

**The Namibia Labour Force Survey 2000:
Final Report of Analysis**

November 2002
ISBN: 0-86976-597-3

This Report has been prepared by Ministry of Labour (MoL) with the technical assistance from the Central Bureau of Statistics (CBS) of the National Planning Commission (NPC).

Preface

The Government believes that the immediate prospect of improving the standard of living among the majority of the population, and ensuring full and effective participation of all in the development process depends on its capacity and ability to execute sound employment planning within the overall framework of the National Development Programme.

It is for this reason, that the MoL, conducted the 2000 Namibia Labour Force Survey to generate all the necessary information that would provide the Government with the statistical data for analysis of employment, unemployment and underemployment and hence assist in formulating well-conceived policies designed to achieve full employment and promote socio-economic development in general. The report provides a wide range of information on population size and composition, employment and unemployment and other socio-economic characteristics of the workforce.

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

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

The MOL wishes to express its profound appreciation to the Central Bureau of Statistics of the National Planning Commission for its technical assistance, The Namibia Economic Policy Research Unit (NEPRU) for their assistance in the finalization of the content of this report, social partners, users of labour statistics and other collaborating ministries for their meaningful contributions.

The Ministry equally wishes to thank its staff who were involved in all the activities of the survey as well as the general public without whose support and co-operation the 2000 Namibia Labour Force Survey would not have been a successful reality.



Marco Hausiku, MP
Honourable Minister of Labour
November 2002

Table of contents

Preface	2
Table of contents	3
List of Tables	5
List Annex Tables	6
List of figures	6
Executive summary of the report	
0.1 Population.....	7
0.2 Age.....	7
0.3 Education.....	7
0.4 Economic activity.....	7
0.5 Housing conditions.....	8
0.6 Sources of income.....	8
0.7 Indicators.....	9
1. Introduction	16
Objectives of the survey.....	16
2. Survey design and implementation	18
2.1 Introduction.....	18
2.2 Planning and questionnaire design.....	18
2.3 Sample design.....	18
2.3.1 Master sample frame.....	19
2.3.2 Stratification.....	19
2.3.3 The master sample.....	19
2.3.4 Sample allocation and selection procedure.....	19
2.4 Estimation procedure.....	20
2.4.1 Estimators.....	20
2.4.2 Weighting.....	21
2.5 Fieldwork.....	21
2.6 Data Processing.....	22
2.7 Coverage and quality of data.....	22
3. Characteristics of the population	24
3.1 Spatial distribution.....	24
3.2 Demographic characteristics.....	25
3.3 Sex ratios.....	25
3.4 Socio-economic characteristics.....	30
3.4.1 Educational profile.....	30
3.4.2 Housing conditions.....	31
3.4.3 Sources of income.....	34
4. Economic activity of the population	38
4.1 Labour force framework.....	38
4.2 Defining unemployment “Broad or Strict”.....	38
4.3 Activity status of the population.....	39
4.4 Labour force participation.....	40
4.5 The rate of unemployment.....	42
4.6 The inactive population.....	44
5. Characteristics of the employed	45

5.1	Employment concentration.....	45
5.2	Employment structure.....	46
5.3	Educational profile of the employed.....	52
5.4	Unionisation.....	52
5.5	Social security.....	55
6.	Characteristics of the unemployed.....	60
6.1	Educational profile of the unemployed.....	60
6.2	Youth unemployment.....	64
6.3	Duration of unemployment.....	65
6.4	Job search and appropriate measure of unemployment.....	66
7.	Underemployment.....	71
7.1	Measuring underemployment.....	71
7.2	Quantifying underemployment in Namibia.....	71
7.3	Indirect evidence.....	71
7.4	Visible underemployment.....	73
8.	Main Conclusions and policy implications.....	77
	Appendix 1: Glossary.....	81
	Appendix 2: ISIC.....	85
	Annex Tables.....	88
	Appendix 3: Questionnaire.....	109

List of Tables

Table 3.1:	Spatial distribution of the population by region and area
Table 3.2:	Size distribution of households by region and area
Table 3.3 :	Population by region, Area, Sex and Sex ratio
Table 3.4:	Age structure of the population by area and sex
Table 3.5:	Dependency ratios by area
Table 3.6:	Educational profile of the population (6 years and above) by age, area and sex
Table 3.7:	Distribution of households by type of housing unit, region and area
Table 3.8:	Distribution of households by type of housing tenure, region and area
Table 3.9:	Distribution of households by main source of income, region and area
Table 3.10:	Distribution of households by main and secondary sources of income
Table 4.1 :	Activity status of the population (15 years or more) by area and sex (per cent)
Table 4.2:	Labour force participation rate by age, area and sex
Table 4.3:	Comparison of labour force participation rate over time, 1997 and 2000
Table 4.4:	Unemployment rate by region, area and sex and measure of unemployment (per cent)
Table 4.5:	Comparison of unemployment rates overtime,1993/1994,1997 and 2000 by area and sex
Table 4.6:	Economically inactive population by current status, region and sex
Table 5.1:	Employment to population ratio by region. Area and sex
Table 5.2:	Employment by industry, employment status, occupation, area and sex (per cent)
Table 5.3:	Distribution of employed persons by educational attainment, industry ,employment status and occupation
Table 5.4:	Distribution of employed persons by industry and employment status
Table 5.5:	Distribution of employed persons by industry and occupation
Table 5.6:	Educational profile of the employed by area and sex
Table 5.7:	Unionisation (of the employed and unemployed) by type of union, area and sex
Table 5.8:	Unionisation (of the employed) by type of union and region
Table 5.9:	Union density (among the employed) by industry, employment status, occupation, area and sex
Table 5.10:	Social security registration by region, area and sex
Table 5.11:	Percentage (of the employed) registered with social security by industry, employment status, occupation, area and sex
Table 6.1:	Educational profile of the unemployed by area, sex and measure of unemployment (per cent)
Table 6.2:	Unemployment rate by educational attainment, area and sex
Table 6.3:	Educational profile of the unemployed by region
Table 6.4:	Unemployment rate by age, area and sex (per cent)
Table 6.5:	Distribution of the unemployed by duration of unemployment, region and sex
Table 6.6:	Unemployed persons looking/not looking for work by age, area and sex
Table 6.7:	Distribution of the unemployed by means of looking for work, region, area and sex
Table 6.8 :	Distribution of the unemployed persons by reasons for not looking for work by region, area and sex
Table 6.9:	Distribution of first time seekers by educational attainment, age, area and sex
Table 7.1:	Percentage of employed persons with full-time employment by employment status, region, area and sex
Table 7.2:	Distribution of employed persons available for and preferring to work more by employment status , area and sex
Table 7.3:	Distribution of employed persons looking for additional work by occupation, area and sex

List of Annex Tables

Annex Table A.1:	Activity status of the population (15 years and more) by age and sex
Annex Table A.2:	Activity status of the population (15 and more) by region and sex
Annex Table A.3:	Employment by industry, employment status, occupation, area and sex
Annex Table A.4:	Unionisation (of the employed) by industry, area and sex
Annex Table A.5:	Unionisation (of the employed) by employment status, area and sex
Annex Table A.6:	Unionisation (of the employed) by occupation, area and sex
Annex Table A.7:	Social security registration (of the employed) by industry, area and sex
Annex Table A.8:	Social security registration (of the employed) by employment status, area and sex
Annex Table A.9:	Social security (of the employed) by occupation, area and sex
Annex Table A.10:	Educational profile of the unemployed by area and sex
Annex Table A.11:	Rate of unemployment (broadly defined) by educational attainment, area and sex
Annex Table A.12:	Rate of unemployment (Strictly defined) by educational attainment, area and sex
Annex Table A.13:	Rate of unemployment (broadly defined) by age, area and sex
Annex Table A.14:	Rate of unemployment (Strictly defined) by age, area and sex
Annex Table A.15:	Unemployed persons looking/not looking for work by region, area and sex (per cent)
Annex Table A.16:	Distribution of employed persons available for and preferring to work more by occupation, area and sex
Annex Table A.17:	Distribution of employed persons available for and preferring to work more by employment status, area and sex
Annex Table A.18:	Distribution of employed persons preferring to work more hours by occupation, area and sex
Annex Table A.19:	Employed persons preferring to work more hours by industry, area and sex

List of Figures

Figure 3.1	Sex ratios, 2000
Figure 3.2	Age pyramid, 2000
Figure 3.3	Age structure in urban and rural areas
Figure 4.1	Labour force participation rate by by age and sex
Figure 4.2	Labour force participation rate by age and area
Figure 4.3	Comparing rates of unemployment
Figure 5.1	Employment to population ratio by region and area

Executive Summary of the Report

0.1 Population

0.1.1 The 2000 Namibia Labour Force Survey (2000 NLFS) recorded a total number of 332 420 private households and the number of persons in these households is about 1.6 million. Most of the population live in the rural areas. 65 per cent as compared to 35 per cent in the urban areas. The Khomas region where the capital Windhoek is situated has the largest population of about 55 277 private households with 225 115 persons.

0.2 Age

0.2.1 Results from the 2000 NLFS reveal that Namibia has a young population. Forty (40) per cent of the household population are below 15 years of age. About 55 per cent of the Namibian population are in working ages i.e. 15-64. Only 5 per cent of the Namibian population is 65 years and older.

0.3 Education

0.3.1 There are about 1 406 050 inhabitants in Namibia who are 6 years and above of which 12 per cent have never attended school. Thirteen (13) per cent of children in the age group 6-9 have never attended school. Fifty nine (59) per cent of the population in the rural areas has only completed primary school. The corresponding figure in the urban areas per cent is 40 per cent .

0.4 Economic activity

0.4.1 Almost 53 per cent or about 888 009 of the Namibian population are 15 years and above. Among this part of the population, 61 per cent or about 541 447 are economically active (persons who are either employed or unemployed) i.e. belong to the Namibian labour force of which 80 per cent are employed, 53 per cent are males and 47 per cent are females. The most common occupations in Namibia is that of skilled agricultural and fishery workers (25 per cent); elementary occupation (20 per cent) and craft and trade workers (14 per cent).

0.4.2 The unemployed persons according to the broad measure amounts to 220 634 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 109 598 jobless people who are available for work and are taking active steps to find it. Females experience somewhat higher unemployment rate than males, 39 per cent and 28 per cent respectively when the broad measure of unemployment is used. When the strict definition of unemployment is used, the unemployment rate of females remains higher than that of males 22 per cent and 19 per cent respectively.

0.4.3 The economically inactive persons are 15 years and above who are classified neither as employed nor as unemployed i.e. outside the labour force. The economically inactive persons amounts to 346 157. The three major activities for persons who are outside the labour force are education (52 per cent students), family responsibilities (21 per cent homemakers) and old age (16 per cent).

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, 72 per cent of households live in traditional dwellings, i.e. housing units constructed in the various traditional styles followed by 17 per cent of households living in detached houses. In urban areas, by contrast, detached and semi-detached houses are the most prevalent (53 per cent and 14 per cent 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 39 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 18 per cent of urban dwellers live in rented houses not tied to their jobs. Government is the more common provider of housing in urban areas. Private employers, by contrast, predominate in rural areas, providing housing to no less than 8 per cent of rural households.
- 0.5.3 Some 29 253 households, or 9 per cent of the total household, live in very precarious housing conditions, namely in improvised housing units, this is true of 14 per cent of urban households and 5 per cent of rural ones. The prevalence of improvised housing is especially high in Karas (21.2 per cent), Erongo (20.5 per cent) and Khomas (19.6 per cent).

0.6 Sources of income

- 0.6.1 A high proportion of households (48 per cent in the country as a whole) rely on “Wages and salaries” as their main source of income. This proportion rises to as much as 76 per cent in urban areas. Even in rural areas, no less than 28 per cent of households rely on wages and salaries as their main source of income. The proportion of rural households that rely on subsistence farming is 46 per cent. A significant proportion of households (9.4 per cent in the country) reported “pension” as main source of income. This share is in fact closer to 12 per cent 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 70 per cent and 61 per cent of households depend primarily on this sector for their income. Most households in Namibia do not have diversified sources of income. Indeed, 60 per cent of the households in the country lack a secondary source of income altogether, a proportion that rises to 73 per cent for urban households.

2000 NAMIBIA LABOUR FORCE SURVEY INDICATORS

Namibia		Caprivi	
Population size *		Population size *	
Total	1,669,640	Total	95,702
Males	785,910	Females	49,901
Females	882,555	Males	45,555
Urban/Rural, per cent		Private households	
Urban	35.2	Number	18,508
Rural	64.8	Average size	5.2
Sex ratio		Age composition	
Males per 100 females	89	Under 15 years	40,931
Age composition		15-64 years	51,045
Under 15 years	665,984	65+ years	3,726
15-64 years	915,022	Dependency ratio	
65+ years	82,768	Child 0-14 years	80.2
Private households		Retired 65+ years	7.3
Number	332,420	Overall	87.5
Average size	5.0	Sex ratio	
Dependency ratio		Males per 100 females	91.3
Child 0-14 years	72.8	Labour force 15 years and above	
Retired 65+ years	9.0	Labour Force participation rate	
Overall	81.8	Both	61.6
Labour force 15 years and above		Females	61.9
Labour Force participation rate		Males	61.2
Both	54.0	Unemployment rate	
Females	47.4	Broad	
Males	62.0	Both	24.3
Unemployment rate		Females	25.5
Broad		Males	22.8
Both	33.8	Strict	
Females	39.0	Both	15.6
Males	28.3	Females	14.0
Strict		Males	17.5
Both	20.2	Youth unemployment	
Females	21.5	Both	46.4
Males	19.0	Females	28.7
Youth unemployment		Males	17.7
Both	41.0	Outside labour force	
Females	23.6	Students	77.8
Males	17.4	Homemakers	8.9
Outside labour force		Retired	2.0
Students	52.3	Old age	9.1
Homemakers	20.8	Illness, disabled and others	2.1
Retired	2.4	Employment to population ratio	
Old age	16.0	Both	51.9
Illness, Disabled and Others	6.9	Female	53.2
Employment to population ratio		Male	50.5
Both	43.1		
Females	37.2		
Males	50.2		

* Sex not reported is excluded

Hardap**Population size ***

Total	59,005
Males	30,032
Females	28,947

Private households

Number	13,457
Average size	4.4

Age composition

Under 15 years	22,160
15-64 years	33,329
65+ years	3,456

Dependency ratio

Child 0-14 years	66.5
Retired 65+ years	10.4
Overall	76.9

Sex ratio

Males per 100 females	103.7
-----------------------	-------

Labour force 15 years and above

Labour Force participation rate	
Both	55.8
Females	42.9
Males	69.5

Unemployment rate

Broad	
Both	29.8
Females	39.6
Males	22.4

Strict

Both	16.3
Females	21.5
Males	12.9

Youth unemployment

Both	42.5
Females	21.4
Males	21.1

Outside labour force

Students	31.5
Homemakers	29.3
Retired	1.8
Old age	27.3
Illness, Disabled and others	8.4

Employment to population ratio

Both	46.7
Females	33.6
Males	60.6

Erongo**Population size ***

Total	112,206
Males	55,806
Females	56,401

Private households

Number	29,837
Average size	3.8

Age composition

Under 15 years	34,316
15-64 years	72,056
65+ years	5,602

Dependency ratio

Child 0-14 years	47.6
Retired 65+ years	7.8
Overall	55.4

Sex ratio

Males per 100 females	98.9
-----------------------	------

Labour force 15 years and above

Labour Force participation rate	
Both	63.3
Females	54.2
Males	72.5

Unemployment rate

Broad	
Both	32.6
Females	43.4
Males	23.2

Strict

Both	24.3
Females	31.7
Males	18.7

Youth unemployment

Both	39.8
Females	25.6
Males	14.3

Outside labour force

Students	41.1
Homemakers	23.6
Retired	9.5
Old age	17.0
Illness, Disabled and others	6.6

Employment to population ratio

Both	47.9
Females	37
Males	50.5

* Sex not reported is excluded

Khomas**Population size ***

Total	225,115
Females	112,435
Males	112,329

Private households

Number	55,277
Average size	4.1

Age composition

Under 15 years	64,940
15-64 years	156,018
65+ years	3,237

Dependency ratio

Child 0-14 years	41.6
Retired 65+ years	2.1
Overall	43.7

Sex ratio

Males per 100 females	99.9
-----------------------	------

Labour force 15 years and above

Labour Force participation rate	
Both	68.7
Females	60.8
Males	76.8

Unemployment rate**Broad**

Both	27.6
Females	31.9
Males	23.7

Strict

Both	20.6
Females	21.3
Males	19.9

Youth unemployment

Total	40.9
Females	21.3
Males	19.6

Outside labour force

Students	56.5
Homemakers	25.0
Retired	4.1
Old age	7.6
Illness, Disabled and others	5.5

Employment to population ratio

Total	54.6
Females	47.9
Males	61.5

Karas**Population size ***

Total	52,414
Females	26,659
Males	25,727

Private households

Number	13,017
Average size	4.0

Age composition

Under 15 years	17,681
15-64 years	32,498
65+ years	2,102

Dependency ratio

Child 0-14 years	54.4
Retired 65+ years	6.5
Overall	60.9

Sex ratio

Males per 100 females	97
-----------------------	----

Labour force 15 years and above

Labour Force participation rate	
Both	56.0
Females	44.3
Males	69.1

Unemployment rate**Broad**

Both	27.9
Females	38.2
Males	19.0

Strict

Both	15.7
Females	20.7
Males	12.0

Youth unemployment

Both	47.0
Females	31.8
Males	15.2

Outside labour force

Students	29.1
Homemakers	32.8
Retired	7.6
Old age	16.3
Illness, Disabled and others	7.2

Employment to population ratio

Both	47.2
Females	35.1
Males	60.8

* Sex not reported is excluded

Ohangwena		Kunene	
Population size		Population size	
Total	203,773	Total	55,299
Females	110,222	Males	26,641
Males	93,551	Females	28,658
Private households		Private households	
Number	29,893	Number	11,478
Average size	6.8	Average size	4.8
Age composition		Age composition	
Under 15 years	101,647	Under 15 years	25,426
15-64 years	86,868	15-64 years	26,640
65+ years	14,952	65+ years	3,136
Dependency ratio		Dependency ratio	
Child 0-14 years	117.0	Child 0-14 years	95.4
Retired 65+ years	17.2	Retired 65+ years	11.8
Overall	134.2	Overall	107.2
Sex ratio		Sex ratio	
Males per 100 females	84.9	Males per 100 females	93.0
Labour force 15 years and above		Labour force 15 years and above	
Labour Force participation rate		Labour Force participation rate	
Both	29.4	Both	49.6
Females	26.9	Females	33.5
Males	32.9	Males	68.3
Unemployment rate		Unemployment rate	
Broad		Broad	
Both	58.2	Both	36.6
Females	60.9	Females	54.9
Males	54.7	Males	20.8
Strict		Strict	
Both	26.5	Both	16.9
Females	26.7	Females	24.7
Males	26.3	Males	12.4
Youth unemployment		Youth unemployment	
Both	42.5	Both	35.0
Females	22.3	Females	24.5
Males	20.2	Males	10.4
Outside labour force		Outside labour force	
Students	48.5	Students	17.4
Homemakers	14.8	Homemakers	52.3
Retired	1.8	Retired	1.1
Old age	22.0	Old age	18.4
Illness, Disabled and others	11.5	Illness, Disabled and others	10.7
Employment to population ratio		Employment to population ratio	
Both	21.6	Both	41.2
Females	19.7	Females	25.2
Males	24.3	Males	59.8

* Sex not reported is excluded

Omaheke**Population size ***

Total	51,897
Females	25,952
Males	25,676

Private households

Number	11,511
Average size	4.5

Age composition

Under 15 years	19,750
15-64 years	29,867
65+ years	1,942

Dependency ratio

Child 0-14 years	66.1
Retired 65+ years	6.5
Overall	72.6

Sex ratio

Males per 100 females	98.9
-----------------------	------

Labour force 15 years and above

Labour Force participation rate	
Both	56.5
Females	40.9
Males	72.3

Unemployment rate**Broad**

Both	25.6
Females	36.8
Males	17.6

Strict

Both	13.7
Females	16.4
Males	12.2

Youth unemployment

Both	50.5
Females	28
Males	22.5

Outside labour force

Students	30.2
Homemakers	37.9
Retired	2.8
Old age	18.4
Illness, Disabled and others	7.6

Employment to population ratio

Both	48.8
Females	34.2
Males	63.5

Kavango**Population size**

Total	121,964
Female	66,584
Male	55,380

Private households

Number	19,576
Average size	6.2

Age composition

Under 15 years	55,609
15-64 years	60,654
65+ years	5,545

Dependency ratio

Child 0-14 years	91.7
Retired 65+ years	9.1
Overall	100.8

Sex ratio

Males per 100 females	83.2
-----------------------	------

Labour force 15 years and above

Labour Force participation rate	
Both	50.3
Females	48.5
Males	52.8

Unemployment rate**Broad**

Both	22.8
Females	20.4
Males	25.9

Strict

Both	17.4
Females	15.0
Males	20.4

Youth unemployment

Both	46.1
Females	24.7
Males	21.3

Outside labour force

Students	51.3
Homemakers	27.4
Retired	1.1
Old age	13.8
Illness, Disabled and others	3.4

Employment to population ratio

Both	41.6
Females	41.3
Males	42.0

* Sex not reported is excluded

Oshana**Population size ***

Total	174,863
Females	96,547
Males	78,248

Private households

Number	31,297
Average size	5.6

Age composition

Under 15 years	70,065
15-64 years	94,265
65+ years	9,129

Dependency ratio

Child 0-14 years	74.3
Retired 65+ years	9.7
Overall	84.0

Sex ratio

Males per 100 females	81.0
-----------------------	------

Labour force 15 years and above

Labour Force participation rate	
Both	54.7
Females	52.9
Males	57.2

Unemployment rate**Broad**

Both	35.4
Females	37.5
Males	32.4

Strict

Both	19.8
Females	19.4
Males	20.4

Youth unemployment, per cent

Both	38.9
Females	24.3
Males	14.6

Outside labour force

Students	76.0
Homemakers	6.8
Retired	0.3
Old age	6.9
Illness, Disabled and others	8.6

Employment to population ratio

Both	43.8
Females	42.6
Males	45.6

Omusati**Population size ***

Total	209,070
Females	118,123
Males	90,814

Private households

Number	31,765
Average size	6.6

Age composition

Under 15 years	94,661
15-64 years	97,429
65+ years	15,839

Dependency ratio

Child 0-14 years	97.2
Retired 65+ years	16.3
Overall	113.4

Sex ratio

Males per 100 females	76.9
-----------------------	------

Labour force 15 years and above

Labour Force participation rate	
Both	43.5
Females	44.5
Males	41.9

Unemployment rate**Broad**

Both	39.7
Females	38.3
Males	42.3

Strict

Both	21.5
Females	16.8
Males	29.3

Youth unemployment

Both	47.6
Females	28.3
Males	19.3

Outside labour force

Students	66.0
Homemakers	3.3
Retired	0.4
Old age	22.9
Illness, Disabled and others	7.2

Employment to population ratio

Both	34.1
Females	37.0
Males	29.6

* Sex not reported is excluded

Otjozondjupa**Population size ***

Total	162,350
Females	81,381
Males	80,918

Private households

Number	40,344
Average size	4.0

Age composition

Under 15 years	55,155
15-64 years	101,860
65+ years	4,370

Dependency ratio

Child 0-14 years	54.1
Retired 65+ years	4.3
Overall	58.4

Sex ratio

Males per 100 females	99.4
-----------------------	------

Labour force 15 years and above

Labour Force participation rate	
Both	63.4
Females	48.1
Males	79.3

Unemployment rate**Broad**

Both	30.8
Females	43.0
Males	22.2

Strict

Both	24.2
Females	33.2
Males	18.6

Youth unemployment, per cent

Both	36.0
Females	20.4
Males	15.6

Outside labour force

Students	35.2
Homemakers	46.1
Retired	2.7
Old age	12.2
Illness, Disabled and others	2.5

Employment to population ratio

Both	48.1
Females	32.2
Males	64.5

Oshikoto**Population size**

Total	145,979
Females	80,745
Males	65,234

Private households

Number	26,460
Average size	5.5

Age composition

Under 15 years	63,640
15-64 years	72,496
65+ years	9,731

Dependency ratio

Child 0-14 years	87.8
Retired 65+ years	13.4
Overall	101.2

Sex ratio

Males per 100 females	80.8
-----------------------	------

Labour force 15 years and above

Labour Force participation rate	
Both	45.3
Females	41.3
Males	50.7

Unemployment rate**Broad**

Both	40.7
Females	44.1
Males	36.4

Strict

Both	16.5
Females	16.6
Males	16.3

Youth unemployment

Both	33.1
Females	18.6
Males	14.5

Outside labour force

Students	54.5
Homemakers	16.1
Retired	1.1
Old age	19.6
Illness, Disabled and others	8.1

Employment to population ratio

Both	37.9
Female	34.5
Male	42.4

* Sex not reported is excluded

1 INTRODUCTION

Three national labour force surveys have so far been conducted in Namibia since Independence. The 2000 Namibia Labour Force Survey like all the previous ones, is an important component of the National Household Survey Programme which is put on the priority list by the Government of the Republic of Namibia because of the needed data on labour force characteristics.

The survey was conducted nation-wide and covered the 13 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

The 2000 Namibia Labour Force Survey was conducted on a sample basis covering the whole country. Just like the predecessor the 1997 NLFS, the 2000 NLFS provide an essential basis for the design and evaluation of overall government programmes geared towards employment creation and promotion as well as the assessment of the social effects of government employment policies.

1.1 Objectives of the survey

1.1.1 The 2000 NLFS 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, data from the NLFS 2000 provide:

- basic information on the size and structure of the country's work force;
- basic elements for measuring the supply of labour as well as the extent to which available human resources are utilised in the production processes of the economy;
- an essential basis for the design and evaluation of Government programmes geared to employment promotion, as well as for the assessment of the effects of employment policies;
- a major input into the formulation and evaluation of government policies on income generation and maintenance, poverty alleviation and income redistribution;
- a major input for the assessment of the effects of macroeconomic and structural adjustment policies on the employment and income situation of the working population and its sub-groups;
- a retrospective basis for analysing the past growth performance of the economy and the study of demographic and socio-economic factors affecting the size and composition of the work force;
- a prospective basis for the projection of the economically active population and its components for socio-economic planning; and
- a basis of research in many areas ranging from testing labour market theories to formulating demographic models.

1.1.2 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.

1.1.3 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 Overview at the start of the Report presents the main findings in some detail and a number of their policy implications. 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.

1.1.4 This Report is prepared by the Ministry of Labour (MOL) with the technical assistance of the Central Bureau of Statistics (CBS) of the National Planning Commission (NPC).

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 and the 1999 Namibia Child Activities Survey. Information from these and other surveys feed into the country's Labour Market Information System that was established in the early 1990s.
- 2.1.3 The 2000 Namibia Labour Force Survey is the second 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 MOL in close collaboration with CBS of the NPC. Three committees were established to guide its planning and implementation. An Inter-Agency Committee consisting of members from the CBS and officers from the MOL handled the technical issues of the survey. Finally, a Survey Committee was formed to handle field logistics. It was composed of officers from the MOL. The management of the MOL was kept fully informed of developments on a regular basis.
- 2.2.2 The questionnaire was designed by the Technical Committee of the MOL 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 design

The survey population consists of private households in Namibia. Households in institutions such as hospitals, hostels, barracks and prisons were not covered by the survey. According to the Population and Housing Census, the size of the institutional population in 1991 was about 100,000 persons.

2.3.1 *The Master Sample Frame*

2.3.1.1 The Master Sample Frame is a list of geographical areas that is created from the Census Enumeration Areas (EAs) of the 1991 Population and Housing Census. They are called Primary Sampling Units (PSUs). The first frame consisted of 1,695 PSUs. This frame was however upgraded before the 1997 NLFS to take account of Walvis Bay and fastly growing Windhoek city. Since other towns of Namibia also have grown compared to 1991 due to the natural growth of the population and rural-to-urban migration, it was decided to upgrade the frame as far as possible.

2.3.2 *Stratification*

2.3.2.1 The first level of stratification was to classify all PSUs into their respective regions, thus forming 13 main strata. Within regions, a secondary stratification was carried out using urban and rural characteristics. Urban PSUs were classified broadly into two further groups, urban and small urban, based on characteristics such as population, available facilities and infrastructure. These stratifications were all done explicitly. PSUs falling into urban strata in two regions were further stratified explicitly into high-income and middle/low-income areas. In addition, there was an implicit stratification based on geographical ordering within each stratum and by income level in urban and small urban strata.

2.3.3 *The master sample*

2.3.3.1 The master sample is a sample of PSUs. It is called a master sample because it is designed for use for not just one survey, but for several over a certain period (5-10 years). The master sample was used for the first time in the NHIES 1993/94. It was then used in five more surveys up to 1996 before a decision was made to change it as from 1997 to reduce respondent fatigue.

2.3.3.2 The size of the first master sample was set at 192 PSUs, excluding Walvis Bay. Based on the evaluation of previous survey results it was felt that the number of PSUs in the sample could be increased. It was decided to increase the number of urban PSUs in the sample because variation in labour force variables in urban areas may be large. The urban areas of Khomas (which includes Windhoek), Oshana (Oshakati town) and Erongo regions were oversampled to some extent to allow separate estimates with reasonable accuracy. As a result, the number of urban PSUs in the sample rose from 81 to 121. The number of rural PSUs was reduced slightly from 111 to 107. Hence the total sample size increased from 192 to 228, including the 10 PSUs in Walvis Bay. After the upgrading of the frame the urban PSUs was raised by one more PSU thus making a total of 229 PSUs.

2.3.4 *Sample allocation and selection procedures*

2.3.4.1 A stratified two-stage sample design was used for the survey. The sampling unit in the first stage is a geographical area and in the second the household. The first stage sample of 229 PSUs was selected from all over the country. The method of selection was probability proportional to size (PPS), where the size measure was the number of households in the PSU at the time of the 1991 Census. For the upgraded urban areas the size measure was the number of households in the PSU at the time of upgrading which could be 1997 or 2000. Each PSU in the sample was then listed to prepare the current list of households. Using that list, a sample of 30 households, the Secondary Sampling Units (SSUs), was selected in the second stage using the systematic random sampling procedure with equal selection probabilities.

Table 2.1 Distribution of the sample PSUs and households and population weights by region

Region	No of sample PSUs			No of Households in:		Sampling fraction (%)	Population weights	
	Urban	Rural	Total	Population	Sample		Count	Col.%
Caprivi	4	10	14	21,248	420	2.0	95 702	5.7
Erongo	20	3	23	21,229	690	3.3	112 206	6.7
Hardap	3	4	12	13,358	360	2.7	59 005	3.5
Karas	10	3	13	12,047	390	3.2	52 414	3.1
Khomas	39	2	41	56,935	1230	2.2	225 115	13.4
Kunene	5	6	11	12,726	330	2.6	55 299	3.3
Ohangwena	0	18	18	28,487	540	1.9	203 773	12.2
Kavango	4	10	14	18,459	420	2.3	121 964	7.3
Omaheke	4	7	11	9,699	330	3.4	51 897	3.1
Omusati	0	15	15	30,882	450	1.5	209 070	12.5
Oshana	12	11	23	26,248	690	2.6	174 863	10.5
Oshikoto	5	11	16	21,426	480	2.2	145 979	8.7
Otjozondjupa	11	7	18	26,005	540	2.1	162 350	9.7
Namibia	122	107	229	298,959	6,870	2.3	1 669 640	100.0

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

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

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 \hat{Y} 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

- 2.4.2.1 As seen above, sample data are weighted to produce the estimates of population parameters. The final weight is the product of the first- and second-stage weights. These weights are the inverse of selection probabilities at each stage. The final weight is the same for all households within a PSU. It is calculated separately and written into the data file so that each case has its own weight. The estimation is done automatically by the software using these weights.
- 2.4.2.2 Unlike NLFS 1997, the estimates of certain population parameters, such as the total population in this survey compared better with the projected figures for 2000 when the survey was carried out. This was mainly due to the upgrading of the frame. But there was still a shortfall in the totals which could be attributed to the outdated of the frame in other areas.
- 2.4.2.3 Hence a correction factor is applied to the final weights to overcome this coverage problem.¹ This factor is based on the revised regional population projections for 2000 and is applied at the main stratum level, which is the region. It is developed as a ratio between the “true” number of households and the estimated number of households for each main stratum. The true number of households was calculated using the regional population projections and the estimated number of households came from the survey. In the calculation of the true number of households it was assumed that the proportion of the household population to that of the total population remained unchanged from 1991 to 1997. The required household size for this calculation was obtained from the 1996 Namibia Intercensal Demographic Survey (NIDS). The correction factor could not be applied at the urban/rural level since the true values at these levels were not available. The adjusted final population weights (Table 2.1) are of the form:

$$w_{hij}^* = a_h \cdot w_{hij}$$

where

w_{hij} = interim weights;

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

M_h = true number of households; and

\hat{M}_h = estimated number of households.

2.5 Fieldwork

- 2.5.1 With 30 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.

¹It should be emphasised that this adjustment rectifies only the coverage problem but not the biases that may have been introduced due to the other problems mentioned earlier.

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 51 teams were established. Thus there was a requirement of thus 51 supervisors and 204 interviewers. Two reserve interviewers were added to each region to allow for emergency situations, thus raising the total number of interviewers to 230.

2.5.2 As in NLFS 1997, editing and coding of the questionnaires took place in regional centres. Each of the 51 teams was assigned an editor/coder. Two reserve interviewers provided additional support to this group when their presence was not needed in the field. Thus the total number of temporary field staff required (supervisors, interviewers and editors/coders) was 332. 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 MOL were appointed as regional supervisors. Finally, the *national supervisor* who was appointed by the MOL, 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 10 September 2000, the fieldwork started on 11 September 2000.

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 Integrated Microcomputer Processing System (IMPS) software, a US Census Bureau product, was used for data capture and data cleaning. SPSS software was used for 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:* As shown in Table 2.2, three PSUs that had been selected were in fact not covered during the survey: one in Caprivi, one in Kunene and one in Kavango. This reduced the sample size to 6,780 households.

Table 2.2: Coverage of the PSUs and households by region

Region	PSUs selected	Expected No. of households	PSUs actually covered	Expected No. of households	No. of sample house holds after listing
Caprivi	13	520	13	520	503
Erongo	23	920	23	920	920
Hardap	12	480	12	480	480
Karas	13	520	13	520	520
Khomas	41	1,640	41	1,640	1,640
Kunene	11	440	11	440	440
Ohangwena	18	720	12	480	480
Kavango	14	560	14	560	560
Omaheke	11	440	11	440	440
Omusati	15	600	15	600	600
Oshana	23	920	22	880	866
Oshikoto	16	640	14	560	560
Otjozondjupa	18	720	18	720	720
Namibia	228	9,120	219	8,760	8,729

2.7.4 *Coverage of the households – Listing Operation:* In some of the regions, the numbers of listed households in the PSUs were relatively low compared to the frame figures based on the 1991 Census of Population and Housing. This was revealed only when the estimates of population parameters such as the total population fell far short of the projected figures for the year 1997. As explained earlier (see paragraphs 2.15-2.18), the weights were adjusted to correct for the underestimation of population parameters due to poor coverage.

The data will also be affected in a different way. The responding households from the listed parts now represent the whole of the PSU. If the characteristics of these households are broadly similar to those that were left out, this problem may not matter much. If this were not the case, however, certain estimates may be grossly in error.

3 CHARACTERISTICS OF THE POPULATION

This Chapter describes certain characteristics of the population as revealed by the NLFS 2000. It begins with findings regarding the spatial distribution of the population before turning to a number of important demographic characteristics such as the household size, age structure of the population, and dependency ratios. A consideration of some socio-economic characteristics such as the population's educational profile, housing conditions and household sources of income completes this overview of the main population characteristics.

3.1 Spatial distribution

- 3.1.1 The 1991 Population and Housing Census put the population of Namibia at 1,409,920 (CBS, 1994a, p.10). As described in Chapter 2, this analysis of the NLFS 2000 data uses PSU-specific weights to gross up the sample results to the level of the population. This method yields a population of 1,669,640 for the year 2000, which is in line with available projections that put the size of the population at around 1.8 million at the time of the survey (CBS, 1994b).
- 3.1.2 Namibia is a sparsely populated country. According to the 1991 Census, the population density at that time was no more than 1.7 persons per square kilometre, one of the lowest in the world. This average, however, masks substantial differences in population concentration across the land. The majority of the population live in the northern part of the country: the 2000 NLFS findings reveals that Omaheke region with 51,897 persons representing 3 per cent of the total population had the smallest population. The Khomas region where the capital Windhoek is situated has the largest population 225,115 representing 14 per cent of the total population, followed by Omusati (13 per cent) and Ohangwena (12 per cent).
- 3.1.3 A distinctive feature of the spatial distribution of the population is that the percentage of Namibians living in urban areas in 1997 was 33 and in 2000 it rose to 35. Similarly, the percentage of the Namibian population living in rural areas was 67 in 1997 and 65 in 2000 (Table3.1).

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

Region/Area	Population NLFS 2000		Population NLFS 1997	
	(No.)	(Col.%)	(No.)	(Col.%)
Caprivi	95,702	5.7	98,976	6.3
Erongo	112,206	6.7	86,947	5.6
Hardap	59,005	3.5	61,998	4.0
Karas	52,414	3.1	52,177	3.3
Khomas	225,115	13.5	213,632	13.7
Kunene	55,299	3.3	43,523	2.8
Ohangwena	203,773	12.2	198,935	12.7
Kavango	121,964	7.3	122,474	7.8
Omaheke	51,897	3.1	41,617	2.7
Omusati	209,070	12.5	205,028	13.1
Oshana	174,863	10.5	162,625	10.4
Oshikoto	145,979	8.7	144,366	9.3
Otjozondjupa	162,350	9.7	128,120	8.2
Urban	587,750	35.2	515,621	33.0
Rural	1,081,890	64.8	1,044,797	67.0
Namibia	1,669,640	100	1,560,419	100.0

3.2 Demographic characteristics

3.2.1 The average Namibian household has 5.0 members (Table 3.2). The average household size is larger in rural areas (5.6 members per household) than in urban areas (4.2 members per household). Regional variation is also considerable, ranging from 3.8 in Erongo to 6.8 in Ohangwena. Table 3.2 further shows that the share of households with 5 or fewer members is much higher in urban than in rural areas. The reverse is true of households with 6 or more members. On average rural areas tend to have larger households than urban areas.

3.3 Sex ratios

3.3.1 Sex ratio is the number of males per 100 females. A sex ratio of more than 100 shows that there are more men than women and a sex ratio of 100 indicates an equal number of men and women. Sex ratios of Namibia according to the 2000 NLFS are given in Table 3.3 and Figure 3.1. shows that Namibia has more women than men. This is justified by the national sex ratio (the number of men divided by the number of women) of 89.0 per cent, which is among the lowest in the world. The table further shows that there are more females in urban and rural areas (92.1 and 87.5 respectively). The table also shows variations of sex ratios by region, with the exceptions of the Hardap region which recorded a sex ratio of 103.7, all regions recorded sex ratios below 100 i.e. more women than men.

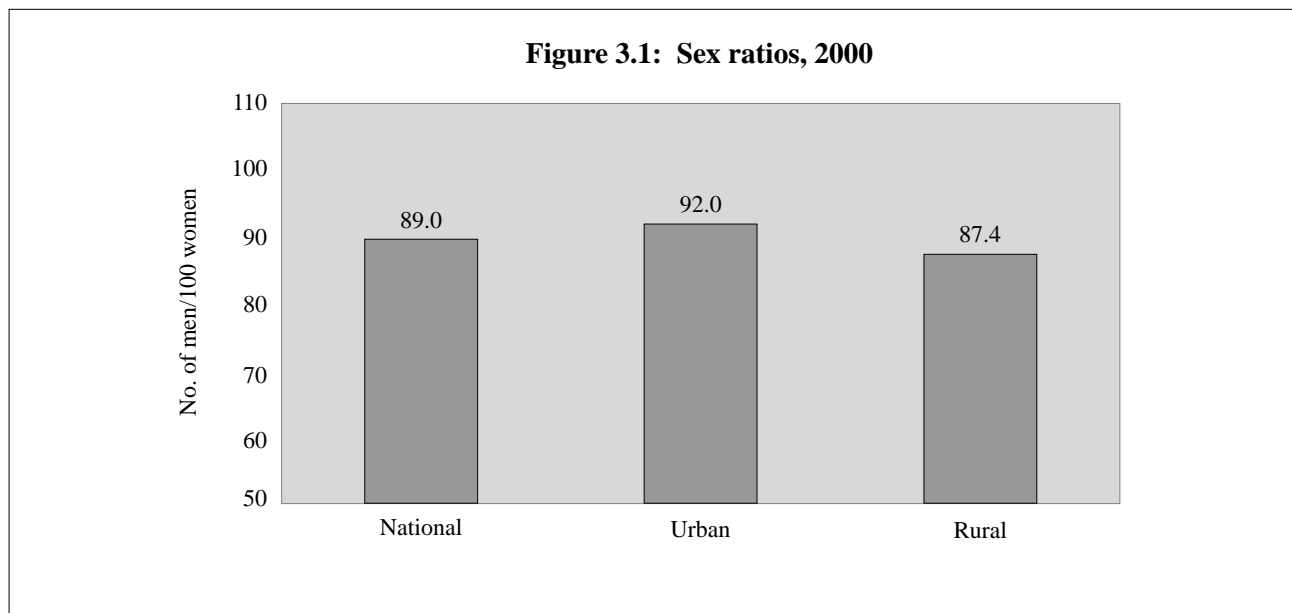


Table 3.2: Size distribution of households by region and area

Region/Area	Average house- hold size	Distribution of households by size (%)										Total	
		1	2	3	4	5	6	7	8	9	10+	(%)	(No.)
Caprivi	5.2	8.0	7.9	14.2	14.5	15.6	13.1	7.7	8.7	4.2	6.1	100.0	18,508
Erongo	3.8	17.1	19.2	18.0	13.9	13.9	5.2	5.8	2.0	2.0	2.8	100.0	29,837
Hardap	4.4	14.9	16.2	14.0	11.1	12.3	14.2	5.1	2.7	3.8	5.8	100.0	13,457
Karas	4.0	15.7	13.9	18.2	16.3	13.3	8.1	5.6	3.8	1.2	3.9	100.0	13,017
Khomas	4.1	14.8	17.9	17.1	16.4	11.8	6.9	3.6	5.0	2.1	4.4	100.0	55,277
Kunene	4.8	16.6	13.0	13.3	13.0	9.2	6.1	7.1	7.2	5.1	9.3	100.0	11,478
Ohangwena	6.8	2.6	5.9	6.6	12.2	12.2	10.8	12.5	9.2	8.1	20.0	100.0	29,893
Kavango	6.2	2.9	7.3	10.8	11.0	15.2	13.7	11.5	10.3	2.4	14.8	100.0	19,576
Omaheke	4.5	14.0	14.1	13.1	16.7	11.9	8.7	5.9	6.9	3.9	4.9	100.0	11,511
Omusati	6.6	5.1	3.7	6.7	11.1	13.6	11.7	12.4	8.9	8.9	17.9	100.0	31,765
Oshana	5.6	7.2	9.2	12.7	15.4	10.3	11.2	8.9	6.9	5.7	12.6	100.0	31,297
Oshikoto	5.5	9.8	10.5	10.0	11.9	14.5	9.3	8.9	7.4	5.1	12.6	100.0	26,460
Otjozondjupa	4.0	14.1	18.3	15.7	17.6	10.3	9.2	7.2	3.0	1.4	3.2	100.0	40,344
Urban	4.2	13.0	16.9	16.2	16.6	12.1	8.9	5.8	4.2	2.3	4.1	100.0	139,443
Rural	5.6	9.2	9.3	11.1	12.6	12.7	10.1	9.3	7.5	5.4	12.8	100.0	192,978
Namibia	5.0	10.8	12.5	13.2	14.2	12.5	9.6	7.8	6.1	4.1	9.2	100.0	332,420

Table 3.3: Population by region, Area, Sex and Sex ratio

Region/Area	Female	Male	Sex ratio
Caprivi	49,901	45,555	91.3
Erongo	56,401	55,806	98.9
Hardap	28,947	30,032	103.7
Karas	26,659	25,727	96.5
Khomas	112,435	112,329	99.9
Kunene	28,658	26,641	93.0
Ohangwena	110,222	93,551	84.9
Kavango	66,584	55,380	83.2
Omaheke	25,952	25,676	98.9
Omusati	118,123	90,814	76.9
Oshana	96,547	78,248	81.0
Oshikoto	80,745	65,234	80.8
Otjozondjupa	81,381	80,918	99.4
Urban	305,753	281,464	92.1
Rural	576,802	504,446	87.5
Namibia	882,555	785,910	89.0

3.3.2 The Namibian population is relatively young. More than half of the population is less than 20 years of age and 40 per cent is less than 15 (Table 3.4 and Figure 3.2). The observation that the population of the country is young may also be made on the basis of examining the age pyramid in Figure 3.2. Namibia's age pyramid has a wide base highlighting a very large child population. As Figure 3.3 shows clearly, the proportion of younger people (up to about 20 years of age) and older people (above mid-50s) is higher in rural areas than in urban areas. This is indicative of a considerable rural-to-urban migration involving an exodus of middle-aged people from rural areas.

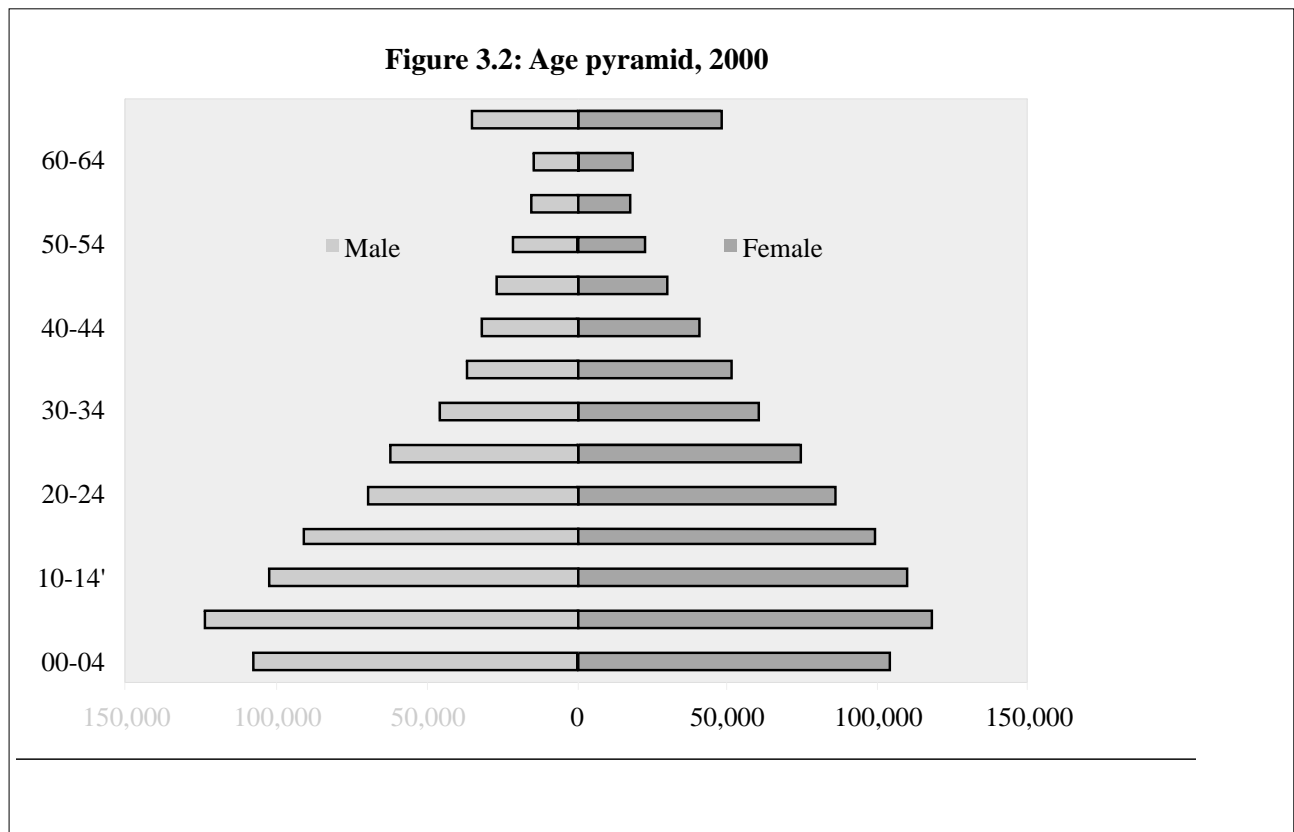


Table 3.4: Age structure of the population by area and sex

Age group (years)	National				Urban				Rural													
	Total (No.)	Female (No.)	Male (No.)	Not reported (No.)	Total (No.)	Female (No.)	Male (No.)	Not reported (No.)	Total (No.)	Female (No.)	Male (No.)	Not reported (No.)										
00-04	211,588	103,967	118,107,517	13.7	103	8.8	61,239	10.4	29,189	9.5	31,999	11.4	51	9.6	150,349	13.9	74,777	13.0	75,519	15.0	53	8.3
05-09	241,857	118,311	123,546	15.7	0	0.0	64,452	11.0	32,399	10.6	32,053	11.4	0	0.0	177,404	16.4	85,911	14.9	91,493	18.1	0	0.0
10-14	212,539	109,627	124,102,695	13.1	217	18.5	60,118	10.2	31,044	10.2	29,031	10.3	43	8.1	152,420	14.1	78,582	13.6	73,664	14.6	174	27.1
15-19	190,265	98,835	112,91,227	11.6	204	17.4	59,568	10.1	31,861	10.4	27,707	9.8	0	0.0	130,698	12.1	66,974	11.6	63,520	12.6	204	31.8
20-24	155,596	93,86,036	97,69,393	8.8	167	14.2	62,248	10.6	35,392	11.6	26,716	9.5	141	26.5	93,347	8.6	50,644	8.8	42,677	8.5	26	4.0
25-29	136,584	82,74,735	8.5,61,849	7.9	0	0.0	68,310	11.6	36,975	12.1	31,335	11.1	0	0.0	68,274	6.3	37,760	6.5	30,513	6.0	0	0.0
30-34	106,457	64,60,434	6.8,45,853	5.8	170	14.5	55,766	9.5	30,027	9.8	25,570	9.1	170	31.9	50,691	4.7	30,408	5.3	20,283	4.0	0	0.0
35-39	87,702	53,51,082	5.8,36,619	4.7	0	0.0	46,415	7.9	25,826	8.4	20,589	7.3	0	0.0	41,287	3.8	25,256	4.4	16,031	3.2	0	0.0
40-44	72,196	43,40,319	4.6,31,719	4.0	158	13.4	34,902	5.9	17,684	5.8	17,148	6.1	70	13.1	37,293	3.4	22,634	3.9	14,572	2.9	87	13.6
45-49	56,373	34,29,717	3.4,26,656	3.4	0	0.0	24,063	4.1	10,277	3.4	13,786	4.9	0	0.0	32,310	3.0	19,439	3.4	12,871	2.6	0	0.0
50-54	43,840	26,22,485	2.5,21,356	2.7	0	0.0	16,594	2.8	7,504	2.5	9,090	3.2	0	0.0	27,246	2.5	14,980	2.6	12,266	2.4	0	0.0
55-59	33,151	20,17,793	2.0,15,358	2.0	0	0.0	10,796	1.8	4,748	1.6	6,048	2.1	0	0.0	22,355	2.1	13,045	2.3	9,310	1.8	0	0.0
60-64	32,858	20,18,228	2.1,14,561	1.9	68	5.8	8,567	1.5	4,648	1.5	3,888	1.4	32	6.0	24,291	2.2	13,581	2.4	10,673	2.1	36	5.6
65+	82,768	50,47,815	5.4,34,865	4.4	87	7.4	12,067	2.1	6,806	2.2	5,234	1.9	26	4.9	70,701	6.5	41,009	7.1	29,631	5.9	61	9.5
Not recorded	3,711	0.2,1,873	0.2,1,838	0.2	0	0.0	1,665	0.3	804	0.3	861	0.3	0	0.0	2,046	0.2	1,069	0.2	977	0.2	0	0.0
unknown age	2,157	0.1,1,299	0.1,858	0.1	0	0.0	979	0.2	567	0.2	411	0.1	0	0.0	1,179	0.1	732	0.1	447	0.1	0	0.0
Total	1,669,640	882,555	100.0,785,910	100.0	1,175	100.0	587,750	100.0	305,753	100.0	281,464	100.0	533	100.0	1,081,890	100.0	576,802	100.0	504,446	100.0	642	100.0

3.3.3 Another way of highlighting different age structures in rural and urban areas is to compare various age dependency ratios between them. Age dependency ratios may be defined as the ratio of children aged 0-14 and persons aged 65 years and older, per 100 persons in the age group 15-64 years. Dependency ratios refer to the ratios of non-working age population to working age population. It may be seen in Table 3.5 that the overall dependency ratio for Namibia was 84.3 in 1997 and 81.8 in 2000. This shows that in the year 2000 there was 81.8 dependants for every 100 persons with productive abilities. The child dependency ratio declined from 74.3 to 72.7 in 2000 while the aged dependency ratio declined from 10.0 in 1997 to 9.0 in 2000. The decline in the dependency ratios could either be as a result of an increase in mortality among those aged 0-14 and those aged 65 years and above or a decline in fertility.

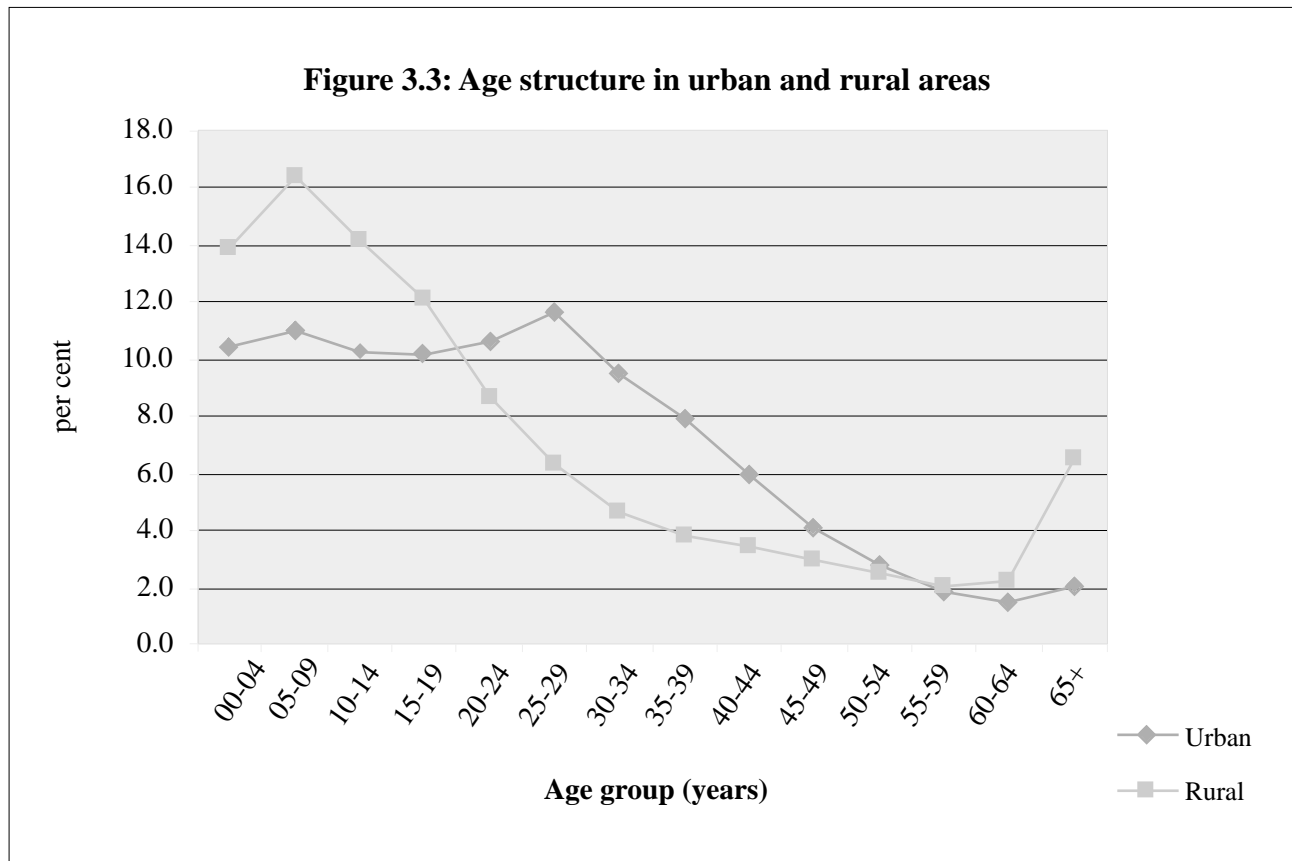


Table 3.5: Dependency ratios by area

Area	Population (No)				Dependency ratio (%)		
	Child (0-14 years)	Aged (65+ years)	Non-working age (0-14 and 65+ years)	Working age (15-64 years)	Child	Age	Overall
	(1)	(2)	3=(1)+(2)'	4	(1)/4'	(2)/4'	(3)/4'
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
NLFS 2000							
Urban	185,809	12,067	197,876	387,229	48.0	3.1	51.1
Rural	480,173	70,701	550,874	527,792	90.9	13.4	104.3
Namibia	665,984	82,768	748,752	915,022	72.7	9.0	81.8

3.4 Some socio-economic characteristics

The NLFS 2000 data provide evidence on several indicators of the socio-economic situation of the population. In this section, we consider the population's educational profile, housing conditions and sources of income.

3.4.1 Educational profile

3.4.1.1 There are different ways of assessing and measuring the level of human capital in a country. The NLFS 2000 uses an indicator of *educational attainment*, defined in terms of the level of formal education attained (i.e., completed, without necessarily having passed) by an individual (see Appendix 1). Other means of acquiring knowledge and skills, such as participation in special training programmes, on-the-job training and work experience, are thus not captured. More detailed and comprehensive information can be collected but it would be costly, since more specialised labour force sample surveys, such as skill surveys, would be required.

3.4.1.2 Table 3.6 presents the educational profile of the population aged 6 years or more by age, area of residence (urban/rural), and sex. It may be seen that in Namibia about 12 per cent of the population have had no formal education at all and more than half (52 per cent) have either completed or attained some level of primary education. Only about 2 per cent have reached higher education (Teachers Training, University and Post-Graduate).

But while the level of educational attainment of the population may be low, the remarkable fact is that there is little difference between the sexes in this respect. Even at higher levels of education such as Teachers Training and University, educational attainment is much the same for both males and females.

3.4.1.3 The pattern of educational attainment by age shows regularities. The results in Table 3.6 are broadly consistent with what might be expected. For example, the proportion of the population with "No Education" rises consistently with age for those aged 20 and above.

Similarly, the proportion of those who have reached Junior or Senior Secondary schooling declines consistently for those aged 20 and above. Finally, the proportion of those having higher education

(Teachers Training, University and Post-Graduate combined) tends to rise with age, peaking at the 40-44 age group, and declines thereafter.

The most worrying aspect of the population's educational profile is the considerable proportion (13 per cent) of children aged 6-9 with "No education", implying that they are not yet at school.

3.4.2 *Housing conditions*

3.4.2.1 The NLFS 2000 captures housing conditions in the country by referring to two criteria: the type of housing unit and the type of housing tenure (see Appendix 1 for definitions of various types).

The prevalence of different types of housing unit is very much dependent on the area of residence. In rural areas, 72 per cent of households live in traditional dwellings, i.e. housing units constructed in the various traditional styles followed by 17 per cent of households living in detached houses (Table 3.7). In urban areas, by contrast, detached and semi-detached houses are the most prevalent (53 per cent and 14 per cent respectively).

Table 3.6: Educational profile of the population (6 years and above) by age, area and sex

Age group (years)/Area	Sex	Educational attainment (%)											Total	
		No Education	Primary School	Junior Secondary	Senior Secondary	After Std.10 Certificate	University	Post Graduate	Teachers Training	Not Reported	(%)	(No.)		
06-09	B	13.1	84.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.6	100.0	189,865
10-14	B	4.0	88.9	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	100.0	212,539
15-19	B	3.3	43.9	42.8	9.0	0.4	0.1	0.0	0.0	0.0	0.0	0.5	100.0	190,256
20-24	B	5.9	27.3	38.4	24.8	1.6	0.7	0.3	0.2	0.2	0.2	1.0	100.0	155,596
25-29	B	7.0	27.2	34.0	23.7	2.9	2.1	0.4	1.2	1.2	1.2	1.6	100.0	136,584
30-34	B	8.2	32.4	33.5	17.1	3.3	1.8	0.6	1.6	1.6	1.6	1.5	100.0	106,457
35-39	B	9.6	38.5	26.6	14.9	2.6	1.8	0.9	3.0	3.0	3.0	2.0	100.0	87,702
40-44	B	14.9	40.9	26.9	9.5	2.1	1.9	0.9	2.1	2.1	2.1	0.9	100.0	72,196
45-49	B	15.4	47.2	19.5	8.5	3.1	1.2	1.3	2.1	2.1	2.1	1.7	100.0	56,373
50-54	B	21.3	48.9	17.6	5.7	1.8	1.1	0.9	1.6	1.6	1.6	1.3	100.0	43,840
55-59	B	23.6	47.9	14.5	6.5	2.5	1.2	0.8	1.2	1.2	1.2	1.8	100.0	33,151
60-64	B	32.2	49.7	11.8	2.8	0.7	0.3	0.5	0.1	0.1	0.1	1.8	100.0	32,858
65+	B	45.9	41.3	7.8	2.5	0.1	0.3	0.2	0.1	0.1	0.1	1.8	100.0	82,768
Not reported	B	33.3	19.2	12.1	13.5	1.1	1.4	1.9	0.0	0.0	0.0	17.6	100.0	3,711
Unknown age	B	27.9	34.2	15.6	8.0	2.4	4.8	0.0	5.5	5.5	5.5	1.6	100.0	2,157
Urban	B	4.8	39.8	29.3	17.8	2.3	1.7	0.8	1.2	1.2	1.2	2.4	100.0	513,823
	F	4.4	38.5	31.1	18.1	1.8	1.7	0.8	1.5	1.5	1.5	2.1	100.0	270,572
	M	5.3	41.2	27.2	17.5	2.8	1.8	0.8	0.8	0.8	0.8	2.7	100.0	242,769
	NR	6.6	38.2	25.9	29.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	482
Rural	B	15.5	58.5	18.3	5.4	0.7	0.2	0.1	0.5	0.5	0.5	0.9	100.0	892,227
	F	15.5	56.6	20.0	5.6	0.7	0.3	0.1	0.5	0.5	0.5	0.8	100.0	484,538
	M	15.4	60.7	16.3	5.1	0.8	0.2	0.1	0.5	0.5	0.5	0.9	100.0	407,100
	NR	27.0	59.1	14.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	589
Namibia	B	11.6	51.6	22.3	9.9	1.3	0.8	0.3	0.7	0.7	0.7	1.4	100.0	1,406,050
	F	11.5	50.1	24.0	10.1	1.1	0.8	0.3	0.8	0.8	0.8	1.3	100.0	755,109
	M	11.6	53.4	20.4	9.7	1.5	0.8	0.3	0.6	0.6	0.6	1.6	100.0	649,870
	NR	17.7	49.7	19.4	13.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	1,071

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

Region	Type of housing unit (% of household)											Total	
	Detached house	Semi-detached/ town house	Apartment/ flat	Guest flat	Part commercial/ industrial	Mobile home (caravan, tent)	Single quarters	Traditional dwelling	Improved housing unit (shack)	Others	Not reported	(%)	(No.)
Caprivi	12.9	1.6	3.1	0	0.0	0.6	0.0	81.1	0.0	0.0	0.7	100.0	18,508
Erongo	46.3	15	7.4	0.5	0.0	0.8	6.7	1.3	20.5	0.4	1.1	100.0	29,837
Hardap	56.0	9.6	3.1	0.9	0.4	0.5	0.1	17.1	6.1	6.1	0.0	100.0	13,457
Karas	67.5	1.6	3.1	1.3	0.4	0.0	0.6	3.4	21.2	0	1.0	100.0	13,017
Khomas	58.4	7.7	7.5	2.4	1.0	0.4	2.0	0.6	19.6	0.1	0.3	100.0	55,277
Kunene	18.8	7.1	3.0	0.0	0.0	1.4	3.1	63.4	0.4	0.0	2.7	100.0	11,478
Ohangwena	3.0	0.7	0.0	0.0	0.3	0.0	0.6	94.5	0.8	0.0	0.2	100.0	29,893
Kavango	15.4	4.6	0.3	0.0	0.0	0.9	0.0	77.8	0.6	0.0	0.5	100.0	19,576
Omaheke	51.5	9.2	0.6	0.8	0.2	1.2	1.2	25.2	8.0	0.0	1.9	100.0	11,511
Omusati	0.4	0.0	0	0.0	0.7	0.0	0.0	97.6	0.0	0.0	1.2	100.0	31,765
Oshana	18.5	7.1	2.2	0.1	1.8	0.7	1.3	57.6	9.5	0.1	1.0	100.0	31,297
Oshikoto	19.1	2.6	1.7	0.0	0.3	0.0	0.0	69	7.3	0.0	0.0	100.0	26,460
Ojizondjupa	44.5	15.5	3.5	0.0	0.0	2.1	16.2	10.9	5.9	1.4	0.1	100.0	40,344
Urban	52.8	14	5.9	1.2	0.9	0.4	7.4	2.9	13.6	0.2	0.7	100.0	139,443
Rural	16.7	1.6	1.3	0.1	0.2	0.8	0.2	72.4	5.3	0.7	0.6	100.0	192,978
Namibia	31.8	6.8	3.2	0.6	0.5	0.7	3.2	43.3	8.8	0.5	0.7	100.0	332,420

- 3.4.2.2 Some 29 253 households, or 9 per cent of the total, live in very precarious housing conditions, namely in improvised housing units. This is true of 14 per cent of urban households and 5 per cent of rural ones. The prevalence of improvised housing is especially high in Karas (21.2 per cent), Erongo (20.5 per cent) and Khomas (19.6 per cent).
- 3.4.2.3 Table 3.8 indicates that 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 39 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 18 per cent of urban dwellers live in rented houses not tied to their jobs. Government is the more common provider of housing in urban areas. Private employers, by contrast, predominate in rural areas, providing housing to no less than 8 per cent of rural households.
- 3.4.3 *Sources of income*
- 3.4.3.1 Namibia may be a developing country and most of its people may be earning no more than most other Africans, but its labour market displays characteristics that distinguish it from many other countries in sub-Saharan Africa. Among the most prominent of these characteristics is the relatively high proportion of households (48 per cent in the country as a whole) that rely on “Wages and salaries” as their main source of income (Table3.9). This proportion rises to as much as 76 per cent in urban areas. Even in rural areas, no less than 28 per cent of households rely on wages and salaries as their main source of income. By contrast, the proportion of rural households that rely on subsistence farming is, at 46 per cent which is comparatively low.
- 3.4.3.2 Another interesting observation concerns the significant proportion of households (9.4 per cent in the country) whose main source of income is “Pension”. This share is in fact closer to 12 per cent in rural areas where many of the older people reside. It reflects the relative state of development of social security in Namibia that is well ahead of most other African countries.
- 3.4.3.3 At the regional level, the importance of subsistence farming stands out clearly in Ohangwena and Omusati regions in which 70 per cent and 61 per cent of households depend primarily on this activity for their income.
- 3.4.3.4 Most households in Namibia do not have diversified sources of income. Indeed, as shown in Table3.10, 60 per cent of household in the country lack a secondary source of income, a proportion that rises to 73 per cent for urban households. As might be expected, income diversification is more common in rural areas where agricultural activities alone are often insufficient to provide a living, particularly for subsistence farmers. Income diversification is most prevalent among Namibia’s subsistence farmers, more than half of whom have a supplementary source of income in the form of a pension, cash remittances, or wages and salaries, to mention the most common.

Table 3.8: Distribution of households by type of housing tenure, region and area.

Region/Area	Type of housing tenure (% of household)										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	Not reported	(%)	(No.)		
Caprivi	3.1	4.3	88.8	0.7	0.0	2.8	0.3	0.0	100.0	18,508		
Erongo	25.9	31.4	23.7	1.6	1.7	4.7	9.9	1.2	100.0	29,837		
Hardap	4.6	19.1	35.8	9.6	4.3	6.0	20.1	0.5	100.0	13,457		
Karas	9.0	18.3	32.4	14.1	3.5	5.6	14.7	2.4	100.0	13,017		
Khomas	13.9	40.4	30.8	1.6	4.9	1.0	6.7	0.8	100.0	55,277		
Kunene	3.3	7.8	65.0	1.6	0.4	3.8	16.1	2.1	100.0	11,478		
Ohangwena	0.0	4.3	92.9	0.3	0.2	1.9	0.0	0.5	100.0	29,893		
Kavango	4.1	7.1	80.3	0.4	5.6	0.8	1.7	0.0	100.0	19,576		
Omaheke	4.1	7.9	37.1	1.6	4.5	14.4	27.4	3.1	100.0	11,511		
Omusati	0.0	0.7	96.0	0.0	0.8	0.3	0.7	1.4	100.0	31,765		
Oshana	3.1	16.6	77.0	1.2	0.6	0.6	0.4	0.5	100.0	31,297		
Oshikoto	6.5	4.5	80.3	0.7	0.1	0.4	3.2	4.3	100.0	26,460		
Otjozondjupa	8.3	41.1	32.3	0.8	2.8	5.1	8.9	0.6	100.0	40,344		
Urban	17.9	39.3	30.7	2.1	3.9	1.2	4.1	0.8	100.0	139,443		
Rural	0.2	5.4	78.2	1.6	1.1	3.9	8.1	1.5	100.0	192,978		
Namibia	7.6	19.6	58.3	1.8	2.3	2.8	6.4	1.2	100.0	332,420		

Table 3.9: Distribution of households by main source of income, region and area

Region/Area	Main source of income (% of Households)										Total	
	Subsistence farming	Cash cropping	Animal rearing	Business activities	Wages and salaries	Pension	Cash remittances	Others	Not reported	(%)	(No.)	
Caprivi	47.0	4.2	0.0	12.5	24.4	3.9	5.9	2.2	0.0	100.0	18,508	
Erongo	0.4	0.6	1.4	5.6	71.7	13.7	3.0	3.4	0.3	100.0	29,837	
Hardap	10.2	0.0	3.5	2.0	62.4	13.0	5.9	2.9	0.9	100.0	13,457	
Karas	8.1	0.3	1.0	3.7	64.3	13.4	8.1	0.2	1.4	100.0	13,017	
Khomas	0.4	0.1	0.3	6.6	83.3	3.2	3.9	0.9	0.7	100.0	55,277	
Kunene	29.7	0.7	6.2	6.7	37.2	10.3	3.5	4.9	0.7	100.0	11,478	
Ohangwena	69.7	1.0	0.2	4.0	7.9	12.7	3.5	0.3	1.1	100.0	29,893	
Kavango	34.8	5.7	0.0	9.1	32.0	8.6	6.9	1.8	1.8	100.0	19,576	
Omaheke	9.8	0.6	9.7	3.2	62.8	9.9	0.8	1.3	0.8	100.0	11,511	
Omusati	60.7	2.8	0.2	2.5	10.1	5.3	6.8	0.7	0.0	100.0	31,765	
Oshana	39.0	2.0	0.0	12.1	35.5	6.6	4.6	0.3	0.0	100.0	31,297	
Oshikoto	50.7	1.3	0.8	2.9	27.1	12.2	5.0	0.0	0.7	100.0	26,460	
Otjozondjupa	1.7	0.0	1.9	5.7	75.7	7.9	4.6	1.9	0.0	100.0	40,344	
Urban	0.5	0.2	0.1	8.5	76.2	6.5	5.3	1.7	0.9	100.0	139,443	
Rural	45.9	2.1	2.0	4.3	28.3	11.5	4.3	1.1	0.5	100.0	192,978	
Namibia	26.8	1.3	1.2	6.1	48.4	9.4	4.7	1.4	0.7	100.0	332,420	

Table 3.10: Distribution of households by main and secondary sources of income

Main source of income/Area	Secondary source of income (% of households)											Not reported	
	Subsistence farming	Cash cropping	Animal rearing	Business activities	Wages and salaries	Pension	Cash remittances	None	Others	Not reported	(%)	(No.)	
Subsistence farming	1.4	1.3	2.5	4.7	10.9	29.5	11.6	37.4	0.4	0.3	100.0	89,228	
Cash cropping	2.7	3.0	0.6	9.3	6.7	11.5	2.2	55.0	0.0	9.1	100.0	4,448	
Animal rearing	12.1	1.6	16.1	1.4	3.5	16.6	3.5	43.7	1.4	0.0	100.0	4,115	
Business activities	10.6	0.3	1.4	4.0	10.2	2.4	8.4	60.0	0.5	2.1	100.0	20,176	
Wages and salaries	5.3	0.5	1.9	4.6	8.7	1.5	2.7	72.5	0.4	1.9	100.0	160,852	
Pension	19.2	0.7	2.0	2.2	5.0	2.9	11.6	54.5	0.8	1.2	100.0	31,230	
Cash remittances	9.2	1.3	1.0	1.6	3.1	3.4	1.5	76.1	0.2	2.6	100.0	15,615	
Other means of income	1.3	0.0	0.6	1.1	0.0	3.3	1.6	90.3	1.1	0.7	100.0	4,551	
Not stated	0.0	0.0	0.0	0.0	0.0	0.0	4.6	28.6	0.0	66.7	100.0	2,204	
Urban	1.3	0.1	0.5	5.0	10.9	1.6	4.1	72.9	0.5	3.1	100.0	139,443	
Rural	9.4	1.3	3.2	3.6	6.8	15.4	7.7	50.9	0.4	1.1	100.0	192,978	
Namibia	6.0	0.8	2.1	4.2	8.5	9.6	6.2	60.1	0.5	2.0	100.0	332,420	

4 ECONOMIC ACTIVITY OF THE POPULATION

4.1 Labour force framework

- 4.1.1 The volume of available human resources can be measured in the labour force framework. The framework is made up of the economically active, unemployed and the economically inactive population. The core of this framework is the economically active population also referred as the labour force, which consists of the employed and unemployed. These are the total number of persons who are actually available to produce goods and services.
- 4.1.2 According to the priority rules of the labour force framework, employment has precedence over unemployment, and unemployment has precedence over inactivity. A person is employed when he or she has worked for pay, profit or family gain for at least one hour during the reference period of seven days preceding the interview (see Appendix 1 for the full definitions of various concepts). The application of the priority rules thus implies that a person who has been without work for most of the reference week, for example four days, is nevertheless regarded as employed if he or she has worked for at least one hour during that week. Within the labour force framework, unemployment is limited to a total lack of work (and further constrained by other conditions, see below), thus ensuring a straightforward link between employment, hours of work and income from employment (ILO, 1990, p.40.). By the same token, a student is considered to be economically inactive and outside the labour force. However, if a student is available for work and, if required by the particular definition of unemployment, looking for work, he or she is classified as unemployed. A student who has worked for pay, profit or family gain for at least one hour during the reference period is classified as employed.

4.2 Defining unemployment: “Broad” or “Strict”?

- 4.2.1 The unemployed are those who meet the three criteria as spelt out by international statistical standards, which are, (i) being without work (ii) being available for work, (iii) seeking work. This definition of unemployment excludes from the ranks of unemployed- and a fortiori, the labour force – those individuals 15 or above who are without jobs and available for work, but who are not actively seeking work.
- 4.2.2 Unemployment can be defined in a “broad” or a “strict” sense depending on the inclusion or exclusion of the third criterion mentioned above. The seeking for work criterion lowers the unemployment rate, as it centres only on those who are available for work and are engaged in steps to secure it. This definition ignores the majority who are not working, are available but are not looking for jobs. Both definitions are consistent with principles of the labour force framework, but selecting one or the other tends to have a large impact on the rate of unemployment and may be quite controversial.
- 4.2.3 The adopted international standards permits the relaxation of the “seeking work” criterion in situations where the labour market is of limited scope, with limited absorption capacity and the conventional means of looking for work is of little relevance ILO, 1990, p. 105). This broad definition of unemployment regards all those without work who are available for work as unemployed and in the labour force – though they did not make any attempts to look for work. The broad definition always yields higher rates of unemployment than the strict definition. The 2000 NLFS just like its predecessor; the 1997 Labour force survey adopts the usage of the two definitions. This is mainly for comparability reasons both locally and internationally as most countries use both definitions and others choose one of them.
- 4.2.4 The use of both definitions does not imply that these definitions are of equal relevance in Namibia. This is an aspect requiring a decision at national level regarding the relative merits of the two definitions in the Namibian context.

4.3 Activity status of the population

4.3.1 Table 4.1 shows the activity status of the population aged 15 years or more by area, and sex (for break downs by additional criteria of age and region (see Annex Table A.1 and A.2). The employed population amounts to 431,849. The majority of the employed are in rural areas (53 Per cent). The number of the unemployed population depends on the definition used (“broad” or “strict”). With the broad definition, the unemployed amounts to 220,634 who are available for work but are not actively searching for it. If the active search criterion is imposed, the number of the unemployed drops by almost half to 109,598 jobless people who are available for work and are taking active steps in securing it. The remaining group consists of those who are not working or looking for jobs. These are the economically inactive population whose number amounts to 346,157. A high portion (69 per cent) of the economically inactive population is in rural areas compared to (31 per cent) in urban areas.

Table 4.1: Activity status of the population (15 years or more) by area and sex

Area	Sex	Economically active population			Economically inactive	Activity not reported	Total population 15 or more
		Employed	Unemployed (Strict)	Labour force			
<i>(Number)</i>							
Urban	B	201,985	63,843	265,828	106,062	114	372,004
	F	91,416	34,099	125,515	66,067	45	191,627
	M	110,569	29,745	140,314	39,995	69	180,378
Rural	B	229,865	45,755	275,620	240,095	291	516,006
	F	113,606	22,145	135,751	145,651	148	281,550
	M	116,259	23,610	139,869	94,444	143	234,456
Namibia	B	431,849	109,598	541,447	346,157	405	888,009
	F	205,021	56,243	261,264	211,718	193	473,175
	M	226,828	53,354	280,182	134,439	212	414,833
<i>(Per cent)</i>							
Urban	B	54.3	17.2	71.5	28.5	0.0	100.0
	F	47.7	17.8	65.5	34.5	0.0	100.0
	M	61.3	16.5	77.8	22.2	0.0	100.0
Rural	B	44.5	8.9	53.4	46.5	0.1	100.0
	F	40.4	7.9	48.2	51.7	0.1	100.0
	M	49.6	10.1	59.7	40.3	0.1	100.0
Namibia	B	48.6	12.3	61.0	39.0	0.0	100.0
	F	43.3	11.9	55.2	44.7	0.0	100.0
	M	54.7	12.9	67.5	32.4	0.1	100.0

Table 4.2: Labour force participation rate by age, area and sex (per cent)

Age group (years)	Namibia			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
15-19	13.2	11.8	14.6	16.3	16.9	15.7	11.7	9.4	14.1
20-24	49.8	46.1	54.2	64.0	59.1	70.5	40.2	37.1	44.0
25-29	71.4	63.4	80.9	79.2	70.6	89.4	63.5	56.4	72.2
30-34	75.5	66.4	87.5	83.9	76.3	92.7	66.3	56.6	80.9
35-39	77.4	68.0	90.5	85.4	78.8	93.6	68.5	57.0	86.6
40-44	76.4	65.3	90.7	83.9	73.9	94.3	69.4	58.5	86.4
45-49	75.7	64.3	88.4	83.3	71.1	92.4	70.1	60.7	84.2
50-54	71.8	58.0	86.3	78.3	65.6	88.8	67.8	54.1	84.4
55-59	63.6	52.2	76.8	63.3	45.0	77.6	63.8	54.8	76.4
60-64	43.1	30.8	58.4	32.0	12.0	56.0	46.9	37.2	59.3
65+	32.8	27.8	39.5	26.5	21.6	32.6	34.0	29.0	40.9
Total	54.0	47.4	62.0	66.2	58.9	74.4	45.8	40.2	53.0

4.4 Labour force participation

4.4.1 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. This rate measures the extent to which a particular age and/or sex group is involved in economic activities. It depends on numerous factors of which age and sex are often two of the most important ones. Table 4.2 provides the LFPR for both males and females broken down by area of residence.

4.4.2 Table 4.2 depicts the labour force participation rate at national level to be 54 per cent. The participation rate of women is 47 per cent, which is significantly less than that of males (62 per cent). This difference can be attributed to the fact that a high proportion of women are economically inactive in contrast to males. The labour force participation rate for males is higher in urban areas (74 per cent) as compared to that of females (59 per cent). This is due to the sex selective nature of rural – urban migration. In rural areas, however, the labour force participation rates for both males and females decreases (53 and 40 per cent respectively).

4.4.3 Table 4.2 further reveals that the labour force participation rates for age group 15-19 is 13 per cent as most of the people in this age group are still actively involved in schooling activities, thus inactive on the labour market. Just like all the trends in most labour markets beyond that age group the labour force participation rate increases rapidly with age as students leave school and enter the labour market. The participation rates reaches peak at 77 per cent at age group 35-39 before beginning to fall steadily to 33 per cent at age 65 and more. The same pattern holds for both males and females, though the participation rate for males peaks at 91 per cent at age group 40-44 while that of females peaks at 68 per cent at age group 35-39. The gap in fact tends to widen with age (after peak participation rates are reached) as females leave the labour force much more rapidly than males, in large part because of their growing responsibilities at the family level.

4.4.4 As expected especially in the light of a high percentage of the labour force being concentrated in urban areas, (Table 4.1) the urban participation rate is higher than the rural one, 66 and 46 per cent respectively (Table 4.3). This is true for all age groups except those towards 60, and especially above, presumably because at around this age, urban workers tend to retire more often than rural workers. The retired urban workers often go back to rural areas where they engage in other activities mostly farming.

Figure 4.1: Labour force participation rate by age and sex

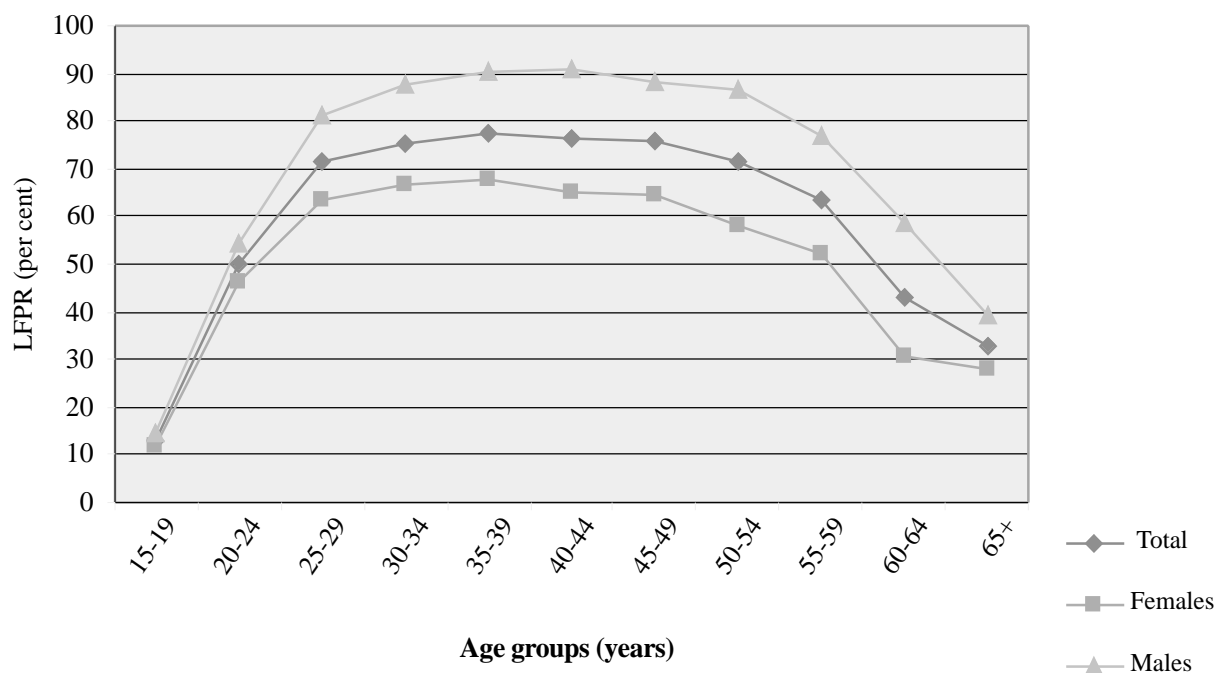
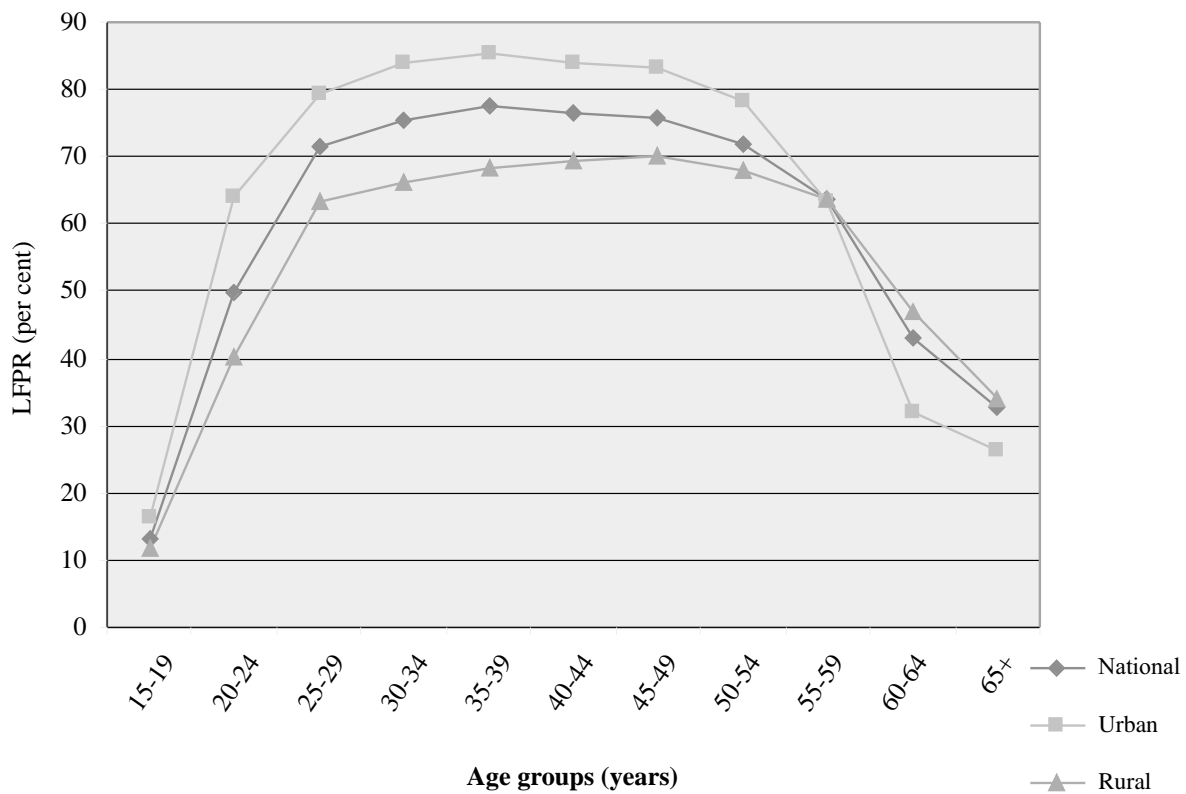


Table 4.3: Comparison of labour force participation rate over time, 1997 and 2000

Region	NLFS 1997			NLFS 2000		
	Total	Female	Male	Total	Female	Male
Caprivi	47.7	45.3	50.6	61.6	61.9	61.2
Erongo	62.5	48.7	74.5	63.3	54.2	72.5
Hardap	51.5	36.6	66.2	55.8	42.9	69.5
Karas	61.8	51.7	71.9	56.0	44.3	69.1
Khomas	72.4	63.1	80.6	68.7	60.8	76.8
Kunene	60.7	43.1	75.9	49.6	33.5	68.3
Ohangwena	39.2	42.8	34.2	29.4	26.9	32.9
Kavango	47.7	43.6	52.6	50.3	48.5	52.8
Omaheke	66.6	55.1	78.7	56.5	40.9	72.3
Omusati	29.5	29.9	28.8	43.5	44.5	41.9
Oshana	47.4	46.7	48.2	54.7	52.9	57.2
Oshikoto	53.8	52.2	55.8	45.3	41.3	50.7
Otjozondjupa	67.7	51.3	81.4	63.4	48.1	79.3
Urban	67.0	58.1	75.3	66.2	58.9	74.4
Rural	45.4	41.0	50.9	45.8	40.2	53.0
Namibia	53.5	46.9	60.9	54.0	47.4	62.0

4.4.5 It can also be noted that regional disparities in labour force participation rates are huge, ranging from 29 per cent in Ohangwena to 69 per cent in Khomas. Table 4.3 shows a comparison of the labour force participation rates in the periods 1997 and 2000. Overall, the labour force participation rate in the two periods was fairly constant (54 percent). The participation rate for males in urban areas was 75 per cent in 1997 compared to 74 percent in 2000 while that of females increased from 58 percent in 1997 to 59 percent in 2000.

Figure 4.2: Labour force participation rate by age and area



4.5 The rate of unemployment

4.5.1 The NLFS 2000 estimates the unemployment rate to be 33.8 per cent according to the broad measure and 20.2 when the strict measure of unemployment is applied (Table 4.4). Urban unemployment rate (24.0 per cent) is higher than the rural unemployment rate (16.6 per cent) strict measure. However, the situation changes when the broad measure is applied, where the rural unemployment rate of 35.9 is higher than the urban rate of 31.3. The rate of unemployment is higher for women than for men irrespective of the measure of unemployment used. Similar situation is observed both in urban and rural areas, however in rural areas (Strict measure) the unemployment rate for males is slightly higher (17 per cent) than that of females (16 per cent). At the regional level, strict definition, Omaheke has the lowest unemployment rate (14 per cent) followed by Caprivi, Karas and Hardap where the rates of unemployment are 16 per cent respectively. The hardest hit region with unemployment is Ohangwena with the rate of 27 percent.

Table 4.4: Unemployment rate by region, area, sex and measure of unemployment (Percent)

Region	Broad			Strict		
	Total	Female	Male	Total	Female	Male
Caprivi	24.3	25.5	22.8	15.6	14	17.5
Erongo	32.6	43.4	23.2	24.3	31.7	18.7
Hardap	29.8	39.6	22.4	16.3	21.5	12.9
Karas	27.9	38.2	19.0	15.7	20.7	12
Khomas	27.6	31.9	23.7	20.6	21.3	19.9
Kunene	36.6	54.9	20.8	16.9	24.7	12.4
Ohangwena	58.2	60.9	54.7	26.5	26.7	26.3
Kavango	22.8	20.4	25.9	17.4	15	20.4
Omaheke	25.6	36.8	17.6	13.7	16.4	12.2
Omusati	39.7	38.3	42.3	21.5	16.8	29.3
Oshana	35.4	37.5	32.4	19.8	19.4	20.4
Oshikoto	40.7	44.1	36.4	16.5	16.6	16.3
Otjozondjupa	30.8	43.0	22.2	24.2	33.2	18.6
Urban	31.3	37.2	25.4	24.0	27.2	21.2
Rural	35.9	40.4	30.8	16.6	16.3	16.9
Namibia	33.8	39.0	28.3	20.2	21.5	19.0

4.5.2 Table 4.5 provides comparable estimates of the rates of unemployment for three periods: 1993/1994 (1993/1994 NHIES), 1997 (NLFS1997) and 2000 (NLFS 2000). The results are also broken down by area of residence and sex. In 2000, the rate of unemployment amounts to 20.2 per cent, resulting from 109,598 unemployed (strict) out of the labour force of 541,447. This rate of unemployment is higher than that of 1997, which was estimated at 19.5 per cent.

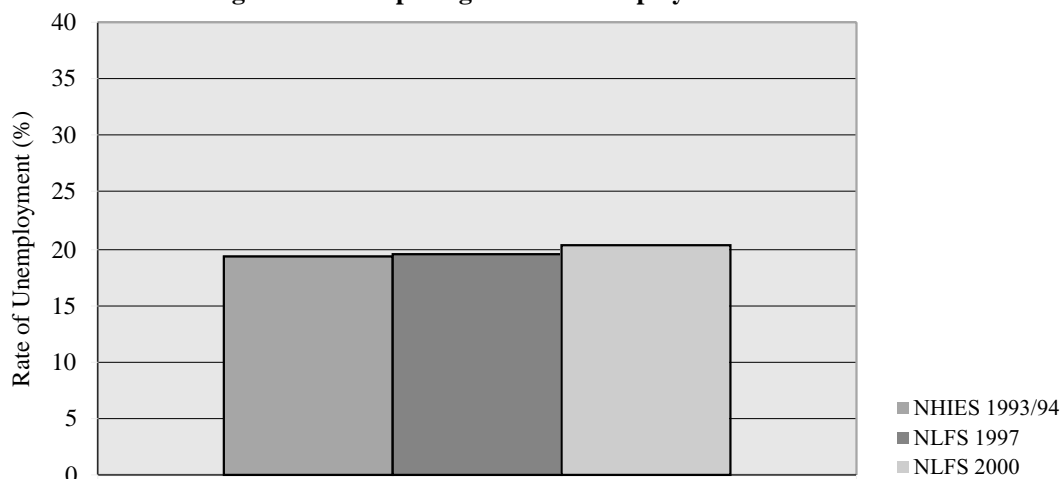
Table 4.5: Comparison of unemployment rates overtime, 1993/1994, 1997 and 2000 by area and sex

Survey/Area	Total			Females			Males		
	Employed	Unemp. (No.)	Unemp. rate (%)	Employed	Unemp. (No.)	Unemp. rate (%)	Employed	Unemp. (No.)	Unemp. rate (%)
		Labour force			Labour force			Labour force	
NHIES 1993/94									
Urban	134,407	44,247	24.8	56,001	22,968	29.1	78,406	21,279	21.3
Rural	215,873	40,151	15.7	107,546	20,784	16.2	108,327	19,367	15.2
National	350,280	84,398	19.4	163,547	43,752	21.1	186,733	40,646	17.9
NLFS 1997									
Urban	178,033	55,749	23.8	72,209	26,088	26.5	105,824	29,661	21.9
Rural	223,170	41,373	15.6	109,546	22,157	16.8	113,624	19,216	14.5
National	401,203	97,121	19.5	181,755	48,245	21.0	219,447	48,877	18.2
NLFS 2000									
Urban	201,985	63,843	24.0	91,416	34,099	27.2	110,569	29,745	21.2
Rural	229,865	45,755	16.6	113,606	22,145	16.3	116,259	23,610	16.9
National	431,849	109,598	20.2	205,021	56,243	21.5	226,828	53,354	19.0

Table 4.6: Economically inactive population by current status, region, and sex

Region/Area	Sex	Current Status of the economically inactive (%)							Total	
		Home maker	Student	Income recipient	Retired	Old age	Illness, disabled	Others	(%)	(No.)
Caprivi	B	8.9	77.8	0.0	2.0	9.1	2.1	0.0	100.0	17,076
	F	15.0	74.1	0.0	0.9	8.6	1.3	0.0	100.0	8,354
	M	3.1	81.4	0.0	3.1	9.5	2.9	0.0	100.0	8,722
Erongo	B	23.6	41.1	1.4	9.5	17.0	6.6	0.8	100.0	22,248
	F	34.2	33.9	1.6	7.6	18.3	4.4	0.0	100.0	13,265
	M	8.0	51.8	1.1	12.2	15.1	9.8	1.9	100.0	8,983
Hardap	B	29.3	31.5	0.0	1.8	27.3	8.4	1.5	100.0	12,223
	F	40.6	23.9	0.0	0.2	28.5	4.5	2.2	100.0	8,320
	M	5.3	47.8	0.0	5.3	24.9	16.8	0.0	100.0	3,903
Karas	B	32.8	29.1	2.6	7.6	16.3	7.2	4.3	100.0	11,768
	F	45.5	22.1	2.2	5.5	13.9	6.2	4.6	100.0	7,735
	M	8.5	42.4	3.4	11.6	21.0	9.3	3.7	100.0	4,032
Khomas	B	25.0	56.5	0.3	4.1	7.6	5.5	1.1	100.0	38,890
	F	36.0	47.4	0.0	2.6	8.6	4.6	0.9	100.0	23,723
	M	7.8	70.7	0.7	6.3	6.0	6.9	1.4	100.0	15,167
Kunene	B	52.3	17.4	0.2	1.1	18.4	10.7	0.0	100.0	10,340
	F	65.2	10.9	0.0	0.3	17.0	6.6	0.0	100.0	7,050
	M	24.7	31.1	0.5	2.7	21.4	19.6	0.0	100.0	3,290
Ohangwena	B	14.8	48.5	0.1	1.8	22.0	11.5	1.2	100.0	48,650
	F	20.0	44.5	0.2	1.2	21.8	10.9	1.4	100.0	29,419
	M	6.9	54.7	0.0	2.8	22.3	12.4	1.0	100.0	19,231
Kavango	B	27.4	51.3	1.9	1.1	13.8	3.4	1.0	100.0	30,423
	F	38.3	39.7	1.8	0.5	16.3	2.1	1.3	100.0	18,487
	M	10.5	69.4	2.0	2.0	9.9	5.5	0.6	100.0	11,936
Omaheke	B	37.9	30.2	2.7	2.8	18.4	7.6	0.4	100.0	10,710
	F	50.8	22.1	0.9	3.3	15.5	6.8	0.6	100.0	7,228
	M	11.1	47.2	6.5	1.6	24.4	9.2	0.0	100.0	3,483
Omusati	B	3.3	66.0	0.1	0.4	22.9	7.2	0.1	100.0	49,164
	F	5.6	57.6	0.2	0.6	29.1	6.8	0.2	100.0	27,879
	M	0.3	77.0	0.0	0.2	14.8	7.7	0.0	100.0	21,284
Oshana	B	6.8	76.0	0.9	0.3	6.9	8.6	0.5	100.0	33,430
	F	10.6	70.8	1.3	0.4	8.3	7.9	0.7	100.0	19,646
	M	1.4	83.3	0.4	0.2	4.8	9.6	0.2	100.0	13,783
Oshikoto	B	16.1	54.5	0.5	1.1	19.6	8.1	0.0	100.0	29,809
	F	23.7	45.7	0.8	1.0	20.9	7.8	0.0	100.0	18,115
	M	4.3	68.2	0.0	1.4	17.5	8.6	0.0	100.0	11,694
Otjozondjupa	B	46.1	35.2	1.2	2.7	12.2	2.5	0.2	100.0	31,425
	F	61.2	25.8	1.0	1.0	9.5	1.4	0.0	100.0	22,496
	M	7.9	58.8	1.6	7.2	18.8	5.1	0.7	100.0	8,929
Urban	B	23.8	54.0	0.9	4.8	10.3	5.4	0.7	100.0	106,062
	F	34.7	46.0	1.0	3.2	10.7	3.9	0.4	100.0	66,067
	M	5.8	67.1	0.8	7.5	9.6	7.9	1.2	100.0	39,995
Rural	B	19.5	51.6	0.7	1.3	18.6	7.6	0.7	100.0	240,095
	F	28.3	42.6	0.6	1.0	19.9	6.7	0.9	100.0	145,651
	M	6.0	65.4	0.7	1.9	16.6	9.0	0.4	100.0	94,444
Namibia	B	20.8	52.3	0.7	2.4	16.0	6.9	0.7	100.0	346,157
	F	30.3	43.7	0.7	1.7	17.0	5.8	0.8	100.0	211,718
	M	5.9	65.9	0.8	3.6	14.5	8.7	0.7	100.0	134,439

Figure 4.3: Comparing rates of unemployment



Looking at the rate of unemployment from 1993/94 and 1997, the period suggests almost no change in the unemployment rate. Unemployment rate increased from 19.5 percent in 1997 to 20.2 percent in 2000.

The desegregated results in table 4.5, indicates that the unemployment rates for females over the years, both in urban and rural areas is higher than that of males, except in 2000 where the rate for males in rural areas is higher than that of females.

4.6 The inactive population

4.6.1 Table 4.6 indicates that the inactive population in Namibia has increased since the last labour force survey was conducted three years ago. The prominent reasons for inactivity are education (52 percent) family responsibilities (21 percent) and old age (16 percent). The remaining reasons for inactivity making up 11 per cent are due to illness, disability or retirement. A noteworthy difference is the fact that the proportion of students is considerably higher among males (66 per cent) than among females (44 percent). The opposite is the case for homemakers (30 per cent of females and 6 per cent of males).

4.6.2 The proportion of students in urban areas is higher (54 percent) than in rural areas (52 percent). The scenario, however, is different among regions. The percentage of students among all the economically inactive is very high in Caprivi and Oshana regions (78 percent and 76 per cent, respectively). The percentage of students is the lowest in Kunene region for both females and males.

5 CHARACTERISTICS OF THE EMPLOYED

This chapter looks at the characteristics of the employed population in Namibia. It starts with the employment concentration, employment structure of the employed, and their educational profile. Lastly, it looks at the extent and pattern of unionisation of the workforce and registration with Social Security Commission.

The occupational, industrial structure and employment status of a country's labour force reflect the level of its economic development and the efficiency with which it uses its resources. If economic progress is experienced in a country, this will easily be seen from the increased division and specialization of its labour force. In an economy in which economic progress is low, it is typical to find the majority of the workforce employed in primary industries, for various forms of self-employment to be the most dominant status in employment, for unskilled workers to be in the majority, and for workers to be generally involved in agricultural and other occupations characterized by low skill requirement.

5.1 Employment concentration

Where in Namibia is employment highly concentrated?

5.1.1 In chapter 4 we considered the evidence on the labour force participation rate and the unemployment rate. These are two important indicators of labour market conditions that are well known. They tend however to be rather sensitive to short term changes in the economy since the labour force may expand or contract in response to changes in the pace of economic activity.

5.1.2 The employment to population ratio is another indicator that is increasingly becoming popular. It tends to be more stable than the labour force participation rate and the unemployment rate and, as such, is probably a better indicator of longer term conditions in the labour market. The employment to population ratio is a measure of employment as a percentage of the working age population, i.e. those aged 15 years and above. It measures the extent to which the working age population enters the labour force (labour force participation rate) and finds employment (the complement of the unemployment rate).

Its greater stability derives from the fact that its denominator, the working age population, tends to be less subject to short-term variation than the Labour force. When disaggregated by area or region, it may also be interpreted, in some sense, as an indicator of the extent of employment concentration in various parts of the country: the higher the ratio, the greater the concentration of employment relative to the size of the working age population. In recognition of its growing importance as a useful indicator for international comparisons, this measure has been selected as one of the two Labour market indicators in the United Nations Minimum National Social Data Set.

5.1.3 Table 5.1 outlines the breakdown of employment to population ratio by region, area and sex. It gives a clear indication of where in Namibia is employment highly concentrated. It is observed that in Namibia as a whole, 43 per cent of the working age population were employed at the time of the NLFS 2000. The ratio is much higher in urban areas (50 per cent) than rural areas (38 per cent) and it is much higher for males (50 per cent) than for females (37 per cent).

The regional breakdowns show that employment to population ratio is highest in Khomas region (55 per cent) and lowest in Ohangwena (22 per cent).

Table 5.1: Employment to population ratio by region, area and sex

Region/Area	Total	Females	Males
Caprivi	51.9	53.2	50.5
Erongo	47.9	37.0	58.9
Hardap	46.7	33.6	60.6
Karas	47.2	35.1	60.8
Khomas	54.6	47.9	61.5
Kunene	41.2	25.2	59.8
Ohangwena	21.6	19.7	24.3
Kavango	41.6	41.3	42.0
Omaheke	48.8	34.2	63.5
Omusati	34.1	37.0	29.6
Oshana	43.8	42.6	45.6
Oshikoto	37.9	34.5	42.4
Otjozondjupa	48.1	32.2	64.5
Urban	50.3	42.9	58.6
Rural	38.2	33.7	44.1
Namibia	43.1	37.2	50.2



5.2 Employment structure

5.2.1 Table 5.2 shows the distribution of the employed population by industry, employment status, occupation, area and sex (percentage). Agriculture is the sector that provides by far the most number of jobs, 29 per cent of the total in the country. The majority of these jobs are in rural areas and they account for 53 per cent of the rural employment. Only 2 per cent of the employed population in this sector is in urban areas. The next sector that provides more jobs is Other Community, Social and Personal Services (11 per cent) followed by Real Estate, Renting and Business Activities (9 per cent). Manufacturing and Construction accounts for only 5 per cent of the total employment.

Table 5.2: Employment by industry, employment status, occupation, area and sex (per cent)

Industrial Classification	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
<i>Industry/sector</i>									
Agriculture	29.3	27.6	30.8	2.1	1.2	2.9	53.2	49.0	57.3
Fishing	1.8	1.5	2.1	2.7	2.4	2.9	1.0	0.8	1.3
Mining and Quarrying	0.9	0.3	1.4	1.3	0.4	2.0	0.6	0.3	0.8
Manufacturing	5.3	5.6	5.0	5.6	4.8	6.3	5.0	6.3	3.8
Electricity, Gas & Water Supply	1.0	0.2	1.6	1.5	0.4	2.5	0.5	0.1	0.9
Construction	5.0	0.5	9.1	6.5	0.4	11.5	3.8	0.6	6.9
Wholesale and Retail Trade, Repair of motor vehicles	9.0	10.6	7.6	10.8	10.2	11.3	7.4	10.9	4.1
Hotels and Restaurants	1.8	2.3	1.3	2.3	3.8	1.1	1.3	1.1	1.5
Transport, Storage and Communication	3.3	1.0	5.4	5.1	1.9	7.8	1.7	0.3	3.1
Financial Intermediation	1.1	1.2	1.1	2.2	2.5	2.0	0.2	0.1	0.3
Real Estate, Renting and Business Activities	9.1	10.5	7.9	14.9	16.8	13.3	4.0	5.4	2.7
Public Administration, Defence & Social Security	5.7	4.4	6.8	9.0	7.4	10.2	2.8	2.0	3.5
Education	7.1	9.2	5.2	7.1	9.5	5.0	7.1	8.9	5.3
Health and Social Work	3.0	4.9	1.3	5.1	8.8	2.1	1.2	1.8	0.6
Other Community, Social & Personal Services	10.7	10.7	10.7	16.1	16.6	15.6	6.0	6.0	6.1
Private Households with employed persons	5.1	8.5	2.1	6.7	11.8	2.6	3.7	5.9	1.6
Extra-Territorial Organisations & Bodies	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.0
Not stated	0.6	0.8	0.5	0.9	1.2	0.6	0.4	0.5	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<i>Employment status</i>									
Subsistence/communal farmer (with paid employees)	3.0	1.6	4.2	0.3	0.2	0.5	5.5	2.8	8.0
Subsistence/communal farmer (without paid employees)	15.1	19.2	11.4	0.8	1.0	0.6	28.6	34.9	22.3
Other employer (with paid employees)	5.2	4.3	6.0	7.3	6.2	8.1	3.3	2.7	3.8
Other own account worker (without paid employees)	9.3	12.9	5.9	6.8	8.9	5.1	11.6	16.4	6.8
Employee (government or parastatal)	23.0	22.2	23.6	32.0	32.0	32.0	14.5	13.8	15.2
Employee (private)	39.2	33.9	44.1	50.8	49.5	51.9	28.3	20.4	36.1
Unpaid family worker (Subsistence/Communal)	2.3	2.7	1.9	0.1	0.1	0.0	4.4	4.9	3.8
Other unpaid family worker	1.0	1.4	0.7	0.7	0.9	0.5	1.3	1.8	0.9
Other	0.3	0.2	0.4	0.2	0.1	0.3	0.4	0.2	0.5
Not stated	1.7	1.6	1.8	1.0	1.1	1.0	2.3	2.0	2.6
Don't know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<i>Occupation</i>									
Legislators, senior officials & managers	1.8	1.2	2.4	3.2	2.2	4.0	0.6	0.3	0.9
Professionals	8.1	9.7	6.7	10.2	12.9	8.0	6.3	7.2	5.4
Technicians & Associate professionals	5.6	6.3	5.0	9.2	10.3	8.3	2.5	3.1	1.9
clerks	6.0	8.8	3.5	11.3	17.6	6.0	1.4	1.8	1.1
Services, Shops & Market sales workers	13.7	17.7	10.0	17.6	20.7	15.0	10.3	15.3	5.3
Skilled agricultural & fishery workers	24.7	25.8	23.7	2.6	1.8	3.3	44.1	45.0	43.1
Craft & Trade workers	14.1	7.7	19.9	7.7	6.1	27.3	11.0	9.1	12.9
Plant & machine operators & assemblers	4.0	0.4	7.4	6.1	0.7	10.6	2.2	0.1	4.3
Elementary occupations	20.0	21.4	18.7	19.7	26.5	14.0	20.3	17.3	23.3
Armed forces	1.2	0.4	1.9	1.7	0.8	2.4	0.7	0.0	1.5
Not Stated	0.7	0.6	0.7	0.7	0.5	0.9	0.6	0.8	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

- 5.2.2 The employment status of the employed further highlights the fact that agriculture is the largest provider of employment. Subsistence/communal farmer (with paid or unpaid employees) including the unpaid family workers in Subsistence/communal farming, accounts for 20 per cent of the employed. The dominant employment status is that of employees, which concur with the fact that the predominant household main source of income is salaries and wages (Table 3.9). Employees account for 62 percent of the employed workforce, most of them are in the private sector (39 per cent).
- 5.2.3 The most common occupation in Namibia is that of Skilled agricultural and fishery workers, accounting for 25 per cent of the total employed and most of these people are in rural areas (44 per cent). The next is Elementary occupations (20 per cent) followed by Craft and Trade workers (14 per cent).
- 5.2.4 Table 5.3 indicates that the two dominant occupations that account for most of the employed labour force with the lowest educational qualifications are Skilled agriculture & fishery worker (49.4 per cent No education; 36.2 per cent Primary education) and Elementary occupations (29. per cent No education; 25 per cent Primary education) .Note that Armed forces is under estimated due to the reason that the survey only covered private households excluding institutions like (camps, barracks etc).

Table 5.3: Distribution of the employed persons by educational attainment industry, employment status and occupation

Industrial Classification	Educational attainment										Total	
	No education	Primary education	Junior Secondary	Senior Secondary	After Std.10 Certificate	University	Post Graduate	Teacher's Training	Not reported	(%)	(No.)	
Industry /Sector												
Agriculture	63.1	41.2	15.3	7.1	4.5	4.7	5.8	1.5	26.9	28.6	123,297	
Fishing	0.3	1.3	2.6	3.6	0.7	0.9	2.1	0.0	1.9	1.8	7,863	
Mining and Quarrying	0.2	0.5	1.6	1.2	2.1	0.4	2.3	0.0	1.7	0.9	4,034	
Manufacturing	3.7	5.8	7.3	4.1	4.4	2.1	4.9	0.0	4.0	5.3	22,921	
Electricity, Gas & Water Supply	0.3	1.0	1.0	1.3	2.4	0.7	5.3	0.7	0.0	1.0	4,498	
Construction	2.7	6.5	6.1	3.4	0.9	2.8	1.1	0.4	6.1	5.0	21,390	
Wholesale and Retail Trade, Repair of motor vehicles	5.2	9.8	12.2	9.5	7.0	3.9	1.2	2.3	8.0	9.2	39,850	
Hotels and Restaurants	1.6	1.3	2.8	1.7	0.7	1.8	1.0	0.0	4.3	1.8	7,725	
Transport, Storage and Communication	1.6	2.6	4.6	4.1	4.9	2.9	0.0	0.0	5.5	3.3	14,127	
Financial Intermediation	0.0	0.1	0.5	2.8	1.1	3.1	1.2	0.0	0.0	0.8	3,272	
Real Estate, Renting and Business Activities	5.5	7.3	11.8	16.0	11.9	12.5	9.0	2.0	6.4	9.8	42,128	
Public Administration, Defence & Social Security	1.0	2.7	6.6	11.6	8.0	8.6	20.7	2.5	4.3	5.4	23,372	
Education	0.6	1.2	5.0	10.6	31.0	19.2	21.2	84.0	4.1	7.1	30,523	
Health and Social Work	0.7	0.7	3.5	5.9	9.1	18.0	16.4	2.9	2.6	3.1	13,495	
Other Community, Social & Personal Services	8.2	10.1	11.8	14.6	8.8	16.5	6.8	2.6	15.1	11.0	47,517	
Private Households with employed persons	4.6	7.0	6.7	1.7	0.2	0.0	0.0	1.1	8.3	5.2	22,325	
Extra-Territorial Organisations & Bodies	0.0	0.1	0.0	0.0	0.6	1.4	0.0	0.0	0.0	0.1	327	
Not reported	0.6	0.8	0.7	0.9	1.6	0.6	1.0	0.0	0.8	0.7	3,187	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	431,849	
Employment status												
Subsistence/communal farmer (with paid employees)	6.4	4.1	1.4	1.4	1.3	0.9	0.0	0.4	3.0	3.0	12,875	
Subsistence/communal farmer (without paid employees)	32.6	22.5	8.8	2.4	1.0	0.0	0.0	0.0	16.7	15.1	65,122	
Other employer (with paid employees)	2.5	4.5	7.3	6.9	3.4	5.2	6.1	0.7	2.6	5.2	22,450	
Other own account worker (without paid employees)	9.8	12.3	9.5	5.9	3.6	2.5	3.6	0.0	5.7	9.3	39,980	
Employee (government or parastatal)	6.1	11.2	22.8	36.9	63.5	62.7	69.5	90.0	23.1	23.0	99,166	
Employee (private)	33.9	38.2	46.2	44.3	25.9	27.9	17.7	7.8	44.7	39.2	169,437	
Unpaid family worker (Subsistence/Communal)	3.7	4.0	1.3	0.5	0.0	0.0	0.0	0.0	0.0	2.3	9,892	
Other unpaid family worker	1.5	1.1	1.3	0.5	0.8	0.0	0.0	0.0	0.0	1.0	4,450	
Other	0.7	0.3	0.3	0.0	0.6	0.3	1.4	0.0	0.0	0.3	1,253	
Not stated	2.9	2.0	1.1	1.2	0.0	0.4	1.8	1.1	4.2	1.7	7,201	
Don't know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	22	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	431,849	
Occupation												
Legislators, senior officials & managers	0.3	0.6	1.0	4.1	7.0	7.5	16.8	4.3	0.0	1.8	7,897	
Professionals	0.4	0.7	4.3	13.8	37.3	44.6	44.9	80.8	4.3	8.1	35,008	
Technicians & Associate professionals	0.7	1.1	5.7	13.0	17.7	24.8	27.4	10.0	1.2	5.6	24,357	
clerks	0.5	1.2	6.6	19.6	13.8	6.8	3.5	1.2	2.3	6.0	26,054	
Services, Shops & Market sales workers	6.7	12.6	19.1	18.5	3.6	4.2	4.6	1.2	15.4	13.7	59,073	
Skilled agricultural & fishery workers	49.4	36.2	15.2	6.5	3.1	2.0	0.0	0.4	26.1	24.7	106,580	
Craft & Trade workers	9.5	17.0	18.9	9.5	10.9	3.8	0.0	0.0	11.5	14.1	61,063	
Plant & machine operators & assemblers	2.4	4.0	5.8	3.7	2.0	2.7	1.4	0.0	8.8	4.0	17,450	
Elementary occupations	29.3	24.8	21.3	8.9	3.9	1.8	1.4	2.1	22.9	20.0	86,378	
Armed forces	0.4	1.0	1.5	1.8	0.6	0.0	0.0	0.0	5.2	1.2	5,121	
Not Stated	0.4	0.8	0.7	0.5	0.0	1.7	0.0	0.0	2.3	0.7	2,868	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	431,849	

Table 5.4: Distribution of employed persons by industry and employment status

Industrial classification	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	Total	
Agriculture	12,875	65,122	1,623	4,354	2,730	26,480	9,892	803	566	2,014	126,459	
Fishing	0	0	947	1,887	1,016	3,670	0	221	9	51	7,800	
Mining and Quarrying	0	0	206	95	1,148	2,373	0	0	0	45	3,868	
Manufacturing	0	0	2,210	6,850	2,094	10,491	0	477	64	738	22,922	
Electricity, Gas & Water Supply	0	0	175	60	1,867	1,942	0	51	0	98	4,193	
Construction	0	0	2,671	1,773	2,429	13,880	0	401	21	612	21,788	
Wholesale and Retail Trade, Repair of motor vehicles	0	0	3,167	11,330	3,094	19,437	0	735	0	1,140	38,902	
Hotels and Restaurants	0	0	597	54	2,105	4,922	0	0	0	0	7,677	
Transport, Storage and Communication	0	0	582	862	4,424	8,060	0	154	115	111	14,308	
Financial Intermediation	0	0	303	128	1,246	3,143	0	45	0	68	4,933	
Real Estate, Renting and Business Activities	0	0	4,206	8,373	4,346	21,000	0	833	122	436	39,318	
Public Administration, Defence & Social Security	0	0	494	458	18,297	5,048	0	0	45	77	24,419	
Education	0	0	812	112	27,084	2,400	0	0	131	0	30,538	
Health and Social Work	0	0	36	128	10,718	2,133	0	0	0	119	13,135	
Other Community, Social & Personal Services	0	0	2,880	2,701	14,039	25,439	0	477	180	572	46,289	
Private Households with employed persons	0	0	1,542	635	1,651	17,890	0	74	0	417	22,209	
Extra-Territorial Organisations & Bodies	0	0	0	0	290	36	0	0	0	0	327	
Not reported	0	0	0	178	587	1,095	0	179	0	726	2,765	
Total	12,875	65,122	22,450	39,980	99,166	169,437	9,892	4,450	1,253	7,223	431,849	

Table 5.5: Distribution of employed persons by industry and occupation

Industrial classification	Occupation											Total
	Armed forces	Legislators, senior officials and managers	Professionals	Technicians and associate professionals	Clerks	Services, shops and market sales workers	Skilled agricultural and fishery workers	Craft and trade workers	Plant and machine operators and assemblers	Elementary occupations	Not reported	
Agriculture	0	359	395	423	347	767	100,388	1,571	806	21,094	309	126,459
Fishing	0	410	185	595	691	450	3,313	266	385	1,505	0	7,800
Mining and Quarrying	0	266	193	248	289	146	45	1,287	1,219	176	0	3,868
Manufacturing	0	586	487	588	876	2,598	677	13,751	1,142	1,871	348	22,922
Electricity, Gas & Water Supply	0	70	277	337	202	253	72	2,199	179	604	0	4,193
Construction	0	67	205	120	441	219	0	17,178	596	2,850	111	21,788
Wholesale and Retail Trade, Repair of motor vehicles	0	1,617	566	911	2,175	19,081	256	7,806	735	5,685	70	38,902
Hotels and Restaurants	0	142	139	60	549	4,957	0	281	70	1,479	0	7,677
Transport, Storage and Communication	0	220	140	1,227	1,333	701	48	804	8,876	960	0	14,308
Financial Intermediation	0	91	519	1,753	2,072	114	0	67	97	176	45	4,933
Real Estate, Renting and Business Activities	0	1,854	1,385	2,345	5,555	13,528	492	7,827	1,221	4,702	408	39,318
Public Administration, Defence & Social Security	5,121	598	1,641	1,894	3,876	7,982	62	606	180	2,739	97	24,419
Education	0	540	22,769	3,194	815	491	70	228	189	2,114	128	30,538
Health and Social Work	0	42	3,595	6,786	850	366	0	56	194	1,247	0	13,135
Other Community, Social & Personal Services	0	1,000	2,143	3,559	5,357	5,317	750	5,857	1,522	19,846	580	46,289
Private Households with employed persons	0	0	61	0	178	1,893	284	1,182	0	18,534	76	22,209
Extra-Territorial Organisations & Bodies	0	36	0	172	0	0	52	0	0	66	0	327
Not reported	0	0	309	145	449	209	71	116	39	730	697	2,765
Total	5,121	7,897	35,008	24,357	26,054	59,073	106,580	61,063	17,450	86,378	2,868	431,849

5.3 Educational profile of the employed

- 5.3.1 The objective of human resources development is to secure the right number of people with the right qualifications for the right jobs. A country having highly developed human resources can be understood to be one in which the majority of the workforce possess high professional/vocational training. Professional education is training which will enable a person to practice in an occupation in which only those who have acquired a predetermined amount of knowledge, usually at a degree level, can practice.
- 5.3.2 Table 5.6 examines the educational profile of the employed by area and sex. It indicates that 13 per cent of the employed population have had no formal education at all. The highest education attained by most of the employed persons is primary education (35 per cent) followed by a junior secondary (25 per cent). Only 9 per cent of the employed attained higher education beyond secondary level. The educational attainment of rural workers is substantially lower than that of urban workers at all levels beyond the primary school (18 and 32 per cent respectively).

5.4 Unionisation

- 5.4.1 Table 5.7 reveals that 25.4 per cent of the total employed persons are unionized (109,735 out of 431,849). Unionised means that they belong to trade/workers unions, farmers unions, or employers unions and associations. The union density (rate of unionisation) is higher for employed males (29 per cent) than for females (21 per cent) and is higher for those employed in urban areas (34 per cent) compared to rural areas (18 per cent). The dominant type of union is trade/workers union which account for 78 per cent of the total employed and 74 per cent of the unemployed. The farmers union showed the lowest membership amounting to 10.6 per cent.

Table 5.6: Educational profile of the employed by area and sex

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		
Urban	B	9,684	50,129	60,956	51,046	8,864	7,647	3,550	5,732	4,376	201,985	
	F	2,658	18,932	29,979	25,338	3,529	3,829	1,842	3,785	1,523	91,416	
	M	7,026	31,197	30,977	25,708	5,336	3,818	1,708	1,948	2,853	110,569	
Rural	B	47,169	101,617	48,057	19,361	4,945	1,671	398	4,170	2,475	229,865	
	F	20,244	49,169	27,454	9,746	2,615	906	184	2,360	928	113,606	
	M	26,925	52,449	20,603	9,615	2,330	765	214	1,811	1,547	116,259	
Namibia	B	56,853	151,746	109,013	70,407	13,810	9,318	3,948	9,903	6,851	431,849	
	F	22,901	68,101	57,433	35,084	6,144	4,735	2,027	6,144	2,451	205,021	
	M	33,952	83,645	51,580	35,323	7,665	4,583	1,922	3,758	4,400	226,828	
Urban	B	4.8	24.8	30.2	25.3	4.4	3.8	1.8	2.8	2.2	100.0	
	F	2.9	20.7	32.8	27.7	3.9	4.2	2.0	4.1	1.7	100.0	
	M	6.4	28.2	28.0	23.3	4.8	3.5	1.5	1.8	2.6	100.0	
Rural	B	20.5	44.2	20.9	8.4	2.2	0.7	0.2	1.8	1.1	100.0	
	F	17.8	43.3	24.2	8.6	2.3	0.8	0.2	2.1	0.8	100.0	
	M	23.2	45.1	17.7	8.3	2.0	0.7	0.2	1.6	1.3	100.0	
Namibia	B	13.2	35.1	25.2	16.3	3.2	2.2	0.9	2.3	1.6	100.0	
	F	11.2	33.2	28.0	17.1	3.0	2.3	1.0	3.0	1.2	100.0	
	M	15.0	36.9	22.7	15.6	3.4	2.0	0.8	1.7	1.9	100.0	

Table 5.7: Unionisation (of the employed and unemployed) by type of union, area and sex

Region/Area	Sex	Type of union			Total unionised	Type of union			Total unionised	Total	Union density (%)
		(No.)				%					
		Trade/workers union	Farmers union	Employers union		Trade/workers union	Farmers union	Employers union			
Employed											
Urban	B	56,377	2,519	8,868	67,764	83.2	3.7	13.1	100.0	201,985	33.5
	F	22,985	1,069	4,268	28,322	81.2	3.8	15.1	100.0	91,416	31.0
	M	33,392	1,450	4,600	39,442	84.7	3.7	1.7	100.0	110,569	35.7
Rural	B	29,398	9,157	3,416	41,971	70.0	21.8	8.1	100.0	229,865	18.3
	F	11,651	2,462	1,185	15,298	76.2	16.1	7.7	100.0	113,606	13.5
	M	17,747	6,695	2,231	26,673	66.5	25.1	8.4	100.0	116,259	22.9
Namibia	B	85,775	11,676	12,284	109,735	78.2	10.6	11.2	100.0	431,849	25.4
	F	34,636	3,531	5,453	43,620	79.4	8.1	12.5	100.0	205,021	21.3
	M	51,138	8,145	6,831	66,114	77.3	12.3	10.3	100.0	226,828	29.1
Unemployed											
Urban	B	1,897	367	184	2,448	77.5	15.0	7.5	100.0	63,843	3.8
	F	875	266	107	1,248	70.1	21.3	8.6	100.0	34,099	3.7
	M	1,022	100	78	1,200	85.2	8.3	6.5	100.0	29,745	4.0
Rural	B	836	351	64	1,251	66.8	28.1	5.1	100.0	45,755	2.7
	F	58	147	50	255	22.7	57.6	19.6	100.0	22,145	1.2
	M	778	204	14	996	78.1	20.5	1.4	100.0	23,610	4.2
Namibia	B	2,732	717	249	3,698	73.9	19.4	6.7	100.0	109,598	3.4
	F	932	414	157	1,503	62.0	27.5	10.4	100.0	56,243	2.7
	M	1,800	304	92	2,196	82.0	13.8	4.2	100.0	53,354	4.1

- 5.4.2 Table 5.8 gives a breakdown of unionisation (of the employed) by type of union and region. The pattern and extent of unionisation differs across the various 13 regions. With the exception of Omusati and Caprivi regions, the union density in the rest of the regions is more than 20 per cent.
- 5.4.3 Table 5.9. shows the union density by industry, employment status, occupation, area and sex. The table reveals that the most unionised sectors are Education (66 per cent), Mining and Quarrying (65 per cent) and Health and Social work (60 per cent) followed by Electricity, Gas & Water supply, which is (47 per cent).
- 5.4.4 Table 5.9 also indicates that most of the union members are employees. The union density among private employees is much lower (22 per cent) than among employees working for the government or Parastatal (58 per cent).

5.5 Social Security

- 5.5.1 Table 5.10 shows that 34 percent of the labour force is registered with Social Security Commission in Namibia, of which 42 per cent are employed and 4 per cent are unemployed. The rate of registration is higher for males (39 per cent) than females (29 per cent). The employed persons in urban areas have a high rate of registration (62 per cent) compared to rural workers (24 per cent). The proportion of the employed persons varies from 13 per cent in Omusati to over 66 per cent in Erongo. For the unemployed, the proportion varies from almost Nil in Omusati to 8 percent in Erongo region. According to the regional breakdowns, Omusati region recorded the lowest social security registration of the labour force (10,5 per cent) and Khomas the highest (53 per cent). The registration of the economically active population (employed and unemployed) is higher in urban areas (49 per cent) than in rural areas (20 per cent)
- 5.5.2 Table 5.11 outlines the variation in social security registration among different industries, occupation and employment status. They tend to suggest that, where formal employment contract exist, compliance with registration requirement is likely to be higher i.e. Agriculture has the lowest rate of registration of the employed (12 per cent). However, within agriculture, the rate of registration is much higher for Subsistence/communal farmers with paid employees than those without paid employees 20.6 per cent as against 2.1 per cent. The rate of registration for unpaid family workers in Subsistence/communal farms is relatively low 1.3 per cent.

To summarise, Social Security Commission tends to be high in sectors where formal employment contracts exist and common in urban areas than to 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 5.8: Unionisation (of the employed) by type of union and region

Region	Type of union (No.)			Total unionised	Type of union (%)			Total unionised	Total (No.)	Union density (%)
	Trade/ workers union	Farmers union	Employers union		Trade/ workers union	Farmers union	Employers union			
Caprivi	2,894	1,370	191	4,455	65.0	30.8	4.3	100.0	28,254	15.8
Erongo	9,402	288	2,417	12,107	77.7	2.4	20.0	100.0	37,299	32.5
Hardap	3,247	1,318	196	4,761	68.2	27.7	4.1	100.0	17,173	27.7
Karas	5,069	476	452	5,997	84.5	7.9	7.5	100.0	16,380	36.6
Khomas	23,331	996	3,708	28,035	83.2	3.6	13.2	100.0	87,455	32.1
Kunene	1,401	1,362	97	2,860	49.0	47.6	3.4	100.0	12,310	23.2
Ohangwena	4,067	360	621	5,048	80.6	7.1	12.3	100.0	22,066	22.9
Kavango	5,773	528	446	6,747	85.6	7.8	6.6	100.0	27,596	24.4
Omaheke	1,940	1,356	393	3,689	52.6	36.8	10.7	100.0	15,599	23.6
Omusati	4,187	618	485	5,290	79.1	11.7	9.2	100.0	39,070	13.5
Oshana	7,605	488	2,283	10,376	73.3	4.7	22.0	100.0	45,940	22.6
Oshikoto	6,854	908	213	7,975	85.9	11.4	2.7	100.0	31,166	25.6
Otjozondjupa	10,004	1,607	784	12,395	80.7	13.0	6.3	100.0	51,541	24.0
Namibia	85,775	11,676	12,284	109,735	78.2	10.6	11.2	100.0	431,849	25.4

Table 5.9: Union density (among the employed) by industry, employment status, occupation, area and sex

Classification	Namibia			Urban			Rural		
	Females	Males	Total	Total	Females	Males	Total	Females	Males
<i>Industry/sector</i>									
Agriculture	2.8	12.2	8.0	16.5	14.7	17.1	7.7	2.5	12.0
Fishing	47.5	41.1	43.6	54.6	58.3	52.0	17.8	19.6	16.8
Mining and Quarrying	57.5	66.3	64.7	71.2	58.5	73.4	51.6	56.3	50.1
Manufacturing	13.3	31.0	22.1	34.2	30.3	36.7	10.1	2.9	21.9
Electricity, Gas & Water Supply	56.0	45.8	47.0	49.5	49.3	49.5	40.0	76.5	35.6
Construction	13.3	24.2	23.7	25.7	7.2	26.3	20.5	16.4	20.9
Wholesale and Retail Trade, Repair of motor vehicles	10.6	24.8	16.9	22.0	15.0	27.3	10.3	7.3	18.3
Hotels and Restaurants	40.0	52.8	45.0	35.6	36.1	34.0	59.9	51.0	66.0
Transport, Storage and Communication	22.4	46.8	43.2	43.2	27.3	46.4	43.2	0.0	47.7
Financial Intermediation	34.0	33.8	33.9	33.8	32.3	35.5	34.3	59.4	21.7
Real Estate, Renting and Business Activities	18.8	25.1	21.7	24.3	21.9	26.8	13.1	11.0	17.2
Public Administration, Defence & Social Security	35.7	38.9	37.7	35.6	33.6	36.7	43.8	41.9	44.8
Education	61.7	71.8	65.6	61.1	60.3	62.5	69.5	62.9	80.3
Health and Social Work	60.9	55.7	59.8	60.3	60.6	59.5	57.6	62.4	42.9
Other Community, Social & Personal Services	25.8	32.7	29.5	30.3	28.8	31.7	27.4	19.3	35.3
Private Households with employed persons	9.8	35.5	15.3	14.7	9.8	33.3	16.2	9.7	38.9
Extra-Territorial Organisations & Bodies	25.6	13.5	19.6	32.3	100.0	13.5	0.0	0.0	0.0
Not reported	19.4	54.2	34.1	20.0	4.5	43.8	58.2	48.8	68.8
Total	21.3	29.1	25.4	33.5	31.0	35.7	18.3	13.5	22.9
<i>Employment status</i>									
Subsistence/communal farmer (with paid employees)	6.6	17.3	14.6	22.0	44.4	20.0	14.3	6.2	17.2
Subsistence/communal farmer (without paid employees)	2.2	11.0	5.7	13.3	0.0	23.6	5.6	2.2	10.8
Other employer (with paid employees)	19.9	25.3	23.2	22.7	18.6	25.3	24.2	22.5	25.4
Other own account worker (without paid employees)	5.4	9.2	6.7	10.8	8.7	13.8	4.6	4.0	6.0
Employee (government or parastatal)	60.1	57.0	58.4	55.1	59.0	51.8	64.4	62.1	66.3
Employee (private)	16.3	25.1	21.5	25.8	19.6	30.7	14.6	9.8	17.3
Unpaid family worker (Subsistence/Communal)	0.9	12.8	6.1	0.0	0.0	0.0	6.2	0.9	13.0
Other unpaid family worker	8.2	3.4	6.5	6.9	12.3	0.0	6.4	6.8	5.4
Others	0.0	18.5	13.8	42.5	0.0	42.5	0.0	0.0	0.0
Not reported	9.4	13.3	11.6	21.1	23.0	19.3	7.6	2.9	11.1
Unknown	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total	21.3	29.1	25.4	33.5	31.0	35.7	18.3	13.5	22.9
<i>Occupation</i>									
Armed forces	26.6	41.3	39.0	32.9	26.6	34.7	51.4	0.0	51.4
Legislators, senior officials & managers	29.9	23.7	25.6	29.5	35.8	26.8	7.9	0.0	10.8
Professionals	62.3	63.3	62.8	56.1	58.0	53.5	72.3	68.6	77.2
Technicians & Associate professionals	44.0	37.8	41.1	40.7	41.3	40.2	42.3	51.2	27.7
clerks	33.4	49.6	38.4	37.0	32.8	47.1	47.9	38.4	62.2
Services, Shops & Market sales workers	16.9	29.6	21.8	22.8	18.6	27.7	20.3	15.1	34.9
Skilled agricultural & fishery workers	3.3	14.0	8.7	36.3	42.4	33.6	7.3	2.1	12.6
Craft & Trade workers	11.4	29.6	24.8	30.1	19.5	32.0	17.4	7.1	24.6
Plant & machine operators & assemblers	20.5	43.5	42.5	41.4	24.0	42.3	45.3	0.0	46.2
Elementary occupations	19.3	23.0	21.1	27.8	24.6	32.8	15.4	12.8	17.3
Not reported	15.7	35.0	26.2	15.6	5.8	19.9	37.2	20.8	63.9
Total	21.3	29.1	25.4	33.5	31.0	35.7	18.3	13.5	22.9

Table 5.10: Social security registration by region, area and sex

Regional/Area	Sex	Employed			Unemployed			Labour force		
		No. registered	Total	% registered	No. registered	Total	% registered	No. registered	Total	% registered
Caprivi	B	4,391	28,254	15.5	41	5,238	0.8	4,432	33,492	13.2
Erongo	B	24,679	37,299	66.2	921	11,963	7.7	25,600	49,262	52.0
Hardap	B	6,868	17,173	40.0	131	3,343	3.9	6,999	20,516	34.1
Karas	B	10,031	16,380	61.2	108	3,042	3.6	10,139	19,422	52.2
Khomas	B	56,940	87,455	65.1	1,109	22,642	4.9	58,049	110,097	52.7
Kunene	B	3,274	12,310	26.6	58	2,502	2.3	3,332	14,812	22.5
Ohangwena	B	5,530	22,066	25.1	176	7,951	2.2	5,706	30,017	19.0
Kavango	B	7,332	27,596	26.6	186	5,797	3.2	7,518	33,393	22.5
Omaheke	B	5,795	15,599	37.1	63	2,475	2.5	5,858	18,074	32.4
Omusati	B	5,234	39,070	13.4	0	10,678	0.0	5,234	49,748	10.5
Oshana	B	13,985	45,940	30.4	363	11,365	3.2	14,348	57,305	25.0
Oshikoto	B	10,199	31,166	32.7	139	6,148	2.3	10,338	37,314	27.7
Oijozondjupa	B	26,645	51,541	51.7	779	16,455	4.7	27,424	67,996	40.3
Urban	B	125,610	201,985	62.2	3,574	63,843	5.6	129,184	265,828	48.6
	F	53,641	91,416	58.7	1,124	34,099	3.3	54,765	125,515	43.6
	M	71,969	110,569	65.1	2,450	29,745	8.2	74,419	140,314	53.0
Rural	B	55,294	229,865	24.1	501	45,755	1.1	55,795	275,620	20.2
	F	21,385	113,606	18.8	313	22,145	1.4	21,698	135,751	16.0
	M	33,909	116,259	29.2	189	23,610	0.8	34,098	139,869	24.4
National	B	180,904	431,849	41.9	4,075	109,598	3.7	184,979	541,447	34.2
	F	75,026	205,021	36.6	1,436	56,243	2.6	76,462	261,264	29.3
	M	105,878	226,828	46.7	2,639	53,354	4.9	108,517	280,182	38.7

Table 5.11: Percentage (of the employed) registered with social security by industry, employment status, occupation, area and sex

Classification	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
<i>Industry/sector</i>									
Agriculture	11.7	3.6	18.4	46.4	56.5	43.0	10.5	2.6	17.2
Fishing	64.4	61.7	66.1	86.3	85.5	87.0	12.5	0.0	19.7
Mining and Quarrying	75.5	72.7	76.2	80.8	86.3	79.8	64.9	56.3	68.0
Manufacturing	38.8	23.0	54.8	63.5	51.9	70.8	14.3	5.3	29.1
Electricity, Gas & Water Supply	73.5	78.9	72.7	80.4	72.3	81.5	54.3	100.0	48.9
Construction	35.1	30.2	35.3	43.1	44.2	43.1	22.9	23.0	22.9
Wholesale and Retail Trade, Repair of motor vehicles	31.7	16.6	50.7	49.5	33.3	61.6	9.1	4.2	21.9
Hotels and Restaurants	72.4	67.2	80.3	70.0	67.1	78.2	76.1	67.7	81.9
Transport, Storage and Communication	62.2	72.4	60.4	65.8	77.8	63.4	52.7	47.7	53.3
Financial Intermediation	85.1	91.4	78.9	86.4	90.8	81.8	72.4	100.0	58.3
Real Estate, Renting and Business Activities	41.7	35.4	49.3	48.2	42.5	54.2	20.7	17.8	26.3
Public Administration, Defence & Social Security	78.7	77.7	79.3	84.6	83.1	85.4	62.1	61.8	62.2
Education	82.0	81.4	82.8	88.1	87.1	89.7	76.6	76.6	76.6
Health and Social Work	81.2	82.5	76.7	85.2	85.4	84.4	66.1	71.2	50.4
Other Community, Social & Personal Services	58.1	53.4	62.3	60.5	56.0	64.6	52.2	47.5	56.7
Private Households with employed persons	34.6	34.4	35.3	35.9	35.2	38.5	32.6	33.1	30.5
Extra-Territorial Organisations & Bodies	83.8	100.0	66.5	73.7	100.0	66.5	100.0	100.0	0.0
Not reported	48.4	34.3	67.6	47.7	35.4	66.9	49.4	32.3	68.8
Total	41.9	36.6	46.7	62.2	58.7	65.1	24.1	18.8	29.2
<i>Employment status</i>									
Subsistence/communal farmer (with paid employees)	20.6	2.0	27.1	40.7	44.4	40.3	19.9	1.5	26.5
Subsistence/communal farmer (without paid employees)	2.1	1.0	3.7	3.6	0.0	6.4	2.1	1.0	3.7
Other employer (with paid employees)	49.8	46.9	51.7	57.6	51.8	61.4	33.4	37.2	30.7
Other own account worker (without paid employees)	6.1	3.9	10.5	12.1	8.7	17.2	3.0	1.7	5.9
Employee (government or parastatal)	83.6	84.2	83.0	87.2	86.2	88.0	77.1	80.7	73.9
Employee (private)	46.2	43.6	48.0	55.5	52.7	57.7	31.2	25.4	34.4
Unpaid family worker (Subsistence/Communal)	1.3	1.4	1.2	19.1	29.9	0.0	1.0	0.9	1.2
Other unpaid family worker	4.8	3.1	7.9	16.2	12.3	21.3	0.0	0.0	0.0
Others	31.8	24.1	34.6	79.4	0.0	79.4	9.1	24.1	0.0
Not reported	19.6	15.7	22.7	47.1	35.3	58.3	8.1	6.3	9.4
Unknown	0	0	0	0	0.0	0	0	0	0
Total	41.9	36.6	46.7	62.2	58.7	65.1	24.1	18.8	29.2
<i>Occupation</i>									
Armed forces	76.6	62.3	79.1	86.1	62.3	93.2	57.4	0.0	57.4
Legislators, senior officials & managers	76.5	69.1	79.7	84.6	81.2	86.1	40.1	7.2	52.3
Professionals	82.0	84.0	79.4	84.8	86.2	82.9	78.0	80.7	74.5
Technicians & Associate professionals	75.8	78.5	72.7	79.1	82.7	75.4	65.0	67.4	61.2
clerks	76.5	73.8	82.5	78.0	74.8	85.7	66.0	65.7	66.5
Services, Shops & Market sales workers	40.0	29.9	56.2	48.6	37.8	60.8	27.1	21.3	43.5
Skilled agricultural & fishery workers	10.0	3.2	16.7	57.1	57.9	56.8	7.5	1.4	13.7
Craft & Trade workers	38.8	17.1	46.4	53.2	36.7	56.2	18.4	6.6	26.5
Plant & machine operators & assemblers	62.6	72.6	62.2	64.5	68.0	64.3	58.0	100.0	57.1
Elementary occupations	39.2	37.7	40.7	48.5	45.0	54.1	31.3	28.8	33.1
Not reported	39.0	24.3	51.4	48.6	28.8	57.3	28.9	22.0	39.8
Total	41.9	36.6	46.7	62.2	58.7	65.1	24.1	18.8	29.2

6 CHARACTERISTICS OF THE UNEMPLOYED

This Chapter examines the characteristics of the unemployed in Namibia. It focuses mainly on their educational profile, age, duration of unemployment and means of looking for work. The unemployed population consists of all persons 15 years and above who are either actively seeking for work or are available for work during the reference period. The existence of unemployment implies that the supply of labour is greater than its demand. A high unemployment rate means that many people are without jobs because of a shortfall in employment opportunities.

The NLFS 2000 indicates that the Unemployment rate in Namibia (broad definition) is 33.8 per cent compared to 34.5 per cent estimated in the NLFS 1997. When we adopt the strict definition, unemployment rate would drop to 20.2 per cent which is higher than 19.5 per cent estimated in the NLFS 1997. Table 4.4 shows that the rate of unemployment is higher among females (39 per cent) than among males (28 per cent). The unemployment rate (broad) in rural areas is higher (36 per cent) than in urban areas (31 per cent).

6.1 Educational profile of the unemployed

6.1.1 Table 6.1 shows that the educational profile of the unemployed is characterized by (a) a relatively low proportion (8 per cent) of those with no formal education, (b) a large proportion (38 per cent) with primary education, (c) a relatively large proportion of those who attained secondary education (36 per cent junior secondary and 17 per cent senior secondary), a small proportion (less than 1 per cent) with post secondary education (After Std. 10, University or Post-Graduate). The urban unemployed reflect better levels of educational attainment than their rural counterparts.

6.1.2 Do higher levels of educational attainment provide a shield against unemployment? Table 6.2 provides the answer by showing the rates of unemployment at different levels of educational attainment. A remarkable difference in unemployment rates exists between those with and without higher education. The unemployment rates for those with qualifications beyond secondary education are lower (4 per cent) than those with no formal education (23 per cent). The unemployment rate for people with university qualifications is 1 per cent at national level, 2 per cent in urban areas and 0.0 per cent in rural areas.

Table 6.1: Educational profile of the unemployed by area, sex and measure of unemployment (per cent)

Area	Sex	Educational attainment										Total
		No Education	Primary Education	Junior Secondary	Senior Secondary	After Std. 10 Certificate	University	Post Graduate	Teacher Training	Not Reported		
Urban	B	3.3	29.7	39.9	23.5	0.7	0.1	0.1	0.0	0.0	2.5	100.0
	F	2.7	29.0	42.9	22.7	0.5	0.1	0.1	0.1	0.1	1.8	100.0
	M	4.1	30.8	35.6	24.6	1.1	0.1	0.2	0.0	0.0	3.5	100.0
Rural	B	10.9	44.5	32.3	11.4	0.4	0.0	0.0	0.0	0.0	0.4	100.0
	F	11.3	40.9	35.2	12.3	0.2	0.0	0.1	0.0	0.0	0.2	100.0
	M	10.4	50.0	28.1	10.2	0.7	0.0	0.0	0.0	0.0	0.7	100.0
Namibia	B	7.7	38.4	35.5	16.5	0.5	0.1	0.1	0.0	0.0	1.3	100.0
	F	7.7	35.9	38.4	16.6	0.3	0.1	0.1	0.0	0.0	0.9	100.0
	M	7.7	41.9	31.3	16.3	0.8	0.0	0.1	0.0	0.0	1.9	100.0
<i>(Broad unemployment: Looking and not looking for work combined)</i>												
<i>(Strict unemployment: Looking for work)</i>												
Urban	B	3.2	29.7	39.9	23.4	0.7	0.1	0.1	0.0	0.0	2.9	100.0
	F	2.4	27.9	43.7	23.5	0.3	0.1	0.1	0.0	0.0	1.9	100.0
	M	4.0	31.8	35.5	23.3	1.2	0.1	0.2	0.0	0.0	3.9	100.0
Rural	B	6.1	37.2	37.4	18.6	0.4	0.0	0.0	0.0	0.0	0.2	100.0
	F	4.1	30.6	42.6	22.3	0.2	0.0	0.2	0.0	0.0	0.0	100.0
	M	8.0	43.3	32.6	15.1	0.6	0.0	0.0	0.0	0.0	0.5	100.0
Namibia	B	4.4	32.8	38.9	21.4	0.6	0.1	0.1	0.0	0.0	1.8	100.0
	F	3.1	29.0	43.3	23.0	0.3	0.0	0.1	0.0	0.0	1.2	100.0
	M	5.8	36.9	34.2	19.6	0.9	0.1	0.1	0.0	0.0	2.4	100.0
<i>(Not looking for work)</i>												
Urban	B	3.6	30.2	39.7	23.7	0.8	0.2	0.1	0.1	0.1	1.5	100.0
	F	3.4	31.4	40.9	21.5	0.9	0.3	0.2	0.2	0.2	1.3	100.0
	M	3.9	27.1	36.8	29.4	0.7	0.0	0.0	0.0	0.0	2.2	100.0
Rural	B	13.1	48.8	30.0	7.3	0.4	0.0	0.0	0.0	0.0	0.4	100.0
	F	13.5	45.3	32.8	7.9	0.2	0.0	0.0	0.0	0.0	0.2	100.0
	M	12.4	55.5	24.4	6.2	0.8	0.0	0.0	0.0	0.0	0.7	100.0
Namibia	B	10.8	44.2	32.4	11.4	0.5	0.0	0.0	0.0	0.0	0.7	100.0
	F	10.8	41.6	35.0	11.5	0.4	0.1	0.0	0.0	0.0	0.5	100.0
	M	10.6	49.5	27.0	11.1	0.8	0.0	0.0	0.0	0.0	1.0	100.0

6.1.3 The unemployment rate for persons without any formal education is lower in rural areas (23 per cent) than in urban areas (24 per cent) (Table 6.2). The reason could be that people without any formal education in rural areas are more willing to accept elementary jobs than those with primary or secondary education. Another reason could be attributed to the fact that jobs requiring no particular education or skill are more plentiful in rural areas than in urban areas where the demand for skilled labour is higher than for unskilled labour.

Furthermore, Table 6.2 shows that the unemployment rate for females is higher (39 per cent) than for males (28 per cent). According to the broad definition of unemployment, this is true at virtually all levels of education with the exception of the unemployment rate for females with after Std. 10 certificate which is lower (7 per cent) than that of their male counterparts (9 per cent).

Table 6.2: Unemployment rate by educational attainment, area and sex

Educational attainment	Urban			Rural			Namibia		
	Females	Males	Total	Females	Males	Total	Females	Males	Total
<i>Broad measure of unemployment</i>									
No education	35.9	18.0	23.8	30.0	16.6	22.9	30.7	16.9	23.1
Primary education	45.3	27.1	35.3	39.0	33.0	36.1	40.9	30.9	35.8
Junior Secondary	43.7	30.3	37.6	49.7	41.3	46.4	46.7	35.1	41.8
Senior Secondary	32.7	26.5	29.7	49.3	35.4	43.2	38.3	29.2	34.0
After Std. 10 Certificate	7.5	7.0	7.2	5.2	13.1	9.1	6.6	8.9	7.9
University	2.0	1.0	1.6	0.0	0.0	0.0	1.7	0.9	1.3
Post Graduate degree	3.2	3.9	3.5	23.0	0.0	12.1	5.4	3.5	4.5
Teacher Training	0.9	0.0	0.6	0.0	0.0	0.0	0.6	0.0	0.3
Not reported	39.0	31.7	34.4	14.3	19.3	17.5	31.5	27.8	29.2
Total	37.2	25.4	31.3	40.4	30.8	35.9	39.0	28.3	33.8
<i>Strict measure of unemployment</i>									
No education	23.8	14.5	17.2	4.3	6.5	5.6	7.1	8.3	7.8
Primary education	79.2	47.3	57.0	18.2	25.2	21.9	37.1	35.6	36.2
Junior Secondary	33.2	25.4	29.5	25.6	27.2	26.3	29.8	26.1	28.1
Senior Secondary	24.0	21.2	22.6	33.6	27.0	30.5	27.0	22.9	25.0
After Std. 10 Certificate	3.2	6.2	5.0	1.3	5.6	3.3	2.4	6.0	4.4
University	0.7	1.0	0.9	0.0	0.0	0.0	0.6	0.9	0.7
Post Graduate degree	1.4	3.9	2.6	23.0	0.0	12.1	3.8	3.5	3.7
Teacher Training	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Not reported	30.3	29.0	29.4	0.0	6.7	4.3	21.2	22.5	22.0
Total	27.2	21.2	24.0	16.3	16.9	16.6	21.5	19.0	20.2

6.1.4 Table 6.3 shows the educational profile of the unemployed by region. The proportion of the unemployed with no formal education ranges from as low as 1 per cent in Hardap to as high as 42 per cent in Kunene. Unemployment rate for people with postgraduate degree is high in Caprivi (0.3 per cent), followed by Ohangwena (0.2 per cent), Oshikoto, Oshana and Khomas, each with 0.1 per cent.

Table 6.3: Educational profile of the unemployed by region

Region	Educational attainment										Total	
	No Education	Primary Education	Junior Secondary School	Senior Secondary School	After Std. 10 Certificate	University	Post Graduate degree	Teacher training	Not stated	(%)	(No.)	
	<i>Broad measure of unemployment</i>											
Caprivi	12.9	17.7	38.3	28.9	1.6	0.3	0.3	0.0	0.0	100.0	9,072	
Erongo	6.0	31.7	38.6	21.9	0.3	0.0	0.0	0.0	1.5	100.0	18,038	
Hardap	1.4	41.5	39.3	15.2	0.0	0.0	0.0	0.0	2.5	100.0	7,304	
Karas	2.1	38.0	39.1	19.5	0.5	0.0	0.0	0.0	0.9	100.0	6,328	
Khomas	2.0	29.8	41.7	22.4	1.2	0.3	0.3	0.0	2.4	100.0	33,270	
Kunene	41.9	24.7	25.4	6.2	0.6	0.0	0.0	0.0	1.0	100.0	7,092	
Ohangwena	14.0	53.9	25.5	5.3	0.8	0.0	0.0	0.0	0.4	100.0	30,778	
Kavango	8.2	50.3	28.0	11.6	1.5	0.0	0.0	0.0	0.4	100.0	8,162	
Omaheke	19.1	38.3	28.9	10.7	0.8	0.0	0.0	0.0	2.1	100.0	5,354	
Omusati	4.4	43.0	38.6	13.5	0.0	0.0	0.0	0.0	0.6	100.0	25,693	
Oshana	2.1	33.8	37.7	26.0	0.2	0.0	0.0	0.1	0.0	100.0	25,223	
Oshikoto	6.8	42.5	36.5	13.8	0.2	0.0	0.0	0.0	0.0	100.0	21,364	
Otjozondjupa	7.9	38.4	34.7	14.7	0.0	0.0	0.0	0.0	4.3	100.0	22,957	
Namibia	7.7	38.4	35.5	16.5	0.5	0.1	0.1	0.0	1.3	100.0	220,634	
	<i>Strict measure of unemployment</i>											
Caprivi	0.9	12.1	43.7	39.4	2.8	0.5	0.5	0.0	0.0	100.0	5,238	
Erongo	3.6	29.7	42.8	22.2	0.0	0.0	0.0	0.0	1.6	100.0	11,963	
Hardap	3.1	39.3	42.4	12.7	0.0	0.0	0.0	0.0	2.5	100.0	3,343	
Karas	4.3	28.8	39.5	24.5	1.1	0.0	0.0	0.0	1.8	100.0	3,042	
Khomas	2.1	29.7	40.5	23.8	1.2	0.2	0.2	0.0	2.3	100.0	22,642	
Kunene	17.5	23.3	40.7	13.7	1.8	0.0	0.0	0.0	3.0	100.0	2,502	
Ohangwena	11.2	36.5	36.5	13.8	0.4	0.0	0.0	0.0	0.8	100.0	7,951	
Kavango	7.0	45.8	33.9	11.8	0.9	0.0	0.0	0.0	0.6	100.0	5,797	
Omaheke	3.5	48.7	34.3	11.8	1.7	0.0	0.0	0.0	0.0	100.0	2,475	
Omusati	3.3	33.8	41.2	21.7	0.0	0.0	0.0	0.0	0.0	100.0	10,678	
Oshana	2.1	32.7	31.4	33.8	0.0	0.0	0.0	0.0	0.0	100.0	11,365	
Oshikoto	5.3	30.0	38.9	25.4	0.0	0.0	0.0	0.0	0.0	100.0	6,148	
Otjozondjupa	5.4	38.7	38.1	12.2	0.0	0.0	0.0	0.0	5.6	100.0	16,455	
Namibia	4.4	32.8	38.9	21.4	0.6	0.1	0.1	0.0	1.8	100.0	109,598	

6.2 Youth Unemployment

6.2.1 Unemployment in Namibia does not affect all age groups the same way. As Table 6.4 shows, the rate of unemployment in the country tends to fall consistently with age. The most affected age group is between 15 – 19 years with the total unemployment rate of 67 per cent (broad definition), declining somewhat to 59 per cent for the next age bracket (20 – 24). By contrast, for those above 50 years the rate of broad unemployment fluctuates around 10 per cent. This pattern holds in both urban and rural areas and for female and males alike.

Table 6.4: Unemployment rate by age, area and sex (per cent)

Age group (Years)	Namibia			Urban			Rural		
	Females	Males	Total	Females	Males	Total	Females	Males	Total
	<i>Broad measure of unemployment</i>								
15-19	73.5	60.4	67.0	76.0	73.8	75.0	72.2	54.7	63.2
20-24	62.5	54.9	59.1	58.9	50.0	55.0	65.3	58.5	62.2
25-29	47.8	37.3	42.8	45.5	32.6	39.3	50.2	42.4	46.6
30-34	37.1	24.8	31.3	33.4	22.4	28.0	41.0	27.9	35.2
35-39	26.7	15.4	21.6	20.5	12.8	16.9	33.7	19.0	27.4
40-44	23.4	14.6	19.1	18.8	12.2	15.2	27.2	17.5	22.9
45-49	22.7	11.3	16.7	17.3	8.6	11.9	25.6	14.1	20.4
50-54	22.6	11.8	16.6	18.6	9.8	13.3	24.7	13.3	18.7
55-59	15.5	13.5	14.4	11.0	13.3	12.6	16.7	13.6	15.2
60-64	16.5	7.6	11.4	32.3	12.5	17.9	14.3	5.9	9.9
65 and more	5.2	9.5	7.4	10.0	15.1	12.8	4.5	8.6	6.6
Total	39.0	28.3	33.8	37.2	25.4	31.3	40.4	30.8	35.9
	<i>Strict measure of unemployment</i>								
15-19	56.1	43.4	49.4	69.7	65.8	68.0	44.5	32.6	37.5
20-24	42.7	41.3	42.0	47.5	44.2	45.9	37.4	38.3	37.8
25-29	31.2	28.7	29.9	34.0	28.7	31.2	27.8	28.8	28.3
30-34	21.7	17.6	19.7	25.0	19.0	22.0	17.4	15.6	16.5
35-39	11.1	11.1	11.1	12.6	9.7	11.2	9.0	13.0	10.9
40-44	8.3	9.8	9.1	12.1	10.3	11.1	4.6	9.2	6.8
45-49	8.7	5.1	6.7	11.9	6.6	8.5	6.7	3.4	5.1
50-54	7.1	7.3	7.2	10.7	7.9	9.0	4.9	6.8	6.0
55-59	3.8	5.9	5.0	6.5	10.2	9.0	3.0	3.0	3.0
60-64	1.0	4.1	2.9	0.0	11.5	9.1	1.1	1.5	1.4
65 and more	1.2	3.4	2.1	6.5	10.8	8.9	0.4	2.1	1.3
Total	21.5	19.0	20.2	27.2	21.2	24.0	16.3	16.9	16.6

Among the unemployed in Namibia, those between the age group 15 – 24 are the most affected, their unemployment rate exceeds any other age group. This group is often referred to as the **unemployed youth**.

6.2.2 The youth experience high unemployment partly because many of them tend to drop out of school or leave school too soon, especially in rural areas. Most of them do so with the hope to find work. However, in most cases this hope is in vain because they lack skills and experience required in the job market. The difference in unemployment rates between rural and urban youth may be attributed to the fact that it is much easier for youth in rural areas to be employed unlike in urban areas.

6.3 Duration of Unemployment

6.3.1 The duration of unemployment in Namibia tends to be long, with the majority of the unemployed having been without a job for over 24 months (Table 6.5). It is therefore not surprising that most of the unemployed are discouraged and have given up searching for work. Less than 5 per cent of the unemployed have been without a job for less than 3 months. The duration of unemployment does not differ much between males and females, however it differs when it comes to rural versus urban areas, with the rural areas recording relatively longer durations.

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

Region/Area	Sex	Duration of unemployment 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	Not reported	(%)	(No.)
Caprivi	B	3.3	7.4	67.3	11.1	19.9	47.4	2.4	100.0	5,238
Erongo	B	1.0	9.1	27.7	2.8	8.2	19.6	50.8	100.0	11,963
Hardap	B	2.2	1.7	75.8	5.0	9.5	66.3	11.5	100.0	3,343
Karas	B	0.0	2.7	34.7	19.6	19.2	15.5	34.5	100.0	3,042
Khomas	B	2.2	2.5	40.6	7.3	9.2	31.5	44.6	100.0	22,642
Kunene	B	0.6	4.1	3.0	5.1	0.9	2.0	86.6	100.0	2,502
Ohangwena	B	1.8	0.5	50.7	9.6	18.6	32.1	36.2	100.0	7,951
Kavango	B	9.6	0.0	65.4	11.7	25.5	39.8	12.1	100.0	5,797
Omaheke	B	9.3	0.0	39.8	8.7	10.7	29.1	40.4	100.0	2,475
Omusati	B	2.6	1.4	53.3	7.6	13.3	40.0	27.0	100.0	10,678
Oshana	B	0.9	1.6	75.2	6.6	20.0	55.1	13.4	100.0	11,365
Oshikoto	B	1.3	2.7	68.3	10.4	21.6	46.7	8.0	100.0	6,148
Otjozondjupa	B	0.3	1.0	11.7	1.3	3.6	8.1	84.5	100.0	16,455
Urban	B	2.1	3.2	4.0	6.1	9.5	27.9	47.2	100.0	63,843
	F	2.1	3.5	3.3	4.9	10.2	29.1	46.9	100.0	34,099
	M	2.1	2.9	4.9	7.4	8.8	26.5	47.5	100.0	29,745
Rural	B	2.2	2.1	4.4	8.0	17.0	37.6	28.8	100.0	45,755
	F	2.5	2.6	3.6	10.0	17.8	36.1	27.4	100.0	22,145
	M	1.9	1.6	5.1	6.1	16.2	39.1	30.1	100.0	23,610
Namibia	B	2.1	2.7	4.2	6.9	12.6	32.0	39.5	100.0	109,598
	F	2.3	3.1	3.4	6.9	13.2	31.8	39.2	100.0	56,243
	M	2.0	2.3	5.0	6.9	12.1	32.1	39.8	100.0	53,354

6.3.2 At the regional level, the percentage of the unemployed that have been without work for more than 24 months is exceptionally high in the Hardap region (66 per cent) followed by Oshana region (55) percent. Hardap and Oshana have relatively high proportions of the unemployed that have been without jobs for a duration of 3 months but under 6 months (76 and 75 per cent) respectively.

6.4 Job search and the appropriate measure of unemployment

6.4.1 Of all those without work and available for work (217 208) (not reported cases excluded), only 51 per cent (109598) were actively looking for work (Table 6.6). This proportion is much higher in urban than rural areas (71 per cent compared to 36 per cent), suggesting that the phenomenon of discouragement is more pervasive in rural areas. Similarly unemployed females tend to be less optimistic than their male counterparts as to prospects of finding employment: only 44 per cent of them actively looked for work, whereas the corresponding proportion for males is 61 per cent. Noteworthy, too, is the fact that the propensity to search tends to fall with age (Table 6.6) .

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>Broad measure of unemployment</i>									
15-19	12,342	13,177	25,519	6,564	7,588	14,152	5,779	5,589	11,368
20-24	32,506	31,237	63,743	16,946	20,134	37,080	15,560	11,102	26,662
25-29	29,152	21,145	50,297	14,790	14,635	29,425	14,361	6,510	20,871
30-34	15,823	13,119	28,942	8,738	9,619	18,357	7,085	3,500	10,585
35-39	7,517	8,688	16,205	3,850	7,029	10,879	3,668	1,659	5,327
40-44	5,011	6,627	11,638	2,199	5,084	7,283	2,812	1,543	4,355
45-49	2,855	5,063	7,918	1,654	3,485	5,139	1,201	1,578	2,779
50-54	2,269	3,446	5,715	923	2,501	3,424	1,346	945	2,291
55-59	1,047	2,267	3,314	353	1,285	1,638	694	982	1,676
60-64	406	1,256	1,662	58	937	995	348	319	667
65+	6,577	12,032	18,609	2,988	8,208	11,196	3,589	3,824	7,413
Urban	63,843	26,744	90,587	34,099	19,375	53,474	29,745	7,369	37,114
Rural	45,755	80,866	126,621	22,145	53,502	75,647	23,610	27,364	50,974
Namibia	109,598	107,610	217,208	56,243	72,877	129,120	53,345	34,733	88,087
15-19	48.4	51.6	100.0	46.4	53.6	100.0	50.8	49.2	100.0
20-24	51.0	49.0	100.0	45.7	54.3	100.0	58.4	41.6	100.0
25-29	58.0	42.0	100.0	50.3	49.7	100.0	68.8	31.2	100.0
30-34	54.7	45.3	100.0	47.6	52.4	100.0	66.9	33.1	100.0
35-39	46.4	53.6	100.0	35.4	64.6	100.0	68.9	31.1	100.0
40-44	43.1	56.9	100.0	30.2	69.8	100.0	64.6	35.4	100.0
45-49	36.1	63.9	100.0	32.2	67.8	100.0	43.2	56.8	100.0
50-54	39.7	60.3	100.0	27.0	73.0	100.0	58.8	41.2	100.0
55-59	31.6	68.4	100.0	21.6	78.4	100.0	41.4	58.6	100.0
60-64	24.4	75.6	100.0	5.8	94.2	100.0	52.2	47.8	100.0
65+	35.4	64.6	100.0	26.7	73.3	100.0	48.4	51.6	100.0
Urban	70.5	29.5	100.0	63.8	36.2	100.0	80.1	19.9	100.0
Rural	36.1	63.9	100.0	29.3	70.7	100.0	46.3	53.7	100.0
Namibia	50.5	49.5	100.0	43.6	56.4	100.0	60.6	39.4	100.0

6.4.2 Table 6.7 reveals that the most popular method of looking for work is “Checking at work sites, farms, factory gates, market or other assembly places (38 per cent). Other common methods used by the unemployed is direct applications to employers (29 per cent) followed by those seeking assistance of friends, relatives, colleagues, unions (17 per cent) etc. These methods appear to be much used in urban areas than in rural areas.

Table 6.6 indicates that 107 610 people are not actively looking for work, of which the majority (76 per cent) thought there are no work available (Table 6.8). Of those people that are not actively looking for work only 3.5 per cent are awaiting for replies from the employers, while 5 per cent are temporarily sick but would otherwise have looked for work.

Out of the total 109 598 unemployed persons who are looking for work 62 518 (57 per cent) are first time job seekers (Table 6.9). Although the difference is by no means large, the lack of previous job experience is more common in rural areas as compared to urban areas and among females as compared to males.

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

Region/Area	Sex	Means of looking for work										Total	
		Registration at Ministry of Labour	Registration at other employment agencies	Direct applications to employers	Checking at work sites, farms, factory gates, market or other	Placed or answered media advertisement	Seeking assistance of friends, relatives, colleagues, unions ect.	Take action to start business or subsistence farming	Others	Not reported	(%)	(No.)	
Caprivi	B	14.5	3.7	35.1	40.7	2.8	3.1	0.0	0.0	0.0	100.0	5,238	
Erongo	B	0.9	5.9	32.5	30.7	7.7	21.9	0.0	0.0	0.4	100.0	11,963	
Hardap	B	1.7	4.0	23.6	40.8	0.4	29.5	0.0	0.0	0.0	100.0	3,343	
Karas	B	8.2	6.9	40.6	39.3	1.7	3.3	0.0	0.0	0.0	100.0	3,042	
Khomas	B	11.1	5.6	26.4	30.0	7.0	18.7	0.5	0.7	0.0	100.0	22,642	
Kunene	B	0.0	2.6	48.0	33.1	2.9	11.6	0.0	1.6	0.0	100.0	2,502	
Ohangwena	B	4.2	1.6	16.3	58.7	3.0	12.9	0.0	2.0	1.4	100.0	7,951	
Kavango	B	7.0	15.0	18.0	16.7	1.9	39.0	0.8	1.5	0.0	100.0	5,797	
Omaheke	B	0.0	2.8	18.8	34.3	4.3	37.9	0.0	1.9	0.0	100.0	2,475	
Omusati	B	0.0	10.0	33.0	48.3	1.2	4.0	3.4	0.0	0.0	100.0	10,678	
Oshana	B	3.0	3.5	34.6	43.7	1.3	12.6	0.5	0.4	0.5	100.0	11,365	
Oshikoto	B	1.1	4.6	32.8	45.8	3.1	6.8	5.9	0.0	0.0	100.0	6,148	
Ojjozondjupa	B	3.3	4.7	27.0	37.4	0.8	23.5	1.1	2.2	0.0	100.0	16,455	
Urban	B	5.8	4.9	31.8	32.5	5.1	18.3	0.5	1.0	0.1	100.0	63,843	
	F	5.7	4.8	32.4	29.6	3.4	21.9	0.8	1.2	0.1	100.0	34,099	
	M	5.9	5.0	31.1	35.8	7.1	14.1	0.2	0.7	0.0	100.0	29,745	
Rural	B	3.7	6.6	24.8	45.5	1.2	15.5	1.7	0.6	0.4	100.0	45,755	
	F	3.1	5.5	29.4	42.3	1.1	16.0	1.7	0.8	0.0	100.0	22,145	
	M	4.3	7.6	20.5	48.4	1.4	15.0	1.7	0.5	0.7	100.0	23,610	
Namibia	B	4.9	5.6	28.9	37.9	3.5	17.1	1.0	0.8	0.2	100.0	109,598	
	F	4.7	5.1	31.2	34.6	2.5	19.6	1.2	1.1	0.1	100.0	56,243	
	M	5.2	6.2	26.4	41.4	4.6	14.5	0.9	0.6	0.3	100.0	53,354	

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

Region/Area	Sex	Duration of unemployment										Total	
		Thought no work available	Awaiting replies from employers	Temporarily sick but would have looked otherwise	Already found work to start within one month	Awaiting busy season	Lack of resources to start business or subsistence farming	Studying	Others	Not reported	(%)	(No.)	
Caprivi	B	63.6	0.7	5.6	0.0	3.4	24.7	2.1	0.0	0.0	100.0	3,834	
Erongo	B	77.4	2.1	2.6	0.0	3.4	0.0	3.1	0.2	0.0	100.0	5,522	
Hardap	B	50.8	6.2	6.5	2.9	3.8	8.7	2.4	0.7	0.0	100.0	3,816	
Karas	B	75.4	2.5	9.7	0.9	1.8	0.0	0.0	0.8	0.0	100.0	3,186	
Khomas	B	74.1	5.6	9.8	1.7	0.6	0.9	2.0	0.6	0.0	100.0	10,079	
Kunene	B	93.7	1.1	0.9	0.0	1.0	0.0	0.0	0.7	0.0	100.0	4,498	
Ohangwena	B	83.8	0.1	3.2	0.4	5.0	2.5	2.3	0.8	0.0	100.0	22,438	
Kavango	B	82.1	0.0	1.9	0.0	0.0	10.3	1.5	4.3	0.0	100.0	2,365	
Omaheke	B	78.2	3.7	8.5	0.0	0.0	0.7	1.1	6.7	1.1	100.0	2,789	
Omusati	B	88.6	0.8	4.6	0.0	3.0	1.3	0.9	0.9	0.0	100.0	14,759	
Oshana	B	67.3	4.9	2.0	2.1	1.0	13.9	2.3	3.4	2.9	100.0	13,250	
Oshikoto	B	76.6	4.6	3.4	2.0	5.4	1.6	1.8	4.6	0.0	100.0	15,216	
Otjozondjupa	B	41.5	18.4	18.4	0.0	3.2	2.4	2.9	0.6	12.7	100.0	5,857	
Urban	B	66.4	8.0	9.5	1.4	1.5	3.0	2.7	4.8	2.7	100.0	26,744	
	F	67.8	6.2	11.1	0.9	1.7	3.1	2.5	5.6	1.2	100.0	19,375	
	M	62.7	12.9	5.3	2.7	0.9	2.8	3.4	2.6	6.6	100.0	7,369	
Rural	B	79.1	1.9	3.7	0.8	3.6	4.7	1.6	3.6	1.0	100.0	80,866	
	F	80.8	1.4	3.4	0.4	3.8	4.3	1.2	4.0	0.7	100.0	53,502	
	M	75.9	3.1	4.1	1.6	3.3	5.5	2.3	2.8	1.5	100.0	27,364	
Namibia	B	76.0	3.5	5.1	0.9	3.1	4.3	1.9	3.9	1.4	100.0	107,610	
	F	77.3	2.6	5.5	0.5	3.2	4.0	1.5	4.4	0.9	100.0	72,877	
	M	73.1	5.2	4.4	1.8	2.8	4.9	2.5	2.8	2.6	100.0	34,733	

Table 6.9: Distribution of first time 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	University	Post Graduate	Not reported	(%)	(No.)		
15-19	B	2.1	39.9	38.7	17.9	1.0	0.0	0.0	0.4	100.0	9,721		
20-24	B	1.8	23.7	40.8	33.1	0.1	0.0	0.0	0.5	100.0	22,223		
25-29	B	2.3	25.8	41.0	28.8	0.0	0.2	0.3	1.6	100.0	16,736		
30-34	B	3.9	32.0	42.9	19.4	0.0	0.0	0.0	0.7	100.0	7,402		
35-39	B	0.0	40.7	41.9	16.3	0.0	0.0	1.0	0.0	100.0	2,602		
40-44	B	16.5	49.3	32.8	1.5	0.0	0.0	0.0	0.0	100.0	1,809		
45-49	B	7.3	82.0	10.7	0.0	0.0	0.0	0.0	0.0	100.0	866		
50-54	B	38.3	51.2	10.5	0.0	0.0	0.0	0.0	0.0	100.0	746		
55-59	B	31.2	18.5	0.0	50.3	0.0	0.0	0.0	0.0	100.0	157		
80+	B	0.0	44.1	55.9	0.0	0.0	0.0	0.0	0.0	100.0	256		
Urban	B	1.5	27.1	40.7	28.7	0.3	0.1	0.1	1.5	100.0	31,231		
	F	1.3	25.5	43.7	27.3	0.0	0.2	0.2	1.9	100.0	17,743		
	M	1.9	29.1	36.7	30.5	0.7	0.0	0.0	1.1	100.0	13,487		
Rural	B	4.8	33.7	38.9	22.1	0.3	0.0	0.2	0.0	100.0	31,288		
	F	3.4	27.5	43.8	24.8	0.1	0.0	0.3	0.0	100.0	16,379		
	M	6.2	40.5	33.5	19.2	0.6	0.0	0.0	0.0	100.0	14,909		
Namibia	B	3.1	30.4	39.8	25.4	0.3	0.0	0.1	0.8	100.0	62,518		
	F	2.3	26.5	43.8	26.1	0.0	0.1	0.2	1.0	100.0	34,123		
	M	4.1	35.1	35.0	24.6	0.6	0.0	0.0	0.5	100.0	28,396		

7 UNDEREMPLOYMENT

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, which gives rise to the various notions of “underemployment” This chapter examines the question of underemployment and provides a preliminary assessment of its extent.

7.1 Measuring underemployment

7.1.1 Current international standards distinguish between two approaches to the measurement of underemployment. The first approach focuses on *visible underemployment*, which refers to insufficiency in the volume of employment. It is measured mainly in relation to some specified norm as regards the “normal” duration of work. At the core of the second approach is the concept of *inadequate employment*, which reflects a misallocation of labour resources or a fundamental imbalance between labour and other factors of production. It is measured mainly in relation to alternative employment possibilities. Characteristic symptoms of inadequate employment are inadequate hours of work, inadequate income from employment, and misallocation of occupational skills.

7.1.2 Most labour force surveys have focused on the measurement of visible underemployment. The concept of *invisible underemployment*, the predecessor of the concept of inadequate employment, had proven to be difficult to measure in practice. As a result, proposals under discussion in competent international fora include a number of alternative approaches to measuring inadequate employment (ILO, 1997, p. 23). These proposals, however, have not yet been adopted. In part for this reason, but also because of the fact that the NLFS 2000 as well as its predecessor NLFS 1997 did not collect the necessary information for a comprehensive measurement of inadequate employment (for example on qualifications and training relative to occupational requirements), this Report makes no attempt to quantify inadequate employment in Namibia. The NLFS 2000 data, however, do allow for the measurement of some aspects in inadequate employment, as well as a more comprehensive analysis of visible underemployment. These two measures of underemployment are not mutually exclusive.

7.2 Quantifying underemployment in Namibia

7.2.1 There is a widespread perception in Namibia that underemployment in the country is pervasive. The statistical basis for this perception derives from earlier surveys that attempted to quantify the extent of underemployment. The latest such survey is the 1993/1994 Namibia Household Income and Expenditure Survey (NHIES) which defines an underemployed person as one who had some employment (i.e. worked at least one hour during the reference week) but was available for more work. By this definition about half of the employed population was found to be underemployed in the country (CBS, 1996a, p53). As we shall see below, however, this method of quantifying underemployment is not in accord with any current interpretation of the existing international statistical standards, which require the underemployed to be worked fewer hours than a certain cut-off point representing the “normal duration of work.”

7.3 Indirect evidence

7.3.1 A first step towards an assessment of the extent of underemployment in Namibia may be taken by considering responses to one of the questions which enquired whether the respondents worked full-time or part time in their main job. The answer to this question was not expected to rely on any concrete measure of the number of hours actually worked, but depended solely on the knowledge or assessment of the respondent as to the full-time or part-time nature of his/her main job. As shown in Table 7.1, 79 per cent of working Namibians were employed full time, or considered themselves to be employed full time, in their main job. The proportions are highest among the employees: 95 per cent of Government or Parastatals

Table 7.1: Percentage of employed persons with full-time employment by employment status, region, area and sex

Region/Area	Sex	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	Total
		Caprivi	B	43.9	7.6	16.6	58.7	88.8	72.3	45.0	50.7	0.0
Erongo	B	88.4	57.5	89.5	73.7	96.5	88.8	100.0	0.0	100.0	68.9	89.6
Hardap	B	95.9	86.8	72.0	53.6	97.6	83.5	90.6	0.0	100.0	0.0	86.5
Karas	B	94.5	100.0	52.4	86.5	97.4	84.1	0.0	0.0	100.0	0.0	87.8
Khomas	B	84.7	48.4	85.9	77.9	95.4	88.2	100.0	90.4	62.1	63.7	89.2
Kunene	B	84.4	100.0	42.6	79.0	92.0	87.3	100.0	100.0	100.0	17.3	89.3
Ohangwena	B	35.4	23.0	74.1	38.9	94.4	70.3	51.5	15.6	100.0	62.4	56.7
Kavango	B	22.7	31.6	54.6	35.4	94.0	66.6	27.2	54.6	0.0	0.0	53.4
Omaheke	B	88.1	91.6	89.9	68.7	94.2	89.4	100.0	71.9	0.0	0.0	88.5
Omusati	B	47.8	73.7	85.8	75.6	89.9	73.9	60.1	80.5	0.0	90.6	74.8
Oshana	B	100.0	87.8	86.8	79.9	97.2	87.6	87.2	100.0	0.0	41.5	88.4
Oshikoto	B	74.7	83.5	85.6	61.3	95.7	88.8	58.6	72.9	0.0	0.0	83.7
Ojzondjupa	B	72.4	89.7	86.6	78.0	92.8	85.1	63.1	31.1	100.0	90.3	85.8
Urban	B	58.4	36.0	86.0	75.9	96.1	87.4	60.8	67.0	66.3	62.6	88.4
	F	62.7	20.5	86.7	76.5	95.0	87.1	83.6	66.4	0.0	57.6	87.7
	M	55.9	54.6	85.6	75.0	97.0	87.7	0.0	67.8	66.3	66.6	89.0
Rural	B	66.9	56.9	67.2	58.2	92.0	82.7	65.7	62.1	100.0	80.0	71.4
	F	45.0	52.9	71.3	58.8	92.4	82.8	61.1	61.6	100.0	73.6	66.2
	M	77.7	63.2	64.4	57.0	91.7	82.6	72.5	63.1	100.0	83.2	76.5
Namibia	B	66.5	56.6	80.4	64.5	94.6	85.6	65.6	63.5	89.6	73.2	79.3
	F	46.0	52.5	82.0	64.6	94.1	85.7	62.2	62.8	100.0	66.4	75.8
	M	76.6	63.1	79.3	64.5	95.1	85.6	70.6	64.8	86.1	77.3	82.6

employees and 86 per cent of Private sector employees regard their employment as full time. The Subsistence Communal farmers without paid employees (57 per cent) recorded the lowest employees who regarded themselves to be employed full time. It can further be seen that the proportion of females who are employed full time is lower than that of males (76 per cent and 83 per cent respectively). The pattern is the same for both urban and rural areas.

7.3.2 It is likely that some of those who regarded themselves as working full time were not available for additional employment at all. Such persons, according to international standards, cannot be considered underemployed. Furthermore, depending on the definition of underemployment adopted, those persons working full time and available for more work may be further required to show evidence of willingness to work more, for example by actively looking for additional employment. Table 7.1 thus provides only indirect evidence on the prevalence of underemployment in the country. Underemployment can however be more precisely defined and measured directly, as discussed below.

7.4 Visible underemployment

7.4.1 According to current international standards, visible underemployment affects those persons in paid or self-employment, whether at work or not at work, who (i) involuntarily work less than the normal duration of work for the activity, (ii) are available to take additional employment, and (iii) are willing to do so. Worker's willingness to take additional employment may be determined by requiring them to actively look for work. However, for reasons similar to those discussed in the context of unemployment (see Chapter 4 and 6), the willingness criterion may be relaxed where steps to seek additional employment are of limited relevance (ILO, 1997, p. 15).

7.4.2 Visible underemployment is being measured in household surveys in several different ways. The current definition (stated above) leaves room for different interpretations. A report to an ILO Meeting of Experts in October 1997 argued that because the current definition is vague, it has led to different national measures of visible underemployment, hindering international comparability (ILO, 1997, p2)

1. The first type of definition identifies employed persons whose hours of work, whether currently or usually, are below a certain cut-off point and who report *involuntary reasons* for working less. The reasons considered involuntary invariably diverge between countries.
2. A second type of definition identifies employed persons whose hours of work, whether currently or usually, are below a certain cut-off point and who *wanted* to work additional hours.
3. A third type identifies employed persons whose hours of work, whether currently or usually, are below a certain cut-off point and who *sought* additional employment
4. A fourth type identifies employed persons whose hours currently worked are below a certain cut-off point and who are *available* for additional work.
5. A fifth type identifies two component groups (a) involuntary part-time workers, made up of employed persons declaring that they are working part-time because they are unable to find full-time or additional work; and (b) economic short-time workers, made up of employed persons who worked less hours than a certain cut-off point or less than usual for economic reasons.

It may be observed that in all the various interpretations of visible underemployment that are used in practice, the notion of a certain cut-off point representing the "normal duration of work" plays a crucial role.

7.4.3 The NLFS 2000 did not look at usual hours worked in assessing underemployment but rather looked at employed persons available and preferring to work more hours. Table 7.2, indicates that more employees private were available and preferred to work more hours (32,419), followed by Employee government/parastatal (13,372). An analysis by urban/rural areas shows that more full time employees in the rural areas (33 862) compared to urban areas (31 430) preferred and were available for additional work.

Table 7.2: Distribution of employed persons available for and preferring to work more by employment status, sex and area

Area	Sex	Employment status											Total	
		Subsist- ence/ communal farmer (with paid employees)	Subsist- ence/ communal farmer (without paid employees)	Other employer (with paid employees)	Other own account worker (without paid employees)	Employee (govern- ment or parastatal)	Employee (private)	Unpaid family worker (subsist- ence/ communal)	Other unpaid family worker	Others	Not reported	No.	% of all employed	All employed
Urban	B	63	98	1,518	2,484	8,692	17,847	0	509	156	62	31,430	15.6	201,985
	F	0	98	302	1,631	3,286	6,657	0	406	0	30	12,410	13.6	91,416
	M	63	0	1,215	853	5,406	11,190	0	103	156	32	19,019	17.2	110,569
Rural	B	1,136	6,865	1,326	3,847	4,679	14,571	562	475	0	400	33,862	14.7	229,865
	F	447	4,075	693	2,784	1,600	4,507	327	357	0	0	14,880	13.1	113,606
	M	689	2,789	634	1,063	3,079	10,065	235	117	0	310	18,982	16.3	116,259
Namibia	B	1,200	6,962	2,844	6,331	13,372	32,419	562	984	156	462	65,292	15.1	431,849
	F	447	4,173	995	4,415	4,887	11,163	327	763	0	120	27,291	13.3	205,021
	M	753	2,789	1,849	1,916	8,485	21,255	235	220	156	342	38,001	16.8	226,828

- 7.4.4 It may be seen that the total number of visibly underemployed in Namibia is 65,292, of which 13 per cent are females and 17 per cent are males (Table 7.2). The visibly underemployed constitute about 15 per cent of the employed population, which suggests that, unlike unemployment, underemployment is not a very serious problem in Namibia. The extent of underemployment is very higher for males compared to females, and in rural areas compared to urban areas. But in view of the small extent of overall underemployment in the country, these differences are not of particular interest.
- 7.4.5 Table 7.3 further shows that of those who are available and preferring to work more, 44,820 or 10 per cent took steps to look for additional work. This implies that if an active search for additional work were to be a requirement in the definition of underemployment, relatively few people would be considered to be underemployed in Namibia.
- 7.4.6 Who are the underemployed in Namibia? While in view of the relatively small scale of the problem this question might not be of great interest, as indicated already, Table 7.2 and 7.3 provide some answers to the question. The majority of the underemployed actually turns out to be employees mostly in the private sector and some in Government/parastatal. The rest are either Subsistence/Communal farmers without paid employees or other own account worker without paid employees. In terms of occupation, skilled agricultural and fishery workers and elementary workers recorded high numbers of full time employees looking for additional work 9 919 and 9 833 respectively.

Table 7.3: Distribution of employed persons looking for additional work by occupation, area and sex

Area	Sex	Occupation										Total			
		Armed forces	Legislators, senior officials and managers	Technicians and associate professionals	Clerks	Services, shops and market sales workers	Skilled agricultural and fishery workers	Craft and trade workers	Plant and machine operators and assemblers	Elementary occupations	Not reported	No. employed	% of all employed		
Urban	B	122	119	1,141	914	1,493	5,089	571	5,353	1,303	6,127	27	22,261	11.0	201,985
	F	0	40	589	337	1,177	3,135	124	1,183	32	3,392		10,008	10.9	91,416
	M	122	79	552	578	316	1,955	447	4,170	1,271	2,736	27	12,252	11.1	110,569
Rural	B	0	185	695	466	556	2,878	9,348	4,480	794	3,128	31	22,560	9.8	229,865
	F	0	0	412	292	321	2,471	4,896	1,970	0	1,343	31	11,736	10.3	113,606
	M	0	185	283	174	235	406	4,452	2,510	794	1,785	0	10,823	9.3	116,259
Namibia	B	122	303	1,836	1,380	2,049	7,967	9,919	9,833	2,098	9,255	58	44,820	10.4	431,849
	F	0	40	1,001	628	1,498	5,606	5,020	3,153	32	4,735	31	21,745	10.6	205,021
	M	122	263	835	752	551	2,361	4,898	6,680	2,066	4,520	27	23,075	10.2	226,828

8 MAIN CONCLUSIONS AND POLICY IMPLICATIONS

- 8.1 With its 6 780 sample households, nation-wide coverage and broad scope of questions, the 2000 Namibia Labour Force Survey provides the most comprehensive set of data on the state of the labour force in the country. A thorough analysis of this data set provides a wealth of information that is invaluable in guiding future policies and improving the quality of decisions. The 2000 Namibia Labour Force Survey yielded important data needed for a variety of policy relevant exercises. Among others, these include household population, employment and unemployment, composition by sex, occupation and industrial distribution of the employed. This Chapter summarises the main findings of the analysis and briefly mentions some of their policy implications.
- 8.2 The Namibian population is relatively young. More than half of the population is less than 20 years of age and 40 per cent is less than 15 years. The observation that the population of the country is young may also be made on the basis of examining the age pyramid. Namibia's age pyramid has a wide base highlighting a very large child population. The proportion of younger people (up to about 20 years of age) and older people (above mid-50s) is higher in rural areas than in urban areas. This is indicative of a considerable rural-to-urban migration involving an exodus of middle-aged people from rural areas. In this regard, the policy of decentralization need be strengthened to the extent that some developmental projects be undertaken in rural areas to try to stem these flow.
- 8.3 In part due to large-scale migration from rural to urban areas, the age structures of the population in these areas are very different. The rural population has a higher proportion of the young and the aged, whereas in urban areas there are relatively more middle-aged people. Another way of highlighting different age structures in rural and urban areas is to compare various age dependency ratios between them. Age dependency ratios may be defined as the ratio of children aged 0-14 and persons aged 65 years and older, per 100 persons in the age group 15-64 years. Dependency ratios refer to the ratios of non-working age population to working age population. The overall dependency ratio for Namibia was 84.3 in 1997 and 81.8 in 2000. This shows that in the year 2000 there was 81.8 dependants for every 100 persons with productive abilities. The child dependency ratio declined from 74.3 in 1997 to 72.7 in 2000 while the aged dependency ratio declined from 10.0 in 1997 to 9.0 in 2000. The decline in the dependency ratios could either be as a result of an increase in mortality among those aged 0-14 and those aged 65 years and above or a decline in fertility. There is however a need for a focused study to provide an explanation on this phenomenon.
- 8.4 In Namibia about 12 per cent of the population have had no formal education at all and more than half (52 per cent) have either completed or attained some level of primary education. Only about 2 per cent have reached higher education (Teachers Training, University and Post-Graduate). A noteworthy finding is the considerable proportion (13 per cent) of children aged 06-09 with "No education". To arrest this situation, there is a need for the Ministry of Basic Education, Sports and Culture (MBESC) to make school facilities available and accessible to the whole population, as well as to sensitize the parents and the community at large on the importance of children starting school at the right school going age. In addition, while the policy of free basic education is applauded, there is a need for government to strengthen and monitor its actual implementation.

But while the level of educational attainment of the population may be low, the remarkable fact is that there is little difference between the sexes in this respect. Even at higher levels of education such as Teachers Training and University, educational attainment is much the same for both male and female.

- 8.5 Namibia may be a developing country and most of its people may be earning no more than most other Africans, but its labour market displays characteristics that distinguishes it from many other countries in sub-Saharan Africa. Among the most prominent of these characteristics is the relatively high proportion of households (48 per cent in the country as a whole) that rely on "Wages and salaries" as their main source of income.

This proportion rises to as much as 76 per cent 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. Even in rural areas, no less than 28 per cent of households rely on wages and salaries as their main source of income. By contrast, the proportion of rural households that rely on subsistence farming is, at 46 per cent which is comparatively low. The analysis of the 2001 Informal Sector Survey would hopefully provide more information on the strength of the informal economy in the country.

- 8.6 Employment in Namibia is not evenly distributed across regions and by sex. Relative to their working age population, some regions have much higher levels of employment than others. The same is true of males as compared to females. Thus, combining these two dimensions, it is found that the proportion of working age men who are actually employed varies from 24 per cent in Ohangwena to 65 per cent in Otjozondjupa. In sectoral terms, agriculture is by far the most important provider of jobs. The sector provides 29 per cent of jobs in the country. There is a need for deliberate policies and action programmes to orient subsistence agriculture towards commercial activities. It should, however, be recognised that the agricultural sector has a limited potential for the creation of stable jobs. This fact is borne out by the adverse soil and climatic conditions that characterise this sector in Namibia. In this precarious environment, most jobs will have to be created in other sectors of the economy.
- 8.7 A sector that has become increasingly important in the generation of gainful employment in most developing countries is manufacturing. In Namibia however, manufacturing accounts for only 5 per cent of total employment, a share that needs substantially to rise if the country is to industrialise. There is a clear need for priority attention to the promotion of manufacturing activities in the country, including the promotion of small and medium sized enterprises (SMEs). There is a need to assess whether the present institutional arrangements are the most efficient in allocating credit facilities to SMEs and whether SMEs have access to information regarding the sources of cheaper technology and inputs. In this respect, the central policy challenge for Namibia is to spur the expansion of the country's manufacturing base via the development and promotion of local entrepreneurial skills, and a thorough review of the efficacy of the existing policies and institutional framework guiding foreign and domestic investment in the manufacturing sector.
- 8.8 Occupational distribution is reflective of a good deal of variability across different industrial categories. Whilst the employment composition in Agriculture, Other community, Social & Personal Services and Private Households with employed persons appears dominated by elementary or unskilled workers. Sectors such as Construction, Manufacturing and Transport, Storage and Communication are intensive in the intake of skilled workers, such as craft and related workers and plant and machine operators. The relative proportions of the top three occupational categories Legislators, senior officials & Managers, Professionals and Technicians and Associate Professionals are high in Real Estate, Renting and Business Activities, Education and Other Community, Social & Personal Services. Thus the technical and vocational training in the overall context of Human Resource Development constitutes an important undertaking. In fact, the existing conditions underscore the need to accord top priority to human resource development.
- 8.9 A co-ordinated and well focused human resource development programme needs to be embarked upon. There is however a need to keep a broad balance between the demand and supply of skilled manpower in order to avoid subsequent under utilization of the skilled. Information provided by the survey pertaining to the occupational composition of existing industries can be a useful guide in this respect.

The sex composition of the employed yielded by the survey, indicates that 47.5 per cent of the employed are females and 52.3 per cent are males. Some of the industries such as Mining and quarrying; Construction and Electricity, Gas and Water, are predominantly male dominated while industries such as Wholesale and Retail Trade, Repair of motor vehicles; Real Estate, Renting and Business Activities; Education and Private Households with employed persons are female dominated.

- 8.10 The unemployment rate in Namibia is 33.8 per cent for the country as a whole in 2000. This estimate is based on the "broad" definition of unemployment, which does not require an active search for a job on the part of the unemployed. Imposing this condition reduces the rate of unemployment to 20.2 per cent of

the labour force, which is higher than the rate of 19.5 per cent found in the 1997 Namibia Labour Force Survey. The unemployment situation has therefore not improved in the intervening years. Whatever their merits, the economic policies of the Government in recent years have not been sufficiently employment friendly to make a dent in the rate of unemployment. The seriousness of the situation cannot be overemphasised. There is a clear need for a thorough assessment of past policies and their failure to generate employment. All the social partners need to join forces to devise more effective policies for job creation, which should be regarded as a national priority of the highest order. Consideration should be given to whether the present institutional structures are the most conducive to the emergence of an employment friendly environment and the formulation and implementation of appropriate job-creating policies.

- 8.11 By the broad definition, the rural rate of unemployment (35.9) is higher than the urban one (31.3). Using the strict definition however, the urban rate significantly exceeds the rural rate. Regional disparities are wide, with the two northern regions of Oshana (58) and Oshana (41) being the worst affected. At national level, females are more affected by unemployment than males 39 and 28 per cent respectively. The government should endeavour to spread the benefits of development to all regions in order to eliminate the disparities between urban and rural areas and between regions.

In order to eliminate the disparities between males and females, the Ministry of Labour has to work hard to eliminate the discrimination based on sex in the labour market through strengthening the institutions that implement the Labour Act and the Affirmative Action (Employment) Act.

- 8.12 The rate of unemployment in Namibia may be very high, but it is still higher for the younger members of the labour force. The reasons have to do with their low educational qualifications and lack of marketable skills and job experience. Under these circumstances, the acquisition of skills through programmes involving vocational and on-the-job training assumes greater importance. The seriousness of the situation calls for urgent intervention. Relaxation of admission requirements to vocational training institutions is a quintessential, though not sufficient, element for drawing the youth and the less educated into the country's mainstream economic activities. There is a pertinent need for a thorough assessment of the gap between vocational skills training and the market demand coupled with the spreading of accessible vocational training institutions, particularly in rural areas where just over a fifth of the population 6 years and above has reached beyond primary education.
- 8.13 Unemployment in Namibia tends to be of a long-term nature. This is an almost inevitable consequence of persistent high unemployment. Its most immediate manifestation is a widespread feeling of frustration and despair that leads to discouragement about the prospects of finding a job any time soon, if at all. Hence the fact that most of the unemployed do not bother to look for work at all. Another consequence is that, with prolonged periods of unemployment, one's skills tend to become increasingly rusty and, hence, less and less marketable. To make matters worse, long-term unemployment tends to be more severe for older workers, age often being an impediment to reinsertion into the labour market. Long-term unemployment is a difficult problem to tackle, not only for those suffering from it, but also for the Government. Policy measures that may well tend to work for younger members of the labour force, for example vocational training, are often less likely to be effective in the case of older people without a job.
- 8.14 While under the broad definition of unemployment, a third of the country's labour force is unemployed, the rate of unemployment for those with post-secondary education is very low. The unemployment of those with higher education is essentially frictional. The labour markets clearly demand and can absorb labour with higher education and skills. Greater investment in institutions of higher learning in the country is certainly called for and justified, especially for the younger generation. Further justification lies in history of lack of access to education and training in Namibia.
- 8.15 Most of the unemployed do not look for work actively as they are discouraged about the prospects of finding a job. Those who do, rely primarily on their own devices such as checking out work sites, direct application to employers and seeking the assistance of friends and relatives. Few job seekers go to employment services, whether or not belonging to the MOL.

The most likely reason for the relative lack of interest in such facilities is probably the perception that they are unlikely to be helpful under the circumstances, although access to them may also be a factor. If such services are to play a greater role in assisting the unemployed, there is a need for them to improve their effectiveness as intermediaries and assume a stronger role.

- 8.16 Namibia has not taken any official decision in regard to a choice between the two measures of unemployment, “broad” or “strict”, and both have been in use depending on the survey. This Report in particular has used both. It is thus recommended that survey instruments be so designed as to allow the use of both definitions, as has been the case with the NLFS1997 and NLFS 2000.
- 8.17 The total number of the visibly underemployed in Namibia is 65,292, of which 13 per cent are females and 17 per cent are males (Table 7.2). The visibly underemployed constitute about 15 per cent of the employed population, which suggests that, unlike unemployment, underemployment is not a very serious problem in Namibia. The extent of underemployment is very higher for males compared to females, and in rural areas compared to urban areas. But in view of the small extent of overall underemployment in the country, these differences are not of particular interest.

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

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

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

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

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

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

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

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

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

Types of housing tenure

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

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

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

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

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

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.

Chapter4

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 who 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 of 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 for at least one hour during a seven-day period before the interview or who did not work during that period but had a job or business to go back to.

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

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

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

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

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.

Chapter5

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

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 unionised. 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 unionisation) is calculated as the proportion of unionised workers in a particular group of workers.

Chapter6

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.

Chapter7

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

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

APPENDIX 2: INTERNATIONAL STANDARD CLASSIFICATION OF INDUSTRIES (ISIC)

Major Division: Agriculture, Hunting And Forestry

- 01 Agriculture, Hunting And Related Service Activities
- 02 Forestry, Logging And Related Service Activities

Major Division: Fishing

- 05 Fishing, Operation Of Fish Hatcheries And Fish Farms; Service Activities Incidental To Fishing

Major Division: Mining And Quarrying

- 10 Mining Of Uranium And Thorium Ores
- 11 Extraction Of Crude Petroleum And Natural Gas; Service Activities Incidental To Oil Gas Extraction, Excluding Surveying
- 12 Mining Of Uranium And Thorium Ores
- 13 Mining Of Metal Ores
- 14 Other Mining And Quarrying

Major Division: Manufacturing

- 15 Manufacture Of Food Products And Beverages
- 16 Manufacture Of Tobacco Products
- 17 Manufacture Of Textiles
- 18 Manufacture Of Wearing Apparel; Dressing And Dyeing Of Fur
- 19 Tanning And Dressing Of Leather; Manufacture Of Luggage, Handbags, Saddlery, Harness And Footwear
- 20 Manufacture Of Wood And Of Products Of Wood And Cork, Except Furniture; Manufacture Of Articles Of Straw And Plaiting Materials
- 21 Manufacture Of Paper And Paper Products
- 22 Publishing, Printing And Reproduction Of Recorded Media
- 23 Manufacture Of Coke, Refined Petroleum Products And Nuclear Fuel
- 24 Manufacture Of Chemicals And Chemical Products
- 25 Manufacture Of Rubber And Plastics Products

- 26 Manufacture Of Other Non-Metallic Mineral Products
- 27 Manufacture Of Basic Metals
- 28 Manufacture Of Fabricated Metal Products, Except Machinery And Equipment
- 29 Manufacture Of Machinery And Equipment N.E.C.
- 30 Manufacture Of Office, Accounting And Computing Machinery
- 31 Manufacture Of Electrical Machinery And Apparatus N.E.C.
- 32 Manufacture Of Radio, Television And Communication Equipment And Apparatus
- 33 Manufacture Of Medical, Precision And Optical Instruments, Watches And Clocks
- 34 Manufacture Of Motor Vehicles, Trailers And Semi-Trailers
- 35 Manufacture Of Other Transport Equipment
- 36 Manufacture Of Furniture; Manufacturing N.E.C.
- 37 Recycling

Major Division: Electricity, Gas And Water Supply

- 40 Electricity, Gas, Steam And Hot Water Supply
- 41 Collection, Purification And Distribution Of Water

Major Division: Construction

- 45 Construction

Major Division: Wholesale And Retail Trade: Repair Of Motor Vehicles, Motorcycles And Personal And Household Goods

- 50 Sale, Maintenance And Repair Of Motor Vehicles And Motorcycles; Retail Sale Of Automotive Fuel
- 51 Wholesale Trade And Commission Trade, Except Of Motor Vehicles And Motorcycles
- 52 Retail Trade, Except Of Motor Vehicles And Motorcycles; Repair Of Personal And Household Goods

Major Division: Hotels And Restaurants

- 55 Hotels And Restaurants

Major Division: Transport, Storage And Communications

- 60 Land Transport; Transport Via Pipelines
- 61 Water Transport
- 62 Air Transport

63 Supporting And Auxiliary Transport Activities; Activities Of Travel Agencies

64 Post And Telecommunications

Major Division: Financial Intermediation

65 Financial Intermediation, Except Insurance And Pension Finding

66 Insurance And Pension Finding, Except Compulsory Social Security

67 Activities Auxiliary To Financial Intermediation

Major Division: Real Estate, Renting And Business Activities

70 Real Estate Activities

71 Renting Of Machinery And Equipment Without Operator And Of Personal And Household Goods

72 Computer And Related Activities

73 Research And Development

74 Other Business Activities

75 Public Administration And Defence; Compulsory Social Security

Major Division: Education

80 Education

Major Division: Health And Social Work

85 Health And Social Work

Major Division: Other Community, Social And Personal Service Activities

90 Sewage And Refuse Disposal, Sanitation And Similar Activities

91 Activities Of Membership Organizations N.E.C

92 Recreational, Cultural And Sporting Activities

93 Other Service Activities

Major Division: Private Household With Employed Persons

95 Private Households With Employed Persons

Major Division: Extra-Territorial Organizations And Bodies

99 Extra-Territorial Organizations And Bodies

Annex Table 1

Activity status of the population (15 years and more) by age and sex

Age group (years)	Sex	Economically active population			Economically Inactive population	Activity not reported	Total population 15 and more
		Employed	Unemployed (strict)	Labour force			
15-19	B	12,664	12,342	25,006	150,564	88	175,658
	F	5,137	6,564	11,701	78,827	88	90,616
	M	7,527	5,779	13,306	71,737	0	85,043
20-24	B	44,883	32,506	77,389	45,473	0	122,862
	F	22,722	16,946	39,668	25,158	0	64,826
	M	22,161	15,560	37,721	20,315	0	58,036
25-29	B	68,196	29,152	97,348	16,396	46	113,790
	F	32,592	14,790	47,382	11,703	0	59,085
	M	35,604	14,361	49,965	4,693	46	54,704
30-34	B	64,559	15,823	80,382	12,166	69	92,617
	F	31,457	8,738	40,195	10,413	0	50,608
	M	33,102	7,085	40,187	1,754	69	42,010
35-39	B	60,369	7,517	67,886	10,463	0	78,349
	F	30,886	3,850	34,736	8,753	0	43,489
	M	29,483	3,668	33,151	1,710	0	34,861
40-44	B	50,063	5,011	55,074	9,933	0	65,007
	F	24,165	2,199	26,364	8,715	0	35,079
	M	25,897	2,812	28,709	1,218	0	29,927
45-49	B	39,832	2,855	42,687	8,522	0	51,209
	F	17,460	1,654	19,114	7,076	0	26,190
	M	22,372	1,201	23,573	1,446	0	25,019
50-54	B	29,193	2,269	31,462	8,691	0	40,153
	F	12,109	923	13,032	6,788	0	19,820
	M	17,083	1,346	18,429	1,903	0	20,332
55-59	B	20,037	1,047	21,084	9,451	0	30,535
	F	8,930	353	9,283	7,007	0	16,290
	M	11,107	694	11,801	2,444	0	14,245
60-64	B	13,711	406	14,117	17,185	0	31,302
	F	5,556	58	5,614	11,472	0	17,086
	M	8,155	348	8,503	5,714	0	14,217
65 and more	B	28,342	669	29,011	57,313	202	86,526
	F	14,006	169	14,175	35,806	105	50,086
	M	14,336	501	14,837	21,505	97	36,439
Urban	B	201,985	63,843	265,828	106,062	114	372,004
	F	91,416	34,099	125,515	66,067	45	191,627
	M	110,569	29,745	140,314	39,995	69	180,378
Rural	B	229,865	45,755	275,620	240,095	291	516,006
	F	113,606	22,145	135,751	145,651	148	281,550
	M	116,259	23,610	139,869	94,444	143	234,456
Namibia	B	431,849	109,598	541,447	346,157	405	888,009
	F	205,021	56,243	261,264	211,718	193	473,175
	M	226,828	53,354	280,182	134,439	212	414,833

Annex Table 2

Activity status of the population (15 and more) by region and sex

Region/area	Sex	Economically active population			Economically inactive population	Activity not reported	Total population 15 and more
		Employed	Unemployed (strict)	Labour force			
Caprivi	F	15,532	2,535	18,067	8,354	0	26,421
	M	12,722	2,703	15,425	8,722	0	24,147
	BS	28,254	5,238	33,492	17,076	0	50,568
Erongo	F	14,496	6,719	21,215	13,265	0	34,480
	M	22,804	5,244	28,048	8,983	0	37,031
	BS	37,299	11,963	49,262	22,248	0	71,510
Hardap	F	6,368	1,745	8,113	8,320	60	16,493
	M	10,805	1,598	12,403	3,903	0	16,306
	BS	17,173	3,343	20,516	12,223	60	32,799
Karas	F	6,475	1,688	8,163	7,735	0	15,898
	M	9,905	1,353	11,258	4,032	0	15,290
	BS	16,380	3,042	19,422	11,768	0	31,190
Khomas	F	38,808	10,527	49,335	23,723	45	73,103
	M	48,647	12,115	60,762	15,167	69	75,998
	BS	87,455	22,642	110,097	38,890	114	149,101
Kunene	F	4,049	1,329	5,378	7,050	0	12,428
	M	8,261	1,172	9,433	3,290	97	12,820
	BS	12,310	2,502	14,812	10,340	97	25,249
Ohangwena	F	11,729	4,268	15,997	29,419	0	45,416
	M	10,337	3,683	14,020	19,231	0	33,251
	BS	22,066	7,951	30,017	48,650	0	78,667
Kavango	F	15,928	2,807	18,735	18,487	0	37,222
	M	11,668	2,990	14,658	11,936	0	26,594
	BS	27,596	5,797	33,393	30,423	0	63,816
Omaheke	F	5,481	1,074	6,555	7,228	0	13,783
	M	10,117	1,402	11,519	3,483	46	15,048
	BS	15,599	2,475	18,074	10,710	46	28,830
Omusati	F	25,931	5,231	31,162	27,879	0	59,041
	M	13,139	5,447	18,586	21,284	0	39,870
	BS	39,070	10,678	49,748	49,164	0	98,912
Oshana	F	26,425	6,377	32,802	19,646	0	52,448
	M	19,514	4,988	24,502	13,783	0	38,285
	BS	45,940	11,365	57,305	33,430	0	90,735
Oshikoto	F	16,279	3,246	19,525	18,115	0	37,640
	M	14,887	2,903	17,790	11,694	0	29,484
	BS	31,166	6,148	37,314	29,809	0	67,123
Otjozondjupa	F	17,519	8,698	26,217	22,496	88	48,801
	M	34,021	7,757	41,778	8,929	0	50,707
	BS	51,541	16,455	67,996	31,425	88	99,509
Urban	F	91,416	34,099	125,515	66,067	45	191,627
	M	110,569	29,745	140,314	39,995	69	180,378
	BS	201,985	63,843	265,828	106,062	114	372,004
Rural	F	113,606	22,145	135,751	145,651	148	281,550
	M	116,259	23,610	139,869	94,444	143	234,456
	BS	229,865	45,755	275,620	240,095	291	516,006
Namibia	F	205,021	56,243	261,264	211,718	193	473,175
	M	226,828	53,354	280,182	134,439	212	414,833
	BS	431,849	109,598	541,447	346,157	405	888,009

Annex Table 3

Employment by industry, employment status, occupation, area and sex

Classification	Namibia			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
<i>Industry/sector</i>									
Agriculture	126,459	56,677	69,782	4,265	1,064	3,201	122,194	55,613	66,581
Fishing	7,800	3,075	4,725	5,479	2,221	3,258	2,321	853	1,467
Mining and Quarrying	3,868	713	3,154	2,583	388	2,195	1,285	325	959
Manufacturing	22,922	11,548	11,375	11,405	4,396	7,009	11,518	7,152	4,366
Electricity, Gas & Water Supply	4,193	484	3,709	3,077	365	2,712	1,115	119	997
Construction	21,788	1,048	20,740	13,124	360	12,764	8,664	688	7,976
Wholesale and Retail Trade, Repair of motor vehicles	38,902	21,683	17,220	21,784	9,282	12,503	17,118	12,401	4,717
Hotels and Restaurants	7,677	4,671	3,006	4,703	3,461	1,242	2,974	1,210	1,764
Transport, Storage and Communication	14,308	2,065	12,243	10,354	1,694	8,660	3,954	371	3,583
Financial Intermediation	4,933	2,444	2,489	4,468	2,288	2,180	464	155	309
Real Estate, Renting and Business Activities	39,318	21,437	17,880	30,042	15,340	14,702	9,275	6,097	3,178
Public Administration, Defence & Social Security	24,419	9,047	15,372	18,082	6,773	11,309	6,337	2,274	4,063
Education	30,538	18,797	11,742	14,259	8,683	5,577	16,279	10,114	6,165
Health and Social Work	13,135	10,143	2,993	10,380	8,059	2,320	2,755	2,083	672
Other Community, Social & Personal Services	46,289	21,965	24,324	32,423	15,185	17,238	13,866	6,780	7,085
Private Households with employed persons	22,209	17,456	4,754	13,618	10,755	2,863	8,591	6,700	1,891
Extra-Territorial Organisations & Bodies	327	172	155	198	44	155	128	128	
Not reported	2,765	1,599	1,166	1,739	1,057	682	1,026	541	484
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259
<i>Employment status</i>									
Subsistence/communal farmer (with paid employees)	12,875	3,313	9,562	440	36	404	12,435	3,277	9,158
Subsistence/communal farmer (without paid employees)	65,122	39,299	25,823	669	292	377	64,453	39,007	25,446
Other employer(with paid employees)	22,450	8,895	13,556	15,219	5,927	9,292	7,231	2,968	4,264
Other own account worker (without paid employees)	39,980	26,489	13,491	13,649	8,140	5,509	26,330	18,348	7,982
Employee (government or parastatal)	99,166	45,558	53,608	63,534	29,026	34,508	35,631	16,532	19,100
Employee (private)	169,437	69,481	99,957	104,472	46,134	58,339	64,965	23,347	41,618
Unpaid family worker (Subsistence/Communal)	9,892	5,574	4,319	136	87	49	9,756	5,486	4,270
Other unpaid family worker	4,450	2,901	1,549	1,307	733	574	3,142	2,167	975
Other	1,253	320	933	407	407	407	846	320	525
Not reported	7,201	3,193	4,008	2,127	1,040	1,087	5,074	2,153	2,921
Unknown	22			22		22			
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259
<i>Occupation</i>									
Legislators, senior officials & managers	7,897	2,384	5,513	6,467	1,997	4,471	1,430	387	1,043
Professionals	35,008	19,911	15,097	20,605	11,755	8,850	14,403	8,156	6,247
Technicians & Associate professionals	24,357	12,991	11,366	18,613	9,431	9,183	5,744	3,561	2,183
clerks	26,054	18,057	7,997	22,736	16,064	6,672	3,318	1,994	1,324
Services, Shops & Market sales workers	59,073	36,316	22,756	35,496	18,889	16,606	23,577	17,427	6,150
Skilled agricultural & fishery workers	106,580	52,797	53,783	5,286	1,620	3,666	101,294	51,177	50,116
Craft & Trade workers	61,063	15,879	45,184	35,790	5,560	30,230	25,273	10,320	14,953
Plant & machine operators & assemblers	17,450	727	16,722	12,372	621	11,751	5,078	106	4,972
Elementary occupations	86,378	43,865	42,513	39,731	24,253	15,478	46,647	19,612	27,035
Armed forces	5,121	777	4,344	3,418	777	2,641	1,703		1,703
Not reported	2,868	1,315	1,553	1,469	448	1,021	1,399	867	532
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259

Annex 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
<i>Number of union members</i>									
Agriculture	10,110	1,564	8,546	703	156	547	9,407	1,409	7,998
Fishing	3,404	1,462	1,942	2,990	1,295	1,695	414	167	247
Mining and Quarrying	2,501	410	2,091	1,838	227	1,611	663	183	480
Manufacturing	5,065	1,536	3,529	3,906	1,331	2,575	1,159	205	954
Electricity, Gas & Water Supply	1,969	271	1,697	1,522	180	1,342	446	91	355
Construction	5,157	139	5,018	3,377	26	3,351	1,780	113	1,667
Wholesale and Retail Trade, Repair of motor vehicles	6,568	2,298	4,270	4,801	1,392	3,409	1,768	907	861
Hotels and Restaurants	3,454	1,868	1,586	1,673	1,251	422	1,781	617	1,164
Transport, Storage and Communication	6,187	462	5,725	4,477	462	4,015	1,709	92	1,709
Financial Intermediation	1,671	830	841	1,512	738	774	159	672	67
Real Estate, Renting and Business Activities	8,527	4,033	4,494	7,308	3,361	3,947	1,219	953	547
Public Administration, Defence & Social Security	9,203	3,228	5,975	6,430	2,275	4,156	2,773	6,366	1,819
Education	20,035	11,601	8,434	8,719	5,235	3,484	11,316	1,299	4,949
Health and Social Work	7,850	6,182	1,668	6,263	4,882	1,380	1,587	1,307	288
Other Community, Social & Personal Services	13,635	5,677	7,958	9,831	4,371	5,460	3,804	653	2,498
Private Households with employed persons	3,390	1,702	1,688	2,002	1,049	953	1,389		735
Extra-Territorial Organisations & Bodies	64	44	21	64	44	21			
Not stated	943	311	632	347	48	299	597	264	333
Total	109,735	43,621	66,114	67,764	28,323	39,442	41,971	15,298	26,673
<i>Number of employed persons</i>									
Agriculture	126,459	56,677	69,782	4,265	1,064	3,201	122,194	55,613	66,581
Fishing	7,800	3,075	4,725	5,479	2,221	3,258	2,321	853	1,467
Mining and Quarrying	3,868	713	3,154	2,583	388	2,195	1,285	325	959
Manufacturing	22,922	11,548	11,375	11,405	4,396	7,009	11,518	7,152	4,366
Electricity, Gas & Water Supply	4,193	484	3,709	3,077	365	2,712	1,115	119	997
Construction	21,788	1,048	20,740	13,124	360	12,764	8,664	688	7,976
Wholesale and Retail Trade, Repair of motor vehicles	38,902	21,683	17,220	21,784	9,282	12,503	17,118	12,401	4,717
Hotels and Restaurants	7,677	4,671	3,006	4,703	3,461	1,242	2,974	1,210	1,764
Transport, Storage and Communication	14,308	2,065	12,243	10,354	1,694	8,660	3,954	371	3,583
Financial Intermediation	4,933	2,444	2,489	4,468	2,288	2,180	464	155	309
Real Estate, Renting and Business Activities	39,318	21,437	17,880	30,042	15,340	14,702	9,275	6,097	3,178
Public Administration, Defence & Social Security	24,419	9,047	15,372	18,082	6,773	11,309	6,337	2,274	4,063
Education	30,538	18,797	11,742	14,259	8,683	5,577	16,279	10,114	6,165
Health and Social Work	13,135	10,143	2,993	10,380	8,059	2,320	2,755	2,083	672
Other Community, Social & Personal Services	46,289	21,965	24,324	32,423	15,185	17,238	13,866	6,780	7,085
Private Households with employed persons	22,209	17,456	4,754	13,618	10,755	2,863	8,591	6,700	1,891
Extra-Territorial Organisations & Bodies	327	172	155	198	44	155	128	128	
Not stated	2,765	1,599	1,166	1,739	1,057	682	1,026	541	484
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259
<i>Union density (%)</i>									
Agriculture	8.0	2.8	12.2	16.5	14.7	17.1	7.7	2.5	12.0
Fishing	43.6	47.5	41.1	54.6	58.3	52.0	17.8	19.6	16.8
Mining and Quarrying	64.7	57.5	66.3	71.2	58.5	73.4	51.6	56.3	50.1
Manufacturing	22.1	13.3	31.0	34.2	30.3	36.7	10.1	2.9	21.9
Electricity, Gas & Water Supply	47.0	56.0	45.8	49.5	49.3	49.5	40.0	76.5	35.6
Construction	23.7	13.3	24.2	25.7	7.2	26.3	20.5	16.4	20.9
Wholesale and Retail Trade, Repair of motor vehicles	16.9	10.6	24.8	22.0	15.0	27.3	10.3	7.3	18.3
Hotels and Restaurants	45.0	40.0	52.8	35.6	36.1	34.0	59.9	51.0	66.0
Transport, Storage and Communication	43.2	22.4	46.8	43.2	27.3	46.4	43.2	0.0	47.7
Financial Intermediation	33.9	34.0	33.8	33.8	32.3	35.5	34.3	59.4	21.7
Real Estate, Renting and Business Activities	21.7	18.8	25.1	24.3	21.9	26.8	13.1	11.0	17.2
Public Administration, Defence & Social Security	37.7	35.7	38.9	35.6	33.6	36.7	43.8	41.9	44.8
Education	65.6	61.7	71.8	61.1	60.3	62.5	69.5	62.9	80.3
Health and Social Work	59.8	60.9	55.7	60.3	60.6	59.5	57.6	62.4	42.9
Other Community, Social & Personal Services	29.5	25.8	32.7	30.3	28.8	31.7	27.4	19.3	35.3
Private Households with employed persons	15.3	9.8	35.5	14.7	9.8	33.3	16.2	9.7	38.9
Extra-Territorial Organisations & Bodies	19.6	25.6	13.5	32.3	100.0	13.5	0.0	0.0	0.0
Not stated	34.1	19.4	54.2	20.0	4.5	43.8	58.2	48.8	68.8
Total	25.4	21.3	29.1	33.5	31.0	35.7	18.3	13.5	22.9

Annex Table 5

Unionisation (of the employed) by employment status, area and sex

Employment status	National			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
<i>Number of union members</i>									
Subsistence/communal farmer (with paid employees)	2,416	367	2,049	200	59	141	2,216	308	1,908
Subsistence/communal farmer (without paid employees)	3,809	890	2,918	89	0	89	3,720	890	2,829
Other employer(with paid employees)	5,217	1,831	3,385	3,457	1,105	2,352	1,760	726	1,034
Other own account worker (without paid employees)	2,574	1,441	1,133	1,473	712	761	1,101	729	372
Employee (government or parastatal)	57,808	27,390	30,418	35,001	17,116	17,885	22,807	10,274	12,533
Employee (private)	35,774	10,970	24,804	26,811	8,972	17,840	8,963	1,999	6,964
Unpaid family worker (Subsistence/Communal)	967	250	717	72	72	0	896	179	717
Other unpaid family worker	274	221	53	90	90	0	184	131	53
Others	173	0	173	173	0	173	0	0	0
Not reported	723	260	464	398	198	201	325	62	263
Total	109,735	43,621	66,114	67,764	28,323	39,442	41,971	15,298	26,673
<i>Number of employed persons</i>									
Subsistence/communal farmer (with paid employees)	15,964	5,283	10,681	806	287	519	15,158	4,996	10,162
Subsistence/communal farmer (without paid employees)	68,052	41,317	26,734	1,017	557	460	67,035	40,760	26,275
Other employer(with paid employees)	22,105	8,617	13,488	15,459	5,975	9,484	6,646	2,642	4,004
Other own account worker (without paid employees)	37,676	24,517	13,159	13,440	8,002	5,438	24,236	16,515	7,721
Employee (government or parastatal)	98,648	45,180	53,468	63,478	28,982	34,496	35,170	16,199	18,971
Employee (private)	165,990	67,388	98,601	103,658	45,678	57,980	62,332	21,711	40,622
Unpaid family worker (Subsistence/Communal)	12,781	7,674	5,107	510	371	139	12,271	7,303	4,968
Other unpaid family worker	4,433	2,884	1,549	1,307	733	574	3,126	2,150	975
Others	1,315	320	995	407	0	407	908	320	587
Not reported	4,866	1,842	3,044	1,903	831	1,071	2,983	1,010	1,973
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259
<i>Union density (%)</i>									
Subsistence/communal farmer (with paid employees)	15.1	6.9	19.2	24.8	20.6	27.2	14.6	24.8	18.8
Subsistence/communal farmer (without paid employees)	5.6	2.2	10.9	8.8	0.0	19.3	5.5	8.8	10.8
Other employer(with paid employees)	23.6	21.2	25.1	22.4	18.5	24.8	26.5	22.4	25.8
Other own account worker (without paid employees)	6.8	5.9	8.6	11.0	8.9	14.0	4.5	11.0	4.8
Employee (government or parastatal)	58.6	60.6	56.9	55.1	59.1	51.8	64.8	55.1	66.1
Employee (private)	21.6	16.3	25.2	25.9	19.6	30.8	14.4	25.9	17.1
Unpaid family worker (Subsistence/Communal)	7.6	3.3	14.0	14.1	19.4	0.0	7.3	14.1	14.4
Other unpaid family worker	6.2	7.7	3.4	6.9	12.3	0.0	5.9	6.9	5.4
Others	13.2	0.0	17.4	42.5	0.0	42.5	0.0	42.5	0.0
Not reported	14.9	14.1	15.2	20.9	23.8	18.8	10.9	20.9	13.3
Total	25.4	21.3	29.1	33.5	31.0	35.7	18.3	33.5	22.9

Annex Table 6

Unionisation (of the employed) by occupation, area and sex

Occupation	National			Urban			Rural		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
<i>Number of union members</i>									
Armed forces	1,999	207	1,792	1,123	207	916	875	0	875
Legislators, senior officials & managers	2,023	714	1,309	1,910	714	1,197	113	0	113
Professionals	21,971	12,408	9,563	11,554	6,815	4,739	10,417	5,593	4,824
Technicians & Associate professionals	10,010	5,719	4,291	7,582	3,894	3,688	2,428	1,824	604
clerks	10,001	6,033	3,968	8,412	5,268	3,144	1,589	765	824
Services, Shops & Market sales workers	12,884	6,142	6,742	8,109	3,517	4,592	4,775	2,625	2,149
Skilled agricultural & fishery workers	9,268	1,748	7,520	1,918	687	1,230	7,350	1,061	6,290
Craft & Trade workers	15,166	1,813	13,353	10,757	1,082	9,675	4,409	731	3,678
Plant & machine operators & assemblers	7,423	149	7,274	5,125	149	4,976	2,298	0	2,298
Elementary occupations	18,240	8,481	9,759	11,044	5,963	5,082	7,196	2,519	4,677
Not reported	750	207	543	229	26	203	521	180	340
Total	109,735	43,621	66,114	67,764	28,323	39,442	41,971	15,298	26,673
<i>Number of employed persons</i>									
Armed forces	5,121	777	4,344	3,418	777	2,641	1,703		1,703
Legislators, senior officials & managers	7,897	2,384	5,513	6,467	1,997	4,471	1,430	387	1,043
Professionals	35,008	19,911	15,097	20,605	11,755	8,850	14,403	8,156	6,247
Technicians & Associate professionals	24,357	12,991	11,366	18,613	9,431	9,183	5,744	3,561	2,183
clerks	26,054	18,057	7,997	22,736	16,064	6,672	3,318	1,994	1,324
Services, Shops & Market sales workers	59,073	36,316	22,756	35,496	18,889	16,606	23,577	17,427	6,150
Skilled agricultural & fishery workers	106,580	52,797	53,783	5,286	1,620	3,666	101,294	51,177	50,116
Craft & Trade workers	61,063	15,879	45,184	35,790	5,560	30,230	25,273	10,320	14,953
Plant & machine operators & assemblers	17,450	727	16,722	12,372	621	11,751	5,078	106	4,972
Elementary occupations	86,378	43,865	42,513	39,731	24,253	15,478	46,647	19,612	27,035
Not reported	2,868	1,315	1,553	1,469	448	1,021	1,399	867	532
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259
<i>Union density (%)</i>									
Armed forces	39.0	26.6	41.3	32.9	26.6	34.7	51.4	0.0	51.4
Legislators, senior officials & managers	25.6	29.9	23.7	29.5	35.8	26.8	7.9	0.0	10.8
Professionals	62.8	62.3	63.3	56.1	58.0	53.5	72.3	68.6	77.2
Technicians & Associate professionals	41.1	44.0	37.8	40.7	41.3	40.2	42.3	51.2	27.7
clerks	38.4	33.4	49.6	37.0	32.8	47.1	47.9	38.4	62.2
Services, Shops & Market sales workers	21.8	16.9	29.6	22.8	18.6	27.7	20.3	15.1	34.9
Skilled agricultural & fishery workers	8.7	3.3	14.0	36.3	42.4	33.6	7.3	2.1	12.6
Craft & Trade workers	24.8	11.4	29.6	30.1	19.5	32.0	17.4	7.1	24.6
Plant & machine operators & assemblers	42.5	20.5	43.5	41.4	24.0	42.3	45.3	0.0	46.2
Elementary occupations	21.1	19.3	23.0	27.8	24.6	32.8	15.4	12.8	17.3
Not reported	26.2	15.7	35.0	15.6	5.8	19.9	37.2	20.8	63.9
Total	25.4	21.3	29.1	33.5	31.0	35.7	18.3	13.5	22.9

Annex Table 7

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	14,854	2,021	12,834	1,978	601	1,377	12,877	1,420	11,457
Fishing	5,020	1,898	3,122	4,731	1,898	2,833	289		289
Mining and Quarrying	2,920	518	2,403	2,086	335	1,751	834	183	652
Manufacturing	8,890	2,659	6,232	7,243	2,283	4,961	1,647	376	1,271
Electricity, Gas & Water Supply	3,080	382	2,698	2,473	264	2,210	606	119	488
Construction	7,647	317	7,329	5,663	159	5,504	1,983	158	1,825
Wholesale and Retail Trade, Repair of motor cars	12,344	3,609	8,735	10,792	3,092	7,700	1,552	517	1,035
Hotels and Restaurants	5,556	3,141	2,415	3,293	2,322	971	2,263	819	1,444
Transport, Storage and Communication	8,895	1,495	7,400	6,810	1,318	5,492	2,085	177	1,908
Financial Intermediation	4,197	2,233	1,965	3,862	2,077	1,784	336	155	180
Real Estate, Renting and Business Activities	16,404	7,596	8,808	14,483	6,512	7,971	1,921	1,084	837
Public Administration, Defence & Social Security	19,226	7,034	12,192	15,292	5,629	9,663	3,934	1,405	2,529
Education	25,035	15,309	9,726	12,566	7,565	5,001	12,469	7,744	4,725
Health and Social Work	10,665	8,368	2,297	8,842	6,884	1,958	1,822	1,484	339
Other Community, Social & Personal Services	26,875	11,720	15,154	19,632	8,497	11,135	7,243	3,223	4,020
Private Households with employed persons	7,686	6,007	1,679	4,889	3,788	1,101	2,797	2,219	577
Extra-Territorial Organisations & Bodies	274	172	103	146	44	103	128	128	
Not stated	1,337	549	788	830	374	456	507	175	333
Total	180,904	75,026	105,878	125,610	53,641	71,969	55,294	21,385	33,909
<i>No. of employed persons</i>									
Agriculture	126,459	56,677	69,782	4,265	1,064	3,201	122,194	55,613	66,581
Fishing	7,800	3,075	4,725	5,479	2,221	3,258	2,321	853	1,467
Mining and Quarrying	3,868	713	3,154	2,583	388	2,195	1,285	325	959
Manufacturing	22,922	11,548	11,375	11,405	4,396	7,009	11,518	7,152	4,366
Electricity, Gas & Water Supply	4,193	484	3,709	3,077	365	2,712	1,115	119	997
Construction	21,788	1,048	20,740	13,124	360	12,764	8,664	688	7,976
Wholesale and Retail Trade, Repair of motor cars	38,902	21,683	17,220	21,784	9,282	12,503	17,118	12,401	4,717
Hotels and Restaurants	7,677	4,671	3,006	4,703	3,461	1,242	2,974	1,210	1,764
Transport, Storage and Communication	14,308	2,065	12,243	10,354	1,694	8,660	3,954	371	3,583
Financial Intermediation	4,933	2,444	2,489	4,468	2,288	2,180	464	155	309
Real Estate, Renting and Business Activities	39,318	21,437	17,880	30,042	15,340	14,702	9,275	6,097	3,178
Public Administration, Defence & Social Security	24,419	9,047	15,372	18,082	6,773	11,309	6,337	2,274	4,063
Education	30,538	18,797	11,742	14,259	8,683	5,577	16,279	10,114	6,165
Health and Social Work	13,135	10,143	2,993	10,380	8,059	2,320	2,755	2,083	672
Other Community, Social & Personal Services	46,289	21,965	24,324	32,423	15,185	17,238	13,866	6,780	7,085
Private Households with employed persons	22,209	17,456	4,754	13,618	10,755	2,863	8,591	6,700	1,891
Extra-Territorial Organisations & Bodies	327	172	155	198	44	155	128	128	
Not reported	2,765	1,599	1,166	1,739	1,057	682	1,026	541	484
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259
<i>Percentage of employed persons registered</i>									
Agriculture	11.7	3.6	18.4	46.4	56.5	43.0	10.5	2.6	17.2
Fishing	64.4	61.7	66.1	86.3	85.5	87.0	12.5	0.0	19.7
Mining and Quarrying	75.5	72.7	76.2	80.8	86.3	79.8	64.9	56.3	68.0
Manufacturing	38.8	23.0	54.8	63.5	51.9	70.8	14.3	5.3	29.1
Electricity, Gas & Water Supply	73.5	78.9	72.7	80.4	72.3	81.5	54.3	100.0	48.9
Construction	35.1	30.2	35.3	43.1	44.2	43.1	2.9	23.0	22.9
Wholesale and Retail Trade, Repair of motor cars	31.7	16.6	50.7	49.5	33.3	61.6	9.1	4.2	21.9
Hotels and Restaurants	72.4	67.2	80.3	70.0	67.1	78.2	76.1	67.7	81.9
Transport, Storage and Communication	62.2	72.4	60.4	65.8	77.8	63.4	52.7	47.7	53.3
Financial Intermediation	85.1	91.4	78.9	86.4	90.8	81.8	72.4	100.0	58.3
Real Estate, Renting and Business Activities	41.7	35.4	49.3	48.2	42.5	54.2	20.7	17.8	26.3
Public Administration, Defence & Social Security	78.7	77.7	79.3	84.6	83.1	85.4	62.1	61.8	62.2
Education	82.0	81.4	82.8	88.1	87.1	89.7	76.6	76.6	76.6
Health and Social Work	81.2	82.5	76.7	85.2	85.4	84.4	66.1	71.2	50.4
Other Community, Social & Personal Services	58.1	53.4	62.3	60.5	56.0	64.6	52.2	47.5	56.7
Private Households with employed persons	34.6	34.4	35.3	35.9	35.2	38.5	32.6	33.1	30.5
Extra-Territorial Organisations & Bodies	83.8	100.0	66.5	73.7	100.0	66.5	100.0	100.0	0.0
Not reported	48.4	34.3	67.6	47.7	35.4	66.9	49.4	32.3	68.8
Total	41.9	36.6	46.7	62.2	58.7	65.1	24.1	18.8	29.2

Annex Table 8

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
No. of employed persons registered									
Subsistence/communal farmer (with paid employees)	3,290	380	2,910	336	59	277	2,954	321	2,633
Subsistence/communal farmer (without paid employees)	1,633	575	1,059	105	60	44	1,529	514	1,014
Other employer(with paid employees)	11,382	4,283	7,099	8,876	3,121	5,754	2,506	1,162	1,345
Other own account worker (without paid employees)	2,369	1,026	1,344	1,584	708	877	785	318	467
Employee (government or parastatal)	82,736	38,235	44,500	55,413	25,033	30,380	27,323	13,202	14,121
Employee (private)	77,472	29,812	47,660	57,670	24,103	33,567	19,803	5,709	14,093
Unpaid family worker (Subsistence/Communal)	272	192	80	171	142	29	102	51	51
Other unpaid family worker	212	90	122	212	90	122	0	0	0
Other	399	77	323	323	0	323	77	77	
Not stated	1,138	356	781	922	325	596	216	31	185
Total	180,904	75,026	105,878	125,610	53,641	71,969	55,294	21,385	33,909
No. of employed persons									
Subsistence/communal farmer (with paid employees)	15,964	5,283	10,681	806	287	519	15,158	4,996	10,162
Subsistence/communal farmer (without paid employees)	68,052	41,317	26,734	1,017	557	460	67,035	40,760	26,275
Other employer(with paid employees)	22,105	8,617	13,488	15,459	5,975	9,484	6,646	2,642	4,004
Other own account worker (without paid employees)	37,676	24,517	13,159	13,440	8,002	5,438	24,236	16,515	7,721
Employee (government or parastatal)	98,648	45,180	53,468	63,478	28,982	34,496	35,170	16,199	18,971
Employee (private)	165,990	67,388	98,601	103,658	45,678	57,980	62,332	21,711	40,622
Unpaid family worker (Subsistence/Communal)	12,781	7,674	5,107	510	371	139	12,271	7,303	4,968
Other unpaid family worker	4,433	2,884	1,549	1,307	733	574	3,126	2,150	975
Other	1,315	320	995	407	0	407	908	320	587
Not stated	4,886	1,842	3,044	1,903	831	1,071	2,983	1,010	1,973
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259
Percentage of employed persons registered									
Subsistence/communal farmer (with paid employees)	20.6	7.2	27.2	41.7	20.6	53.4	19.5	6.4	25.9
Subsistence/communal farmer (without paid employees)	2.4	1.4	4.0	10.3	10.8	9.6	2.3	1.3	3.9
Other employer(with paid employees)	51.5	49.7	52.6	57.4	52.2	60.7	37.7	44.0	33.6
Other own account worker (without paid employees)	6.3	4.2	10.2	11.8	8.8	16.1	3.2	1.9	6.0
Employee (government or parastatal)	83.9	84.6	83.2	87.3	86.4	88.1	77.7	81.5	74.4
Employee (private)	46.7	44.2	48.3	55.6	52.8	57.9	31.8	26.3	34.7
Unpaid family worker (Subsistence/Communal)	2.1	2.5	1.6	33.5	38.3	20.9	0.8	0.7	1.0
Other unpaid family worker	4.8	3.1	7.9	16.2	12.3	21.3	0.0	0.0	0.0
Other	30.3	24.1	32.5	79.4	0.0	79.4	8.5	24.1	0.0
Not stated	23.3	19.3	25.7	48.4	39.1	5.6	7.2	3.1	9.4
Total	41.9	36.6	46.7	62.2	58.7	65.1	24.1	18.8	29.2

Annex Table 9

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	6,044	1,648	4,396	5,471	1,621	3,850	573	28	546
Professionals	28,705	16,718	11,987	17,471	10,136	7,335	11,234	6,582	4,652
Technicians & Associate professionals	18,461	10,201	8,260	14,726	7,801	6,925	3,735	2,400	1,335
Clerks	19,919	13,323	6,595	17,728	12,012	5,716	2,191	1,311	880
Services, Shops & Market sales workers	23,638	10,861	12,778	17,250	7,147	10,103	6,388	3,713	2,674
Skilled agricultural & fishery workers	10,637	1,667	8,970	3,018	938	2,081	7,619	729	6,890
Craft & Trade workers	23,677	2,722	20,955	19,028	2,041	16,988	4,648	681	3,967
Plant & machine operators & assemblers	10,927	528	10,398	7,980	422	7,558	2,947	106	2,841
Elementary occupations	33,858	16,554	17,304	19,279	10,910	8,368	14,579	5,643	8,936
Armed forces	3,921	484	3,437	2,944	484	2,461	977	0	977
Not reported	1,118	320	798	714	129	585	404	191	212
Total	180,904	75,026	105,878	125,610	53,641	71,969	55,294	21,385	33,909
<i>No. of employed persons</i>									
Legislators, senior officials & managers	7,897	2,384	5,513	6,467	1,997	4,471	1,430	387	1,043
Professionals	35,008	19,911	15,097	20,605	11,755	8,850	14,403	8,156	6,247
Technicians & Associate professionals	24,357	12,991	11,366	18,613	9,431	9,183	5,744	3,561	2,183
Clerks	26,054	18,057	7,997	22,736	16,064	6,672	3,318	1,994	1,324
Services, Shops & Market sales workers	59,073	36,316	22,756	35,496	18,889	16,606	23,577	17,427	6,150
Skilled agricultural & fishery workers	106,580	52,797	53,783	5,286	1,620	3,666	101,294	51,177	50,116
Craft & Trade workers	61,063	15,879	45,184	35,790	5,560	30,230	25,273	10,320	14,953
Plant & machine operators & assemblers	17,450	727	16,722	12,372	621	11,751	5,078	106	4,972
Elementary occupations	86,378	43,865	42,513	39,731	24,253	15,478	46,647	19,612	27,035
Armed forces	5,121	777	4,344	3,418	777	2,641	1,703		1,703
Not reported	2,868	1,315	1,553	1,469	448	1,021	1,399	867	532
Total	431,849	205,021	226,828	201,985	91,416	110,569	229,865	113,606	116,259
<i>Percentage of employed persons registered</i>									
Legislators, senior officials & managers	76.5	69.1	79.7	84.6	81.2	86.1	40.1	7.2	52.3
Professionals	82.0	84.0	79.4	84.8	86.2	82.9	78.0	80.7	74.5
Technicians & Associate professionals	75.8	78.5	72.7	79.1	82.7	75.4	65.0	67.4	61.2
Clerks	76.5	73.8	82.5	78.0	74.8	85.7	66.0	65.7	66.5
Services, Shops & Market sales workers	40.0	29.9	56.2	48.6	37.8	60.8	27.1	21.3	43.5
Skilled agricultural & fishery workers	10.0	3.2	16.7	57.1	57.9	56.8	7.5	1.4	13.7
Craft & Trade workers	38.8	17.1	46.4	53.2	36.7	56.2	18.4	6.6	26.5
Plant & machine operators & assemblers	62.6	72.6	62.2	64.5	68.0	64.3	58.0	100.0	57.1
Elementary occupations	39.2	37.7	40.7	48.5	45.0	54.1	31.3	28.8	33.1
Armed forces	76.6	62.3	79.1	86.1	62.3	93.2	57.4	0.0	57.4
Not reported	39.0	24.3	51.4	48.6	28.8	57.3	28.9	22.0	39.8
Total	41.9	36.6	46.7	62.2	58.7	65.1	24.1	18.8	29.2

Annex Table 10

Educational profile of the unemployed by area and sex

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		
Urban	B	3,027	27,327	36,713	21,600	686	121	130	34	2,296	<i>(Broad unemployment: Looking and not looking for work combined)</i>	
	F	1,490	15,707	23,270	12,313	287	80	60	34	972		
	M	1,538	11,621	13,444	9,287	399	40	69	0	1,324		
Rural	B	14,024	57,290	41,582	14,727	496	0	55	0	526		
	F	8,678	31,489	27,091	9,459	144	0	55	0	155		
	M	5,346	25,802	14,492	5,268	351	0	0	0	370		
Namibia	B	17,051	84,619	78,296	36,328	1,182	121	184	34	2,821		
	F	10,168	47,196	50,361	21,773	432	80	115	34	1,127		
	M	6,884	37,423	27,935	14,555	750	40	69	0	1,694		
<i>(Strict Unemployment: Looking for work)</i>												
Urban	B	2,018	18,964	25,465	14,943	466	68	96	0	1,825		
	F	829	9,516	14,904	8,019	116	27	27	0	661		
	M	1,188	9,448	10,561	6,924	350	40	69	0	1,165		
Rural	B	2,798	17,006	17,120	8,494	171	0	55	0	111		
	F	915	6,783	9,424	4,935	34	0	55	0	0		
	M	1,883	10,223	7,697	3,559	138	0	0	0	111		
Namibia	B	4,816	35,968	42,585	23,437	637	68	151	0	1,936		
	F	1,744	16,298	24,328	12,954	150	27	81	0	661		
	M	3,071	19,670	18,258	10,483	487	40	69	0	1,275		
<i>(Not looking for work)</i>												
Urban	B	950	8,075	10,630	6,340	220	53	34	34	409		
	F	660	6,081	7,919	4,174	171	53	34	34	249		
	M	290	1,995	2,711	2,165	49	0	0	0	159		
Rural	B	10,633	39,443	24,237	5,900	325	0	0	0	330		
	F	7,246	24,254	17,555	4,207	111	0	0	0	129		
	M	3,387	15,188	6,682	1,692	214	0	0	0	201		
Namibia	B	11,583	47,517	34,867	12,239	545	53	34	34	738		
	F	7,906	30,335	25,474	8,382	282	53	34	34	378		
	M	3,677	17,182	9,393	3,857	263	0	0	0	360		

Annex Table 11

Rate of unemployment (broadly defined) by educational attainment, area and sex

Educational attainment	Total			Females			Males		
	Unemp.	Labour force	Unemp. rate	Unemp.	Labour force	Unemp. rate	Unemp.	Labour force	Unemp. rate
	(No.)		(%)	(No.)		(%)	(No.)		(%)
National									
No education	17,051	73,904	23.1	10,168	33,069	30.7	37,423	121,068	30.9
Primary education	84,619	236,365	35.8	47,196	115,297	40.9	27,935	79,515	35.1
Junior Secondary	78,296	187,309	41.8	50,361	107,794	46.7	14,555	49,878	29.2
Senior Secondary	36,328	106,735	34.0	21,773	56,857	38.3	750	8,415	8.9
After Std. 10 Certificate	1,182	14,992	7.9	432	6,576	6.6	40	4,623	0.9
University	121	9,439	1.3	80	4,815	1.7	69	1,991	3.5
Post Graduate	184	4,132	4.5	115	2,142	5.4		3,758	0.0
Teachers Training	34	9,937	0.3	34	6,178	0.6	1,694	6,094	27.8
Not reported	2,821	9,672	29.2	1,127	3,578	31.5	6,884	40,836	16.9
Total	220,634	652,483	33.8	131,284	336,305	39.0	89,350	316,178	28.3
Urban									
No education	3,027	12,711	23.8	1,490	4,148	35.9	11,621	42,818	27.1
Primary education	27,327	77,456	35.3	15,707	34,639	45.3	13,444	44,421	30.3
Junior Secondary	36,713	97,669	37.6	23,270	53,249	43.7	9,287	34,995	26.5
Senior Secondary	21,600	72,646	29.7	12,313	37,651	32.7	399	5,735	7.0
After Std. 10 Certificate	686	9,550	7.2	287	3,816	7.5	40	3,858	1.0
University	121	7,768	1.6	80	3,909	2.0	69	1,777	3.9
Post Graduate	130	3,680	3.5	60	1,902	3.2	0	1,948	0.0
Teachers Training	34	5,766	0.6	34	3,819	0.9	1,324	4,177	31.7
Not reported	2,296	6,672	34.4	972	2,495	39.0	1,538	8,564	18.0
Total	91,934	293,919	31.3	54,213	145,629	37.2	37,721	148,290	25.4
Rural									
No education	57,290	158,907	36.1	31,489	80,658	39.0	5,346	32,271	16.6
Primary education	41,582	89,639	46.4	27,091	54,545	49.7	25,802	78,251	33.0
Junior Secondary	14,727	34,088	43.2	9,459	19,205	49.3	14,492	35,095	41.3
Senior Secondary	496	5,441	9.1	144	2,759	5.2	5,268	14,883	35.4
After Std. 10 Certificate		1,671	0.0	0	906	0.0	351	2,681	13.1
University	55	453	12.1	55	239	23.0	0	765	0.0
Post Graduate		4,170	0.0	0	2,360	0.0	0	214	0.0
Teachers Training	526	3,001	17.5	155	1,083	14.3	0	1,811	0.0
Not reported	14,024	61,193	22.9	8,678	28,922	30.0	370	1,917	19.3
Total	128,700	358,565	35.9	77,071	190,677	40.4	51,629	167,888	30.8

Annex Table 12

Rate of unemployment (Strictly defined) by educational attainment, area and sex

Educational attainment	Total			Females			Males		
	Unemp.	Labour force	Unemp. rate	Unemp.	Labour force	Unemp. rate	Unemp.	Labour force	Unemp. rate
	(No.)		(%)	(No.)		(%)	(No.)		(%)
National									
No education	4,816	61,669	7.8	1,744	24,645	7.1	3,071	37,023	8.3
Primary education	35,968	187,714	36.2	16,298	84,399	37.1	19,670	103,315	35.6
Junior Secondary	42,585	151,598	28.1	24,328	81,761	29.8	18,258	69,838	26.1
Senior Secondary	23,437	93,844	25.0	12,954	48,038	27.0	10,483	45,806	22.9
After Std. 10 Certificate	637	14,447	4.4	150	6,294	2.4	487	8,152	6.0
University	68	9,386	0.7	27	4,762	0.6	40	4,623	0.9
Post Graduate	151	4,099	3.7	81	2,108	3.8	69	1,991	3.5
Teacher training	0	9,903	0.0	0	6,144	0.0	0	3,758	0.0
Not reported	1,936	8,787	22.0	661	3,112	21.2	1,275	5,675	22.5
Total	109,598	541,447	20.2	56,243	261,264	21.5	53,354	280,182	19.0
Urban									
No education	2,018	11,702	17.2	829	3,487	23.8	1,188	8,214	14.5
Primary education	18,964	69,093	57.0	9,516	28,448	79.2	9,448	40,645	47.3
Junior Secondary	25,465	86,421	29.5	14,904	44,883	33.2	10,561	41,538	25.4
Senior Secondary	14,943	65,989	22.6	8,019	33,357	24.0	6,924	32,632	21.2
After Std. 10 Certificate	466	9,330	5.0	116	3,645	3.2	350	5,686	6.2
University	68	7,715	0.9	27	3,856	0.7	40	3,858	1.0
Post Graduate	96	3,646	2.6	27	1,869	1.4	69	1,777	3.9
Teacher training	0	5,732	0.0	0	3,785	0.0	0	1,948	0.0
Not reported	1,825	6,201	29.4	661	2,184	30.3	1,165	4,018	29.0
Total	63,843	265,828	24.0	34,099	125,515	27.2	29,745	140,314	21.2
Rural									
No education	2,798	49,967	5.6	915	21,159	4.3	1,883	28,808	6.5
Primary education	17,006	118,623	21.9	6,783	55,952	18.2	10,223	62,672	25.2
Junior Secondary	17,120	65,177	26.3	9,424	36,878	25.6	7,697	28,300	27.2
Senior Secondary	8,494	27,855	30.5	4,935	14,681	33.6	3,559	13,174	27.0
After Std. 10 Certificate	171	5,116	3.3	34	2,649	1.3	138	2,468	5.6
University	0	1,671	0.0	0	906	0.0	0	765	0.0
Post Graduate	55	453	12.1	55	239	23.0	0	214	0.0
Teacher training	0	4,170	0.0	0	2,360	0.0	0	1,811	0.0
Not reported	111	2,586	4.3	0	928	0.0	111	1,658	6.7
Total	45,755	275,620	16.6	22,145	135,751	16.3	23,610	139,869	16.9

Annex Table 13

Rate of unemployment (broadly defined) by age, area and sex

	Total			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	25,725	38,389	67.0	14,247	19,384	73.5	11,478	19,005	60.4
20-24	64,742	109,625	59.1	37,808	60,530	62.5	26,934	49,095	54.9
25-29	51,061	119,257	42.8	29,876	62,468	47.8	21,186	56,790	37.3
30-34	29,443	94,002	31.3	18,539	49,996	37.1	10,904	44,006	24.8
35-39	16,631	77,000	21.6	11,250	42,136	26.7	5,381	34,864	15.4
40-44	11,821	61,884	19.1	7,391	31,556	23.4	4,430	30,327	14.6
45-49	7,977	47,809	16.7	5,139	22,599	22.7	2,838	25,210	11.3
50-54	5,821	35,014	16.6	3,530	15,639	22.6	2,291	19,374	11.8
55-59	3,372	23,409	14.4	1,639	10,569	15.5	1,734	12,841	13.5
60-64	1,767	15,478	11.4	1,100	6,656	16.5	667	8,822	7.6
65+	2,273	30,615	7.4	767	14,773	5.2	1,506	15,842	9.5
Total	220,634	652,483	33.8	131,284	336,305	39.0	89,350	316,178	28.3
<i>Urban</i>									
15-19	9,323	12,438	75.0	5,144	6,772	76.0	4,179	5,666	73.8
20-24	26,309	47,863	55.0	15,731	26,719	58.9	10,578	21,144	50.0
25-29	24,045	61,232	39.3	14,377	31,588	45.5	9,668	29,644	32.6
30-34	14,207	50,695	28.0	8,655	25,880	33.4	5,552	24,815	22.4
35-39	7,135	42,325	16.9	4,584	22,369	20.5	2,551	19,956	12.8
40-44	4,679	30,720	15.2	2,671	14,200	18.8	2,008	16,520	12.2
45-49	2,470	20,813	11.9	1,352	7,795	17.3	1,118	13,018	8.6
50-54	1,815	13,645	13.3	1,004	5,403	18.6	811	8,242	9.8
55-59	892	7,104	12.6	247	2,247	11.0	645	4,857	13.3
60-64	540	3,023	17.9	265	821	32.3	275	2,202	12.5
65+	519	4,062	12.8	183	1,836	10.0	336	2,226	15.1
Total	91,934	293,919	31.3	54,213	145,629	37.2	37,721	148,290	25.4
<i>Rural</i>									
15-19	16,402	25,951	63.2	9,103	12,612	72.2	7,299	13,339	54.7
20-24	38,434	61,762	62.2	22,077	33,811	65.3	16,356	27,951	58.5
25-29	27,017	58,026	46.6	15,499	30,880	50.2	11,518	27,147	42.4
30-34	15,236	43,307	35.2	9,884	24,116	41.0	5,352	19,191	27.9
35-39	9,496	34,676	27.4	6,666	19,767	33.7	2,830	14,908	19.0
40-44	7,142	31,164	22.9	4,720	17,357	27.2	2,422	13,807	17.5
45-49	5,507	26,996	20.4	3,787	14,804	25.6	1,720	12,192	14.1
50-54	4,005	21,368	18.7	2,525	10,236	24.7	1,480	11,132	13.3
55-59	2,481	16,306	15.2	1,392	8,322	16.7	1,089	7,984	13.6
60-64	1,227	12,455	9.9	835	5,835	14.3	392	6,620	5.9
65+	1,754	26,555	6.6	583	12,938	4.5	1,170	13,615	8.6
Total	128,700	358,565	35.9	77,071	190,677	40.4	51,629	167,888	30.8

Annex Table 14

Rate of unemployment (strictly defined) by age, area and sex

Age group (years)	Total			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	12,342	25,006	49.4	6,564	11,701	56.1	5,779	13,306	43.4
20-24	32,506	77,389	42.0	16,946	39,668	42.7	15,560	37,721	41.3
25-29	29,152	97,348	29.9	14,790	47,382	31.2	14,361	49,965	28.7
30-34	15,823	80,382	19.7	8,738	40,195	21.7	7,085	40,187	17.6
35-39	7,517	67,886	11.1	3,850	34,736	11.1	3,668	33,151	11.1
40-44	5,011	55,074	9.1	2,199	26,364	8.3	2,812	28,709	9.8
45-49	2,855	42,687	6.7	1,654	19,114	8.7	1,201	23,573	5.1
50-54	2,269	31,462	7.2	923	13,032	7.1	1,346	18,429	7.3
55-59	1,047	21,084	5.0	353	9,283	3.8	694	11,801	5.9
60-64	406	14,117	2.9	58	5,614	1.0	348	8,503	4.1
65-69	67	9,659	0.7	0	5,465	0.0	67	4,194	1.6
70-74	0	7,725	0.0	0	3,506	0.0	0	4,219	0.0
75-79	0	4,093	0.0	0	1,969	0.0	0	2,124	0.0
80+	602	7,534	8.0	169	3,235	5.2	434	4,300	10.1
Total	109,598	541,447	20.2	56,243	261,264	21.5	53,354	280,182	19.0
<i>Urban</i>									
15-19	6,610	16,159	59.1	3,751	5,379	69.7	2,859	4,346	65.8
20-24	18,309	41,637	56.0	9,933	20,921	47.5	8,376	18,942	44.2
25-29	16,899	47,908	64.7	8,872	26,083	34.0	8,027	28,003	28.7
30-34	10,265	38,336	73.2	5,744	22,969	25.0	4,520	23,783	19.0
35-39	4,426	29,606	85.1	2,558	20,343	12.6	1,868	19,273	9.7
40-44	3,252	27,274	88.1	1,593	13,122	12.1	1,658	16,170	10.3
45-49	1,704	23,193	92.7	867	7,310	11.9	837	12,737	6.6
50-54	1,168	18,531	93.7	528	4,927	10.7	640	8,071	7.9
55-59	616	14,441	95.7	138	2,138	6.5	479	4,691	10.2
60-64	250	11,478	97.8	0	556	0.0	250	2,177	11.5
65-69	67	8,497	99.2	0	534	0.0	67	696	9.6
70-74	0	7,574	100.0	0	0	0.0	0	151	0.0
75-79	0	3,856	100.0	0	106	0.0	0	132	0.0
80+	277	5,218	94.7	114	1,127	10.1	163	1,141	14.3
Total	63,843	293,708	78.3	34,099	125,515	27.2	29,745	140,314	21.2
<i>Rural</i>									
15-19	5,732	15,281	37.5	2,812	6,321	44.5	2,920	8,960	32.6
20-24	14,197	37,525	37.8	7,013	18,747	37.4	7,184	18,779	38.3
25-29	12,252	43,261	28.3	5,918	21,299	27.8	6,334	21,963	28.8
30-34	5,558	33,629	16.5	2,994	17,226	17.4	2,565	16,404	15.6
35-39	3,091	28,271	10.9	1,291	14,392	9.0	1,800	13,878	13.0
40-44	1,760	25,782	6.8	606	13,243	4.6	1,154	12,539	9.2
45-49	1,151	22,640	5.1	787	11,804	6.7	364	10,836	3.4
50-54	1,101	18,464	6.0	395	8,106	4.9	706	10,358	6.8
55-59	431	14,256	3.0	216	7,146	3.0	215	7,110	3.0
60-64	155	11,383	1.4	58	5,058	1.1	98	6,326	1.5
65-69	0	8,430	0.0	0	4,931	0.0	0	3,498	0.0
70-74	0	7,574	0.0	0	3,506	0.0	0	4,068	0.0
75-79	0	3,856	0.0	0	1,864	0.0	0	1,992	0.0
80+	325	5,266	6.2	55	2,109	2.6	271	3,158	8.6
Total	45,755	275,620	16.6	22,145	135,751	16.3	23,610	139,869	16.9

Annex Table 15

Unemployed persons looking/not looking for work by region, area and sex (per cent)

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	57.7	42.3	100.0	47.7	52.3	100.0	71.9	28.1
Erongo	100.0	68.4	31.6	100.0	62.4	37.6	100.0	78.1	21.9
Hardap	100.0	46.7	53.3	100.0	42.4	57.6	100.0	52.5	47.5
Karas	100.0	48.8	51.2	100.0	43.2	56.8	100.0	58.4	41.6
Khomas	100.0	69.2	30.8	100.0	58.9	41.1	100.0	81.6	18.4
Kunene	100.0	35.7	64.3	100.0	27.5	72.5	100.0	54.2	45.8
Ohangwena	100.0	26.2	73.8	100.0	23.7	76.3	100.0	29.7	70.3
Kavango	100.0	71.0	29.0	100.0	68.7	31.3	100.0	73.4	26.6
Omaheke	100.0	47.0	53.0	100.0	34.6	65.4	100.0	64.8	35.2
Omusati	100.0	42.0	58.0	100.0	32.7	67.3	100.0	57.7	42.3
Oshana	100.0	46.2	53.8	100.0	41.2	58.8	100.0	54.7	45.3
Oshikoto	100.0	28.8	71.2	100.0	25.3	74.7	100.0	34.1	65.9
Otjozondjupa	100.0	73.7	26.3	100.0	68.0	32.0	100.0	81.4	18.6
Urban	100.0	70.5	29.5	100.0	63.8	36.2	100.0	80.1	19.9
Rural	100.0	36.1	63.9	100.0	29.3	70.7	100.0	46.3	53.7
Namibia	100.0	50.5	49.5	100.0	43.6	56.4	100.0	60.6	39.4

Annex Table 16

Distribution of employed persons available for and preferring to work more by occupation, area and sex

Area	Sex	(Number)										Total	
		Armed forces	Legislators, senior officials and managers	Professionals	Technicians and associate professionals	Clerks	Services, shops and market sales workers	Skilled agricultural and fishery workers	Craft and trade workers	Plant and machine operators and assemblers	Elementary occupations		Not reported
Urban	B	345	573	2,283	1,987	3,294	5,922	840	6,768	2,673	6,533	211	31,430
	F	98	137	1,181	905	2,013	3,568	210	1,158	3,086	55	12,410	
	M	247	436	1,102	1,082	1,282	2,353	631	5,610	2,673	3,447	157	19,019
Rural	B	501	67	1,699	1,146	349	3,668	12,935	4,228	1,178	8,091	0	33,862
	F	0	0	740	625	155	2,689	5,773	1,714	0	3,184	0	14,880
	M	501	67	959	521	194	978	7,163	2,514	1,178	4,906	0	18,982
Namibia	B	846	641	3,982	3,134	3,643	9,589	13,775	10,996	3,851	14,623	211	65,292
	F	98	137	1,921	1,530	2,168	6,258	5,982	2,872	6,270	55	27,291	
	M	748	503	2,061	1,603	1,475	3,332	7,793	8,124	3,851	8,353	157	38,001
(Percent)													
Urban	B	1.1	1.8	7.3	6.3	10.5	18.8	2.7	21.5	8.5	20.8	0.7	100.0
	F	0.8	1.1	9.5	7.3	16.2	28.8	1.7	9.3	0.0	24.9	0.4	100.0
	M	1.3	2.3	5.8	5.7	6.7	12.4	3.3	29.5	14.1	18.1	0.8	100.0
Rural	B	1.5	0.2	5.0	3.4	1.0	10.8	38.2	12.5	3.5	23.9	0.0	100.0
	F	0.0	0.0	5.0	4.2	1.0	18.1	38.8	11.5	0.0	21.4	0.0	100.0
	M	2.6	0.4	5.1	2.7	1.0	5.2	37.7	13.2	6.2	25.8	0.0	100.0
Namibia	B	1.3	1.0	6.1	4.8	5.6	14.7	21.1	16.8	5.9	22.4	0.3	100.0
	F	0.4	0.5	7.0	5.6	7.9	22.9	21.9	10.5	0.0	23.0	0.2	100.0
	M	2.0	1.3	5.4	4.2	3.9	8.8	20.5	21.4	10.1	22.0	0.4	100.0

Annex Table 17

Distribution of employed persons available for and preferring to work more by employment status, area and sex

Area	Sex	(Number)										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 (Subsist- ence/Communal)	Other unpaid family worker	Not reported		
Urban	B	62	163	911	1,351	2,029	6,359	30	373	32	11,311	
	F	30	147	417	958	990	2,638	30	209	0	5,419	
	M	32	17	493	393	1,040	3,721	0	164	32	5,892	
Rural	B	721	4,442	508	1,764	591	3,141	507	254	0	11,928	
	F	393	2,504	197	1,394	46	1,315	247	163	0	6,259	
	M	328	1,939	311	370	545	1,826	260	91	0	5,669	
Namibia	B	783	4,606	1,419	3,115	2,620	9,500	538	627	32	23,239	
	F	424	2,650	614	2,352	1,036	3,954	277	372	0	11,678	
	M	360	1,956	805	764	1,584	5,546	260	255	32	11,561	
Urban	B	0.5	1.4	8.1	11.9	17.9	56.2	0.3	3.3	0.3	100	
	F	0.6	2.7	7.7	17.7	18.3	48.7	0.6	3.9	0.0	100	
	M	0.5	0.3	8.4	6.7	17.7	63.2	0.0	2.8	0.5	100	
Rural	B	6.0	37.2	4.3	14.8	5.0	26.3	4.3	2.1	0.0	100	
	F	6.3	40.0	3.1	22.3	0.7	21.0	3.9	2.6	0.0	100	
	M	5.8	34.2	5.5	6.5	9.6	32.2	4.6	1.6	0.0	100	
Namibia	B	3.4	19.8	6.1	13.4	11.3	40.9	2.3	2.7	0.1	100	
	F	3.6	22.7	5.3	20.1	8.9	33.9	2.4	3.2	0.0	100	
	M	3.1	16.9	7.0	6.6	13.7	48.0	2.2	2.2	0.3	100	

Annex Table 18

Distribution of employed persons preferring to work more hours by occupation, area and sex

Area	Sex	Occupation											Total
		Armed forces	Legislators, senior officials and managers	Professionals	Technicians and associate professionals	Clerks	Services, shops and market sales workers	Skilled agricultural and fishery workers	Craft and trade workers	Plant and machine operators and assemblers	Elementary occupations	Not reported	
		(Number)											
Urban	B	480	773	4,413	3,163	4,852	8,592	1,399	10,434	4,030	10,153	387	48,677
	F	147	170	2,407	1,479	3,128	4,923	409	1,809	0	5,471	55	19,998
	M	333	602	2,006	1,684	1,724	3,669	990	8,625	4,030	4,683	333	28,679
Rural	B	703	377	2,464	1,442	686	6,562	19,374	7,461	1,948	12,002	326	53,346
	F		151	1,233	785	329	4,896	8,892	3,144	0	4,905	198	24,532
	M	703	227	1,231	657	358	1,666	10,482	4,317	1,948	7,097	128	28,813
Namibia	B	1,183	1,150	6,877	4,605	5,539	15,154	20,773	17,895	5,978	22,155	713	102,023
	F	147	321	3,640	2,264	3,457	9,820	9,301	4,953		10,375	252	44,530
	M	1,036	829	3,237	2,341	2,082	5,335	11,472	12,942	5,978	11,780	461	57,493
		(Percent)											
Urban	B	1.0	1.6	9.1	6.5	10.0	17.7	2.9	21.4	8.3	20.9	0.8	100.0
	F	0.7	0.9	12.0	7.4	15.6	24.6	2.0	9.0	0.0	27.4	0.3	100.0
	M	1.2	2.1	7.0	5.9	6.0	12.8	3.5	30.1	14.1	16.3	1.2	100.0
Rural	B	1.3	0.7	4.6	2.7	1.3	12.3	36.3	14.0	3.7	22.5	0.6	100.0
	F	0.0	0.6	5.0	3.2	1.3	20.0	36.2	12.8	0.0	20.0	0.8	100.0
	M	2.4	0.8	4.3	2.3	1.2	5.8	36.4	15.0	6.8	24.6	0.4	100.0
Namibia	B	1.2	1.1	6.7	4.5	5.4	14.9	20.4	17.5	5.9	21.7	0.7	100.0
	F	0.3	0.7	8.2	5.1	7.8	22.1	20.9	11.1	0.0	23.3	0.6	100.0
	M	1.8	1.4	5.6	4.1	3.6	9.3	20.0	22.5	10.4	20.5	0.8	100.0

Annex Table 19

Employed persons preferring to work more hours by industry, area and sex

Industry	Namibia			Urban			Rural		
	Total	Females	Males	Total	Females	Males	Total	Females	Males
Agriculture	19.6	16.8	21.8	32.2	35.1	31.2	19.1	16.5	21.4
Fishing	30.1	31.2	29.4	21.2	24.3	19.2	50.6	49.2	51.3
Mining and Quarrying	30.5	21.2	32.7	31.1	13.1	34.3	29.4	29.1	29.5
Manufacturing	30.4	31.4	29.5	29.4	27.7	30.5	31.4	33.8	27.9
Electricity, Gas & Water Supply	30.9	13.0	33.1	32.9	17.3	34.9	25.8	0.0	28.6
Construction	26.8	29.5	26.7	27.1	28.9	27.1	26.3	29.7	26.0
Wholesale and Retail Trade, Repair of motor vehicles	24.5	24.0	25.1	21.7	18.7	23.9	27.9	27.8	28.0
Hotels and Restaurants	39.9	36.2	45.4	30.6	35.6	17.4	54.6	37.9	66.2
Transport, Storage and Communication	30.6	22.4	32.0	29.5	18.0	31.7	33.5	39.9	32.7
Financial Intermediation	19.3	20.4	18.1	19.3	16.6	22.6	19.7	58.7	0.0
Real Estate, Renting and Business Activities	23.3	22.1	24.7	24.1	23.7	24.5	20.9	18.0	25.9
Public Administration, Defence & Social Security	18.5	15.2	20.5	17.2	15.3	18.4	22.4	15.1	26.7
Education	19.2	17.1	22.6	19.9	14.9	27.5	18.6	18.9	18.1
Health and Social Work	17.2	16.1	21.0	19.5	18.6	22.6	8.8	6.3	16.0
Other Community, Social & Personal Services	28.0	28.0	28.0	25.1	23.8	26.1	34.5	36.8	32.4
Private Households with employed persons	25.6	24.3	30.5	24.6	22.9	30.8	27.2	26.4	30.2
Extra-Territorial Organisations & Bodies	13.5	25.6	0.0	22.2	100.0	0.0	0.0	0.0	0.0
Not reported	31.8	35.5	26.5	30.0	34.2	24.0	34.0	37.3	29.6
Total	23.6	21.7	25.3	24.1	21.9	25.9	23.2	21.6	24.8

REFERENCES

- CBS (Central Bureau of Statistics, formerly Central Statistics Office). 1994a. 1991 *Population and Housing Census: Basic Analysis with Highlights*. March 1995, and 1991 *Population and Housing Census*, Report B, Statistical Tables Vols.I,II, and III. National Planning Commission. Windhoek.
- CBS. 1994b. *Provisional Population Projections 1991-2011*. National Planning Commission. Windhoek. July.
- CBS. 1996a. *Living Conditions in Namibia: Basic Description with Highlights*. Main Report from the Namibian Household Income and Expenditure Survey (NHIES). National Planning Commission. Windhoek. May.
- CBS. 1996b. *The 1993/1994 Namibia Household Income and Expenditure Survey*. NHIES. Administrative and Technical Report, and Annexes to that report: NHIES Forms and Questionnaires, NHIES Manuals; NHIES Data Set Descriptions, and Selected SAS Programs used in HIES. National Planning Commission. Windhoek.
- Ministry of Labour 1997. *1997 Namibia Labour Force Survey*
- ILO (Ralf Hussmanns, Farhad Mehran and Vijay Verma). 1990. *Surveys of economically Active Population, Employment, Unemployment and Underemployment: An ILO Manual on Concepts and Methods*. Geneva.
- ILO. 1997. *Underemployment: Concept and Measurement*. Report 1 prepared for the Meeting of Experts on Labour Statistics, Geneva, 14-23 October 1997. Geneva.
- Kalula, E.: L. Madhuku (eds). 1997. *Public Sector Labour Relations in Southern Africa: Developments and Trends*. Rondenbosch: Friedrich Ebert Stiftung and the Institute of Development and Labour Law, University of Cape Town.
- Kingdom, Geeta; John Knight.2000. "Are searching and non-searching unemployment distinct states when unemployment is high? The case of South Africa". Centre for the Study of African Economies, Economics Department, University of Oxford. Oxford, United Kingdom. April. Draft.
- Ministry of Labour. 1997. *National Employment Policies*. Windhoek. June.
- Ministry of Labour and Human Resources Development. 1994. *Employment Structure and Wage Levels in Namibia: A report based on the Establishment Survey 1992/93*. Windhoek. August.
- National Planning Commission. 1995. *First National Development Plan (NDP)*. Vols 1 and 2. Windhoek.
- O'Higgins, N.1997. *The Challenge of Youth Unemployment*. Employment and Training Paper No.7. Geneva: Employment and Training Department, ILO.
- Statistics South Africa (Stats SA). 1998. *Unemployment and Employment in South Africa*. Pretoria

