	
Real Estate, Renting and Business Activities	0	0	461	787	2,310	5,786	0	0	30	0	9,374	
Public Administration, Defence & Social Security	0	0	183	70	23,177	7,254	0	0	0	0	30,685	
Education	0	0	153	230	27,353	3,432	0	0	0	0	31,168	
Health and Social Work	0	0	238	406	10,372	2,994	0	0	0	0	14,010	
Other Community, Social & Personal Services	0	0	434	1,999	2,382	7,608	0	0	209	0	12,632	
Private Households with employed persons	0	0	1,139	1,002	297	21,188	0	350	78	27	24,081	
Extra-Territorial Organisations & Bodies	0	0	0	0	0	72	0	0	0	0	72	
Not reported	0	0	0	0	0	93	0	0	0	314	407	
Total	8,987	26,963	12,699	37,441	86,161	194,516	14,816	2,052	1,195	501	385,329	

Table 5.4: Distribution of the Employed by Industry and Occupation

Industrial classification	Occupation											Total
	Armed forces	Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clefs	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & assemblers	Elementary occupations	Not reported	
Agriculture	0	741	142	458	495	1,341	43,171	1,268	1,352	53,667	0	102,636
Fishing	0	218	224	560	147	385	7,362	499	438	2,887	0	12,720
Mining and Quarrying	0	177	228	266	739	201	0	2,301	1,063	2,588	0	7,563
Manufacturing	0	713	817	590	1,290	1,300	81	13,436	2,038	3,491	0	23,755
Electricity, Gas & Water	0	165	171	785	325	91	137	2,820	801	785	72	6,151
Construction	0	474	321	169	316	215	0	15,280	636	2,194	0	19,605
Wholesale and Retail Trade, Repair of motor vehicles	0	2,347	1,063	1,182	6,739	21,666	0	14,873	1,279	4,747	0	53,895
Hotels and Restaurants	0	644	134	348	1,016	5,803	731	596	385	3,475	0	13,132
Transport, Storage and Communication	0	934	571	1,435	1,688	495	0	1,369	7,772	1,598	0	15,861
Financial Intermediation	0	889	605	1,952	3,057	777	0	0	0	302	0	7,582
Real Estate, Renting and Business Activities	0	1,155	2,322	1,393	1,730	575	0	1,182	0	1,018	0	9,374
Public Administration, Defence & Social Security	3,262	943	2,248	2,570	3,732	14,401	82	473	700	2,274	0	30,685
Education	0	584	20,806	1,996	1,558	1,095	29	263	187	4,620	30	31,168
Health and Social Work	0	35	3,373	5,003	1,393	848	0	27	720	2,611	0	14,010
Other Community, Social & Personal Services	0	736	1,046	1,334	1,299	2,061	56	1,680	82	4,337	0	12,632
Private Households with employed persons	0	0	187	42	42	1,417	635	136	0	21,622	0	24,081
Extra-Territorial Organisations & Bodies	0	0	0	72	0	0	0	0	0	0	0	72
Not reported	0	0	0	0	0	0	0	0	0	0	407	407
Total	3,262	10,754	34,259	20,154	25,565	52,671	52,284	56,203	17,452	112,216	509	385,329

Table 5.5: Distribution of the Employed Persons by Educational Attainment, Industry, Employment Status and Occupation

Industrial Classification	Educational Attainment										Total	
	No education	Primary Education	Junior Secondary Education	Senior Secondary Education	After Std.10 Certificate	University	Post Graduate	Teacher training	Not reported	Don't know	(%)	(No)
Agriculture	63.6	39.4	21.1	6.1	7.5	3.1	4.4	1.9	23.4	0.0	26.6	102,636
Fishing	1.5	1.8	5.5	4.4	0.8	1.2	0.0	0.0	7.1	0.0	3.3	12,720
Mining and Quarrying	2.9	1.5	1.4	2.5	4.2	2.2	2.0	0.5	3.0	0.0	2.0	7,563
Manufacturing	3.0	6.2	7.8	7.1	1.6	5.9	5.2	2.9	10.0	5.9	6.2	23,755
Electricity, Gas & Water	1.7	1.1	1.9	1.7	2.9	1.5	0.0	0.0	3.0	0.0	1.6	6,151
Construction	4.1	6.8	5.3	4.1	3.4	0.6	1.2	1.2	0.0	32.0	5.1	19,605
Wholesale and Retail Trade, Repair of motor vehicles	6.6	13.4	17.6	17.6	8.7	3.4	2.4	0.8	20.4	30.1	14.0	53,895
Hotels and Restaurants	1.9	3.4	4.0	4.5	1.6	0.0	1.9	0.0	6.4	0.0	3.4	13,132
Transport, Storage and Communication	1.6	2.8	5.0	6.4	4.4	4.6	5.4	0.0	3.6	0.0	4.1	15,861
Financial Intermediation	0.0	0.0	1.2	6.2	4.1	5.9	5.5	0.0	0.0	0.0	2.0	7,582
Real Estate, Renting and Business Activities	0.9	1.1	1.4	4.5	5.7	15.3	11.2	1.8	1.6	0.0	2.4	9,374
Public Administration, Defence & Social Security	2.2	5.2	7.8	12.6	10.4	23.0	21.4	7.3	9.1	27.1	8.0	30,685
Education	0.9	3.1	3.9	10.5	33.2	23.1	19.5	78.4	2.5	0.0	8.1	31,168
Health and Social Work	0.9	1.4	4.1	5.5	9.2	9.2	12.7	1.6	0.0	4.9	3.6	14,010
Other Community, Social & Personal Services	2.9	3.4	3.3	3.7	1.8	0.9	7.2	2.6	4.5	0.0	3.3	12,632
Private Households with employed persons	5.1	9.3	8.5	2.4	0.4	0.0	0.0	0.0	5.4	0.0	6.2	24,081
Extra-Territorial Organisations & Bodies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	0.0	0.0	72
Not reported	0.1	0.1	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.1	407
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	385,329

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Table 5.5: Distribution of the Employed Persons by Educational Attainment, Industry, Employment Status and Occupation

Employment Status	Educational Attainment										Total	
	No education	Primary Education	Junior Secondary Education	Senior Secondary Education	After Std.10 Certificate	University	Post Graduate	Teacher training	Not reported	Don't know	(%)	(No)
Subsistence/communal farmer (with paid employees)	2.1	3.2	1.3	2.8	0.0	0.0	1.4	3.8	3.2	0.0	2.3	8,987
Subsistence/communal farmer (without paid employees)	5.9	10.9	1.0	0.5	0.0	0.0	0.0	0.0	16.8	0.0	7.0	26,963
Other employer (with paid employees)	4.2	2.7	4.4	2.5	4.9	3.9	2.7	0.0	1.0	0.0	3.3	12,699
Other own account worker (without paid employees)	10.1	13.7	5.4	3.2	2.9	1.6	0.8	19.1	12.5	2.7	9.7	37,441
Employee (government or parastatal)	16.3	12.5	33.5	58.4	54.7	66.1	84.0	9.1	7.9	27.1	22.4	86,161
Employee (private)	54.3	51.6	52.5	30.6	36.2	26.8	11.0	64.6	53.2	70.2	50.5	194,516
Unpaid family worker (Subsistence/communal)	5.9	4.3	1.3	1.6	0.0	0.0	0.0	3.4	4.5	0.0	3.8	14,816
Other unpaid family worker	0.9	0.6	0.1	0.0	0.0	0.0	0.0	0.0	0.7	0.0	0.5	2,052
Others	0.3	0.3	0.3	0.4	1.3	1.6	0.0	0.0	0.3	0.0	0.3	1,195
Not reported	0.1	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	501
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	385,329
Occupation												
Legislators, senior officials & managers	1.4	0.4	7.1	4.8	11.7	24.6	3.9	2.5	0.0	13.1	2.8	10,754
Professionals	3.1	0.9	13.3	42.9	52.7	44.0	77.8	1.6	0.3	0.0	8.9	34,259
Technicians & Associate professionals	3.8	0.8	11.2	14.8	20.6	19.0	8.2	0.0	1.1	16.0	5.2	20,154
Clerks	5.5	1.1	19.1	11.1	9.6	5.9	4.5	3.0	0.0	7.6	6.6	25,565
Services, shops & market sales workers	19.9	11.9	16.0	5.2	0.9	3.1	1.8	19.7	6.0	18.6	13.7	52,671
Skilled agricultural & fishery workers	12.9	19.8	3.9	2.3	1.3	1.6	1.4	21.5	26.6	0.0	13.6	52,284
Craft & Trade workers	16.6	17.9	11.9	10.0	1.4	1.8	2.4	16.7	12.8	33.3	14.6	56,203
Plant & Machine operators & assemblers	6.1	4.4	4.8	1.2	0.0	0.0	0.0	9.5	3.4	0.0	4.5	17,452
Elementary occupations	29.7	42.0	11.2	6.5	1.8	0.0	0.0	25.6	49.5	7.2	29.1	112,216
Armed forces	0.9	0.8	1.3	1.1	0.0	0.0	0.0	0.0	0.3	4.1	0.8	3,262
Not recorded	0.1	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	509
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	385,329

Table 5.6: Educational Profile of the Employed by Area and Sex

Area	Sex	Educational attainment											Total
		No education	Primary Education	Junior Secondary Education	Senior Secondary Education	After Std.10 Certificate	University	Post Graduate	Teacher training	Not recorded	Don't know		
Urban	B	11,915	42,325	73,612	62,386	14,083	4,117	4,158	5,262	1,240	876	219,974	
	F	3,319	15,572	34,264	31,104	6,459	2,001	1,749	3,551	669	201	98,889	
	M	8,595	26,753	39,348	31,282	7,624	2,116	2,409	1,711	571	675	121,085	
Rural	B	33,917	64,609	41,076	14,514	5,538	879	1,173	2,487	916	246	165,355	
	F	11,121	26,426	20,728	6,678	2,701	185	288	1,375	155	131	69,788	
	M	22,796	38,183	20,348	7,836	2,837	695	885	1,111	761	115	95,567	
Namibia	B	45,831	106,934	114,688	76,900	19,621	4,996	5,331	7,749	2,157	1,122	385,329	
	F	14,441	41,997	54,992	37,782	9,160	2,186	2,037	4,926	824	332	168,677	
	M	31,391	64,937	59,696	39,118	10,461	2,810	3,294	2,822	1,332	790	216,652	
Urban	B	5.4	19.2	33.5	28.4	6.4	1.9	1.9	2.4	0.6	0.4	100.0	
	F	3.4	15.7	34.6	31.5	6.5	2.0	1.8	3.6	0.7	0.2	100.0	
	M	7.1	22.1	32.5	25.8	6.3	1.7	2.0	1.4	0.5	0.6	100.0	
Rural	B	20.5	39.1	24.8	8.8	3.3	0.5	0.7	1.5	0.6	0.1	100.0	
	F	15.9	37.9	29.7	9.6	3.9	0.3	0.4	2.0	0.2	0.2	100.0	
	M	23.9	40.0	21.3	8.2	3.0	0.7	0.9	1.2	0.8	0.1	100.0	
Namibia	B	11.9	27.8	29.8	20.0	5.1	1.3	1.4	2.0	0.6	0.3	100.0	
	F	8.6	24.9	32.6	22.4	5.4	1.3	1.2	2.9	0.5	0.2	100.0	
	M	14.5	30.0	27.6	18.1	4.8	1.3	1.5	1.3	0.6	0.4	100.0	

Table 5.7: Unionisation (of the employed and unemployed) by Type of Union, Area and Sex

Area	Sex	Type of union				Total unionised	Type of union			Total unionised	Total	Union density
		Trade workers union	Farmers union	Employers organization			Trade workers union	Farmers union	Employers organization			
		(No)					(%)					
Employed												
Urban	B	62,447	2,646	6,580	71,672	87.1	3.7	9.2	100.0	219,974	32.6	
	F	25,971	797	2,983	29,750	87.3	2.7	10.0	100.0	98,889	30.1	
	M	36,475	1,849	3,597	41,922	87.0	4.4	8.6	100.0	121,085	34.6	
Rural	B	19,799	5,199	2,003	27,000	73.3	19.3	7.4	100.0	165,355	16.3	
	F	7,367	1,209	1,286	9,863	74.7	12.3	13.0	100.0	69,788	14.1	
	M	12,431	3,990	717	17,138	72.5	23.3	4.2	100.0	95,567	17.9	
Namibia	B	82,245	7,845	8,583	98,673	83.4	8.0	8.7	100.0	385,329	25.6	
	F	33,339	2,006	4,268	39,613	84.2	5.1	10.8	100.0	168,677	23.5	
	M	48,906	5,839	4,314	59,060	82.8	9.9	7.3	100.0	216,652	27.3	
Unemployed												
Urban	B	2,453	197	318	2,968	82.6	6.6	10.7	100.0	64,904	4.6	
	F	1,098	144	151	1,393	78.8	10.3	10.8	100.0	33,494	4.2	
	M	1,355	53	167	1,575	86.0	3.4	10.6	100.0	31,410	5.0	
Rural	B	770	461	0	1,231	62.6	37.4	0.0	100.0	43,215	2.8	
	F	355	104	0	459	77.3	22.7	0.0	100.0	22,631	2.0	
	M	415	358	0	773	53.7	46.3	0.0	100.0	20,585	3.8	
Namibia	B	3,223	658	318	4,199	76.8	15.7	7.6	100.0	108,119	3.9	
	F	1,453	248	151	1,852	78.5	13.4	8.2	100.0	56,125	3.3	
	M	1,770	410	167	2,348	75.4	17.5	7.1	100.0	51,994	4.5	

Table 5.8: Unionisation (of the employed and unemployed) by Type of Union and Region

Region	Type of union			Total unionised	Type of union			Total unionised	Total	Union density
	Trade workers union	Farmers union	Employers organization		Trade workers union	Farmers union	Employers organization			
	(No)				(%)					
Caprivi	3,272	98	184	3,554	92.1	2.8	5.2	100.0	11,847	30.0
Erongo	14,570	646	504	15,720	92.7	4.1	3.2	100.0	37,701	41.7
Hardap	2,337	337	166	2,840	82.3	11.9	5.8	100.0	16,023	17.7
Karas	7,065	663	127	7,856	89.9	8.4	1.6	100.0	25,015	31.4
Kavango	6,653	391	151	7,195	92.5	5.4	2.1	100.0	38,262	18.8
Khomas	21,423	1,413	2,481	25,317	84.6	5.6	9.8	100.0	99,331	25.5
Kunene	1,940	187	162	2,289	84.8	8.2	7.1	100.0	14,600	15.7
Ohangwena	3,543	284	482	4,310	82.2	6.6	11.2	100.0	14,302	30.1
Omaheke	1,707	1,136	79	2,922	58.4	38.9	2.7	100.0	19,314	15.1
Omusati	3,738	0	912	4,649	80.4	0.0	19.6	100.0	17,254	26.9
Oshana	7,023	232	2,618	9,873	71.1	2.3	26.5	100.0	37,824	26.1
Oshikoto	2,873	1,262	278	4,413	65.1	28.6	6.3	100.0	23,888	18.5
Otjozondjupa	6,099	1,198	438	7,735	78.8	15.5	5.7	100.0	29,969	25.8
Namibia	82,245	7,845	8,583	98,673	83.4	8.0	8.7	100.0	385,329	25.6
Caprivi	112	0	0	112	100.0	0.0	0.0	100.0	4,592	2.4
Erongo	549	53	0	601	91.3	8.8	0.0	100.0	13,191	4.6
Hardap	123	0	39	162	75.9	0.0	24.1	100.0	3,063	5.3
Karas	611	39	88	738	82.8	5.3	11.9	100.0	6,660	11.1
Kavango	62	319	0	381	16.3	83.7	0.0	100.0	17,938	2.1
Khomas	889	71	121	1,081	82.2	6.6	11.2	100.0	24,615	4.4
Kunene	158	0	0	158	100.0	0.0	0.0	100.0	3,886	4.1
Ohangwena	215	0	0	215	100.0	0.0	0.0	100.0	6,525	3.3
Omaheke	71	103	0	174	40.8	59.2	0.0	100.0	1,927	9.0
Omusati	141	0	0	141	100.0	0.0	0.0	100.0	3,594	3.9
Oshana	80	44	0	124	64.5	35.5	0.0	100.0	8,224	1.5
Oshikoto	57	30	0	87	65.5	34.5	0.0	100.0	4,587	1.9
Otjozondjupa	156	0	69	225	69.3	0.0	30.7	100.0	9,317	2.4
Namibia	3,223	658	318	4,199	76.8	15.7	7.6	100.0	108,119	3.9

Table 5.9: Union density (among the employed) by Industry, Employment Status, Occupation, Area and Sex

Industrial Classification	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
Industry									
Agriculture	7.5	5.2	8.9	16.3	15.5	16.8	6.8	4.2	8.3
Fishing	65.3	70.5	62.2	68.3	72.3	65.8	32.4	32.1	32.3
Mining and Quarrying	41.8	32.2	44.4	57.7	56.2	58.0	15.8	5.2	19.7
Manufacturing	28.7	25.3	32.0	34.1	31.9	35.8	14.3	12.6	17.1
Electricity, Gas & Water	47.0	39.6	48.7	50.5	66.8	47.8	36.6	0.0	51.9
Construction	21.9	37.3	20.8	23.3	46.2	21.7	18.2	13.8	18.5
Wholesale and Retail Trade, Repair of motor vehicles	19.2	13.3	25.1	23.2	18.8	26.8	6.6	1.8	16.1
Hotels and Restaurants	27.9	26.1	30.2	28.8	20.0	42.8	26.8	36.4	18.2
Transport, Storage and Communication	33.0	24.8	35.0	31.3	25.6	32.9	41.3	17.9	44.6
Financial Intermediation	28.9	26.1	32.2	28.4	25.4	31.9	37.3	36.7	38.7
Real Estate, Renting and Business Activities	22.1	16.8	26.3	20.4	17.2	23.3	37.3	0.0	41.7
Public Administration, Defence & Social Security	36.8	35.3	37.6	36.3	35.6	36.6	39.9	33.3	42.6
Education	64.0	60.0	70.1	62.2	60.0	66.4	66.3	59.9	73.8
Health and Social Work	50.8	50.9	50.4	47.9	48.5	45.7	60.2	60.0	60.6
Other Community, Social & Personal Services	20.4	17.2	22.7	19.5	12.8	24.0	25.9	40.9	15.0
Private Households with employed persons	4.2	3.3	8.6	5.6	4.4	11.5	0.6	0.7	0.0
Extra-Territorial Organisations & Bodies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not reported	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	25.6	23.5	27.3	32.6	30.1	34.6	16.3	14.1	17.9
Subsistence/communal farmer (with paid employees)	16.4	5.0	20.1	19.9	0.0	43.7	16.1	5.9	19.1
Subsistence/communal farmer (without paid employees)	3.1	2.0	4.3	6.6	4.6	10.0	2.8	1.7	4.0
Other employer (with paid employees)	15.2	10.9	18.2	14.2	14.2	14.3	17.5	1.9	25.7
Other own account worker(without paid employees)	4.0	3.1	5.1	6.0	5.0	7.0	2.1	1.6	2.9
Employee (government or parastatal)	56.5	58.4	54.8	54.5	57.5	51.8	61.4	61.0	61.8
Employee (private)	22.4	18.8	24.7	27.9	21.9	32.4	11.9	11.3	12.1
Unpaid family worker (Subsistence/communal)	3.4	3.9	2.7	0.0	0.0	0.0	3.5	4.0	2.8
Other unpaid family worker	2.8	0.0	8.1	0.0	0.0	0.0	3.9	0.0	14.0
Others	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not reported	42.9	28.8	53.5	37.9	54.9	26.7	49.8	0.0	93.9
Total	25.6	23.5	27.3	32.6	30.1	34.6	16.3	14.1	17.9
Legislators, senior officials & managers	26.3	16.2	32.0	26.5	12.0	34.9	25.5	35.6	20.6
Professionals	57.3	57.0	57.6	50.2	52.6	47.0	73.4	67.5	80.4
Technicians & Associate professionals	46.6	53.3	40.7	45.1	52.9	38.0	52.6	55.1	50.5
Clerks	36.7	33.7	44.6	36.1	33.7	42.4	41.6	33.7	64.7
Services, shops & market sales workers	21.0	12.3	30.5	24.1	16.1	31.8	12.5	4.3	25.9
Skilled agricultural & fishery workers	13.7	9.7	17.0	45.9	42.5	48.0	5.0	2.4	7.3
Craft & Trade workers	23.5	20.4	24.4	26.6	27.0	26.5	15.1	9.9	17.8
Plant & Machine operators & assemblers	44.3	15.5	46.3	42.7	26.6	43.6	49.1	0.0	55.2
Elementary occupations	15.4	15.4	15.4	24.6	20.1	31.5	10.0	10.7	9.5
Armed forces	28.6	47.5	24.2	27.8	72.1	19.6	31.3	0.0	44.4
Not recorded	14.1	0.0	17.7	21.4	0.0	21.4	0.0	0.0	0.0
Total	25.6	23.5	27.3	32.6	30.1	34.6	16.3	14.1	17.9

Table 5.10: Social Security Registration by Region, Area and Sex

Region/Area	Sex	Employed			Unemployed			Labour force		
		No. registered	Total	% registered	No. registered	Total	% registered	No. registered	Total	% registered
Caprivi	B	4,326	11,847	36.5	105	4,592	2.3	4,431	16,439	27.0
Erongo	B	25,568	37,701	67.8	990	13,191	7.5	26,558	50,892	52.2
Hardap	B	9,275	16,023	57.9	219	3,063	7.1	9,494	19,086	49.7
Karas	B	16,907	25,015	67.6	1,415	6,660	21.2	18,322	31,675	57.8
Kavango	B	10,988	38,262	28.7	455	17,938	2.5	11,443	56,200	20.4
Khomas	B	62,272	99,331	62.7	1,801	24,615	7.3	64,073	123,946	51.7
Kunene	B	3,549	14,600	24.3	266	3,886	6.8	3,815	18,486	20.6
Ohangwena	B	5,929	14,302	41.5	215	6,525	3.3	6,144	20,827	29.5
Omaheke	B	8,262	19,314	42.8	324	1,927	16.8	8,586	21,241	40.4
Omusati	B	6,180	17,254	35.8	409	3,594	11.4	6,589	20,848	31.6
Oshana	B	14,812	37,824	39.2	221	8,224	2.7	15,033	46,048	32.6
Oshikoto	B	7,733	23,888	32.4	141	4,587	3.1	7,874	28,475	27.7
Otjozondjupa	B	15,363	29,969	51.3	678	9,317	7.3	16,041	39,286	40.8
Urban	B	141,100	219,974	64.1	5,535	64,904	8.5	146,635	284,878	51.5
	F	61,597	98,889	62.3	2,081	33,494	6.2	63,678	132,383	48.1
	M	79,503	121,085	65.7	3,454	31,410	11.0	82,957	152,495	54.4
Rural	B	50,064	165,355	30.3	1,703	43,216	3.9	51,767	208,571	24.8
	F	16,958	69,788	24.3	1,133	22,631	5.0	18,091	92,419	19.6
	M	33,106	95,567	34.6	570	20,585	2.8	33,676	116,152	29.0
Namibia	B	191,164	385,329	49.6	7,238	108,119	6.7	198,402	493,448	40.2
	F	78,555	168,677	46.6	3,214	56,125	5.7	81,769	224,802	36.4
	M	112,608	216,652	52.0	4,024	51,994	7.7	116,632	268,646	43.4

Table 5.11: Percentage (of the employed) Registered with Social Security by Industry, Employment Status, Occupation, Area and Sex.

Industry	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
Agriculture	20.3	12.1	25.1	32.8	23.2	39.9	19.4	11.1	24.1
Fishing	76.7	80.6	74.3	81.8	82.9	81.1	20.4	32.1	17.3
Mining and Quarrying	64.6	50.0	68.7	89.3	89.7	89.2	24.4	5.2	31.5
Manufacturing	50.8	44.3	57.2	63.5	62.3	64.5	16.5	9.3	28.2
Electricity, Gas & Water	71.8	56.1	75.3	77.9	94.4	75.2	53.6	0.0	76.0
Construction	42.3	58.9	41.1	45.8	74.6	43.8	32.6	18.0	33.7
Wholesale and Retail Trade, Repair of motor vehicles	41.9	31.8	52.1	51.2	44.3	56.7	13.0	5.8	27.8
Hotels and Restaurants	52.1	47.1	58.3	54.6	46.9	66.7	49.0	47.4	50.4
Transport, Storage and Communication	63.2	76.1	60.1	66.4	78.4	63.2	46.9	55.3	45.8
Financial Intermediation	84.1	81.0	87.8	84.0	81.3	87.1	86.6	76.8	100.0
Real Estate, Renting and Business Activities	69.4	64.8	73.0	71.5	66.5	76.1	50.5	0.0	56.4
Public Administration, Defence & Social Security	85.4	85.1	85.6	86.1	85.2	86.7	81.6	84.1	80.5
Education	87.1	85.4	89.7	88.7	88.5	89.1	85.0	80.4	90.4
Health and Social Work	86.8	88.0	83.2	84.4	86.4	77.8	94.4	94.0	95.0
Other Community, Social & Personal Services	47.0	51.0	44.2	47.5	51.0	45.1	43.9	51.0	38.8
Private Households with employed persons	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Extra-Territorial Organisations & Bodies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	49.6	46.6	52.0	64.1	62.3	65.7	30.3	24.3	34.6
Status in employment									
Subsistence/communal farmer (with paid employees)	27.5	14.7	31.7	0.0	0.0	0.0	27.6	17.4	30.6
Subsistence/communal farmer (without paid employees)	2.6	1.5	3.8	8.1	0.0	22.8	2.8	1.7	4.0
Other employer (with paid employees)	50.9	45.9	54.3	61.8	57.7	64.8	26.8	13.7	33.8
Other own account worker(without paid employees)	7.6	6.2	9.3	12.9	9.6	16.4	2.6	3.4	1.6
Employee (government or parastatal)	88.6	89.0	88.2	89.4	89.2	89.5	86.7	88.5	85.3
Employee (private)	52.3	50.4	53.5	61.5	59.9	62.6	35.0	27.3	38.7
Unpaid family worker (Subsistence/communal)	2.3	3.3	1.0	0.0	0.0	0.0	2.4	3.5	1.0
Other unpaid family worker	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Others	22.0	14.9	28.0	19.9	0.0	36.0	24.9	34.9	16.2
Not reported	17.2	40.0	0.0	30.2	76.1	0.0	0.0	0.0	0.0
Total	49.6	46.6	52.0	64.1	62.3	65.7	30.3	24.3	34.6
Occupation									
Legislators, senior officials & managers	81.1	85.1	78.9	83.2	86.5	81.4	72.3	78.8	69.1
Professionals	87.7	88.1	87.1	86.2	87.9	83.9	91.1	88.7	93.9
Technicians & Associate professionals	81.3	79.4	82.9	82.6	85.7	79.8	76.1	54.3	94.1
Clerks	77.7	77.5	78.4	78.6	79.5	76.2	70.0	60.6	97.8
Services, shops & market sales workers	48.3	34.7	63.4	55.3	43.8	66.2	29.5	15.4	52.8
Skilled agricultural & fishery workers	18.3	11.9	23.6	56.0	48.7	60.6	8.1	3.7	12.1
Craft & Trade workers	44.8	31.6	49.1	53.0	48.6	54.1	22.8	4.1	32.7
Plant & Machine operators & assemblers	64.3	42.9	65.8	67.5	73.7	67.1	54.7	0.0	61.4
Elementary occupations	36.9	36.8	37.0	51.3	47.3	57.5	28.3	26.3	29.4
Armed forces	97.9	100.0	97.5	98.4	100.0	98.1	96.4	100.0	95.0
Not reported	20.0	0.0	25.1	21.4	0.0	21.4	17.4	0.0	42.9
Total	49.6	46.6	52.0	64.1	62.3	65.7	30.3	24.3	34.6

6 Characteristics of the Unemployed

6.1 Current Unemployment

6.1 The unemployed population consists of all persons 15 years and above who are either actively seeking for work or are available for work during the reference period (a week preceding the interview). This chapter looks at the characteristics of the unemployed population in Namibia. Among others, it examines the educational profile, age, duration of unemployment and means of looking for work. Unemployment rate is one of the key labour market indicators which is used for the measurement of the unutilized labour supply of any given country. When taken together with the employment- to- population ratio, these two measures represent the broadest indicators of economic activity and status in terms of labour markets available for those countries that collect data on the labour force.

6.2 The NLFS 2004 reveals a higher estimated unemployment rate (broad definition) of 36.7 percent than 33.8 percent estimated in 2000. When the strict measure of unemployment is used unemployment rate would drop to 21.9 percent. The unemployment rate (broad definition) in the rural areas is higher (44.7 percent) than in urban areas (29.0 percent). Table 6.4 further shows that the rate of unemployment is higher among females (43.4 percent) than males (30.3 percent).

6.2 Educational Profile of the Unemployed.

6.3 Table 6.1 shows that the educational profile of the unemployed (broad definition) is characterized by (a) relatively low proportion (10.2 percent) with no education (b) large proportion (33.8 percent) with primary education (c) relatively large proportion of those who attained secondary education, 39.1 percent junior secondary and 15.5 percent who attained senior secondary. The rate of unemployment in urban areas is relatively higher (44.4 percent) than in rural areas (35.5 percent) for those who attained Junior Secondary education.

6.4 Do higher levels of educational attainment reduce the rate of unemployment? Table 6.2 offers the answer by showing the rates of unemployment at different levels of educational attainment. There is a notable disparity in unemployment rates between those with and without higher education. The unemployment rates (broad definition) for those with qualifications beyond secondary education are lower (1 percent) as compared to those with no formal education (33.2 percent). The unemployment rate for people with university qualification is (4.1 per cent) at national level, (4.9 percent) in urban areas and (0.0 percent) in rural areas.

6.5 The unemployment rate for persons with no education as shown in Table 6.2 is slightly higher in rural areas than in urban areas (33.5 and 32.2 percent) respectively. It can be observed in the table that the unemployment rates for females is generally higher than for males nearly at all levels of education with exception of the unemployment rate for females with after Std. 10 certificate which is (0.0 per cent) compared to their male counterpart (0.9 percent).

6.6 The breakdown of the educational profile of the unemployed by regions is shown in Table 6.3. The table reveals that the highest proportions of unemployed with no education (broad definition) is found in Kunene and Omaheke regions (27.6 and 21.5 percent) respectively. Caprivi was recorded with the highest proportion of the unemployed with Post graduate education (1.2 percent).

6.3 Youth Unemployment

6.7 Table 6.4 shows that unemployment in Namibia does not affect all age group the same way. The rate of unemployment in the country tends to fall consistently with age. Table (6.4)

reveals that the most affected age group is between 15-19 years with the total unemployment rate of 64.6 percent (broad definition) declining somewhat to 57.4 percent for the next age group 20-24. By contrast, for those 50 years and above the rate of broad unemployment oscillates around (18 percent). The most affected age group by unemployment in Namibia is that of between 15-24 years, about (60 percent). This group is referred to as **unemployed youth**.

- 6.8 The fact that the youth experience high unemployment is partly because many of them tend to drop out of school or leave school too soon, more especially in the rural areas. A large number of them do so with the hope to find work. In spite of this, in most cases this hope is in vain, because they lack skills and experience which is required in the job market.

Table 6.1: Educational Profile of the Unemployed by Area, Sex and Measure of Unemployed (Percent)

Area	Sex	Educational attainment										Total		
		No Education	Primary education	Junior Secondary	Senior Secondary	After Std.10 Certificate	University	Post graduate degree	Teacher training	Not reported	Don't know	(%)	(No.)	
<i>(Broad unemployment: Looking and not looking for work combined)</i>														
	B	6.3	24.6	44.4	22.9	1.1	0.2	0.1	0.1	0.3	0.0	100.0	89,726	
Urban	F	5.1	23.2	47.2	23.2	1.0	0.0	0.1	0.0	0.2	0.0	100.0	50,549	
	M	7.9	26.4	40.8	22.6	1.1	0.5	0.0	0.2	0.5	0.0	100.0	39,177	
	B	12.8	40.0	35.5	10.5	0.5	0.0	0.1	0.0	0.7	0.1	100.0	133,554	
Rural	F	11.3	37.2	37.8	12.5	0.6	0.0	0.1	0.0	0.5	0.1	100.0	78,623	
	M	15.0	43.9	32.1	7.6	0.3	0.0	0.1	0.0	1.0	0.0	100.0	54,932	
Namibia	B	10.2	33.8	39.1	15.5	0.7	0.1	0.1	0.0	0.5	0.0	100.0	223,281	
	F	8.9	31.8	41.5	16.7	0.8	0.0	0.1	0.0	0.4	0.1	100.0	129,172	
	M	12.0	36.6	35.8	13.8	0.6	0.2	0.0	0.1	0.8	0.0	100.0	94,109	
<i>(Strict unemployment: Looking for work)</i>														
	B	6.4	25.2	43.6	22.9	1.0	0.3	0.1	0.1	0.3	0.0	100.0	64,904	
Urban	F	4.7	24.1	46.3	23.5	1.1	0.0	0.2	0.0	0.2	0.0	100.0	33,494	
	M	8.3	26.3	40.8	22.3	0.9	0.7	0.0	0.2	0.4	0.0	100.0	31,410	
	B	9.2	37.6	35.7	15.1	0.8	0.0	0.2	0.0	1.4	0.0	100.0	43,215	
Rural	F	8.3	35.8	36.0	17.2	1.1	0.0	0.2	0.0	1.3	0.0	100.0	22,631	
	M	10.2	39.6	35.3	12.7	0.5	0.0	0.2	0.0	1.5	0.0	100.0	20,585	
Namibia	B	7.5	30.1	40.4	19.8	1.0	0.2	0.1	0.1	0.8	0.0	100.0	108,119	
	F	6.1	28.8	42.1	21.0	1.1	0.0	0.2	0.0	0.7	0.0	100.0	56,125	
	M	9.0	31.6	38.6	18.5	0.8	0.4	0.1	0.1	0.9	0.0	100.0	51,994	
<i>(Not looking for work)</i>														
	B	6.0	23.2	46.5	22.9	1.1	0.0	0.0	0.0	0.2	0.0	100.0	24,823	
Urban	F	6.0	21.6	49.0	22.5	0.9	0.0	0.0	0.0	0.0	0.0	100.0	17,055	
	M	6.1	26.8	41.0	23.7	1.5	0.0	0.0	0.0	0.8	0.0	100.0	7,767	
	B	14.5	41.1	35.4	8.3	0.3	0.0	0.0	0.0	0.4	0.1	100.0	90,339	
Rural	F	12.4	37.8	38.5	10.6	0.4	0.0	0.0	0.0	0.1	0.1	100.0	55,992	
	M	17.9	46.5	30.2	4.5	0.1	0.0	0.0	0.0	0.8	0.0	100.0	34,347	
Namibia	B	12.7	37.3	37.8	11.4	0.5	0.0	0.0	0.0	0.3	0.1	100.0	115,162	
	F	10.9	34.0	41.0	13.4	0.5	0.0	0.0	0.0	0.1	0.1	100.0	73,048	
	M	15.7	42.9	32.2	8.1	0.4	0.0	0.0	0.0	0.8	0.0	100.0	42,114	

6.4 Duration of Unemployment

6.9 In Namibia, the duration of unemployment tends to be long. Table 6.5 reveals that the majority of the unemployed (56.2 percent) have been without a job for more than 24 months. That can be one of the main reasons why most of the unemployed are discouraged and have given up searching for work. The above mentioned table equally shows that 5.3 percent of the broad unemployed have been without a job for the duration of less than 3 months. With regard to the sexes, the duration of the unemployment does not differ much, however, it differs when it comes to rural versus urban areas, the rural area was recorded with relatively longer durations.

6.10 At regional levels, the percentage of the unemployed that have been without work for more than 24 months is very high in Omusati (69.8 percent), followed by Caprivi and Kunene regions (67.1 and 63.7 percent) respectively. Oshikoto and Caprivi regions recorded relatively low proportions of the unemployed that have been without jobs for less than a 1 month (1.0 and 1.2 percent) respectively.

6.5 Job Search and the Appropriate Measure of Unemployment.

6.11 Of all those without work and available for work (223,281), only 48.4 percent (108,119) were actively looking for work (table 6.6). This proportion is higher in urban areas (72.3 percent) compared to rural areas (32.4 percent). Furthermore, unemployed females tend to be less optimistic than their male counterparts as to the prospects of finding employment, (43.4 percent) of the females actively looked for job, whereas the corresponding proportion of their males counterparts is (55.2 percent).

6.12 Table 6.7 reveals that the popular method of looking for work is checking at work sites, farms, factory gates, market and other assembly places (39.8 percent). The other common methods of looking for work used by unemployed are direct application to employers (23.6 percent) followed by those seeking assistance of friends, relatives colleagues, unions (15.8 percent). Many of these methods appear to be used in urban areas than in rural areas.

6.13 According to (Table 6.6) 108,119 people were not actively looking for work, of which most of them (78.7 percent) thought that there is no work available as revealed in Table 6.8. Of those people that are not actively looking for work, only 3.3 percent are awaiting replies from employers, while 4.2 percent are temporally sick but would otherwise have looked for work.

6.14 The majority of the (108,119) unemployed persons who are looking for work (65,824 or 60.8 percent) have had no previous job experience at all (Table 6.9). Although the discrepancies are not at all large, the lack of experience is more common in rural areas as compared to urban areas, and among women as compared to men.

6.6 Unemployment Rates Overtime (1997,2000 and 2004)

6.15 Table 6.10 indicates comparison of unemployment rates over the periods, 1997, 2000 and 2004. The Table reflects that the rate of unemployment (Strict definition) has been consistently increasing over the years; 19.5 percent in 1997, 20.2 percent in 2000 and 21.9 percent in 2004. However, with the broad definition, the rate has been fluctuating; 34.5 percent in 1997, decreased to 33.8 percent in 2000 and then increased to 36.7 percent in 2004. It can be observed from the table that the rates of unemployment (both broad and strict definitions) are generally higher for males than for females in all the periods.

Table 6.2: Unemployment Rate by Educational Attainment, Area and Sex

Educational attainment	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
	<i>Broad measure of unemployment</i>								
No Education	33.2	44.2	26.5	32.2	43.8	26.4	33.5	44.3	26.5
Primary Education	41.4	49.4	34.7	34.3	43.0	27.9	45.3	52.6	38.7
Junior Secondary	43.2	49.3	36.0	35.1	41.0	28.9	53.5	58.9	46.4
Senior Secondary	31.0	36.3	25.0	24.8	27.3	22.1	49.1	59.6	34.6
After Std.10 Certificate	7.3	9.8	5.0	6.3	7.6	5.2	9.8	14.7	4.7
University	4.1	0.0	7.0	4.9	0.0	9.1	0.0	0.0	0.0
Postgraduate degree	2.7	4.8	1.3	1.4	3.2	0.0	7.1	13.5	4.8
Teachers training	0.9	0.0	2.5	1.3	0.0	4.0	0.0	0.0	0.0
Not reported	36.2	35.7	36.6	17.8	10.2	25.3	51.1	71.1	43.0
Don't know	5.7	17.0	0.0	0.0	0.0	0.0	21.7	34.2	0.0
Total	36.7	43.4	30.3	29.0	33.8	24.4	44.7	53.0	36.5
	<i>Strict measure of unemployment</i>								
No Education	15.1	19.3	13.0	25.9	32.0	23.3	10.5	14.5	8.4
Primary Education	23.4	27.8	20.2	27.8	34.1	23.6	20.1	23.5	17.6
Junior Secondary	27.6	30.1	25.2	27.8	31.1	24.6	27.3	28.2	26.3
Senior Secondary	21.8	23.8	19.7	19.3	20.2	18.3	31.0	36.9	24.9
After Std.10 Certificate	5.0	6.5	3.6	4.5	5.5	3.7	6.0	8.7	3.3
University	4.1	0.0	7.0	4.9	0.0	9.1	0.0	0.0	0.0
Postgraduate degree	2.7	4.8	1.3	1.4	3.2	0.0	7.1	13.5	4.8
Teachers training	0.9	0.0	2.5	1.3	0.0	4.0	0.0	0.0	0.0
Not reported	27.7	31.5	25.2	14.2	10.2	18.7	40.4	66.2	29.4
Total	21.9	25.0	19.4	22.8	25.3	20.6	20.7	24.5	17.7

Table 6.4: Unemployment Rate by Age, Area and Sex

Age group (years)	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
<i>Broad measure of unemployment</i>									
15-19	64.6	70.2	58.3	72.8	76.1	69.1	60.2	67.0	52.3
20-24	57.4	64.9	49.3	52.5	56.5	48.0	61.9	72.8	50.4
25-29	41.1	49.9	32.5	33.7	40.5	26.9	50.4	62.4	39.3
30-34	33.3	37.4	29.4	26.9	27.6	26.2	40.6	49.7	32.8
35-39	26.4	32.5	20.3	16.2	20.6	12.1	40.3	46.5	32.9
40-44	21.9	29.3	14.5	13.3	17.2	9.8	34.1	44.1	22.2
45-49	20.8	25.5	16.7	9.3	13.0	6.7	32.6	34.9	29.9
50-54	17.8	21.3	15.1	7.2	8.8	5.9	26.9	31.2	23.3
55-59	16.0	12.5	18.1	11.1	7.6	13.0	19.5	15.6	22.1
60-64	27.5	19.1	31.2	17.6	13.5	19.0	31.0	20.6	36.1
65+	14.4	11.0	16.9	12.9	0.0	17.9	15.0	13.3	16.5
Not reported	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unknown age	59.5	84.1	50.2	53.0	53.9	52.7	66.1	100.0	47.0
Total	36.7	43.4	30.3	29.0	33.8	24.4	44.7	53.0	36.5
<i>Strict measure of unemployment</i>									
15-19	43.2	46.9	39.9	62.1	63.8	60.6	30.4	35.4	25.9
20-24	41.2	47.1	35.7	44.2	46.2	42.3	37.3	48.5	28.3
25-29	28.1	33.6	23.6	27.0	30.9	23.4	30.0	38.7	23.9
30-34	20.4	21.2	19.7	22.8	22.5	23.1	16.7	18.7	15.3
35-39	15.5	17.7	13.5	13.3	16.4	10.7	19.3	19.9	18.8
40-44	10.7	13.6	8.1	9.9	11.9	8.2	12.0	16.6	7.7
45-49	6.7	5.8	7.4	6.1	7.6	5.2	7.4	3.9	11.0
50-54	4.5	3.6	5.1	4.1	4.0	4.2	4.8	3.2	6.1
55-59	5.9	2.3	8.2	9.0	5.3	11.1	3.4	0.0	5.6
60-64	11.0	0.0	15.7	10.5	0.0	13.7	11.1	0.0	16.7
65+	4.3	4.8	3.9	8.1	0.0	11.4	2.9	5.9	0.0
Not reported	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unknown age	31.3	0.0	33.8	43.9	0.0	49.0	0.0	0.0	0.0
Total	21.9	25.0	19.4	22.8	25.3	20.6	20.7	24.5	17.7

Table 6.5: Distribution of the Unemployed by Duration of Unemployment, Region and Sex (strict)

Region	Sex	Duration of the unemployed in months (%)						Total	
		Less than 1	1 but under 3	3 but under 6	6 but under 12	12 but under 24	24 or more	(%)	(No.)
<i>Broad measure of unemployment</i>									
Caprivi	B	1.2	3.1	2.7	6.8	19.1	67.1	100.0	12,365
Erongo	B	3.8	8.6	8.8	10.8	18.7	49.3	100.0	19,644
Hardap	B	4.3	5.1	13.2	19.5	19.5	38.5	100.0	6,221
Karas	B	5.1	7.3	9.2	16.0	17.2	45.2	100.0	9,177
Kavango	B	2.1	3.9	11.3	10.0	19.0	53.6	100.0	30,593
Khomas	B	4.0	7.0	6.9	9.5	19.3	53.2	100.0	31,685
Kunene	B	2.6	4.6	4.7	10.5	13.8	63.7	100.0	9,794
Ohangwena	B	4.4	6.8	3.3	12.5	19.5	53.6	100.0	25,645
Omaheke	B	27.7	7.8	16.0	11.4	14.8	22.1	100.0	4,498
Omusati	B	1.4	1.8	9.1	8.6	9.3	69.8	100.0	31,519
Oshana	B	2.7	6.6	3.6	9.4	16.5	61.2	100.0	17,180
Oshikoto	B	1.0	5.8	7.2	12.5	17.0	56.5	100.0	12,841
Otjozondjupa	B	3.6	3.7	2.6	15.6	17.6	57.0	100.0	12,120
Urban	B	3.8	7.0	8.2	12.5	18.6	49.8	100.0	89,726
	F	3.3	6.9	7.9	11.6	18.8	51.5	100.0	50,549
	M	4.6	7.2	8.6	13.8	18.3	47.6	100.0	39,177
Rural	B	3.1	4.2	6.6	9.7	15.9	60.5	100.0	133,554
	F	3.2	4.3	7.2	10.2	15.0	60.2	100.0	78,623
	M	2.9	4.1	5.8	9.1	17.2	60.9	100.0	54,932
Namibia	B	3.4	5.3	7.2	10.9	17.0	56.2	100.0	223,281
	F	3.2	5.3	7.4	10.7	16.5	56.8	100.0	129,172
	M	3.6	5.4	6.9	11.1	17.6	55.3	100.0	94,109
<i>Strict measure of unemployment</i>									
Caprivi	B	1.6	1.1	3.9	7.6	21.2	64.6	100.0	4,592
Erongo	B	2.4	10.0	9.7	13.1	18.8	46.0	100.0	13,191
Hardap	B	4.1	8.7	10.7	12.9	20.4	43.2	100.0	3,063
Karas	B	1.8	7.6	11.5	14.0	19.1	46.1	100.0	6,660
Kavango	B	3.6	3.6	13.6	12.4	14.9	51.9	100.0	17,938
Khomas	B	4.1	6.2	7.9	9.3	19.3	53.2	100.0	24,615
Kunene	B	0.0	9.1	7.2	5.9	23.9	53.9	100.0	3,886
Ohangwena	B	3.1	4.9	2.5	12.3	22.6	54.6	100.0	6,525
Omaheke	B	19.8	7.6	25.2	12.6	14.8	20.1	100.0	1,927
Omusati	B	0.3	0.0	14.6	7.0	18.6	59.6	100.0	3,594
Oshana	B	2.6	8.4	6.4	7.9	16.2	58.5	100.0	8,224
Oshikoto	B	2.7	5.0	16.5	18.0	19.4	38.4	100.0	4,587
Otjozondjupa	B	4.6	3.6	1.4	17.3	16.5	56.5	100.0	9,317
Urban	B	3.6	7.1	8.5	12.7	18.4	49.7	100.0	64,904
	F	2.9	6.2	9.1	11.7	18.4	51.7	100.0	33,494
	M	4.4	8.1	7.8	13.7	18.3	47.7	100.0	31,410
Rural	B	3.0	4.1	9.9	10.0	18.4	54.5	100.0	43,215
	F	2.2	4.4	11.8	10.9	18.0	52.6	100.0	22,631
	M	3.9	3.8	7.8	8.9	18.9	56.7	100.0	20,585
Namibia	B	3.4	5.9	9.1	11.6	18.4	51.6	100.0	108,119
	F	2.6	5.5	10.2	11.4	18.3	52.0	100.0	56,125
	M	4.2	6.4	7.8	11.8	18.5	51.2	100.0	51,994

Table 6.6 Unemployed Persons Looking / Not Looking for Work by Age, Area and Sex

Age group (years)/ Area	Total			Females			Males		
	Looking	Not looking	Total	Looking	Not looking	Total	Looking	Not looking	Total
	<i>(No.)</i>								
15-19	10,884	15,176	26,060	5,635	9,365	15,000	5,248	5,811	11,059
20-24	33,314	30,818	64,133	18,312	19,632	37,944	15,002	11,187	26,189
25-29	25,312	19,732	45,044	13,679	13,240	26,919	11,633	6,492	18,124
30-34	16,387	15,526	31,913	7,870	9,588	17,459	8,517	5,938	14,455
35-39	10,426	10,001	20,427	5,631	6,977	12,607	4,795	3,024	7,820
40-44	5,646	7,615	13,261	3,384	5,499	8,883	2,263	2,116	4,378
45-49	2,414	6,494	8,907	927	4,251	5,179	1,487	2,242	3,729
50-54	1,206	4,384	5,590	404	2,537	2,941	802	1,847	2,649
55-59	1,101	2,219	3,320	157	813	970	945	1,406	2,350
60-64	850	1,768	2,618	0	555	555	850	1,212	2,062
64+	256	706	962	126	184	309	130	523	652
Unknown age	324	722	1,046	0	406	406	324	316	640
Urban	64,904	24,823	89,726	33,494	17,055	50,549	31,410	7,767	39,177
Rural	43,215	90,339	133,554	22,631	55,992	78,623	20,585	34,347	54,932
Namibia	108,119	115,162	223,281	56,125	73,048	129,172	51,994	42,114	94,109
	<i>(%)</i>								
15-19	41.8	58.2	100.0	37.6	62.4	100.0	47.5	52.5	100.0
20-24	51.9	48.1	100.0	48.3	51.7	100.0	57.3	42.7	100.0
25-29	56.2	43.8	100.0	50.8	49.2	100.0	64.2	35.8	100.0
30-34	51.3	48.7	100.0	45.1	54.9	100.0	58.9	41.1	100.0
35-39	51.0	49.0	100.0	44.7	55.3	100.0	61.3	38.7	100.0
40-44	42.6	57.4	100.0	38.1	61.9	100.0	51.7	48.3	100.0
45-49	27.1	72.9	100.0	17.9	82.1	100.0	39.9	60.1	100.0
50-54	21.6	78.4	100.0	13.7	86.3	100.0	30.3	69.7	100.0
55-59	33.2	66.8	100.0	16.2	83.8	100.0	40.2	59.8	100.0
60-64	32.5	67.5	100.0	0.0	100.0	100.0	41.2	58.8	100.0
64+	26.6	73.4	100.0	40.8	59.5	100.0	19.9	80.2	100.0
Unknown age	31.0	69.0	100.0	0.0	100.0	100.0	50.6	49.4	100.0
Urban	72.3	27.7	100.0	66.3	33.7	100.0	80.2	19.8	100.0
Rural	32.4	67.6	100.0	28.8	71.2	100.0	37.5	62.5	100.0
Namibia	48.4	51.6	100.0	43.4	56.6	100.0	55.2	44.8	100.0

Table 6.7: Distribution of the Unemployed by Means of Looking for Work, Region, Area and Sex (strict)

Region	Sex	Means of looking for work											Total	
		Registration at Ministry of Labour and Social Welfare	Registration at other employment agencies	Direct applications to employers	Checking at work sites, farms, factory gates, market or others	Placed or answered media advertisement	Seeking assistance of friends, relatives, colleagues, union etc.	Take action to start business or subsistence farming	Others	(%)	(No.)			
Caprivi	B	21.6	2.2	35.5	31.0	6.2	1.6	1.9	0.0	100.0	4,592			
Eroingo	B	3.6	4.9	21.2	43.9	2.3	24.2	0.0	0.0	100.0	13,191			
Hardap	B	2.6	6.9	8.1	65.4	0.8	13.7	0.0	2.5	100.0	3,063			
Karas	B	6.9	5.0	22.4	55.0	0.0	10.6	0.0	0.0	100.0	6,660			
Kavango	B	5.6	5.1	16.4	35.7	7.4	28.6	1.2	0.0	100.0	17,938			
Khomas	B	14.1	5.0	29.0	29.6	7.3	14.4	0.5	0.0	100.0	24,615			
Kunene	B	6.1	5.8	18.8	41.3	0.7	27.3	0.0	0.0	100.0	3,886			
Ohangwena	B	0.0	9.5	19.0	55.8	4.8	10.8	0.0	0.0	100.0	6,525			
Omaheke	B	4.6	2.4	30.3	42.3	2.0	16.1	2.2	0.0	100.0	1,927			
Omusati	B	18.7	19.1	7.6	39.8	10.7	4.0	0.0	0.0	100.0	3,594			
Oshana	B	4.8	4.1	29.4	41.2	14.1	5.7	0.0	0.8	100.0	8,224			
Oshikoto	B	8.3	0.9	30.1	48.5	0.7	11.5	0.0	0.0	100.0	4,587			
Otjozondjupa	B	12.1	13.9	28.5	35.8	0.0	9.1	0.7	0.0	100.0	9,317			
Urban	B	11.1	6.6	26.7	35.7	5.2	14.3	0.3	0.0	100.0	64,904			
	F	14.2	6.8	25.0	33.2	5.4	14.8	0.6	0.0	100.0	33,494			
	M	7.8	6.5	28.6	38.4	5.0	13.8	0.0	0.0	100.0	31,410			
Rural	B	5.0	5.5	18.9	45.9	5.4	18.1	0.8	0.3	100.0	43,215			
	F	3.9	4.8	21.0	42.0	4.8	22.8	0.1	0.6	100.0	22,631			
	M	6.2	6.3	16.6	50.2	6.0	13.0	1.6	0.0	100.0	20,585			
Namibia	B	8.7	6.2	23.6	39.8	5.3	15.8	0.5	0.1	100.0	108,119			
	F	10.1	6.0	23.4	36.8	5.1	18.0	0.4	0.3	100.0	56,125			
	M	7.2	6.4	23.8	43.0	5.4	13.5	0.6	0.0	100.0	51,994			

Table 6.8: Distribution of the Unemployed Persons by Reason for Not Looking for Work by Region, Area and Sex

Region/Area	Sex	Reasons for not looking for work								Total	
		Thought no work	Awaiting replies from employers	Temporarily sick but would have looked otherwise	Already found work to start within a month	Awaiting busy season	Lack of resources to start business or subsistence farming	Studying	Others	(%)	(No.)
Caprivi	B	87.9	3.9	3.7	0.6	2.1	0.0	0.6	1.3	100.0	7,773
Erongo	B	60.1	9.4	8.3	0.0	2.7	1.3	3.8	14.4	100.0	6,452
Hardap	B	43.4	8.1	19.8	0.0	6.9	4.8	1.5	15.5	100.0	3,158
Karas	B	43.4	6.2	9.5	0.0	17.2	0.0	0.0	23.8	100.0	2,517
Kavango	B	70.5	0.8	8.7	2.0	12.8	4.7	0.0	0.5	100.0	12,654
Khomas	B	51.1	6.8	3.7	5.1	4.8	3.6	8.8	16.0	100.0	7,070
Kunene	B	86.4	0.5	3.5	0.0	1.0	2.4	0.0	6.1	100.0	5,907
Ohangwena	B	83.1	5.3	1.5	0.0	3.2	1.0	2.3	3.7	100.0	19,121
Omaheke	B	70.3	5.2	8.1	1.2	4.7	0.0	3.4	7.0	100.0	2,571
Omusati	B	90.8	1.3	0.5	0.0	2.7	2.7	0.0	1.9	100.0	27,925
Oshana	B	82.7	3.2	4.8	0.8	3.1	1.1	1.3	2.9	100.0	8,956
Oshikoto	B	85.3	1.3	3.6	0.0	6.1	0.0	0.0	3.7	100.0	8,255
Otjozondjupa	B	83.4	0.0	7.1	0.0	6.9	0.0	1.5	1.1	100.0	2,803
Urban	B	62.2	5.4	10.4	2.1	5.0	2.0	3.9	9.1	100.0	24,823
	F	62.4	4.4	10.9	1.2	5.6	2.1	3.8	9.6	100.0	17,055
	M	61.8	7.8	9.1	4.0	3.6	1.5	4.1	8.1	100.0	7,767
Rural	B	83.3	2.8	2.5	0.3	4.7	2.0	0.8	3.8	100.0	90,339
	F	81.4	2.8	2.7	0.4	5.5	2.0	0.8	4.4	100.0	55,992
	M	86.3	2.8	2.1	0.0	3.3	2.0	0.8	2.8	100.0	34,347
Namibia	B	78.7	3.3	4.2	0.7	4.7	2.0	1.4	4.9	100.0	115,162
	F	77.0	3.1	4.7	0.6	5.6	2.0	1.5	5.6	100.0	73,048
	M	81.8	3.7	3.4	0.7	3.4	1.9	1.4	3.8	100.0	42,114

Table 6.9: Distribution of First Time Job Seekers by Educational Attainment, Age, Area and Sex

Age group (years)	Sex	Educational attainment									Total	
		No Education	Primary Education	Junior Secondary	Senior Secondary	After Std.10 Certificate	Postgraduate degree	Teachers training	Not reported	Don't know	(%)	(No.)
<i>Both looking and not looking</i>												
15-19	B	10.7	32.6	44.3	10.4	0.2	0.0	0.0	1.8	0.0	100.0	21,974
20-24	B	6.1	26.1	45.6	20.8	1.0	0.0	0.1	0.2	0.0	100.0	48,788
25-29	B	7.7	26.3	45.0	20.2	0.4	0.2	0.0	0.2	0.0	100.0	29,573
30-34	B	13.1	39.1	33.7	12.7	0.9	0.6	0.0	0.0	0.0	100.0	17,867
35-39	B	9.7	44.2	39.7	5.9	0.4	0.0	0.0	0.0	0.0	100.0	10,970
40-44	B	20.0	49.6	26.6	3.1	0.0	0.0	0.0	0.7	0.0	100.0	6,554
45-49	B	24.3	60.0	12.8	1.5	0.0	0.0	0.0	0.0	1.5	100.0	4,667
50-54	B	25.0	59.2	12.3	3.5	0.0	0.0	0.0	0.0	0.0	100.0	2,011
55-59	B	37.4	50.4	12.3	0.0	0.0	0.0	0.0	0.0	0.0	100.0	967
60-64	B	40.9	27.2	31.7	0.0	0.0	0.0	0.0	0.0	0.0	100.0	545
64+	B	56.6	43.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	346
Unknown age	B	44.6	8.6	16.6	30.1	0.0	0.0	0.0	0.0	0.0	100.0	800
<i>Urban</i>												
	B	6.7	25.0	45.3	21.4	1.3	0.1	0.1	0.1	0.0	100.0	52,865
	F	5.9	25.2	47.8	19.7	1.2	0.2	0.0	0.0	0.0	100.0	33,099
	M	8.1	24.6	41.1	24.2	1.4	0.0	0.4	0.3	0.0	100.0	19,766
<i>Rural</i>												
	B	12.5	37.4	37.7	11.5	0.2	0.1	0.0	0.6	0.1	100.0	92,198
	F	11.8	34.2	40.3	12.8	0.3	0.1	0.0	0.3	0.1	100.0	57,978
	M	13.7	42.6	33.2	9.2	0.1	0.1	0.0	1.0	0.0	100.0	34,221
Namibia												
	B	10.4	32.9	40.4	15.1	0.6	0.1	0.0	0.4	0.0	100.0	145,063
	F	9.7	31.0	43.0	15.3	0.6	0.1	0.0	0.2	0.1	100.0	91,076
	M	11.6	36.0	36.1	14.7	0.6	0.1	0.1	0.7	0.0	100.0	53,987
<i>Not looking</i>												
15-19	B	10.0	29.8	46.1	10.9	0.0	0.0	0.0	3.1	0.0	100.0	12,816
20-24	B	7.6	28.9	46.7	16.2	0.7	0.0	0.0	0.0	0.0	100.0	24,427
25-29	B	11.4	26.4	46.7	15.3	0.2	0.0	0.0	0.0	0.0	100.0	13,421
30-34	B	15.5	42.6	31.4	10.1	0.4	0.0	0.0	0.0	0.0	100.0	10,190
35-39	B	6.8	49.9	38.2	4.5	0.6	0.0	0.0	0.0	0.0	100.0	6,740
40-44	B	18.9	44.7	34.6	1.8	0.0	0.0	0.0	0.0	0.0	100.0	3,919
45-49	B	26.4	57.6	14.1	0.0	0.0	0.0	0.0	0.0	1.8	100.0	3,682
50-54	B	27.1	55.7	13.4	3.8	0.0	0.0	0.0	0.0	0.0	100.0	1,851
55-59	B	36.6	49.7	13.8	0.0	0.0	0.0	0.0	0.0	0.0	100.0	860
60-64	B	40.9	27.2	31.7	0.0	0.0	0.0	0.0	0.0	0.0	100.0	545
64+	B	38.0	62.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	184
Unknown age	B	59.0	0.0	10.7	30.2	0.0	0.0	0.0	0.0	0.0	100.0	605
		12.5	35.0	40.2	11.4	0.3	0.0	0.0	0.5	0.1	100.0	79,239
<i>Urban</i>												
	B	6.2	18.3	51.4	22.4	1.3	0.0	0.0	0.4	0.0	100.0	15,398
	F	6.2	18.7	53.2	21.1	0.7	0.0	0.0	0.0	0.0	100.0	10,881
	M	6.1	17.3	46.9	25.7	2.6	0.0	0.0	1.4	0.0	100.0	4,517
<i>Rural</i>												
	B	14.0	39.0	37.5	8.8	0.1	0.0	0.0	0.5	0.1	100.0	63,841
	F	13.3	35.1	40.5	10.6	0.1	0.0	0.0	0.2	0.2	100.0	41,597
	M	15.2	46.3	31.8	5.4	0.2	0.0	0.0	1.2	0.0	100.0	22,244
Namibia												
	B	12.5	35.0	40.2	11.4	0.3	0.0	0.0	0.5	0.1	100.0	79,239
	F	11.9	31.7	43.2	12.8	0.2	0.0	0.0	0.2	0.1	100.0	52,478
	M	13.7	41.4	34.4	8.8	0.6	0.0	0.0	1.2	0.0	100.0	26,760

Table 6.10: Total Unemployment Rate by Age and Sex over Period 1997-2004

Age group (years)	2004			2000			1997		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
	<i>Broad measure of unemployment</i>								
15-19	64.6	70.2	58.3	67.0	73.5	60.4	61.0	65.4	56.2
20-24	57.4	64.9	49.3	59.1	62.5	54.9	54.4	61.6	46.1
25-29	41.1	49.9	32.5	42.8	47.8	37.3	40.8	46.2	35.0
30-34	33.3	37.4	29.4	31.3	37.1	24.8	30.9	37.6	24.2
35-39	26.4	32.5	20.3	21.6	26.7	15.4	26.9	33.2	20.3
40-44	21.9	29.3	14.5	19.1	23.4	14.6	22.5	28.5	16.5
45-49	20.8	25.5	16.7	16.7	22.7	11.3	19.8	24.6	15.4
50-54	17.8	21.3	15.1	16.6	22.6	11.8	22.1	26.3	18.8
55-59	16.0	12.5	18.1	14.4	15.5	13.5	21.4	24.1	19.4
60-64	27.5	19.1	31.2	11.4	16.5	7.6	18.6	14.4	21.1
65+	14.4	11.0	16.9	7.4	5.2	9.5	13.6	7.8	18.3
Not reported	0.0	0.0	0.0	0.0	0.0	0.0	30.4	33.1	23.9
Unknown age	59.5	84.1	50.2	0.0	0.0	0.0	28.8	31.4	24.1
Total	36.7	43.4	30.3	33.8	39.0	28.3	34.5	40.4	28.6
	<i>Strict measure of unemployment</i>								
15-19	43.2	46.9	39.9	49.4	56.1	43.4	35.2	40.3	30.1
20-24	41.2	47.1	35.7	42.0	42.7	41.3	37.6	41.7	33.7
25-29	28.1	33.6	23.6	29.9	31.2	28.7	26.7	27.5	26.0
30-34	20.4	21.2	19.7	19.7	21.7	17.6	19.0	21.4	17.0
35-39	15.5	17.7	13.5	11.1	11.1	11.1	14.4	14.5	14.3
40-44	10.7	13.6	8.1	9.1	8.3	9.8	10.3	10.8	9.9
45-49	6.7	5.8	7.4	6.7	8.7	5.1	9.0	9.3	8.9
50-54	4.5	3.6	5.1	7.2	7.1	7.3	9.9	7.0	11.8
55-59	5.9	2.3	8.2	5.0	3.8	5.9	5.6	1.6	8.3
60-64	11.0	0.0	15.7	2.9	1.0	4.1	6.9	3.8	8.8
65+	4.3	4.8	3.9	2.1	1.2	3.4	2.4	0.9	3.8
Not reported	0.0	0.0	0.0	0.0	0.0	0.0	8.5	12.0	0.0
Unknown age	31.3	0.0	33.8	0.0	0.0	0.0	10.9	0.0	24.1
Total	21.9	25.0	19.4	20.2	21.5	19.0	19.5	21.0	18.2

7 Underemployment

7.1 Introduction

7.1 Current international standards on the measurement of employment and unemployment, adopted by the thirteenth International Conference of Labour Statisticians (ICLS) in 1982, are recognized worldwide. Most national measures of employment and unemployment tend to converge towards these standards, allowing reasonable international comparisons of national estimates. Unemployment in the labour force framework is limited to a total lack of work; a person is regarded as employed if he or she worked for as little as one hour during the reference period. This fact implies that some of the “employed” population may not in fact be fully or satisfactorily employed, this gives rise to various notions of “underemployment”. In the absence of unemployment benefits in a country such as Namibia, very few people can afford to be unemployed for any period of time, and the bulk of the population must engage at all times in some economic activity, however, little or inadequate that may be. Although at the same time they may be seeking other or additional work, they will not be considered as unemployed. In this situation, unemployment data alone cannot fully describe the employment situation, and we should supplement this information with data on underemployment.

7.2 Current international statistical guidelines on underemployment, however, have not managed to enlarge their scope beyond visible underemployment, which is where the person would like to work longer hours, but is prevented from doing so by economic reasons. Examples are people who look for additional work but cannot find any, or who do not work because they say there is lack of business. Lack of finance or raw materials is another reason why people might not be able to work more hours. Visible underemployment is thought to affect a smaller number of workers than other forms of underemployment currently referred to as invisible underemployment, ‘reflecting a misallocation of labour resources or fundamental imbalance as between labour and other factors of production.

The NLFS 2004 data, however, do allow for the measurement of some aspects in inadequate employment, as well as more comprehensive analysis of visible underemployment. This chapter focuses on one such complementary measure, namely, underemployment and provides a preliminary assessment of its extent.

7.2 Who is underemployed?

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

7.3 Visible underemployment

7.4 Current international guidelines on visible underemployment are found in the resolution concerning statistics of the economically active population, employment, unemployment and underemployment, adopted by the thirteenth ICLS in 1982. They provide the working definition on the number of visibly underemployed persons and on the volume of visible underemployment. The visibly underemployed consists of, (i) all persons in paid or self-employment, (ii) whether at work or not at work, involuntary working less than the normal duration of work determined for the activity, (iii) who were seeking or available for additional work during the reference period.

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- 7.5 The survey considered only those who work less or up to 35 hours a week as underemployed. The 35 hours limit was taken as it is close to the normal working hours of most government and private sector employees. Amongst those working less or up to 35 hours a week, we need to distinguish two groups, based on their reasons for not working more hours. Some people may have perfectly legitimate reasons for not wanting to work more hours. For instance, they may consider they have enough work to do already, or they may have household duties to perform which prevent them from taking on more work. Other special reasons for not wanting additional work may include some who are studying or who have an illness or disability.
- 7.6 Most of the employed in Namibia considered themselves to be employed full time in their main job (80.2 percent) as indicated by table 7.1. The majority of those employed full time, were recorded as employee (government or parastatal), 93.2 percent, followed by other employer (with paid employees) with 84.7 percent. Subsistence /communal farmer (with paid employees) recorded third highest with 84.3 percent of those employed full time in their main jobs. Most of those who considered themselves to be employed full time were in urban areas, 86.4 percent. The rural areas recorded 72.0 percent of those who regarded themselves as such.
- 7.7 The NLFS 2004 did use the usual hours in assessing underemployment but rather looked at employed persons available and preferring to work more hours. Table 7.2 displays the distribution of employed persons available for and preferring to work more by employment status, sex and area. It shows that the majority of those available and preferred to work more hours were employee private (31,827), followed by employee government or parastatal (15,336). Rural/Urban comparisons revealed the same pattern with employee private dominating.

Table 7.2 further indicates that both in rural and urban areas employed males preferred to work more hours than their female counterparts.

7.4 Employed persons looking for additional work by occupation, area and sex

- 7.8 Table 7.3 shows the distribution of employed persons who looked for additional work by occupation, area and sex. The table indicates that 9.7 percent or 37,373 persons looked for additional work. The majority of those looking for additional work were in elementary occupations (8,854), followed by Service, shops & market (7,431). The majority of those looking for additional work were in urban areas (21,029) with males showing more interest in looking for additional work (11,809).

7.5 Usual Hours worked

- 7.9 Table 7.4 shows the distribution of the employed persons who worked up to 35 hours per week by employment status, sex and area. Out of a total 385,329 employed people in Namibia, 17,006 people were working up to 35 hours per week and preferred to work more hours. Most of these people were employee private (6,412), followed by employees' government or parastatal (3,456), however, Subsistence/communal farmers (without paid employees) recorded 2,332 of those reported to have worked up to 35 hours.
- 7.10 Most of the employed persons who usually worked up to thirty five hours per week, 4,471 persons were in agriculture, followed by education with 3,097 persons. Public administration, defense & social security recorded 158 persons who were working up to thirty five hours a week but who sought additional employment while, Electricity, gas and water recorded only 65 persons as indicated in table 7.5.

However, it should be noted that underemployment in Namibia is not as serious as the unemployment situation with only about 16.3 percent of the total employed population preferring and available to work more hours.

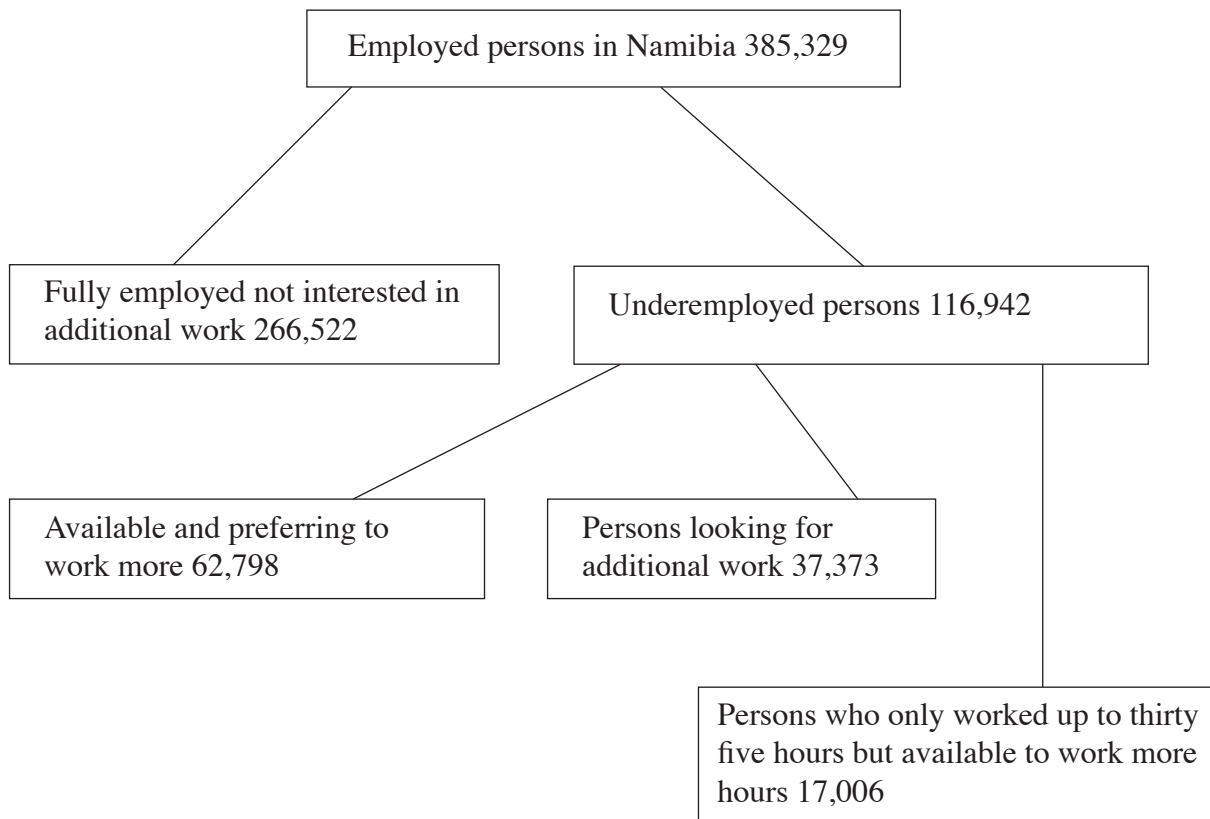


Table 7.1: Percentage of the Employed Persons with Full-time Employment by Employment Status, Region, Area and Sex

Region	Sex	Employment status										Total	
		Subsistence/ communal farmer (with paid employees)	Subsistence/ communal farmer (without paid employees)	Other employer (with paid employees)	Other own account worker(without paid employees)	Employee (government or parastatal)	Employee (private)	Unpaid family worker (Subsistence/communal)	Other unpaid family worker	Others	Not reported		
Caprivi	B	100.0	64.2	100.0	44.7	93.5	76.1	100.0	0.0	0.0	0.0	0.0	73.7
Erongo	B	100.0	100.0	87.3	63.1	90.8	82.9	0.0	0.0	100.0	0.0	0.0	83.3
Hardap	B	95.6	86.7	87.9	85.9	95.0	87.2	0.0	100.0	0.0	0.0	0.0	89.2
Karas	B	100.0	0.0	95.0	73.5	92.4	85.8	100.0	0.0	45.4	0.0	0.0	87.3
Kavango	B	49.0	46.0	100.0	47.5	87.3	56.9	35.0	0.0	67.4	0.0	0.0	59.0
Khomas	B	100.0	87.2	97.3	80.2	94.2	87.9	100.0	84.8	81.4	40.4	0.0	88.9
Kunene	B	85.4	96.6	50.0	79.0	93.0	88.6	85.7	0.0	100.0	0.0	0.0	87.9
Ohangwena	B	55.7	61.3	100.0	56.6	94.9	86.1	37.2	85.0	100.0	0.0	0.0	81.6
Omaheke	B	100.0	93.5	81.9	74.5	95.7	91.2	100.0	100.0	100.0	0.0	0.0	92.3
Omusati	B	100.0	10.5	71.1	37.1	90.9	66.7	31.3	66.7	0.0	0.0	0.0	66.0
Oshana	B	81.8	60.1	71.5	61.5	94.4	83.1	20.8	0.0	62.7	0.0	0.0	69.2
Oshikoto	B	60.5	55.0	69.5	28.0	91.4	75.3	19.5	0.0	100.0	31.0	0.0	63.8
Otjozondjupa	B	92.3	95.9	100.0	79.5	96.9	84.7	100.0	100.0	0.0	0.0	0.0	89.1
Urban	B	93.6	69.4	89.8	74.5	93.9	85.1	11.2	51.6	78.4	39.6	0.0	86.4
	F	100.0	64.8	92.8	69.8	94.0	85.8	21.9	61.7	67.0	100.0	0.0	86.5
	M	85.7	77.8	87.5	79.5	93.8	84.5	0.0	41.4	87.6	0.0	0.0	86.3
Rural	B	83.6	59.5	73.6	47.7	91.3	80.9	47.7	44.4	65.6	0.0	0.0	72.0
	F	77.3	49.4	64.5	46.2	87.6	68.9	44.0	47.4	64.7	0.0	0.0	61.3
	M	85.5	70.2	78.5	49.7	94.1	86.8	52.8	36.6	66.2	0.0	0.0	79.8
Namibia	B	84.3	60.2	84.7	60.6	93.2	83.6	46.4	46.5	73.1	22.6	0.0	80.2
	F	80.6	50.7	85.2	56.8	92.3	80.9	43.2	50.6	66.0	52.6	0.0	76.0
	M	85.5	70.6	84.4	65.2	93.9	85.4	50.6	38.6	79.0	0.0	0.0	83.4

Table 7.2: Distribution of Employed Persons Available for and Preferring to Work more by Employment Status, Sex and Area

Region	Sex	Employment status										Total		
		Subsistence/ communal farmer (with paid employees)	Subsistence/ communal farmer (without paid employees)	Other employer (with paid employees)	Other own account worker (without paid employees)	Employee (government or parastatal)	Employee (private)	Unpaid family worker (Subsistence/ communal)	Other unpaid family worker	Others	Not reported	No.	% of all employed	All employed
Urban	B	150	0	1,313	3,432	11,217	20,395	176	20	200	0	36,902	16.8	219,974
	F	111	0	512	1,849	4,873	7,673	42	20	152	0	15,231	15.4	98,889
	M	39	0	801	1,583	6,344	12,722	134	0	48	0	21,671	17.9	121,085
Rural	B	911	3,535	743	3,037	4,119	11,432	1,861	130	0	129	25,896	15.7	165,355
	F	69	1,916	167	1,951	1,475	4,182	1,072	0	0	55	10,887	15.6	69,788
	M	842	1,619	575	1,086	2,644	7,250	789	130	0	74	15,009	15.7	95,567
Namibia	B	1,061	3,535	2,056	6,469	15,336	31,827	2,037	150	200	129	62,798	16.3	385,329
	F	179	1,916	680	3,800	6,348	11,855	1,114	20	152	55	26,118	15.5	168,677
	M	881	1,619	1,376	2,669	8,988	19,972	923	130	48	74	36,680	16.9	216,652

Table 7.3: Employed Persons Looking for Additional Work by Occupation, Area and Sex

Area	Sex	Occupational classification										Total			
		Armed forces	Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clerks	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & assemblers	Elementary occupations	Not reported	No.	% of all the employed	All employed
Urban	B	86	275	1,434	1,392	1,942	4,533	945	4,435	1,205	4,752	30	21,029	9.6	219,974
	F	0	62	782	569	1,470	2,335	365	1,152	0	2,486	0	9,221	9.3	98,889
	M	86	213	652	823	472	2,198	580	3,283	1,205	2,266	30	11,809	9.8	121,085
Rural	B	0	69	470	752	224	2,898	4,930	2,143	701	4,102	55	16,344	9.9	165,355
	F	0	43	470	468	170	2,092	2,227	920	0	1,682	55	8,127	11.6	69,788
	M	0	26	0	284	55	806	2,702	1,224	701	2,419	0	8,217	8.6	95,567
Namibia	B	86	344	1,904	2,144	2,166	7,431	5,874	6,578	1,906	8,854	85	37,373	9.7	385,329
	F	0	106	1,252	1,037	1,639	4,427	2,592	2,072		4,168	55	17,348	10.3	168,677
	M	86	238	652	1,107	527	3,004	3,282	4,507	1,906	4,686	30	20,025	9.2	216,652

Table 7.4: Employed Persons Who usually Work up to 35 Hours per week and are actually Available to Work for More by Employment Status, Area and Sex

Region	Sex	Employment status											Total		
		Subsistence/ communal farmer (with paid employees)	Subsistence/ communal farmer (without paid employees)	Other employer (with paid employees)	Other own account worker (without paid employees)	Employee (government or parastatal)	Employee (private)	Unpaid family worker (Subsistence/ communal)	Other unpaid family worker	Others	Not reported	No.	% of all employed	All employed	
Urban	B	0	0	38	1,618	1,756	4,483	176	0	48	0	8,119	3.7	219,974	
	F	0	0	38	707	928	2,931	42	0	0	0	4,646	4.7	98,889	
	M	0	0	0	911	828	1,552	134	0	48	0	3,473	2.9	121,085	
Rural	B	481	2,332	0	1,624	1,699	1,930	563	130	0	129	8,887	5.4	165,355	
	F	148	1,546	0	1,090	951	1,191	348	0	0	55	5,329	7.6	69,788	
	M	333	785	0	534	748	739	216	130	0	74	3,558	3.7	95,567	
Namibia	B	481	2,332	38	3,242	3,456	6,412	739	130	48	129	17,006	4.4	385,329	
	F	148	1,546	38	1,797	1,879	4,122	389	0	0	55	9,974	5.9	168,677	
	M	333	785	0	1,445	1,576	2,290	350	130	48	74	7,031	3.2	216,652	

Table 7.5: Employed Persons Who usually Work up to 35 Hours per week and were actually Available to Work for more by Industry and Occupation

Industrial Classification	Occupational classification										Total
	Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clerks	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & assemblers	Elementary occupations	Not reported	
Agriculture	0	0	0	0	0	2,983	0	0	1,488	0	4,471
Fishing	0	0	76	0	0	384	0	0	184	0	644
Manufacturing	75	0	0	0	85	0	562	0	79	0	801
Electricity, Gas & Water	0	0	0	0	0	0	65	0	0	0	65
Construction	0	0	0	63	0	0	632	0	0	0	695
Wholesale and Retail Trade, Repair of motor vehicles	0	103	0	136	581	0	558	57	343	0	1,778
Hotels and Restaurants	0	0	0	34	70	0	0	0	0	0	104
Transport, Storage and Communication	72	72	0	66	0	0	0	34	81	0	326
Financial Intermediation	0	0	79	43	0	0	0	0	86	0	208
Real Estate, Renting and Business Activities	0	0	127	68	0	0	0	0	130	0	325
Public Administration, Defence & Social Security	0	0	0	75	0	0	0	0	83	0	158
Education	58	2,592	333	23	0	0	0	0	92	0	3,097
Health and Social Work	0	324	195	0	0	0	0	0	0	0	520
Other Community, Social & Personal Services	0	62	172	0	250	0	163	0	102	0	749
Private Households with employed persons	0	93	0	0	241	75	0	0	2,600	0	3,010
Not reported	0	0	0	0	0	0	0	0	0	55	55
Total	205	3,246	982	508	1,227	3,442	1,980	91	5,269	55	17,006

Main conclusions and Policy implications

1. Namibia has a low population density of 2.1 per square kilometer. The total population from the NLFS 2004 is 1,727,697, of which 903,001 are females and 824,655 are males. The Namibian population is rural based, about 63.2 percent of the population lives in rural areas compared to 36.8 percent in urban areas. Khomas region is the most highly populated with 253,277 inhabitants. Much of this population growth in the Khomas region is the result of migration from other regions in search of job opportunities. In order to curb this problem of rural/urban migration, the government should do more in terms of rural development through decentralization and other programs that will create more jobs in rural areas.
2. Education is a key factor in sustainable development and for eradication of poverty. While education has become more accessible in all parts of the country, the level of educational attainment of the Namibian population is still very low. Only 2 percent of the population has attained higher education (University, Postgraduate and Teachers' training). About 49 percent have either completed or attained primary education, 13 percent have no formal education at all. A considerable proportion (14 percent) of the children aged 6-9 years have no education, which implies that they are not yet in school. This calls for an urgent intervention by the government to strengthen its policy of free basic education and enforce monitoring mechanisms to oversee its actual implementation. There is also a need for the Ministry of Education to intensify its efforts to provide educational facilities that are on par in all parts of the country. There is a need to align education to economic needs, this need can be addressed by providing incentives and disincentives to steer pupils and students into particular specialization and away from others as demanded by the strategy of employment promotion.
3. Employment in Namibia is mainly concentrated in urban areas. The employment to population ratio in urban areas is 51.4 percent higher than in rural areas (27.5 percent). The survey findings revealed that Ohangwena has the lowest employment ratio of 12.2 percent while Omaheke recorded the highest employment ratio of 59.3 percent. Due to occupational segregation, educational disparity and cultural factors, female employment in the formal sector (both public and private) is lower than that of males. The employment ratio for males is consistently higher than that of females. In order to eliminate gender disparities, the policy of affirmative action, which aims at redressing the imbalance between men and women as well as other past discriminatory practices, should be intensified in order to put men and women on equal footing.
4. Agriculture is the principal source of rural employment and income in the rural economy of Namibia. Appropriate policies for employment-intensive growth of the rural economy must be designed as an integral part of the strategy of growth for the overall economy.
5. Like other countries in sub-Saharan Africa, Namibia is faced with a problem of high unemployment. The unemployment rate is estimated at 36.7 percent (broad definition) and reduced to 21.9 percent by the strict definition. There has been a general increase in the rate of unemployment over the years. This indicates that not enough has been done in terms of employment creation. In order to increase the labour intake into the production processes of the country, more labour intensive projects have to be identified and taken up.
6. The unemployment rate is higher in rural areas (44.7 percent) than in urban areas (29 percent). The unemployed in urban areas reflects better levels of educational attainment than their rural counterparts. This justifies the concentration of educational and training institutions in urban areas. In order to reduce the urban/rural imbalance, there is a need to extend the training system to enlist the participation of the unemployed in rural areas.

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7. Housing is among man's basic needs. The NLFS 2004 revealed that about 14.3 percent of the Namibian population lives in improvised housing units (shacks), this is more prominent in Khomas and Erongo region that is predominantly urban and where most of employment activities are taking place. Poor and middle-income people face a serious problem affording a decent place to live as housing costs are constantly going up. All efforts with the purpose of promoting alternative and sustainable building approaches to low-cost housing, using sustainable building techniques (e.g. Habitat Research and Development center, the National Housing Enterprise (NHE) and the City of Windhoek etc... should be supported. The refurbishment of shack dwellings will provide sufficient protection against extreme temperatures.
 8. The survey indicates that youth (aged 15-24) are the most affected with unemployment. It revealed that 41.6 percent of them are unemployed, the majority (47.1 percent) being females as compared to (36.5 percent) males. The majority of these (unemployed youth) have primary and junior secondary as their highest education attained.
The following policy measures should be considered to address the problem:
 - Appropriate reforms in primary, secondary and tertiary education to complement employment needs.
 - Measures to smooth transition from school to work for youth.
 - Programs to encourage enterprise training for youth.
 9. The survey revealed that higher levels of education serve as a shield for unemployment. It indicated that the unemployment rates (broad definition) for those with qualifications after grade 12 are lower (1 per cent) as compared to those with no formal education (33.2 percent). However, in terms of what is actually driving the demand for graduates, there are issues as to whether this is growth in actual 'graduate jobs', or whether employers are increasingly taking on graduates for traditional 'school leaver jobs' because of an excess supply of people with high level qualifications. Government policy therefore needs to focus on encouraging employers to fully utilize the skills of graduates in order to help increase productivity. There is a need for a skills assessment study to establish the extent to which employed persons are applying their skills.
 10. The majority of the employed (29.8. percent) has junior secondary education followed by primary education (27.8 percent). It also indicated that 11.9 percent of the employed persons have no formal education. There is a need to sensitize employers to invest in human resource development with the aim of securing the right number of people with the right qualifications for the right jobs at the right time. Policy in this area should be aimed at encouraging employers to recognize the importance of developing their employees' skills and the benefits this can bring to businesses and the economy as a whole.
 11. To address the unemployment problem, the education system needs to be tailor made to the labour market needs. It is necessary for a country to invest time and money in the development of its human resources (that is, human capital) because of the benefits which results from increased levels of efficiency and productivity of those who receive training. It is recommended that studies be done to provide information that gives indications of the number of workers who possess skills that are critical for sustained economic development.

Appendix 1: Glossary

Chapter 3

The **northern regions** consist of Caprivi, Kunene, Ohangwena, Kavango, Omusati, Oshana and Oshikoto;

the **central/southern regions** consist of Erongo, Hardap, Karas, Khomas, Omaheke and Otjozondjupa (adopted from NHIES, CBS 1996a, p.34).

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

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

Literacy is the ability to read and write with understanding in any language. Persons who could read and not write were identified as non-literate. Similarly, persons who were able to write and not read were classified as non-literate. Literacy and educational concepts were restricted to respondents aged 6 years and over.

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

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

Educational attainment is normally defined as the highest standard, grade or years completed. The classification of persons into educational categories in the NLFS 1997, however, is based on whether a person has reached a certain educational category. Thus, a person classified in the category of "primary education" has reached a certain grade within this category but has not necessarily completed primary education.

Types of housing unit

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

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

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

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

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

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

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

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

kitchen facilities.

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

An **improvised housing unit** is that which cannot be classified into any of the above categories.

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

Types of housing tenure

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

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

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

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

Provided by the Government: The dwelling unit is provided by the Government to one of the household members, even though some rent is paid or not.

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

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

Chapter 4

Type of **activity** referred to the economic activity status of the respondents during the reference period. A person was regarded as having worked if he/she worked even for one hour for pay, profit or family gain during that period. Students who, while studying, were at the same time engage in any paid, self-employment or any economic activity were considered as having worked on farms without pay were also classified as having worked.

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

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

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

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

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

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

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

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

(viii) **Disabled:** Persons who were not in any paid or self-employment and were also not available for work because of their disability or handicap were classified under this category. However, disabled persons who were in paid or self-employment were classified as worked. Similarly, disabled persons who were looking for work or available for work were classified as unemployed (worked before) or unemployed (first time job seeker) as applicable.

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

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

The Labour force framework

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

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

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

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

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

The **usual activity status** is determined by a person's main activity. The **main activity** refers to what a person has been doing for the longest period within the last twelve months. The **usually active population** equals the number of usually employed plus the number of usually unemployed.

The **usually unemployed** are persons aged 15 years or more, who, during most of the twelve months preceding the interview, were not in any paid employment or self employment and were actively looking for work and were available for work if they were offered jobs. In addition, persons who

were not actively looking for work because they believe there are no jobs for them, but are available for work, are also classified as usually unemployed.

Chapter 5

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

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

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

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

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

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

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

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

Trade union density refers to the proportion of the Labour force that is unionized. Trade union density is often calculated as a proportion of the non-agricultural Labour force, as a proportion of all wage and salary earners, or as a proportion of formal sector wage earners. In this Interim Report, trade union density (or the rate of unionization) is calculated as the proportion of unionized workers in a particular group of workers.

Chapter 6

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

Youth unemployment refers to the unemployment of those aged between 15 and 24 years.

Labour market discrimination exists when a particular category of workers (women, an ethnic group, etc...) with the same abilities, education, training, and experience as workers in other categories is accorded inferior treatment with respect to hiring, occupational access, promotion, the wage rate or other conditions of work.

Chapter 7

According to the most recent proposals concerning the measurement of underemployment, underemployment exists when a person's employment is inadequate in relation to specified norms in relation to specified norms or a possible alternative employment, account being taken of the

person's willingness and abilities to perform it (ILO,1997,p.5).

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

Appendix 2: App. Tables

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

Age/Area	Sex	Economically active population			Economically inactive population	Activity not stated	Total 15 years and more
		Employed	Unemployed(strict)	Labour force			
15-19	F	6,380	5,635	12,015	72131	0	84,146
	M	7,909	5,248	13,157	66376	0	79,533
	B	14,289	10,884	25,173	138508	0	163,681
20-24	F	20,548	18,312	38,860	24122	0	62,982
	M	26,968	15,002	41,970	21769	0	63,739
	B	47,516	33,314	80,830	45891	0	126,721
25-29	F	27,024	13,679	40,703	15049	0	55,752
	M	37,647	11,633	49,280	6813	29	56,122
	B	64,671	25,312	89,983	21862	29	111,874
30-34	F	29,244	7,870	37,114	9422	0	46,536
	M	34,753	8,517	43,270	3067	0	46,337
	B	63,997	16,387	80,384	12489	0	92,873
35-39	F	26,126	5,631	31,757	12198	0	43,955
	M	30,711	4,795	35,506	2124	0	37,630
	B	56,837	10,426	67,263	14322	0	81,585
40-44	F	21,431	3,384	24,815	11844	0	36,659
	M	25,790	2,263	28,053	2050	0	30,103
	B	47,220	5,646	52,866	13895	0	66,761
45-49	F	15,165	927	16,092	11471	0	27,563
	M	18,655	1,487	20,142	1932	0	22,074
	B	33,821	2,414	36,235	13404	0	49,639
50-54	F	10,888	404	11,292	9785	29	21,106
	M	14,922	802	15,724	3919	0	19,643
	B	25,810	1,206	27,016	13705	29	40,750
55-59	F	6,787	157	6,944	10074	0	17,018
	M	10,621	945	11,566	3937	0	15,503
	B	17,408	1,101	18,509	14011	0	32,520
60-64	F	2,353	0	2,353	16448	0	18,801
	M	4,547	850	5,397	8750	0	14,147
	B	6,900	850	7,750	25198	0	32,948
65+	F	2,501	126	2,627	47261	0	49,888
	M	3,199	130	3,329	31399	62	34,790
	B	5,700	256	5,956	78660	62	84,678
Not recorded	F	154	0	154	221	344	719
	M	293	0	293	0	556	849
	B	447	0	447	221	900	1,568
Unknown age	F	77	324	401	1210	0	1,611
	M	636	324	960	505	0	1,465
	B	712	108,119	108,831	1715	0	110,546
Urban	F	98,889	33,494	132,383	63228	248	195,859
	M	69,788	31,410	101,198	38555	521	140,274
	B	168,677	64,904	233,581	101783	769	336,133
Rural	F	121,085	22,631	143,716	178009	125	321,850
	M	95,567	20,585	116,152	114088	125	230,365
	B	216,652	43,215	259,867	292097	251	552,215
Namibia	F	168,677	56,125	224,802	241237	373	466,412
	M	216,652	51,994	268,646	152643	647	421,936
	B	385,329	108,119	493,448	393880	1020	888,348

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

Region/Area	Sex	Economically active population					Total
		Employed	Unemployed	Labour Force	Inactive	Activity not reported	
Caprivi	B	11,847	4,592	16,439	16,160	48	32,647
	F	4,857	2,219	7,076	10,241	0	17,317
	M	6,989	2,373	9,362	5,919	48	15,329
Erongo	B	37,701	13,191	50,892	12,433	0	63,325
	F	14,078	6,451	20,529	7,727	0	28,256
	M	23,623	6,741	30,364	4,706	0	35,070
Hardap	B	16,023	3,063	19,086	10,991	0	30,077
	F	6,396	1,771	8,167	6,709	0	14,876
	M	9,627	1,292	10,919	4,282	0	15,201
Karas	B	25,015	6,660	31,675	8,632	58	40,365
	F	8,965	3,264	12,229	5,763	29	18,021
	M	16,050	3,396	19,446	2,869	29	22,344
Kavango	B	38,262	17,938	56,200	58,786	0	114,986
	F	18,646	9,964	28,610	35,459	0	64,069
	M	19,616	7,974	27,590	23,326	0	50,916
Khomas	B	99,331	24,615	123,946	35,655	664	160,265
	F	45,255	11,305	56,560	21,928	219	78,707
	M	54,075	13,310	67,385	13,727	445	81,557
Kunene	B	14,600	3,886	18,486	8,775	0	27,261
	F	4,865	2,169	7,034	5,637	0	12,671
	M	9,735	1,717	11,452	3,138	0	14,590
Ohangwena	B	14,302	6,525	20,827	72,505	251	93,583
	F	7,696	2,845	10,541	44,471	125	55,137
	M	6,606	3,680	10,286	28,034	125	38,445
Omaheke	B	19,314	1,927	21,241	8,013	0	29,254
	F	6,108	790	6,898	5,262	0	12,160
	M	13,206	1,137	14,343	2,751	0	17,094
Omusati	B	17,254	3,594	20,848	56,971	0	77,819
	F	10,708	2,544	13,252	32,676	0	45,928
	M	6,546	1,050	7,596	24,296	0	31,892
Oshana	B	37,824	8,224	46,048	44,312	0	90,360
	F	20,630	4,462	25,092	28,159	0	53,251
	M	17,195	3,763	20,958	16,153	0	37,111
Oshikoto	B	23,888	4,587	28,475	38,311	0	66,786
	F	10,897	2,512	13,409	22,755	0	36,164
	M	12,991	2,074	15,065	15,556	0	30,621
Otjozondjupa	B	29,969	9,317	39,286	22,334	0	61,620
	F	9,575	5,828	15,403	14,449	0	29,852
	M	20,394	3,488	23,882	7,885	0	31,767
Urban	B	219,974	64,904	284,878	101,783	769	387,430
	F	98,889	33,494	132,383	63,228	248	195,859
	M	121,085	31,410	152,495	38,555	521	191,571
Rural	B	165,355	43,215	208,570	292,097	251	500,918
	F	69,788	22,631	92,419	178,009	125	270,553
	M	95,567	20,585	116,152	114,088	125	230,365
Namibia	B	385,329	108,119	493,448	393,880	1,020	888,348
	F	168,677	56,125	224,802	241,237	373	466,412
	M	216,652	51,994	268,646	152,643	647	421,936

App Table 3 Employment by industry, Employment status, occupation, area and sex.

Industrial Classification	Namibia			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Agriculture	102,636	37,645	64,991	7,397	3,136	4,260	95,240	34,509	60,731
Fishing	12,720	4,787	7,933	11,665	4,574	7,091	1,054	212	842
Mining and Quarrying	7,563	1,653	5,909	4,690	877	3,813	2,873	776	2,097
Manufacturing	23,755	11,673	12,082	17,339	7,707	9,632	6,417	3,966	2,451
Electricity, Gas & Water	6,151	1,120	5,031	4,607	665	3,942	1,544	455	1,089
Construction	19,605	1,309	18,296	14,364	948	13,416	5,241	362	4,879
Wholesale and Retail Trade, Repair of motor vehicles	53,895	26,891	27,004	40,855	18,158	22,696	13,040	8,733	4,307
Hotels and Restaurants	13,132	7,243	5,889	7,438	4,569	2,870	5,694	2,674	3,020
Transport, Storage and Communication	15,861	3,117	12,744	13,247	2,800	10,447	2,615	318	2,297
Financial Intermediation	7,582	4,076	3,506	7,121	3,809	3,312	461	267	194
Real Estate, Renting and Business Activities	9,374	4,095	5,280	8,426	3,995	4,430	948	99	849
Public Administration, Defence & Social Security	30,685	10,469	20,216	25,834	9,059	16,775	4,851	1,410	3,441
Education	31,168	18,855	12,313	17,878	11,677	6,201	13,290	7,178	6,112
Health and Social Work	14,010	10,477	3,533	10,715	8,281	2,433	3,295	2,195	1,100
Other Community, Social & Personal Services	12,632	5,152	7,480	10,721	4,350	6,371	1,911	802	1,109
Private Households with employed persons	24,081	20,014	4,067	17,341	14,283	3,058	6,740	5,731	1,009
Extra-Territorial Organisations & Bodies	72		72	72		72			
Not reported	407	102	305	265		265	142	102	40
Total	385,329	168,677	216,652	219,974	98,889	121,085	165,355	69,788	95,567
Employment status									
Subsistence/communal farmer(with paid employees)	8,987	2,211	6,776	612	333	279	8,375	1,877	6,498
Subsistence/communal farmer (without paid employees)	26,963	14,055	12,908	1,968	1,271	697	24,995	12,784	12,211
Other employer(with paid employees)	12,699	5,103	7,596	8,756	3,736	5,020	3,943	1,367	2,575
Other own account worker(without paid employees)	37,441	20,575	16,866	18,047	9,257	8,790	19,394	11,319	8,076
Employee (government or parastatal)	86,161	39,920	46,241	61,477	29,273	32,205	24,683	10,647	14,036
Employee (private)	194,516	76,193	118,322	126,989	54,018	72,971	67,527	22,175	45,351
Unpaid family worker(Subsistence/communal)	14,816	8,514	6,301	546	278	268	14,270	8,236	6,033
Other unpaid family worker	2,052	1,348	704	595	298	297	1,457	1,050	407
Others	1,195	544	651	698	312	386	497	232	266
Not reported	501	215	286	285	113	172	215	102	114
Total	385,329	168,677	216,652	219,974	98,889	121,085	165,355	69,788	95,567
Occupation									
Legislators, senior officials & managers	10,754	3,869	6,885	8,691	3,190	5,501	2,063	679	1,384
Professionals	34,259	19,044	15,214	23,774	13,394	10,380	10,484	5,650	4,834
Technicians & Associate professionals	20,154	9,464	10,690	15,956	7,571	8,385	4,198	1,893	2,305
Clefs	25,565	18,587	6,978	22,834	16,548	6,286	2,731	2,039	692
Services, shops & market sales workers	52,671	27,657	25,014	38,503	18,826	19,677	14,168	8,831	5,336
Skilled agricultural & fishery workers	52,284	23,720	28,565	11,149	4,343	6,806	41,135	19,377	21,759
Craft & Trade workers	56,203	13,709	42,494	41,023	8,463	32,560	15,180	5,246	9,933
Plant & Machine operators & assemblers	17,452	1,129	16,323	13,143	657	12,486	4,310	472	3,837
Elementary occupations	112,216	50,788	61,428	42,004	25,496	16,508	70,212	25,292	44,920
Armed forces	3,262	608	2,654	2,559	401	2,159	703	207	496
Not recorded	509	102	407	337		337	172	102	70
Total	385,329	168,677	216,652	219,974	98,889	121,085	165,355	69,788	95,567

App. Table 4 Unionisation (of the employed) by industry, area and sex

Industrial classification	Namibia			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Number of union members									
Agriculture	7,726	1,952	5,774	1,204	487	717	6,522	1,465	5,057
Fishing	8,310	3,374	4,936	7,969	3,305	4,664	340	68	272
Mining and Quarrying	3,159	533	2,626	2,705	493	2,212	454	40	414
Manufacturing	6,828	2,958	3,870	5,911	2,459	3,452	918	500	418
Electricity, Gas & Water	2,892	444	2,448	2,327	444	1,883	565		565
Construction	4,298	488	3,810	3,346	438	2,908	953	50	903
Wholesale and Retail Trade, Repair of motor vehicles	10,342	3,570	6,772	9,487	3,410	6,077	855	160	695
Hotels and Restaurants	3,664	1,887	1,777	2,140	913	1,227	1,523	974	549
Transport, Storage and Communication	5,233	773	4,460	4,152	716	3,436	1,081	57	1,024
F	2,194	1,064	1,129	2,022	967	1,055	173	98	75
Real Estate, Renting and Business Activities	2,075	688	1,386	1,720	688	1,032	354		354
Public Administration, Defence & Social Security	11,303	3,694	7,609	9,367	3,225	6,142	1,936	469	1,467
Education	19,940	11,306	8,634	11,128	7,008	4,120	8,812	4,299	4,513
Health and Social Work	7,113	5,332	1,780	5,129	4,016	1,113	1,983	1,316	667
Other Community, Social & Personal Services	2,581	884	1,697	2,087	556	1,531	494	328	166
Private Households with employed persons	1,016	665	351	977	626	351	39	39	
Total	98,673	39,613	59,060	71,672	29,750	41,922	27,001	9,863	17,138
Number of employed person									
Agriculture	102,636	37,645	64,991	7,396	3,136	4,260	95240	34509	60731
Fishing	12,720	4,787	7,933	11,665	4,574	7,091	1054	212	842
Mining and Quarrying	7,563	1,653	5,909	4,690	877	3,813	2873	776	2097
Manufacturing	23,755	11,673	12,082	17,339	7,707	9,632	6417	3966	2451
Electricity, Gas & Water	6,151	1,120	5,031	4,607	665	3,942	1544	455	1089
Construction	19,605	1,309	18,296	14,364	948	13,416	5241	362	4879
Wholesale and Retail Trade, Repair of motor vehicles	53,895	26,891	27,004	40,854	18,158	22,696	13040	8733	4307
Hotels and Restaurants	13,132	7,243	5,889	7,439	4,569	2,870	5694	2674	3020
Transport, Storage and Communication	15,861	3,117	12,744	13,247	2,800	10,447	2615	318	2297
Financial Intermediation	7,582	4,076	3,506	7,121	3,809	3,312	461	267	194
Real Estate, Renting and Business Activities	9,374	4,095	5,280	8,425	3,995	4,430	948	99	849
Public Administration, Defence & Social Security	30,685	10,469	20,216	25,834	9,059	16,775	4851	1410	3441
Education	31,168	18,855	12,313	17,878	11,677	6,201	13290	7178	6112
Health and Social Work	14,010	10,477	3,533	10,714	8,281	2,433	3295	2195	1100
Other Community, Social & Personal Services	12,632	5,152	7,480	10,721	4,350	6,371	1911	802	1109
Private Households with employed persons	24,081	20,014	4,067	17,341	14,283	3,058	6740	5731	1009
Extra-Territorial Organisations & Bodies	72		72	72		72			
Not reported	407	102	305	265		265	142	102	40
Total	385,329	168,677	216,652	219,974	98,889	121,085	165355	69788	95567
Union density (%)									
Agriculture	7.5	5.2	8.9	16.3	15.5	16.8	6.8	4.2	8.3
Fishing	65.3	70.5	62.2	68.3	72.3	65.8	32.3	32.1	32.3
Mining and Quarrying	41.8	32.2	44.4	57.7	56.2	58.0	15.8	5.2	19.7
Manufacturing	28.7	25.3	32.0	34.1	31.9	35.8	14.3	12.6	17.1
Electricity, Gas & Water	47.0	39.6	48.7	50.5	66.8	47.8	36.6	0.0	51.9
Construction	21.9	37.3	20.8	23.3	46.2	21.7	18.2	13.8	18.5
Wholesale and Retail Trade, Repair of motor vehicles	19.2	13.3	25.1	23.2	18.8	26.8	6.6	1.8	16.1
Hotels and Restaurants	27.9	26.1	30.2	28.8	20.0	42.8	26.7	36.4	18.2
Transport, Storage and Communication	33.0	24.8	35.0	31.3	25.6	32.9	41.3	17.9	44.6
Financial Intermediation	28.9	26.1	32.2	28.4	25.4	31.9	37.5	36.7	38.7
Real Estate, Renting and Business Activities	22.1	16.8	26.3	20.4	17.2	23.3	37.3	0.0	41.7
Public Administration, Defence & Social Security	36.8	35.3	37.6	36.3	35.6	36.6	39.9	33.3	42.6
Education	64.0	60.0	70.1	62.2	60.0	66.4	66.3	59.9	73.8
Health and Social Work	50.8	50.9	50.4	47.9	48.5	45.7	60.2	60.0	60.6
Other Community, Social & Personal Services	20.4	17.2	22.7	19.5	12.8	24.0	25.9	40.9	15.0
Private Households with employed persons	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Extra-Territorial Organisations & Bodies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not reported	249.6	652.0	115.1	368.7	0.0	132.5	27.5	38.2	0.0
Total	25.6	23.5	27.3	32.6	30.1	34.6	16.3	14.1	17.9

App. Table 5 Unionisation (of the employed) by employment status, area and sex.

Employment status	Namibia			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Number of union members									
Subsistence/communal farmer(with paid employees)	1,470	110	1,360	122	0	122	1,348	110	1,238
Subsistence/communal farmer (without paid employees)	839	281	558	129	59	70	710	222	488
Other employer(with paid employees)	1,935	556	1,379	1,246	530	716	689	26	663
Other own account worker(without paid employees)	1,493	637	856	1,080	461	619	413	176	237
Employee (government or parastatal)	48,664	23,322	25,341	33,496	16,826	16,670	15,167	6,496	8,671
Employee (private)	43,501	14,313	29,188	35,491	11,812	23,679	8,010	2,501	5,509
Unpaid family worker(Subsistence/communal)	500	332	168	0	0	0	500	332	168
Other unpaid family worker	57	0	57	0	0	0	57	0	57
Others	215	62	153	108	62	46	107	0	107
Total	98,673	39,613	59,060	71,672	29,750	41,922	27,001	9,863	17,138
Number of employed person									
Subsistence/communal farmer(with paid employees)	8,987	2,211	6,776	612	333	279	8,375	1,877	6,498
Subsistence/communal farmer (without paid employees)	26,963	14,055	12,908	1,968	1,271	697	24,995	12,784	12,211
Other employer(with paid employees)	12,699	5,103	7,596	8,756	3,736	5,020	3,943	1,367	2,575
Other own account worker(without paid employees)	37,441	20,575	16,866	18,047	9,257	8,790	19,394	11,319	8,076
Employee (government or parastatal)	86,161	39,920	46,241	61,477	29,273	32,205	24,683	10,647	14,036
Employee (private)	194,516	76,193	118,322	126,989	54,018	72,971	67,527	22,175	45,351
Unpaid family worker(Subsistence/communal)	14,816	8,514	6,301	546	278	268	14,270	8,236	6,033
Other unpaid family worker	2,052	1,348	704	595	298	297	1,457	1,050	407
Others	1,195	544	651	698	312	386	497	232	266
Not reported	501	215	286	285	113	172	215	102	114
Total	385,329	168,677	216,652	219,974	98,889	121,085	165,355	69,788	95,567
Union density (%)									
Subsistence/communal farmer(with paid employees)	16.4	5.0	20.1	19.9	0.0	43.7	16.1	5.9	19.1
Subsistence/communal farmer (without paid employees)	3.1	2.0	4.3	6.6	4.6	10.0	2.8	1.7	4.0
Other employer(with paid employees)	15.2	10.9	18.2	14.2	14.2	14.3	17.5	1.9	25.7
Other own account worker(without paid employees)	4.0	3.1	5.1	6.0	5.0	7.0	2.1	1.6	2.9
Employee (government or parastatal)	56.5	58.4	54.8	54.5	57.5	51.8	61.4	61.0	61.8
Employee (private)	22.4	18.8	24.7	27.9	21.9	32.4	11.9	11.3	12.1
Unpaid family worker(Subsistence/communal)	3.4	3.9	2.7	0.0	0.0	0.0	3.5	4.0	2.8
Other unpaid family worker	2.8	0.0	8.1	0.0	0.0	0.0	3.9	0.0	14.0
Others	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not reported	42.9	28.8	53.5	37.9	54.9	26.7	49.8	0.0	93.9
Total	25.6	23.5	27.3	32.6	30.1	34.6	16.3	14.1	17.9

App. Table 6 Social security registration (of the employed) by industry,area and sex

Industrial classification	National			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
<i>No. of employed persons registered</i>									
Agriculture	20,871	4,565	16,305	2,428	728	1,700	18,443	3,837	14,606
Fishing	9,754	3,858	5,895	9,539	3,790	5,749	215	68	146
Mining and Quarrying	4,888	827	4,061	4,187	787	3,400	701	40	661
Manufacturing	12,076	5,171	6,905	11,015	4,802	6,213	1,061	369	692
Electricity, Gas & Water	4,418	628	3,790	3,591	628	2,963	828		828
Construction	8,287	771	7,515	6,578	707	5,871	1,709	65	1,644
Wholesale and Retail Trade, Repair of motor vehicles	22,606	8,542	14,064	20,905	8,038	12,866	1,701	503	1,198
Hotels and Restaurants	6,848	3,411	3,436	4,058	2,145	1,913	2,790	1,267	1,523
Transport, Storage and Communication	10,028	2,371	7,658	8,801	2,194	6,607	1,227	176	1,051
Financial Intermediation	6,380	3,302	3,078	5,982	3,098	2,884	399	205	194
Real Estate, Renting and Business Activities	6,507	2,655	3,853	6,028	2,655	3,373	479		479
Public Administration, Defence & Social Security	26,212	8,904	17,308	22,255	7,718	14,537	3,957	1,186	2,771
Education	27,148	16,101	11,047	15,852	10,329	5,523	11,296	5,772	5,524
Health and Social Work	12,157	9,219	2,939	9,048	7,154	1,893	3,110	2,064	1,045
Other Community, Social & Personal Services	5,932	2,627	3,306	5,093	2,217	2,876	839	409	430
Private Households with employed persons	7,052	5,603	1,449	5,740	4,606	1,135	1,311	997	314
Extra-Territorial Organisations & Bodies	0	0	0	0	0	0	0	0	0
Not reported	0	0	0	0	0	0	0	0	0
Total	191,164	78,555	112,608	141,100	61,597	79,503	50,064	16,958	33,106
<i>No. of employed persons</i>									
Agriculture	102,636	37,645	64,991	7,397	3,136	4,260	95,240	34,509	60,731
Fishing	12,720	4,787	7,933	11,665	4,574	7,091	1,054	212	842
Mining and Quarrying	7,563	1,653	5,909	4,690	877	3,813	2,873	776	2,097
Manufacturing	23,755	11,673	12,082	17,339	7,707	9,632	6,417	3,966	2,451
Electricity, Gas & Water	6,151	1,120	5,031	4,607	665	3,942	1,544	455	1,089
Construction	19,605	1,309	18,296	14,364	948	13,416	5,241	362	4,879
Wholesale and Retail Trade, Repair of motor vehicles	53,895	26,891	27,004	40,855	18,158	22,696	13,040	8,733	4,307
Hotels and Restaurants	13,132	7,243	5,889	7,438	4,569	2,870	5,694	2,674	3,020
Transport, Storage and Communication	15,861	3,117	12,744	13,247	2,800	10,447	2,615	318	2,297
Financial Intermediation	7,582	4,076	3,506	7,121	3,809	3,312	461	267	194
Real Estate, Renting and Business Activities	9,374	4,095	5,280	8,426	3,995	4,430	948	99	849
Public Administration, Defence & Social Security	30,685	10,469	20,216	25,834	9,059	16,775	4,851	1,410	3,441
Education	31,168	18,855	12,313	17,878	11,677	6,201	13,290	7,178	6,112
Health and Social Work	14,010	10,477	3,533	10,715	8,281	2,433	3,295	2,195	1,100
Other Community, Social & Personal Services	12,632	5,152	7,480	10,721	4,350	6,371	1,911	802	1,109
Private Households with employed persons	24,081	20,014	4,067	17,341	14,283	3,058	6,740	5,731	1,009
Extra-Territorial Organisations & Bodies	72	0	72	72	0	72	0	0	0
Not reported	407	102	305	265	0	265	142	102	40
Total	385,329	168,677	216,652	219,974	98,889	121,085	165,355	69,788	95,567

App. Table 7 Social security registration (of the employed) by employment status, area and sex

Employment status	National			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
<i>No. of employed persons</i>									
Subsistence/communal farmer (with paid employees)	2,472.00	326.00	2,146.00	159.00		159.00	2,313.00	326.00	1,987.00
Subsistence/communal farmer (without paid employees)	702.00	216.00	486.00	0.00	0.00	0.00	702.00	216.00	486.00
Other employer (with paid employees)	6,465.00	2,340.00	4,125.00	5,409.00	0.00	3,255.00	1,056.00	187.00	870.00
Other own account worker (without paid employees)	2,840.00	1,269.00	1,571.00	2,331.00	2,154.00	1,443.00	509.00	381.00	129.00
Employee (government or parastatal)	76,338.00	35,548.00	40,790.00	54,939.00	888.00	28,812.00	21,400.00	9,422.00	11,977.00
Employee (private)	101,650.00	38,404.00	63,246.00	78,039.00	26,126.00	45,695.00	23,611.00	6,061.00	17,550.00
Unpaid family worker (Subsistence/communal)	348.00	285.00	63.00	0.00	32,343.00	0.00	348.00	285.00	63.00
Other unpaid family worker	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Others	263.00	81.00	182.00	139.00	0.00	139.00	124.00	81.00	43.00
Not reported	86.00	86.00		86.00	86.00	0.00	0.00	0.00	0.00
Total	191,164.00	78,555.00	112,608.00	141,100.00	61,597.00	79,503.00	50,064.00	16,958.00	33,106.00
<i>No. of employed persons</i>									
Subsistence/communal farmer (with paid employees)	8,987.00	8,987.00	6,776.00	612.00	333.00	279.00	8,375.00	1,877.00	6,498.00
Subsistence/communal farmer (without paid employees)	26,963.00	26,963.00	12,908.00	1,968.00	1,271.00	697.00	24,995.00	12,784.00	12,211.00
Other employer (with paid employees)	12,699.00	12,699.00	7,596.00	8,756.00	3,736.00	5,020.00	3,943.00	1,367.00	2,575.00
Other own account worker (without paid employees)	37,441.00	37,441.00	16,866.00	18,047.00	9,257.00	8,790.00	19,394.00	11,319.00	8,076.00
Employee (government or parastatal)	86,161.00	86,161.00	46,241.00	61,477.00	29,273.00	32,205.00	24,683.00	10,647.00	14,036.00
Employee (private)	194,516.00	194,516.00	118,322.00	126,989.00	54,018.00	72,971.00	67,527.00	22,175.00	45,351.00
Unpaid family worker (Subsistence/communal)	14,816.00	14,816.00	6,301.00	546.00	278.00	268.00	14,270.00	8,236.00	6,033.00
Other unpaid family worker	2,052.00	2,052.00	704.00	595.00	298.00	297.00	1,457.00	1,050.00	407.00
Others	1,195.00	1,195.00	651.00	698.00	312.00	386.00	497.00	232.00	266.00
Not reported	501.00	501.00	286.00	285.00	113.00	172.00	215.00	102.00	114.00
Total	385,329.00	385,329.00	216,652.00	219,974.00	98,889.00	121,085.00	165,355.00	69,788.00	95,567.00
<i>Percentage of employed persons registered</i>									
Subsistence/communal farmer (with paid employees)	27.5	3.6	31.7	26.0	0.0	57.0	27.6	17.4	30.6
Subsistence/communal farmer (without paid employees)	2.6	0.8	3.8	0.0	0.0	0.0	2.8	1.7	4.0
Other employer (with paid employees)	50.9	18.4	54.3	61.8	0.0	64.8	26.8	13.7	33.8
Other own account worker (without paid employees)	7.6	3.4	9.3	12.9	23.3	16.4	2.6	3.4	1.6
Employee (government or parastatal)	88.6	41.3	88.2	89.4	3.0	89.5	86.7	88.5	85.3
Employee (private)	52.3	19.7	53.5	61.5	48.4	62.6	35.0	27.3	38.7
Unpaid family worker (Subsistence/communal)	2.3	1.9	1.0	0.0	11634.2	0.0	2.4	3.5	1.0
Other unpaid family worker	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Others	22.0	6.8	28.0	19.9	0.0	36.0	24.9	34.9	16.2
Not reported	17.2	17.2	0.0	30.2	76.1	0.0	0.0	0.0	0.0
Total	49.6	20.4	52.0	64.1	62.3	65.7	30.3	24.3	34.6

App.Table 8 Social security (of the employed) by occupation,area and sex

Occupation	National			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
<i>No. of employed persons registered</i>									
Legislators, senior officials & managers	8,726	3,293	5,433	7,235	2,758	4,478	1,491	535	956
Professionals	30,034	16,784	13,249	20,484	11,775	8,709	9,549	5,009	4,541
Technicians & Associate professionals	16,377	7,516	8,861	13,182	6,489	6,693	3,195	1,027	2,168
Cleks	19,866	14,397	5,469	17,953	13,161	4,792	1,913	1,236	677
Services, shops & market sales workers	25,460	9,606	15,854	21,283	8,249	13,035	4,177	1,358	2,819
Skilled agricultural & fishery workers	9,581	2,833	6,748	6,238	2,115	4,123	3,342	718	2,625
Craft & Trade workers	25,191	4,330	20,861	21,731	4,117	17,614	3,460	213	3,246
Plant & Machine operators & assemblers	11,224	484	10,739	8,866	484	8,382	2,357	0	2,357
Elementary occupations	41,409	18,704	22,704	21,537	12,048	9,489	19,872	6,656	13,215
Armed forces	3,195	608	2,587	2,517	401	2,117	678	207	471
Not recorded	102	0	102	72	0	72	30	0	0
Total	191,164	78,555	112,608	141,100	61,597	79,503	50,064	16,958	33,106
<i>No. of employed persons</i>									
Legislators, senior officials & managers	10,754	3,869	6,885	8,691	3,190	5,501	2,063	679	1,384
Professionals	34,259	19,044	15,214	23,774	13,394	10,380	10,484	5,650	4,834
Technicians & Associate professionals	20,154	9,464	10,690	15,956	7,571	8,385	4,198	1,893	2,305
Cleks	25,565	18,587	6,978	22,834	16,548	6,286	2,731	2,039	692
Services, shops & market sales workers	52,671	27,657	25,014	38,503	18,826	19,677	14,168	8,831	5,336
Skilled agricultural & fishery workers	52,284	23,720	28,565	11,149	4,343	6,806	41,135	19,377	21,759
Craft & Trade workers	56,203	13,709	42,494	41,023	8,463	32,560	15,180	5,246	9,933
Plant & Machine operators & assemblers	17,452	1,129	16,323	13,143	657	12,486	4,310	472	3,837
Elementary occupations	112,216	50,788	61,428	42,004	25,496	16,508	70,212	25,292	44,920
Armed forces	3,262	608	2,654	2,559	401	2,159	703	207	496
Not recorded	509	102	407	337		337	172	102	70
Total	385,329	168,677	216,652	219,974	98,889	121,085	165,355	69,788	95,567
<i>Percentage of employed persons registered</i>									
Legislators, senior officials & managers	81.1	85.1	78.9	83.2	86.5	81.4	72.3	78.8	69.1
Professionals	87.7	88.1	87.1	86.2	87.9	83.9	91.1	88.7	93.9
Technicians & Associate professionals	81.3	79.4	82.9	82.6	85.7	79.8	76.1	54.3	94.1
Cleks	77.7	77.5	78.4	78.6	79.5	76.2	70.0	60.6	97.8
Services, shops & market sales workers	48.3	34.7	63.4	55.3	43.8	66.2	29.5	15.4	52.8
Skilled agricultural & fishery workers	18.3	11.9	23.6	56.0	48.7	60.6	8.1	3.7	12.1
Craft & Trade workers	44.8	31.6	49.1	53.0	48.6	54.1	22.8	4.1	32.7
Plant & Machine operators & assemblers	64.3	42.9	65.8	67.5	73.7	67.1	54.7	0.0	61.4
Elementary occupations	36.9	36.8	37.0	51.3	47.3	57.5	28.3	26.3	29.4
Armed forces	97.9	100.0	97.5	98.4	100.0	98.1	96.4	100.0	95.0
Not recorded	20.0	0.0	25.1	21.4	0.0	21.4	17.4	0.0	0.0
Total	49.6	46.6	52.0	64.1	62.3	65.7	30.3	24.3	34.6

App. Table 9 Educational profile of the unemployed by area, sex and measure of unemployment (No.)

Area	Sex	Educational attainment										Total
		No Education	Primary education	Junior Secondary	Senior Secondary	After Std.10 Certificate	University	Postgraduate degree	Teacher training	Not recorded	Don't know	
<i>(Broad unemployment: Looking and not looking for work combined)</i>												
	B	5,670	22,096	39,847	20,562	944	211	58	71	268	0	89,726
Urban	F	2,589	11,749	23,844	11,705	529	0	58		76	0	50,549
	M	3,081	10,346	16,003	8,857	415	211	0	71	193	0	39,177
	B	17,088	53,406	47,350	13,992	603	0	89	0	957	68	133,554
Rural	F	8,852	29,267	29,705	9,840	464	0	45	0	382	68	78,623
	M	8,236	24,140	17,645	4,152	139	0	45	0	575	0	54,932
Namibia	B	22,758	75,502	87,197	34,554	1,547	211	148	71	1,226	68	223,281
	F	11,441	41,016	53,549	21,545	993	0	103	0	458	68	129,172
	M	11,317	34,486	33,648	13,009	554	211	45	71	768	0	94,109
<i>(Strict unemployment: Looking for work)</i>												
	B	4,172	16,324	28,309	14,883	671	211	58	71	206	0	64,904
Urban	F	1,560	8,063	15,492	7,870	375	0	58	0	76	0	33,494
	M	2,611	8,262	12,816	7,013	296	211	0	71	131	0	31,410
	B	3,977	16,258	15,408	6,507	356	0	89	0	620	0	43,215
Rural	F	1,887	8,097	8,138	3,902	258	0	45	0	303	0	22,631
	M	2,090	8,160	7,270	2,605	98	0	45	0	317	0	20,585
Namibia	B	8,148	32,582	43,716	21,390	1,028	211	147	71	826	0	108,119
	F	3,448	16,160	23,630	11,772	634	0	102		379	0	56,125
	M	4,701	16,422	20,086	9,618	394	211	45	71	448	0	51,994
<i>(Not looking for work)</i>												
	B	1,499	5,771	11,538	5,679	273	0	0	0	62	0	24,823
Urban	F	1,029	3,686	8,351	3,835	154	0	0	0	0	0	17,055
	M	470	2,085	3,187	1,844	119	0	0	0	62	0	7,767
	B	13,111	37,149	31,942	7,485	247	0	0	0	337	68	90,339
Rural	F	6,965	21,169	21,566	5,938	206	0	0	0	79	68	55,992
	M	6,147	15,980	10,375	1,547	41	0	0	0	258	0	34,347
Namibia	B	14,610	42,920	43,480	13,164	519	0	0	0	399	68	115,162
	F	7993	24856	29918	9774	359	0	0	0	79	68	73048
	M	6617	18064	13562	3391	160	0	0	0	320	0	42114

App. Table 10 Rate of unemployment (broadly defined) by educational attainment, area and sex

Educational attainment	Namibia			Females			Males		
	Uemp.	Labour force	Unemp. Rate	Uemp.	Labour force	Unemp. Rate	Uemp.	Labour force	Unemp. Rate
	(No.)		(%)	(No.)		(%)	(No.)		(%)
<i>National</i>									
No Education	22,758	68,589	33.2	11,441	25,882	44.2	11,317	42,708	26.5
Primary Education	75,502	182,436	41.4	41,016	83,013	49.4	34,486	99,423	34.7
Junior Secondary	87,197	201,885	43.2	53,548	108,540	49.3	33,649	93,345	36.0
Senior Secondary	34,554	111,454	31.0	21,546	59,328	36.3	13,009	52,127	25.0
After Std.10 Certificate	1,547	21,168	7.3	993	10,153	9.8	554	11,015	5.0
University	211	5,207	4.1	0	2,186	0.0	211	3,021	7.0
Postgraduate degree	147	5,478	2.7	102	2,139	4.8	45	3,339	1.3
Teachers training	71	7,820	0.9	0	4,926	0.0	71	2,893	2.5
Not reported	1,225	3,382	36.2	458	1,282	35.7	768	2,100	36.6
Don't know	68	1,190	5.7	68	400	17.0	0	790	0.0
Total	223,281	608,610	36.7	129,172	297,849	43.4	94,109	310,761	30.3
<i>Urban</i>									
No Education	5,670	17,585	32.2	2,589	5,908	43.8	3,081	11,676	26.4
Primary Education	22,096	64,421	34.3	11,749	27,321	43.0	10,346	37,099	27.9
Junior Secondary	39,847	113,459	35.1	23,844	58,108	41.0	16,003	55,351	28.9
Senior Secondary	20,562	82,948	24.8	11,705	42,809	27.3	8,857	40,139	22.1
After Std.10 Certificate	944	15,027	6.3	529	6,988	7.6	415	8,039	5.2
University	211	4,328	4.9	0	2,001	0.0	211	2,327	9.1
Postgraduate degree	58	4,216	1.4	58	1,807	3.2		2,409	0.0
Teachers training	71	5,333	1.3	0	3,551	0.0	71	1,782	4.0
Not reported	268	1,508	17.8	76	745	10.2	193	764	25.3
Don't know	0	876	0.0	0	201	0.0	0	675	0.0
Total	89,726	309,700	29.0	50,549	149,438	33.8	39,177	160,262	24.4
<i>Rural</i>									
No Education	17,088	51,005	33.5	8,852	19,973	44.3	8,236	31,032	26.5
Primary Education	53,406	118,015	45.3	29,267	55,693	52.6	24,140	62,323	38.7
Junior Secondary	47,350	88,426	53.5	29,705	50,433	58.9	17,645	37,993	46.4
Senior Secondary	13,992	28,506	49.1	9,840	16,518	59.6	4,152	11,988	34.6
After Std.10 Certificate	603	6,141	9.8	464	3,165	14.7	139	2,976	4.7
University	0	879	0.0	0	185	0.0	0	695	0.0
Postgraduate degree	89	1,262	7.1	45	333	13.5	45	930	4.8
Teachers training	0	2,487	0.0	0	1,375	0.0	0	1,111	0.0
Not reported	957	1,873	51.1	382	537	71.1	575	1,336	43.0
Don't know	68	314	21.7	68	199	34.2	0	115	0.0
Total	133,554	298,909	44.7	78,623	148,411	53.0	54,932	150,499	36.5

App. Table 11 Rate of unemployment (Strictly defined) by educational attainment, area and sex

Educational attainment	Namibia			Females			Males		
	Unemp.	Labour force	Unemp. Rate	Unemp.	Labour force	Unemp. Rate	Unemp.	Labour force	Unemp. Rate
	(No.)		(%)	(No.)		(%)	(No.)		(%)
<i>National</i>									
No Education	8,148	53,979	15.1	3,448	17,889	19.3	4,701	36,092	13.0
Primary Education	32,582	139,516	23.4	16,160	58,157	27.8	16,422	81,359	20.2
Junior Secondary	43,716	158,404	27.6	23,630	78,622	30.1	20,086	79,782	25.2
Senior Secondary	21,390	98,290	21.8	11,772	49,554	23.8	9,618	48,736	19.7
After Std.10 Certificate	1,028	20,649	5.0	634	9,794	6.5	394	10,855	3.6
University	211	5,207	4.1	0	2,186	0.0	211	3,021	7.0
Postgraduate degree	147	5,478	2.7	102	2,139	4.8	45	3,339	1.3
Teachers training	71	7,820	0.9	0	4,926	0.0	71	2,893	2.5
Not reported	826	2,983	27.7	379	1,203	31.5	448	1,780	25.2
Don't know	0	1,122	0.0	0	332	0.0	0	790	0.0
Total	108,119	493,448	21.9	56,125	224,802	25.0	51,994	268,646	19.4
<i>Urban</i>									
No Education	4,172	16,087	25.9	1,560	4,879	32.0	2,611	11,206	23.3
Primary Education	16,324	58,649	27.8	8,063	23,635	34.1	8,262	35,015	23.6
Junior Secondary	28,309	101,921	27.8	15,492	49,756	31.1	12,816	52,164	24.6
Senior Secondary	14,883	77,269	19.3	7,870	38,974	20.2	7,013	38,295	18.3
After Std.10 Certificate	671	14,754	4.5	375	6,834	5.5	296	7,920	3.7
University	211	4,328	4.9	0	2,001	0.0	211	2,327	9.1
Postgraduate degree	58	4,216	1.4	58	1,807	3.2	0	2,409	0.0
Teachers training	71	5,333	1.3	0	3,551	0.0	71	1,782	4.0
Not reported	206	1,446	14.2	76	745	10.2	131	702	18.7
Don't know	0	876	0.0	0	201	0.0	0	675	0.0
Total	64,904	284,878	22.8	33,494	132,383	25.3	31,410	152,495	20.6
<i>Rural</i>									
No Education	3,977	37,894	10.5	1,887	13,008	14.5	2,090	24,886	8.4
Primary Education	16,258	80,867	20.1	8,097	34,523	23.5	8,160	46,343	17.6
Junior Secondary	15,408	56,484	27.3	8,138	28,866	28.2	7,270	27,618	26.3
Senior Secondary	6,507	21,021	31.0	3,902	10,580	36.9	2,605	10,441	24.9
After Std.10 Certificate	356	5,894	6.0	258	2,959	8.7	98	2,935	3.3
University	0	879	0.0	0	185	0.0	0	695	0.0
Postgraduate degree	89	1,262	7.1	45	333	13.5	45	930	4.8
Teachers training	0	2,487	0.0	0	1,375	0.0	0	1,111	0.0
Not reported	620	1,536	40.4	303	458	66.2	317	1,078	29.4
Don't know	0	246	0.0	0	131	0.0	0	115	0.0
Total	43,215	208,570	20.7	22,631	92,419	24.5	20,585	116,152	17.7

App. Table 12 Rate of unemployment (broadly defined) by age, area and sex

Age group (years)	Namibia			Females			Males		
	Unemp.	Labour force	Unemp. Rate	Unemp.	Labour force	Unemp. Rate	Unemp.	Labour force	Unemp. Rate
	(No.)		(%)	(No.)		(%)	(No.)		(%)
<i>National</i>									
15-19	26,060	40,349	64.6	15,000	21,380	70.2	11,059	18,968	58.3
20-24	64,133	111,649	57.4	37,944	58,492	64.9	26,189	53,157	49.3
25-29	45,044	109,715	41.1	26,919	53,943	49.9	18,124	55,771	32.5
30-34	31,913	95,910	33.3	17,459	46,703	37.4	14,455	49,208	29.4
35-39	20,427	77,264	26.4	12,607	38,733	32.5	7,820	38,531	20.3
40-44	13,261	60,481	21.9	8,883	30,314	29.3	4,378	30,168	14.5
45-49	8,907	42,728	20.8	5,179	20,344	25.5	3,729	22,384	16.7
50-54	5,590	31,400	17.8	2,941	13,829	21.3	2,649	17,571	15.1
55-59	3,320	20,728	16.0	970	7,757	12.5	2,350	12,971	18.1
60-64	2,618	9,518	27.5	555	2,908	19.1	2,062	6,609	31.2
65+	962	6,662	14.4	309	2,810	11.0	652	3,851	16.9
Not reported	0	447	0.0	0	154	0.0	0	293	0.0
Unknown age	1,046	1,758	59.5	406	483	84.1	640	1,276	50.2
Total	223,281	608,610	36.7	129,172	297,849	43.4	94,109	310,761	30.3
<i>Urban</i>									
15-19	10,294	14,143	72.8	5,628	7,392	76.1	4,666	6,750	69.1
20-24	28,003	53,307	52.5	16,021	28,363	56.5	11,982	24,944	48.0
25-29	20,670	61,367	33.7	12,436	30,735	40.5	8,234	30,633	26.9
30-34	13,802	51,305	26.9	7,198	26,069	27.6	6,604	25,236	26.2
35-39	7,157	44,313	16.2	4,315	20,899	20.6	2,842	23,414	12.1
40-44	4,686	35,345	13.3	2,859	16,656	17.2	1,828	18,690	9.8
45-49	1,993	21,531	9.3	1,145	8,795	13.0	848	12,736	6.7
50-54	1,034	14,445	7.2	543	6,143	8.8	491	8,302	5.9
55-59	958	8,644	11.1	232	3,036	7.6	727	5,609	13.0
60-64	443	2,514	17.6	84	621	13.5	359	1,893	19.0
65+	219	1,702	12.9	0	477	0.0	219	1,225	17.9
Not reported	0	204	0.0	0	87	0.0	0	117	0.0
Unknown age	466	880	53.0	90	167	53.9	376	713	52.7
Total	89,726	309,700	29.0	50,549	149,438	33.8	39,177	160,262	24.4
<i>Rural</i>									
15-19	15,766	26,206	60.2	9,373	13,988	67.0	6,393	12,218	52.3
20-24	36,130	58,342	61.9	21,923	30,129	72.8	14,207	28,213	50.4
25-29	24,373	48,347	50.4	14,483	23,208	62.4	9,890	25,138	39.3
30-34	18,112	44,606	40.6	10,261	20,634	49.7	7,851	23,972	32.8
35-39	13,270	32,951	40.3	8,293	17,835	46.5	4,978	15,117	32.9
40-44	8,575	25,136	34.1	6,024	13,657	44.1	2,551	11,479	22.2
45-49	6,914	21,197	32.6	4,034	11,550	34.9	2,881	9,649	29.9
50-54	4,556	16,955	26.9	2,398	7,686	31.2	2,158	9,269	23.3
55-59	2,362	12,085	19.5	738	4,721	15.6	1,624	7,363	22.1
60-64	2,175	7,005	31.0	471	2,287	20.6	1,703	4,717	36.1
65+	742	4,959	15.0	309	2,332	13.3	433	2,626	16.5
Not reported	0	243	0.0	0	67	0.0	0	175	0.0
Unknown age	580	878	66.1	316	316	100.0	264	562	47.0
Total	133,554	298,909	44.7	78,623	148,411	53.0	54,932	150,499	36.5

App. Table 13 Rate of unemployment (strictly defined) by age, area and sex

Age group (years)	Namibia			Females			Males		
	Unemp.	Labour force	Unemp. Rate	Unemp.	Labour force	Unemp. Rate	Unemp.	Labour force	Unemp. Rate
	(No.)		(%)	(No.)		(%)	(No.)		(%)
<i>National</i>									
15-19	10,884	25,173	43.2	5,635	12,015	46.9	5,248	13,157	39.9
20-24	33,314	80,830	41.2	18,312	38,860	47.1	15,002	41,970	35.7
25-29	25,312	89,983	28.1	13,679	40,703	33.6	11,633	49,280	23.6
30-34	16,387	80,384	20.4	7,870	37,114	21.2	8,517	43,270	19.7
35-39	10,426	67,263	15.5	5,631	31,757	17.7	4,795	35,506	13.5
40-44	5,646	52,866	10.7	3,384	24,815	13.6	2,263	28,053	8.1
45-49	2,414	36,235	6.7	927	16,092	5.8	1,487	20,142	7.4
50-54	1,206	27,016	4.5	404	11,292	3.6	802	15,724	5.1
55-59	1,101	18,509	5.9	157	6,944	2.3	945	11,566	8.2
60-64	850	7,750	11.0		2,353	0.0	850	5,397	15.7
65+	256	5,956	4.3	126	2,627	4.8	130	3,329	3.9
Not reported	324	447	0.0	0	154	0.0	324	293	0.0
Unknown age	0	1,036	31.3	0	77	0.0	0	960	33.8
Total	108,119	493,448	21.9	56,125	224,802	25.0	51,994	268,646	19.4
<i>Urban</i>									
15-19	6,317	10,166	62.1	3,105	4,869	63.8	3,211	5,295	60.6
20-24	20,081	45,385	44.2	10,594	22,936	46.2	9,487	22,449	42.3
25-29	15,021	55,718	27.0	8,171	26,470	30.9	6,850	29,249	23.4
30-34	11,086	48,589	22.8	5,488	24,359	22.5	5,598	24,230	23.1
35-39	5,712	42,868	13.3	3,257	19,841	16.4	2,455	23,027	10.7
40-44	3,378	34,037	9.9	1,864	15,661	11.9	1,514	18,376	8.2
45-49	1,273	20,811	6.1	627	8,277	7.6	647	12,535	5.2
50-54	575	13,986	4.1	232	5,832	4.0	343	8,154	4.2
55-59	764	8,450	9.0	157	2,961	5.3	607	5,489	11.1
60-64	244	2,315	10.5	0	537	0.0	244	1,778	13.7
65+	130	1,613	8.1	0	477	0.0	130	1,136	11.4
Not reported	324	204	0.0	0	87	0.0	324	117	0.0
Unknown age	0	738	43.9	0	77	0.0	0	661	49.0
Total	64,904	284,878	22.8	33,494	132,383	25.3	31,410	152,495	20.6
<i>Rural</i>									
15-19	4,567	15,007	30.4	2,530	7,145	35.4	2,037	7,862	25.9
20-24	13,233	35,445	37.3	7,718	15,924	48.5	5,515	19,521	28.3
25-29	10,291	34,265	30.0	5,508	14,233	38.7	4,783	20,031	23.9
30-34	5,301	31,795	16.7	2,382	12,755	18.7	2,919	19,040	15.3
35-39	4,714	24,395	19.3	2,374	11,916	19.9	2,340	12,479	18.8
40-44	2,268	18,829	12.0	1,519	9,152	16.6	748	9,676	7.7
45-49	1,141	15,424	7.4	301	7,817	3.9	840	7,608	11.0
50-54	631	13,030	4.8	173	5,461	3.2	458	7,569	6.1
55-59	338	10,061	3.4		3,983	0.0	338	6,077	5.6
60-64	606	5,436	11.1		1,816	0.0	606	3,620	16.7
65+	126	4,343	2.9	126	2,149	5.9	0	2,193	0.0
Not reported	0	243	0.0	0	67	0.0	0	175	0.0
Unknown age	0	298	0.0	0	0	0.0	0	298	0.0
Total	43,215	208,570	20.7	22,631	92,419	24.5	20,585	116,152	17.7

App Table 14: Unemployed persons looking/not looking for work by region, area and sex (percent)

Region/Area	Unemployed persons looking/not looking for work								
	Total			Females			Males		
	Total	Looking	Not looking	Total	Looking	Not looking	Total	Looking	Not looking
Caprivi	100.0	37.1	62.9	100.0	32.3	67.7	100.0	43.2	56.8
Erongo	100.0	67.2	32.8	100.0	64.2	35.8	100.0	70.3	29.7
Hardap	100.0	49.2	50.8	100.0	43.0	57.0	100.0	61.5	38.5
Karas	100.0	72.6	27.4	100.0	63.9	36.1	100.0	83.5	16.5
Kavango	100.0	58.6	41.4	100.0	59.4	40.6	100.0	57.7	42.3
Khomas	100.0	77.7	22.3	100.0	68.5	31.5	100.0	87.7	12.3
Kunene	100.0	39.7	60.3	100.0	33.9	66.1	100.0	50.5	49.5
Ohangwena	100.0	25.4	74.6	100.0	18.4	81.6	100.0	36.1	63.9
Omaheke	100.0	42.8	57.2	100.0	31.2	68.8	100.0	57.8	42.2
Omusati	100.0	11.4	88.6	100.0	13.0	87.0	100.0	8.8	91.2
Oshana	100.0	47.9	52.1	100.0	41.9	58.1	100.0	57.6	42.4
Oshikoto	100.0	35.7	64.3	100.0	35.5	64.5	100.0	36.0	64.0
Otjozondjupa	100.0	76.9	23.1	100.0	71.9	28.1	100.0	86.9	13.1
Urban	100.0	72.3	27.7	100.0	66.3	33.7	100.0	80.2	19.8
Rural	100.0	32.4	67.6	100.0	28.8	71.2	100.0	37.5	62.5
Namibia	100.0	48.4	51.6	100.0	43.4	56.6	100.0	55.2	44.8

App. Table 16 Distribution of the employed persons available for and preferring to work more by employment status, area and sex

Area	Sex	Status in employment										Total
		Subsistence/ communal farmer(with paid employees)	Subsistence/ communal farmer (without paid employees)	Other employer(with paid employees)	Other own account worker(without paid employees)	Employee (government or parastatal)	Employee (private)	Unpaid family worker(Subsistence/ communal)	Other unpaid family worker	Others	Not reported	
Urban	B	150	0	1,313	3,432	11,217	20,395	176	20	200	0	36,902
	F	111	0	512	1,849	4,873	7,673	42	20	152	0	15,231
	M	39	0	801	1,583	6,344	12,722	134	0	48	0	21,671
Rural	B	911	3,535	743	3,037	4,119	11,432	1,861	130	0	129	25,896
	F	69	1,916	167	1,951	1,475	4,182	1,072	0	0	55	10,887
	M	842	1,619	575	1,086	2,644	7,250	789	130	0	74	15,009
Namibia	B	1,061	3,535	2,056	6,469	15,336	31,827	2,037	150	200	129	62,798
	F	179	1,916	680	3,800	6,348	11,855	1,114	20	152	55	26,118
	M	881	1,619	1,376	2,669	8,988	19,972	923	130	48	74	36,680
	Sex											
Urban	B	0.4	0.0	3.6	9.3	30.4	55.3	0.5	0.1	0.5	0.0	100.0
	F	0.7	0.0	3.4	12.1	32.0	50.4	0.3	0.1	1.0	0.0	100.0
	M	0.2	0.0	3.7	7.3	29.3	58.7	0.6	0.0	0.2	0.0	100.0
Rural	B	3.5	13.7	2.9	11.7	15.9	44.1	7.2	0.5	0.0	0.5	100.0
	F	0.6	17.6	1.5	17.9	13.5	38.4	9.8	0.0	0.0	0.5	100.0
	M	5.6	10.8	3.8	7.2	17.6	48.3	5.3	0.9	0.0	0.5	100.0
Namibia	B	1.7	5.6	3.3	10.3	24.4	50.7	3.2	0.2	0.3	0.2	100.0
	F	0.7	7.3	2.6	14.5	24.3	45.4	4.3	0.1	0.6	0.2	100.0
	M	2.4	4.4	3.8	7.3	24.5	54.4	2.5	0.4	0.1	0.2	100.0

App. Table 17 Distribution of employed persons preferring to work more hours by occupation, area and sex.

Area	Sex	Occupational Classification											Group Total	
		Legislators, senior officials & managers	Professionals	Technicians & Associate professionals	Clerks	Services, shops & market sales workers	Skilled agricultural & fishery workers	Craft & Trade workers	Plant & Machine operators & assemblers	Elementary occupations	Armed forces	Not recorded		
Urban	F	533	2,864	1,523	3,243	4,736	1,312	2,154	105	5,808				22,278
	M	1,456	2,179	2,672	1,377	4,986	1,815	7,952	3,011	4,542	554	30	30,574	
	B	1,989	5,043	4,195	4,620	9,723	3,127	10,106	3,116	10,350	554	30	52,852	
Rural	F	225	877	75	593	3,247	3,568	1,617		6,516		55	16,773	
	M	226	1,436	591	153	2,214	5,387	3,253	1,065	10,119	25		24,469	
	B	451	2,313	666	746	5,461	8,955	4,870	1,065	16,635	25	55	41,242	
Namibia	F	758	3,741	1,598	3,836	7,983	4,881	3,771	105	12,323		55	39,051	
	M	1,682	3,615	3,263	1,530	7,201	7,202	11,204	4,076	14,662	579	30	55,043	
	B	2,440	7,356	4,860	5,366	15,184	12,082	14,976	4,181	26,985	579	85	94,094	
Urban	F	2.4	12.9	6.8	14.6	21.3	5.9	9.7	0.5	26.1	0.0	0.0	100.0	
	M	4.8	7.1	8.7	4.5	16.3	5.9	26.0	9.8	14.9	1.8	0.1	100.0	
	B	3.8	9.5	7.9	8.7	18.4	5.9	19.1	5.9	19.6	1.0	0.1	100.0	
Rural	F	1.3	5.2	0.4	3.5	19.4	21.3	9.6	0.0	38.8	0.0	0.3	100.0	
	M	0.9	5.9	2.4	0.6	9.0	22.0	13.3	4.4	41.4	0.1	0.0	100.0	
	B	1.1	5.6	1.6	1.8	13.3	21.7	11.8	0.0	40.3	0.0	0.1	100.0	
Namibia	F	1.9	9.6	4.1	9.8	20.4	12.5	9.7	0.3	31.6	0.0	0.1	100.0	
	M	3.1	6.6	5.9	2.8	13.1	13.1	20.4	7.4	26.6	1.1	0.1	100.0	
	B	2.6	7.8	5.2	5.7	16.1	12.8	15.9	4.4	28.7	0.6	0.1	100.0	

App.Table 18 Employed persons preferring to work more hours by industry, area and sex

Industrial classification	Namibia			Urban			Rural		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Agriculture	22.3	30.0	26.6	3.2	3.5	3.4	49.4	63.5	57.6
Fishing	2.8	3.7	3.3	4.6	5.9	5.3	0.3	0.9	0.6
Mining and Quarrying	1.0	2.7	2.0	0.9	3.1	2.1	1.1	2.2	1.7
Manufacturing	6.9	5.6	6.2	7.8	8.0	7.9	5.7	2.6	3.9
Electricity, Gas & Water	0.7	2.3	1.6	0.7	3.3	2.1	0.7	1.1	0.9
Construction	0.8	8.4	5.1	1.0	11.1	6.5	0.5	5.1	3.2
Wholesale and Retail Trade, Repair of motor vehicles	15.9	12.5	14.0	18.4	18.7	18.6	12.5	4.5	7.9
Hotels and Restaurants	4.3	2.7	3.4	4.6	2.4	3.4	3.8	3.2	3.4
Transport, Storage and Communication	1.8	5.9	4.1	2.8	8.6	6.0	0.5	2.4	1.6
Financial Intermediation	2.4	1.6	2.0	3.9	2.7	3.2	0.4	0.2	0.3
Real Estate, Renting and Business Activities	2.4	2.4	2.4	4.0	3.7	3.8	0.1	0.9	0.6
Public Administration, Defence & Social Security	6.2	9.3	8.0	9.2	13.9	11.7	2.0	3.6	2.9
Education	11.2	5.7	8.1	11.8	5.1	8.1	10.3	6.4	8.0
Health and Social Work	6.2	1.6	3.6	8.4	2.0	4.9	3.1	1.2	2.0
Other Community, Social & Personal Services	3.1	3.5	3.3	4.4	5.3	4.9	1.1	1.2	1.2
Private Households with employed persons	11.9	1.9	6.2	14.4	2.5	7.9	8.2	1.1	4.1
Extra-Territorial Organisations & Bodies	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Not reported	0.1	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

Before starting with section B from column B1 actual names and person number for all coded 1 in E1 or E2	EMPLOYED (who have worked the last 7 days or who had a job but did not work coded 1 in E1 or E2)															
	For main or only job					For second main job (if more than one job, F1>1)										
P E R S O N	B E F O R E	F O R	F O R	F O R	F O R	F O R	F O R	F O R	F O R	F O R	F O R					
For how many different employers did you work during the last 7 days?	Did you work full time or part time?	What kind of activities are carried out at your work place?	What are the main products produced or services offered at your work place?	In your main job did you work as?	How many people including yourself work in your work place?	Where do you mainly conduct your business activity?	How much in cash do you earn monthly from this job?	What type of benefits do you get from this job?	In your second kind of work did you do during the last 7 days?	What kind of activity was carried out at this work place during the last 7 days?	What were the products or services offered at this work place during the last 7 days?					
F3	F6	F7	F8	F9	F10	F11	F12	F13	F14	F15	F16	F17	F18	F19	F20	F21
Enter number of employers	1 Full time 2 Part time	Describe the activities	Describe the products produced or services offered	01 Other employer (with or without account) 02 Subcontractor/owner 03 Employee (given name or parastatal) 04 Unpaid family worker (Subsistence Community) 05 Other unpaid family worker 06 Don't know	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100	01 At home (no special business space) 02 Outside or attached to your home 03 Factory, office, shop, workshop, independent from your home 04 Farm or individual sub-plot 05 Homes or workplaces of clients 06 Streets, markets, public places 07 Markets, trade fairs 08 Street stall 09 Other location (mobile) 10 Other, specify	1. Less than 500 2. 500 - 1000 3. 1001 - 2000 4. 2001 - 3000 5. 3001 - 4000 6. 4001 - 5000 7. 5001 - 6000 8. 6001 - 7000 9. More than 7000	(More than one answer possible) 1. Housing 2. Pension 3. Medical 4. Transport 5. Rations 6. Other, specify 7. None	Describe work done/ name job title	Describe the activity	Describe the products produced or services offered					
	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								
	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								
2	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								
	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								
	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								
	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								
	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								
	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								
	1 2			01 02 03 04 05 06 07 08 09 99	1 2 3 4 5 6 7	01 02 03 04 05 06 07 08 09 10	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7								

A IDENTIFICATION		Region	PSU-number	R/ U	Household No.	Form No	Response Category
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F EMPLOYED (who have worked the last 7 days or who had a job but did not work coded 1 in E1 or E2)

G HOURS WORKED (who have worked the last 7 days or who had a job but did not work coded 1 in E1 or E2)

PERSON	Before starting with section G, transfer from section B column B1 actual names and person number for all who worked code 1 in E1 or E2	How many people including yourself work in your work place? 1. 1 2. 2-3 3. 4 4. 5-10 5. 11-15 6. 16-20 7. 21-25 8. 26+	For the main job							For all other jobs than the main job							Total Usual hours Main job + All other jobs (G8 + G16)	Total Actual hours Main job + All other jobs (G8 + G16)	If less hours worked for working less than the usual hours during the last 7 days? 01 Own illness, injury 02 Holiday, vacation 03 Absence from family responsibilities 04 In school, training 05 Did not want more work 06 Full time work is less than normal hours per week 07 Strike, lock-out 08 Job started/ended within the last 7 days 09 Resignation in economic work 10 Temporary disorganization, suspension of work 11 Could not find more work 12 Maternity 13 Maternity 14 Other reason-specify	Were you paid for the additional hours (over-time) worked? 1 Yes 2 Expect to be paid 3 No	Would you have preferred to work more hours during the last 7 days? If yes, ask where: 1 At present job 2 Other jobs in addition to present job 3 Other jobs with more hours to replace the present job 4 No (If no go to G24)	How many hours would you have preferred to work during the last 7 days? Record number of hours	Could you have worked more hours during the last 7 days?	Did you look for additional work during the last 7 days?				
			Usual hours		Actual hours		Usual hours		Actual hours		What was the main reason for working more than usual hours during the last 7 days? 1 Requested 2 To finish work 3 Distribution of working hours 4 Other, specify	What was the main reason for working less than the usual hours during the last 7 days?01 Own illness, injury 02 Holiday, vacation 03 Absence from family responsibilities 04 In school, training 05 Did not want more work 06 Full time work is less than normal hours per week 07 Strike, lock-out 08 Job started/ended within the last 7 days 09 Resignation in economic work 10 Temporary disorganization, suspension of work 11 Could not find more work 12 Maternity 13 Maternity 14 Other reason-specify																
			Mo	Tu	We	Th	Fr	Sa	Su	Total			Mo	Tu	We	Th									Fr	Sa	Su	Total
B1	E2	1 2 3 4 5 6 7 8	E3	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	G11	G12	G13	G14	G15	G16	G17	G18	G19	G20	G21	G22	G23	G24	G25
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3
			Usual hours Actual hours																			01 02 03 04 05 06 07 08 09 10 11 12 13 14	1 2 3 4 3	1 2 3	1 2 3 4	1 2 3	1 2 3	1 2 3

A IDENTIFICATION		Region	PSU-number	R/ U	Household No.	Form No	Response Category
J HOUSING CONDITIONS - (To be asked of each household)							

A IDENTIFICATION		CONTROL SECTION					
J HOUSING CONDITIONS - (To be asked of each household)							
TYPE OF HOUSING UNIT	TENURE	INCOME (Cash/kind)	TO BE COMPLETED BY INTERVIEWER	TO BE COMPLETED BY TEAM SUPERVISOR	TO BE COMPLETED BY EDITOR/CODER	TO BE COMPLETED BY REGIONAL SUPERVISOR	TO BE COMPLETED BY NATIONAL SUPERVISOR
01 Detached house 02 Semi-detached/ townhouse 03 Apartment/flat 04 Guest flat 05 Part commercial/ industrial 06 Mobile home (caravan, tent) 07 Single quarters 08 Traditional dwelling 09 Improvised housing unit (shack) 10 Other, specify	Is housing unit..... 01 Rented (not tied to the job) 02 Owner occupied (with mortgage) 03 Owner occupied (without mortgage) 04 Rent free (not owner occupied) 05 Provided by employer (public) with pay 06 Provided by employer (public) without pay 07 Provided by employer (private) with pay 08 Provided by employer (private) without pay 09 Other, specify	What is the Household's main source of income? 1 Subsistence farming (crop & animal) 2 Cash cropping 3 Animal rearing 4 Business activities 5 Wages and salaries 6 Pension 7 Cash remittances 8 Other means of income, specify What is the Household's secondary source of income? 1 Subsistence farming (crop & animal) 2 Cash cropping 3 Animal rearing 4 Business activities 5 Wages and salaries 6 Pension 7 Cash remittances 8 None 9 Other means of income, specify	Number of questionnaire used in the Household Number of persons enumerated in the Household Total..... Male..... Female..... Date interview started in Household..... Date interview completed in Household..... Name of Interviewer.....	Has questionnaire been checked? Date checked..... Name of Team Supervisor.....	Has questionnaire been coded? Date edited/coded..... Name of Coder/Editor.....	Has questionnaire been checked? Date checked..... Name of Regional Supervisor.....	Has questionnaire been checked? Date checked..... Name of National Supervisor.....

K CONTROL SECTION (Continuation)		
OFFICE ACTIVITIES		
Activity	Date entry	Final validation
Date		
Signature		
Operator name		

