The Namibia Labour Force Survey 2012 Report



Ministry of Labour and Social Welfare

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NAMIBIA LABOUR FORCE SURVEY (NLFS)

2012 REPORT

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April 2013

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PREFACE

After independence in 1990, Namibia conducted the first Labour Force Survey in 1997 and thereafter roughly every four years, the last one in 2008. In 2012, the Namibia Statistics Agency (NSA) conducted the fifth Labour Force Survey. This report provides the key findings from the 2012 National Labour Force Survey (NLFS).

For economic and social planning reasons, a clear knowledge and understanding of the size, composition and other characteristics of the labour force is indispensable to national, as well as regional planning. The 2012 Labour Force Survey also presents a major step towards the systematic production of labour force information for meeting the realization of Vision 2030. In addition, timely collection and release of labour force statistics are a priority for Namibia in order to monitor and assess the impact of all policies Government has implemented that affect the labour market.

To ensure high quality data, plans for sample design were developed and extensively analyzed to ensure that the data collected are representative at the national level, as well as for urban and rural areas. Questionnaires were prepared based on the inputs provided by national and international stakeholders that allowed the identification of a number of central topics for inclusion in the survey. Overall, the NLFS 2012 followed the best international practices in terms of design and methods, concepts and classifications.

This report presents key statistics derived from the NLFS. The report presents only the tip of the iceberg of the information that can be derived from the NLFS. The NSA itself plans to conduct further analysis of various aspects of the entire data set. Moreover the NSA will also be making available anonymised micro-level data via its website at http://www.nsa.org.na to enable other agencies and individuals to conduct further analysis of the data. In this way, the country will derive full benefit from the resources that were allocated to conduct the survey.

In conclusion, I would like to address my sincere thanks to the experts from the Statistics South Africa, the International Labour Organisation and the World Bank for their technical inputs. A word of appreciation goes also to the staff of the Ministry of Labour and Social Welfare and the National Statistical System in general and in particular to the sample households for their understanding and co-operation during the data collection.



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Windhoek, April 2013

LIST OF ACRONYMS

CI	Confidence intervals
CV	Coefficient of variation
EA	Enumeration area
GIS	Geographical Information System
GPS	Geographical Positioning System
ILO	International Labour Organisation
LFPR	Labour force participation rate
MoLSW	Ministry of Labour and Social Welfare
NAD	Namibia dollar
NLFS	Namibia Labour Force Survey
NSA	Namibia Statistics Agency
PSU	Primary sampling unit
RSE	Relative standard error
SE	Standard error

BASIC CONCEPTS

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

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

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

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

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

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

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

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

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

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

- being without work
- being available for work.

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

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

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

Overall dependency ratio is the sum of the child dependency ratio and the aged dependency ratio.
Sex ratio is the number of males per 100 females.

Educational attainment is defined as the highest standard, grade or years completed. In the NLFS 2012 the educational attainment includes those persons who have completed part or the whole level of education. For instance, primary education includes persons who have completed the last grade or achieved some grades of primary education.

LABOUR FORCE SURVEY 2012 AT A GLANCE

Basic Indicators	2012
Population size	
Total	2 085 927
Female	1 084 845
Male	1 001 082
Population composition	
Under 15 years	770 265
Working age 15 + years	1 315 662
Economically active population	
Employed	630 094
Unemployed - broad	238 174
Labour force	868 268
Labour force participation rate - broad	66.0
Unemployment rate - broad	27.4
Economically active population by sex	
Female employed	300 390
Male employed	329 704
Female unemployed - broad	140 172
Female unemployment rate - broad	31.8
Male unemployed	98 002
Male unemployment rate - broad	22.9
Male labour force participation rate - broad	69.1
Female labour force participation rate - broad	63.2

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CHAPTER 1: INTRODUCTION

The Namibia Labour Force Survey (NLFS) 2012 is the fifth survey since independence in 1990 and the first to be conducted by the Namibia Statistics Agency (NSA). The survey was a joint effort with the Ministry of Labour and Social Welfare (MoLSW).

The survey collected data on the labour market activities of individuals aged 15 years and above who lived in Namibia during the reference period (seven days prior to the interview). The survey was conducted during the period October 16th to 27th 2012. Like in the preceding surveys, the NLFS 2012 was conducted by interviewing individuals in private households.

Four months prior to the survey fieldwork, the NSA undertook a major revision of the approach used for the NLFS 2008. This revision resulted in changes to the survey methodology and survey questionnaire, pilot testing of additional questions to track economic activities in vulnerable sectors such as subsistence agriculture and domestic work, and changes to the survey data capture and processing systems. Detailed descriptions of these improvements are presented in Annex A of this report and will be available in a comprehensive report published on-line.

The objective of this report is to provide basic indicators necessary for users of the Namibia Labour Force Survey to promote understanding of the labour market situation prevailing since the last survey in 2008. It should provide a basis for better planning, policy formulation and labour-related discussion.

Other documents that provide more detail on various elements of the survey are available on the Namibia Statistics Agency website at: http://www.nsa.org.na

HIGHLIGHTS OF CHANGES IN LABOUR INDICATORS 2004 TO 2012

The remaining part of this introductory chapter presents the key findings of the NLFS 2012 and changes that have taken place over the years from 2004 to 2012.

The NLFS 2012 shows that 66 per cent of the population aged 15 years and above in Namibia is in the economically active group, which forms the labour force, while 31 per cent is outside the labour force. Three per cent of the interviewees did not answer all the key questions that determine the labour force status and are hence referred to in the table as 'not reported'.

Close to three quarters (72.6 per cent) of the labour force are employed. The employed population of 630 094 persons obtained from the 2012 survey is almost twice that of the 2008 survey which puts the employed population at 331 444 persons. Further, the NLFS 2012 produced an unemployment rate of 27.4 per cent, much lower than the rate of 51.2 per cent reported in the previous survey. The substantial increase in the number of employed and the large decrease in the unemployment rate is in large part due to an improved methodology that resulted in better capture of categories of employed people other than paid employees.

Furthermore, the Namibia Population and Housing Census of 2011 recorded a higher unemployment rate of 37 per cent. The differences in the estimates can be attributed to the detailed coverage of labour force variables in the survey compared to the Census. While the Census of 2011 had only one question which was used to determine the employment status, the labour force survey of 2012 had nine questions which were used to filter out in more detail the employed and unemployed persons. The obvious differences can be observed in the number of employed persons in the categories of unpaid family workers and own-account workers. The survey recorded a higher number of 37 879 and 68 906 persons respectively for unpaid family workers and own-account workers. On the other hand, the Census recorded 10 075 and 17 163 respectively for the same categories.

Table 1 Basic indicators for Labour Force Surveys since 2004

Basic Indicators	2004	2008	2012	Change since 2008
Population 15 years and above	1 024 110	1 106 854	1 315 662	208 808
Labour force	493 448	678 680	868 268	189 588
Employed population	385 329	331 444	630 094	298 650
Unemployed population - broad	223 281	347 237	238 174	-109 063
Not economically active Population	530 662	428 174	404 122	-24 052
Rates (%)				
Unemployment rate - broad	36.7	51.2	27.4	-23.9
Labour force participation rate	47.9	55.4	66.0	10.6

CHAPTER 2: POPULATION COMPOSITION

This chapter provides information on demographic characteristics of the population such as age, sex, marital status and citizenship that was collected during the 2012 NLFS. These variables are used to describe the demographic profile of the Namibian households and population.

2.1 Households and population

Table 2.1 shows that Namibia's population is estimated to be 2 085 927 people of which 1 010 754 people live in urban areas and 1 075 173 people in rural areas. The most populous region is Khomas followed by Ohangwena accounting for 18.9 per cent and 11.1 per cent of the total population, respectively. The average household size in Namibia has registered a decline from 5.0 persons reported in the 2008 NLFS compared to 4.4 people in 2012.

The household size is smaller in urban areas (4.2) than in rural areas (4.5). Households in Kavango are the largest, with 5.9 people, while Erongo has the lowest average household size of 3.3 people.

Table 2.1 Household and population by area and region

Area	Households		Population		Average households size
	Number	%	Number	%	
Namibia	**478 753**	**100.0**	**2 085 927**	**100.0**	**4.4**
Urban	241 967	50.5	1 010 754	48.5	4.2
Rural	236 786	49.5	1 075 173	51.5	4.5
Caprivi	22 482	4.7	94 705	4.5	4.2
Erongo	43 428	9.1	143 120	6.9	3.3
Hardap	20 939	4.4	83 212	4.0	4.0
Karas	19 146	4.0	66 769	3.2	3.5
Kavango	36 626	7.7	217 592	10.4	5.9
Khomas	98 667	20.6	394 507	18.9	4.0
Kunene	18 054	3.8	65 729	3.2	3.6
Ohangwena	42 462	8.9	230 500	11.1	5.4
Omaheke	17 613	3.7	66 491	3.2	3.8
Omusati	46 919	9.8	226 539	10.9	4.8
Oshana	41 469	8.7	178 804	8.6	4.3
Oshikoto	35 987	7.5	178 795	8.6	5.0
Otjozondjupa	34 961	7.3	139 163	6.7	4.0

2.2 Population by age group and sex

Table 2.2 gives the population distribution by age group and sex.

The results show that Namibia is generally a youthful nation with above 66 per cent of the population under the age of 30 years and merely 12 per cent 50 years and older. An estimated 14 per cent of the population is under 5 years as shown in Table 2.2 below.

Table 2.2 also provides information on the sex ratio by age group. The sex ratio is an alternative measure of the sex composition and is the ratio of males per 100 females in a given population.

The sex ratio for Namibia is estimated to be 92 which means that there are on average 92 men for every 100 women in Namibia. The sex ratio is, however, lower in older age groups, indicating that life expectancy is lower for males than for females.

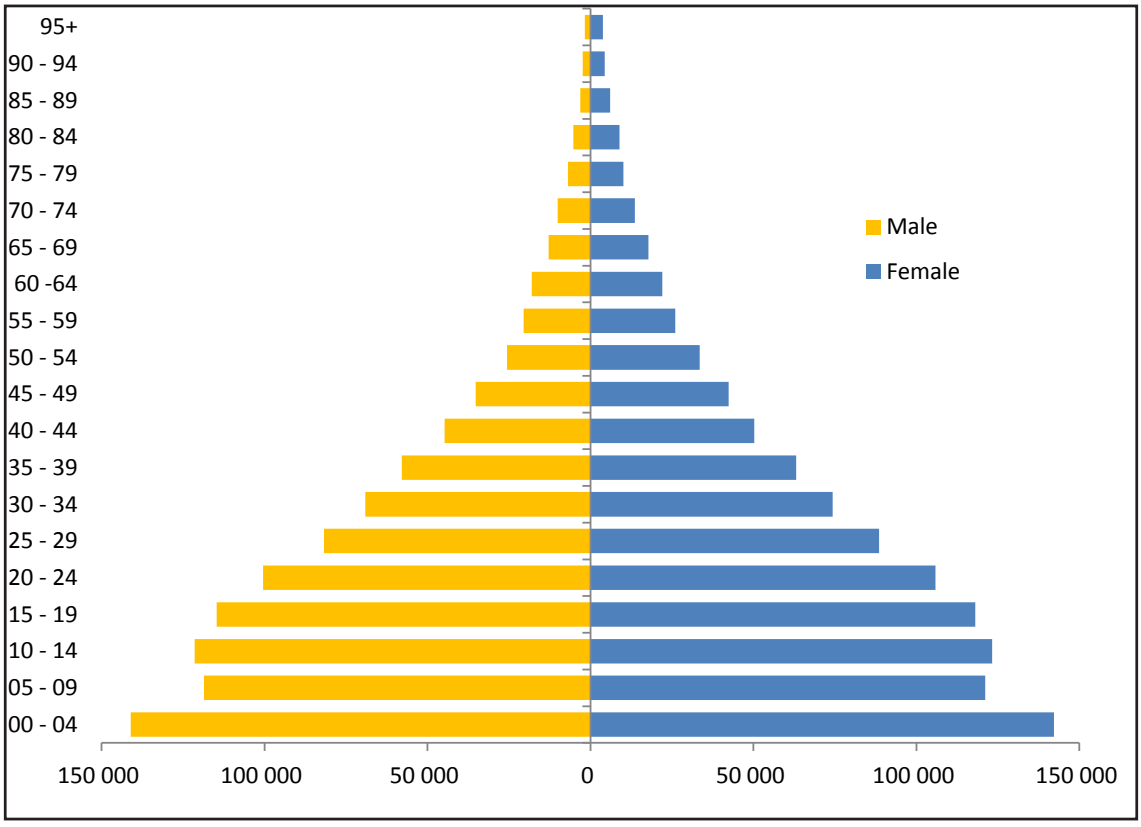
Table 2.2 Population by age group and sex

Age group	Female		Male		Both sexes		Sex ratio
	Number	%	Number	%	Number	%	
00 - 04	142 522	13.1	141 522	14.1	284 044	13.6	99
05 - 09	121 520	11.2	119 055	11.9	240 574	11.5	98
10 - 14	123 748	11.4	121 898	12.2	245 646	11.8	99
15 - 19	118 468	10.9	115 449	11.5	233 917	11.2	98
20 - 24	105 848	9.8	100 383	10.0	206 231	9.9	95
25 - 29	88 552	8.2	81 737	8.2	170 289	8.2	92
30 - 34	74 312	6.9	69 057	6.9	143 369	6.9	93
35 - 39	63 086	5.8	57 832	5.8	120 918	5.8	92
40 - 44	50 291	4.6	44 692	4.5	94 983	4.6	89
45 - 49	42 402	3.9	35 187	3.5	77 589	3.7	83
50 - 54	33 531	3.1	25 627	2.6	59 158	2.8	76
55 - 59	26 042	2.4	20 536	2.1	46 578	2.2	78
60 -64	22 091	2.0	17 982	1.8	40 073	1.9	81
65+	64 756	6.0	42 148	4.2	106 904	5.1	65
Don't know	7 677	0.7	7 977	0.8	15 653	0.9	103
Total	1 084 845	100.0	1 001 082	100.0	2 085 927	100.0	92

2.3 Age structure

Age is an important factor in demographic and labour force analysis as the school-going population and labour force are concentrated in specific age groups. The age distribution of the population by broad age groups and sex is presented in Figure 2.3. The figure reveals that age groups 0-4, 5-9, 10-14 and 15-19 record the highest percentages, showing that Namibia has a youthful population in the broad base of young people below a very narrow apex made up of the small proportion of elderly people aged 60 years and older. This shape is a typical reflection of populations having high fertility and high mortality rates. Further, the pyramid shows that the share of females is larger than that of males in all age groups, and that the gender imbalance is especially stark in the oldest age groups. This again indicates the greater average longevity of women.

Figure 2.3 Age structure



2.4 Dependency ratio

Table 2.4 shows the age dependency ratios for Namibia. The dependency ratio is defined as the ratio of children aged 0-14 and persons aged 65 years and older per 100 persons in the age group 15-64 years old (core working age group). The table indicates that the overall dependency ratio in Namibia is 73.4 in 2012 compared to 81.8 in 2008.

This means that in 2012, there are 73.4 dependents for every 100 persons in the core working age group or in other words that 10 persons in working age have to sustain more than seven young or old persons. The table also provides evidence of a decrease in the child dependency ratio, which is the ratio of those aged 0-14 years to those aged 15-64 years from 71.1 in 2008 to 64.4 in 2012. It is also worth observing that the dependency ratio in rural areas tends to be higher than in urban areas, which is in line with our earlier finding that the rural population is younger than the urban population.

Table 2.4 Dependency ratios for 2008 and 2012

Age group	2008		2012	
	Number	Dependency ratio	Number	Dependency ratio
0 - 14	682 286	71.1	767 557	64.4
65+	102 614	10.7	106 904	9.0
Total	784 900	81.8	874 461	73.4

CHAPTER 3: ECONOMIC ACTIVITY STATUS

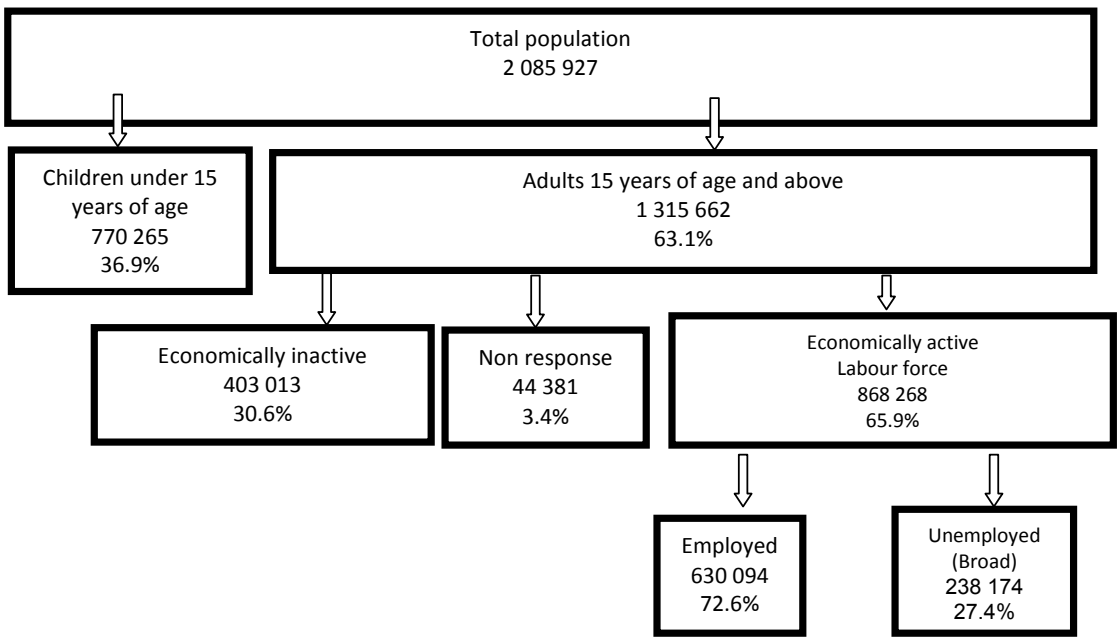
3.1 Introduction

The economic activity status of the population divides the population into two broad categories, i.e. the economically active and the economically inactive population. The economically active are the employed and unemployed also known as the labour force while the economically inactive population includes those who are outside of the labour force such as students, homemakers, pensioners, income recipients (income from investment for instance) etc.

The survey asked for the economic activity conducted during the seven days prior to the interview in respect of all persons aged 8 years and above. A person was regarded as having worked, if he or she had worked for at least one hour for pay, profit or family gain during that period or had a job or business or other economic or farming activities to return to. Unlike in previous years, the NLFS 2012 consisted of eight prompt questions in addition to the standard question about work for pay, profit or family gain that will help to identify those who are employed. These questions enquired specifically about running a business for him/herself; helping without pay in a household business; doing work on a household farm, plot or the like; collecting water or wood for household sale; producing other goods for household use; doing construction or major repair work on own property; and catching animals or collecting food for household consumptions.
Even though the survey collected information on the economic activity for persons above the age of 8 years, the analysis here focuses on the population aged 15 years and above, which is in accordance with international practice.

Figure 3.1 shows that 65.9 per cent of the population aged 15 years and above belongs to the economically active group, which forms the labour force. The labour force is made up of the employed and the unemployed who account for 72.6 and 27.4 per cent respectively of the population aged 15 years and above.

Figure 3.1 Population by activity status



3.2 Labour force participation rates

Table 3.2.1 below shows that the labour force participation rate (LFPR) in the broad sense for the country is 66 per cent. The rate is higher for males (69.1 per cent) than for females (63.2 per cent). There are also considerable differences between urban and

rural areas, with substantially lower rates in rural (59.9 per cent) than urban (71.5 per cent) areas. The overall rates for females and males in urban areas are 68.4 per cent and 74.8 per cent, respectively while the corresponding rates for females and males in rural areas are 57.8 per cent and 62.3 per cent, respectively.

At the regional level, the labour force participation rate is higher in Erongo (77.2 per cent), Kunene (76.7 per cent) and Otjozondjupa (77.8 per cent) with always substantially higher rates for males than females. Ohangwena reveals the lowest LFPR at 42 per cent, followed by Omusati (57.1 per cent) and Kunene (57.8 per cent).

Table 3.2.1 Labour force participation rate (15+ years) in the broad sense by sex, area

Region	Female			Male			Both sexes		
	Total	Labour force	LFPR (%)	Total	Labour force	LFPR (%)	Total	Labour force	LFPR (%)
Namibia	**697 056**	**440 562**	**63.2**	**618 606**	**427 706**	**69.1**	**1 315 662**	**868 268**	**66.0**
Urban	353 423	241 771	68.4	338 630	253 177	74.8	692 053	494 948	71.5
Rural	343 633	198 791	57.8	279 976	174 528	62.3	623 610	373 319	59.9
Caprivi	30 771	21 991	71.5	25 221	18 248	72.4	55 992	40 240	71.9
Erongo	47 402	33 490	70.7	55 314	45 817	82.8	102 716	79 307	77.2
Hardap	26 141	15 787	60.4	28 555	22 112	77.4	54 696	37 899	69.3
Karas	23 172	15 404	66.5	21 125	16 574	78.5	44 298	31 978	72.2
Kavango	70 226	40 645	57.9	52 409	30 223	57.7	122 635	70 868	57.8
Khomas	140 849	92 795	65.9	146 003	108 442	74.3	286 852	201 237	70.2
Kunene	19 718	14 182	71.9	20 561	16 730	81.4	40 279	30 912	76.7
Ohangwena	74 604	30 696	41.1	51 312	22 087	43.0	125 916	52 783	41.9
Omaheke	21 312	12 841	60.3	21 668	15 902	73.4	42 980	28 743	66.9
Omusati	75 249	44 336	58.9	52 638	28 749	54.6	127 887	73 085	57.1
Oshana	68 736	48 088	70.0	48 912	33 470	68.4	117 648	81 559	69.3
Oshikoto	57 426	39 777	69.3	46 934	30 302	64.6	104 360	70 079	67.2
Otjozondjupa	41 450	30 530	73.7	47 955	39 048	81.4	89 404	69 577	77.8

The female LFPR exceeds the male LFPR in four regions. The widest gap occurs in the Oshikoto region (69.3 per cent for the female LFPR compared to 64.6 per cent for the male LFPR) and the Omusati region with 58.9 per cent and 54.6 per cent respectively.

Table 3.2.2 below reveals that the labour force participation rate in the broad sense increases up to the age group 35–39 years and then starts to decline. The table further indicates that in all age groups the male LFPR is higher than the female LFPR. As expected, the LFPR is lowest among 15-19 year olds (17.4 per cent) as many in this age group are still schooling. It is also relatively low for the age group 65 years and above (36.0 per cent).

Table 3.2.2 Labour force participation rate (15+ years) in the broad sense by age and sex

	Female			Male			Both sexes		
Age group	Total	Labour Force	LFPR %	Total	Labour force	LFPR %	Total	Labour Force	LFPR %
15 – 19	118 087	21 269	18.0	114 633	19 197	16.7	232 720	40 467	17.4
20 – 24	105 848	69 380	65.5	100 383	70 748	70.5	206 231	140 128	67.9
25 – 29	88 552	75 865	85.7	81 737	71 968	88.0	170 289	147 833	86.8
30 – 34	74 312	64 408	86.7	69 057	63 181	91.5	143 369	127 589	89.0
35 – 39	63 086	54 083	85.7	57 832	53 607	92.7	120 918	107 691	89.1
40 – 44	50 291	42 171	83.9	44 692	40 763	91.2	94 983	82 934	87.3
45 – 49	42 402	34 698	81.8	35 187	32 358	92.0	77 589	67 055	86.4
50 – 54	33 531	25 127	74.9	25 627	22 771	88.9	59 158	47 898	81.0
55 – 59	26 042	17 762	68.2	20 536	17 320	84.3	46 578	35 082	75.3
60 - 64	22 091	11 054	50.0	17 982	11 337	63.0	40 073	22 391	55.9
65+	64 756	20 062	31.0	42 148	18 426	43.7	106 904	38 488	36.0
Don't know	8 058	4 682	58.1	8 792	6 029	68.6	16 850	10 711	63.6
Total	**697 056**	**440 562**	**63.2**	**618 606**	**427 706**	**69.1**	**1 315 662**	**868 268**	**66.0**

3.3 Characteristics of employed population (15+ years)

This sub-section presents the characteristics of the employed population. Table 3.3.1 below indicates that 72.6 per cent of the economically active population are employed. The result further shows that there is a considerable difference in employment between different age groups as well as male and female. The employment rate for male (77.1 per cent) is higher than the female (68.2 per cent) ones. While the younger population (15 – 25 years old) has the lowest employment rate for both sexes compare to the older age groups.

Table 3.3.1 Employed population by sex and by age group

Age group	Female			Male			Both sexes		
	Labour force	Employed	Rate	Labour force	Employed	Rate	Labour force	Employed	Rate
15 – 19	21 269	7 295	34.3	19 197	10 381	54.1	40 467	17 676	43.7
20 – 24	69 380	30 597	44.1	70 748	41 614	58.8	140 128	72 211	51.5
25 – 29	75 865	46 686	61.5	71 968	51 461	71.5	147 833	98 146	66.4
30 – 34	64 408	45 439	70.5	63 181	50 389	79.8	127 589	95 829	75.1
35 – 39	54 083	41 455	76.6	53 607	44 537	83.1	107 691	85 992	79.9
40 – 44	42 171	32 046	76.0	40 763	35 114	86.1	82 934	67 160	81.0
45 – 49	34 698	27 962	80.6	32 358	27 870	86.1	67 055	55 833	83.3
50 – 54	25 127	21 095	84.0	22 771	20 784	91.3	47 898	41 879	87.4
55 – 59	17 762	14 844	83.6	17 320	15 513	89.6	35 082	30 356	86.5
60 - 64	11 054	10 461	94.6	11 337	10 443	92.1	22 391	20 904	93.4
65+	20 062	18 991	94.7	18 426	17 526	95.1	38 488	36 517	94.9
Don't know	4 682	3 520	75.2	6 029	4 070	67.5	10 711	7 590	70.9
Total	**440 562**	**300 390**	**68.2**	**427 706**	**329 704**	**77.1**	**868 268**	**630 094**	**72.6**

Figure 3.3.2 shows the employment rates by area. There is only a slight difference between rural and urban areas. The overall employment rate for urban areas is 71.7 per cent while the overall rate for rural areas is 73.8. As shown in Figure 3.3 below, the female and male rates in urban areas are 66.4 per cent and 76.7 per cent respectively. The corresponding rates for rural areas are 70.4 per cent and 77.6 per cent respectively. The gender gap is somewhat higher in urban than rural areas.

At the regional level, the employment rate ranges from 65 per cent in Ohangwena to 76 per cent in Karas. The male employment rate is higher than the female employment rate in all regions except Oshana. The gender difference is more than twenty percentage points in Omaheke and Otjozondjupa.

Table 3.3.2 Employment rate by sex and area

Area	Female			Male			Both sexes		
	Labour force	Employed	Rate	Labour force	Employed	Rate	Labour force	Employed	Rate
Namibia	**440 562**	**300 390**	**68.2**	**427 706**	**329 704**	**77.1**	**868 268**	**630 094**	**72.6**
Urban	241 771	160 457	66.4	253 177	194 306	76.7	494 948	354 763	71.7
Rural	198 791	139 933	70.4	174 528	135 397	77.6	373 319	275 330	73.8
Caprivi	21 991	14 633	66.5	18 248	14 357	78.7	40 240	28 991	72.0
Erongo	33 490	21 950	65.5	45 817	37 155	81.1	79 307	59 105	74.5
Hardap	15 787	9 629	61.0	22 112	17 357	78.5	37 899	26 987	71.2
Karas	15 404	10 668	69.3	16 574	13 663	82.4	31 978	24 331	76.1
Kavango	40 645	27 764	68.3	30 223	21 973	72.7	70 868	49 737	70.2
Khomas	92 795	64 015	69.0	108 442	83 827	77.3	201 237	147 841	73.5
Kunene	14 182	9 168	64.6	16 730	13 387	80.0	30 912	22 554	73.0
Ohangwena	30 696	19 970	65.1	22 087	14 540	65.8	52 783	34 509	65.4
Omaheke	12 841	6 793	52.9	15 902	12 155	76.4	28 743	18 949	65.9
Omusati	44 336	31 433	70.9	28 749	20 509	71.3	73 085	51 942	71.1
Oshana	48 088	36 803	76.5	33 470	24 749	73.9	81 559	61 553	75.5
Oshikoto	39 777	28 600	71.9	30 302	23 003	75.9	70 079	51 603	73.6
Otjozondjupa	30 530	18 965	62.1	39 048	33 028	84.6	69 577	51 993	74.7

3.4 Employed population by industry

The distribution of employed persons aged 15 years and above by industry is presented in Table 3.4. Agriculture provides employment for 27.4 per cent of all employed persons. This is the largest industry for both sexes, followed by wholesale and retail trade (11.9 per cent) and private households (11.0 per cent). Private households which consist mainly of paid domestic workers account for 16.7 per cent of female employment but only 5.8 per cent of male employment. In contrast, mining and quarrying, manufacturing, and construction account for much higher proportions of male (combined 20.6 per cent of employed) than female workers (4.8 per cent).

Table 3.4 Employed population by industry and by sex

Industry	Female		Male		Both sexes	
	Number	%	Number	%	Number	%
Agriculture, forestry and fishing	79 912	26.6	92 618	28.1	172 530	27.4
Mining and quarrying	1 706	0.6	9 534	2.9	11 240	1.8
Manufacturing	9 339	3.1	19 070	5.8	28 409	4.5
Electricity and related industries	846	0.3	1 315	0.4	2 161	0.3
Water supply and related industries	674	0.2	2 101	0.6	2 775	0.4
Construction	3 261	1.1	39 315	11.9	42 577	6.8
Wholesale and retail trade	37 843	12.6	36 962	11.2	74 805	11.9
Transport and storage	3 441	1.1	19 239	5.8	22 680	3.6
Accommodation and food service activities	29 748	9.9	12 105	3.7	41 853	6.6
Information and communication	2 118	0.7	3 956	1.2	6 073	1.0
Financial and insurance activities	7 274	2.4	5 371	1.6	12 645	2.0
Real estate activities	1 027	0.3	556	0.2	1 583	0.3
Professional, scientific and technical activities	3 365	1.1	3 900	1.2	7 265	1.2
Administrative and support service activities	12 807	4.3	17 055	5.2	29 861	4.7
Public administration and Defence; compulsory social security	11 086	3.7	21 227	6.4	32 313	5.1
Education	25 296	8.4	12 239	3.7	37 535	6.0
Human health and social work activities	13 937	4.6	6 306	1.9	20 242	3.2
Arts, entertainment and recreation	1 319	0.4	1 899	0.6	3 218	0.5
Other service activities	4 709	1.6	5 263	1.6	9 972	1.6
Private households	50 015	16.7	19 109	5.8	69 124	11.0
Extraterritorial organizations and bodies	316	0.1	273	0.1	589	0.1
Don't know	350	0.1	292	0.1	642	0.1
Total	**300 390**	**100.0**	**329 704**	**100.0**	**630 094**	**100.0**

3.5 Status in Employment

Table 3.5 below reveals that about 63.0 per cent of all employed persons are employees. This status in employment is more common for males (69.4 per cent) than females (56.0 per cent). The table further reveals that 19.6 per cent of females are subsistence farmers while this is the case for 16 per cent of males. In addition, 7.3 per cent of the female employed are unpaid family workers, while this is the case for 4.9 per cent of male employed. Self-employed or own account workers – those who are self-employed and do not employ others – account for 10.9 per cent of all employed persons. This status is far more common for women than men.

Table 3.5 Employed population by employment status and by sex

Employment status	Female		Male		Total	
	Number	%	Number	%	Number	%
Subsistence farmers	58 996	19.6	40 473	12.3	99 469	15.8
Employers	9 423	3.1	16 510	5.0	25 932	4.1
Own account workers	41 809	13.9	27 097	8.2	68 906	10.9
Employees	168 122	56.0	228 770	69.4	396 891	63.0
Unpaid family workers	21 842	7.3	16 037	4.9	37 879	6.0
Don't know	199	0.1	817	0.2	1 016	0.2
Total	**300 390**	**100.0**	**329 704**	**100.0**	**630 094**	**100.0**

Note how the employment status was grouped (i) Subsistence farmers with and without employers (subsistence farmers), (ii) employees included even those that worked in the agriculture sector and (iii) unpaid employees include those unpaid family members in subsistence farming.

3.6 Employment by educational level

Table 3.6 below shows that junior secondary schooling is the most common category of educational attainment among employed males and females, with 29.7 per cent of males and 34.6 per cent of females in this category. Senior secondary school is the next largest category, accounting for 23.6 per cent of males and 22.6 per cent of females. Among both employed males and females, the proportion of those who have post-secondary schooling is above 9 per cent, but slighter higher for females (9.7 per cent) than for males (9.4 per cent). At the other end of the scale, 10.2 per cent of employed females have no formal schooling, compared to 12.8 per cent of employed males. Overall, the table shows that employed females tend to have higher education than employed males.

Table 3.6 Employment by educational attainment

Educational level	Female	%	Male	%	Total	%
No formal education	30 622	10.2	42 232	12.8	72 854	11.6
Primary education	64 155	21.4	72 551	22.0	136 706	21.7
Junior Secondary	103 798	34.6	97 880	29.7	201 678	32.0
Senior Secondary	67 993	22.6	77 907	23.6	145 900	23.2
Certificate and Diploma	1 528	0.5	3 228	1.0	4 756	0.8
University	17 370	5.8	16 700	5.1	34 070	5.4
Postgraduate	2 637	0.9	5 742	1.7	8 380	1.3
Teacher's training	7 423	2.5	5 335	1.6	12 758	2.0
Don't know	4 863	1.6	8 129	2.5	12 992	2.1
Total	**300 390**	**100.0**	**329 704**	**100.0**	**630 094**	**100.0**

3.7 Employed population registered with Social Security Commission

Table 3.7 shows that 42 per cent of all employed persons are registered with the Social Security Commission (SSC). The proportion is higher for males (45 per cent) than for females (38 per cent). There are also considerable differences among the regions. More than three out of four employees in the Karas region are registered while only one out of six is registered in the Omusati region.

Table 3.7 Employed population registered with SSC by region and by sex

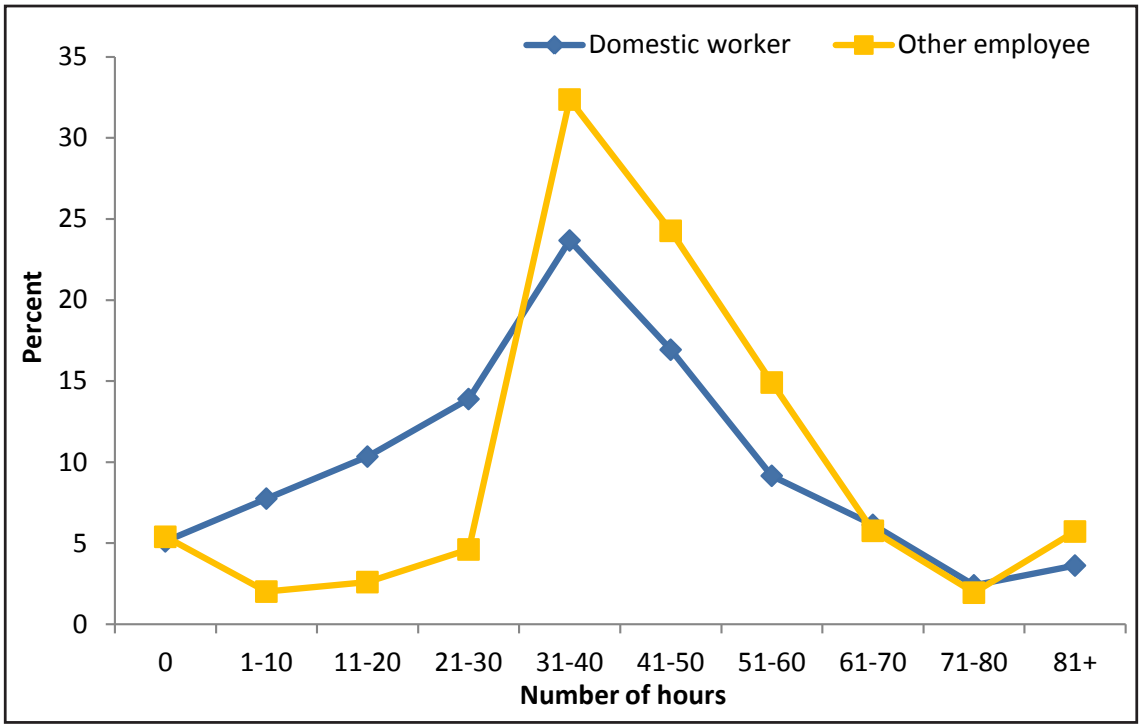
Region	Female			Male			Both sexes		
	Total employed	Registered with SSC	%	Total employed	Registered with SSC	%	Total employed	Registered with SSC	%
Namibia	**300 390**	**115 375**	**38.4**	**329 704**	**148 986**	**45.2**	**630 094**	**264 361**	**42.0**
Caprivi	14 633	2 743	18.7	14 357	4 483	31.2	28 991	7 225	24.9
Erongo	21 950	13 603	62.0	37 155	24 052	64.7	59 105	37 655	63.7
Hardap	9 629	5 106	53.0	17 357	6 922	39.9	26 987	12 029	44.6
Karas	10 668	8 623	80.8	13 663	9 809	71.8	24 331	18 432	75.8
Kavango	27 764	5 229	18.8	21 973	6 519	29.7	49 737	11 748	23.6
Khomas	64 015	43 308	67.7	83 827	52 378	62.5	147 841	95 686	64.7
Kunene	9 168	2 630	28.7	13 387	3 640	27.2	22 554	6 270	27.8
Ohangwena	19 970	3 802	19.0	14 540	3 511	24.1	34 509	7 314	21.2
Omaheke	6 793	2 421	35.6	12 155	4 399	36.2	18 949	6 820	36.0
Omusati	31 433	4 654	14.8	20 509	3 627	17.7	51 942	8 280	15.9
Oshana	36 803	10 739	29.2	24 749	8 547	34.5	61 553	19 286	31.3
Oshikoto	28 600	4 855	17.0	23 003	4 980	21.6	51 603	9 836	19.1
Otjozondjupa	18 965	7 662	40.4	33 028	16 119	48.8	51 993	23 781	45.7

3.8 Hours worked

The survey collected information on both actual (in the past seven days) and usual hours of work in both the main job and, if relevant for the respondent concerned, secondary job. Working hours for both domestic workers and other employees generally range from

30 to 70 hours per week in the main job. The most common hourly range for both groups of employees is 31-40 hours per week. About 5 per cent of employees are reported to have worked 80 hours or more during the survey reference period. While respondents might have included meal breaks (which should, in theory, not count as working hours) and would probably have included overtime (which should count as working hours, but is not considered "ordinary" hours in terms of the law) when reporting their hours of work, 80 or more hours is clearly well above the legal minimum.

Figure 3.8 Employed population by actual hours worked per week



3.9 Remuneration

Table 3.9.1 below shows that 28.3 per cent of females reported earnings of less than NAD1 000 compared to 22.2 per cent of males, followed by about 20.6 per cent males who earn between NAD1 000-1 999 compared to their female counterparts which is 19.5 per cent. The lowest number of employees is found in the group earning NAD10 000 and above and this category accounts for the same proportion of males and females (2.1 per cent).

Table 3.9.1 Employed population's remuneration by sex

Amount of remuneration (in NAD)	Female		Male		Both sexes	
	Number	%	Number	%	Number	%
None/Unspecified	5 719	3.5	5 948	2.7	11 667	3.0
<1 000	46 583	28.3	49 671	22.2	96 254	24.8
1 000 - 1 999	32 000	19.5	46 217	20.6	78 217	20.1
2 000 - 2 999	18 001	11.0	27 638	12.3	45 639	11.7
3 000 - 3 999	10 614	6.5	18 256	8.1	28 870	7.4
4 000 - 4 999	6 197	3.8	13 154	5.9	19 351	5.0
5 000 - 5 999	7 655	4.7	8 702	3.9	16 357	4.2
6 000 - 6 999	4 861	3.0	7 463	3.3	12 324	3.2
7 000 - 7 999	5 295	3.2	5 947	2.7	11 242	2.9
8 000 - 8 999	5 028	3.1	6 246	2.8	11 274	2.9
9 000 - 9 999	19 003	11.6	30 147	13.5	49 150	12.7
10 000+	3 369	2.1	4 752	2.1	8 121	2.1
Total	**164 325**	**100.0**	**224 141**	**100.0**	**388 466**	**100.0**

Namibia does not have a legislated minimum wage that covers all industries. There are, however, legislated minima that arise from collective bargaining agreements in agriculture, the security industry, and construction. Government has also established a wage commission that is tasked with making recommendations on a minimum wage for domestic workers.

Table 3.9.2 presents information on gross monthly remuneration of employees (domestic and other) as reported in NLFS 2012. The information is presented in nine intervals or earning groups for reporting convenience. A total of 388 366 persons were reported to be in remunerable employment i.e. employees. In agriculture no one was reported to earn above 9 999 Namibia dollars.

Table 3.9.2 Remuneration by industry

Industry	none	<1 000	1 000 - 1 999	2 000 - 3 999	4 000 - 5 999	6 000 - 7 999	8 000 - 9 999	10 000+	Total
Agriculture	0.9	64.5	26.0	5.0	1.2	0.6	1.8	0.0	100.0
Fishing	5.8	3.8	17.3	35.2	16.4	5.8	14.4	1.2	100.0
Mining	1.4	1.7	5.8	19.8	13.8	6.3	45.5	5.7	100.0
Manufacturing	4.5	12.4	25.4	29.0	9.4	5.9	11.4	2.1	100.0
Utilities (electricity, water, etc)	7.9	11.1	23.0	15.9	20.3	1.1	18.7	2.0	100.0
Construction	2.4	19.0	27.4	29.7	10.1	4.6	5.8	1.0	100.0
Trade	3.9	18.5	22.5	25.6	10.8	5.8	11.1	1.8	100.0
Transport & communication	9.2	1.1	4.0	15.6	10.8	6.4	44.6	8.5	100.0
Hotels & restaurants	2.1	37.3	27.4	22.2	3.9	2.2	4.1	0.8	100.0
Financial services	1.1	4.2	6.5	11.3	17.3	10.8	44.7	4.0	100.0
Real estate & business services	2.8	13.9	29.0	22.6	8.2	4.8	17.7	1.1	100.0
Public administration	3.7	2.6	9.4	20.2	22.9	17.9	21.0	2.4	100.0
Education	4.9	4.4	9.2	12.0	7.9	11.8	41.7	8.1	100.0
Health & social services	3.0	4.0	10.7	26.2	14.3	12.0	28.2	1.7	100.0
Other services	3.9	25.4	18.2	22.6	12.0	3.0	13.5	1.3	100.0
Private households	1.4	65.6	22.6	9.0	0.8	0.2	0.5	0.0	100.0
Total	**3.0**	**24.8**	**20.1**	**19.2**	**9.2**	**6.1**	**15.6**	**2.1**	**100.0**

CHAPTER 4: CHARACTERISTICS OF THE UNEMPLOYED POPULATION

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

If one uses the strict definition, the unemployed population consists of all persons (15 years and above) who are actively seeking work and are available for work during the reference period (last seven days before the interview took place). The broad unemployment definition drops the requirement that the person is actively looking for work. This chapter looks at various characteristics of the unemployed population in Namibia as reported in the survey using mainly the broad definition. Among others, it examines the educational profile, unemployment by region, age, and sex.

4.1 Unemployment by age

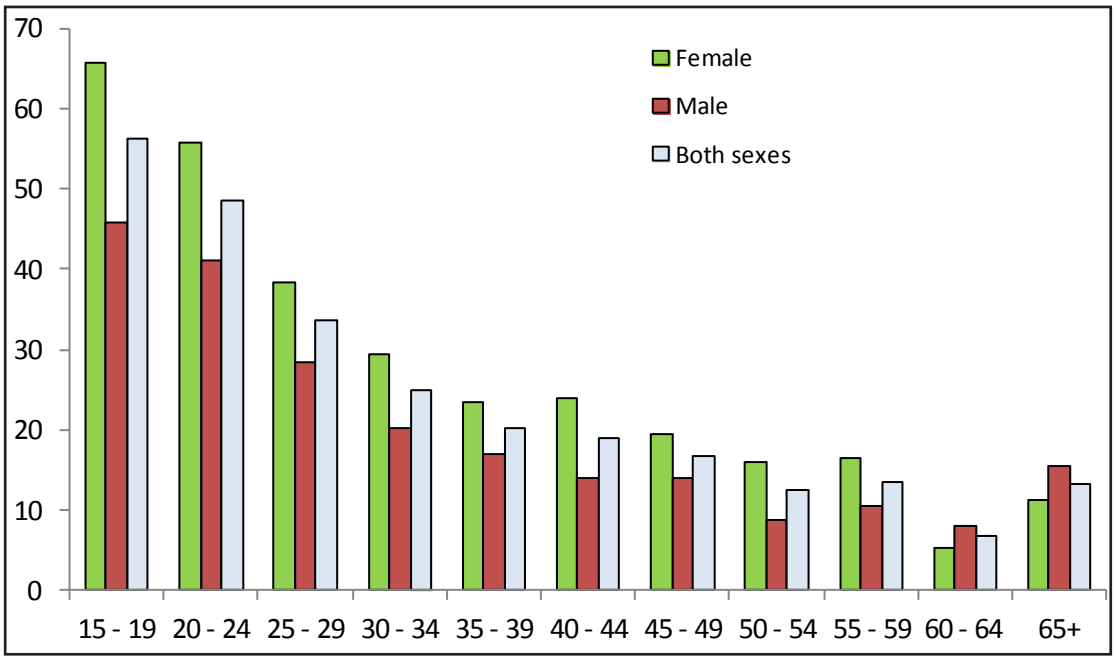
Table 4.1 shows the unemployment rates of the population aged 15 years and above as measured by the broad definition. It shows that the overall unemployment rate for Namibia is 27.4 per cent. Furthermore, the table shows that the broad unemployment rate for females in all age groups under 60 is higher than for males, with an overall female rate of 31.8 per cent as compared to 22.9 per cent for males. The table also shows that the broad unemployment rate for both males and females is higher in the lower age groups and decreases as age increases.

Table 4.1 Unemployment rate by sex and age group

Age group	Female			Male			Both sexes		
	Labour force	Unemployed (broad)	Rate %	Labour force	Unemployed (broad)	Rate %	Labour force	Unemployed (broad)	Rate %
15 - 19	21 269	13 974	65.7	19 197	8 816	45.9	40 467	22 790	56.3
20 - 24	69 380	38 783	55.9	70 748	29 134	41.2	140 128	67 917	48.5
25 - 29	75 865	29 180	38.5	71 968	20 507	28.5	147 833	49 687	33.6
30 - 34	64 408	18 969	29.5	63 181	12 791	20.2	127 589	31 760	24.9
35 - 39	54 083	12 629	23.4	53 607	9 070	16.9	107 691	21 699	20.1
40 - 44	42 171	10 126	24.0	40 763	5 649	13.9	82 934	15 774	19.0
45 - 49	34 698	6 735	19.4	32 358	4 488	13.9	67 055	11 223	16.7
50 - 54	25 127	4 032	16.0	22 771	1 987	8.7	47 898	6 019	12.6
55 - 59	17 762	2 919	16.4	17 320	1 807	10.4	35 082	4 726	13.5
60 - 64	11 054	593	5.4	11 337	894	7.9	22 391	1 487	6.6
65+	20 062	2 233	11.1	18 426	2 859	15.5	38 488	5 093	13.2
Don't know	4 682	1 162	24.8	6 029	1 959	32.5	10 711	3 121	29.1
Total	440 562	140 172	31.8	427 706	98 002	22.9	868 268	238 174	27.4

Figure 4.1 below gives a clear indication of the patterns by sex and age group. The unemployment rates for young people is substantially higher than the national average indicating that school leavers are facing challenges entering the labour market, including because they usually lack the required work experience.

Figure 4.1 Unemployment rates (broad) for population aged 15+ years by age group and sex, in per cent



4.2 Unemployment by area

Figure 4.2 shows that the unemployment rate in the broad sense is higher in urban than in rural areas for both males and females. The difference is more pronounced in urban areas (ten percentage points) than in rural areas seven percentage points).

Figure 4.2 Unemployment rate by area and sex in per cent

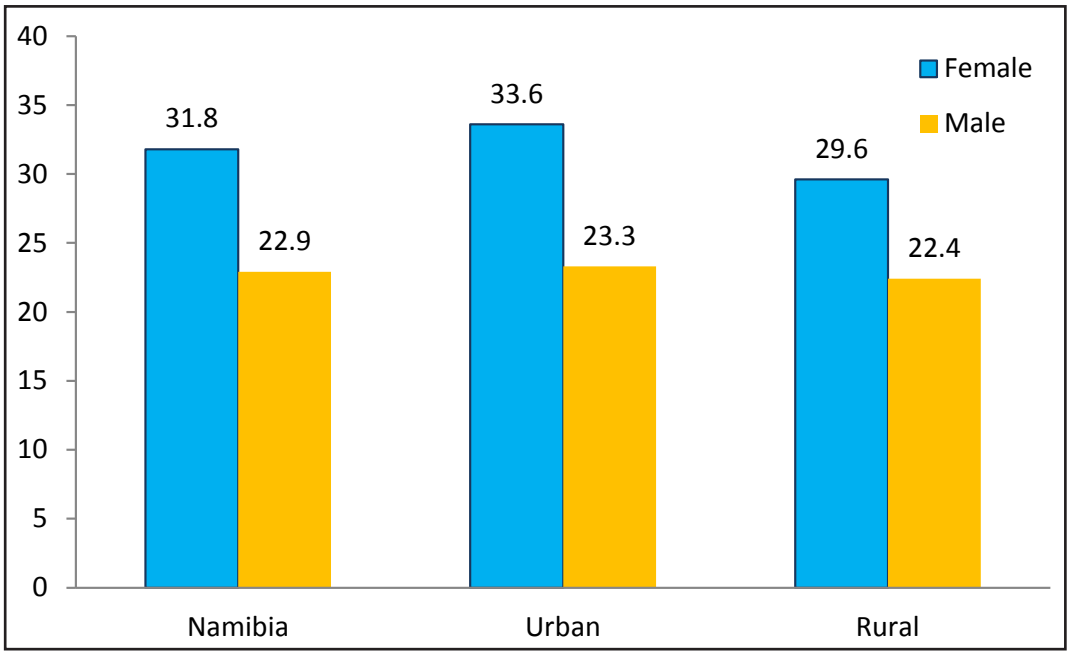


Table 4.2 shows that the broad unemployment rate for both sexes is above 20 per cent in all the regions of the country. The rate is highest in Ohangwena and Omaheke where the rates are 34.6 per cent and 34.1 per cent respectively.

The table further shows that overall unemployment rate is higher for females than males for all regions except in Oshana where the unemployment rate for females is lower than that of males. The highest unemployment rate for the female population was recorded in Omaheke with 47.1 per cent, while the highest unemployment rate for the male population is Ohangwena region with 34.2 per cent.

Table 4.2 Unemployment rate by sex and area

Region	Female			Male			Both sexes		
	Labour force	Unemployed (broad)	Rate	Labour force	Unemployed (broad)	Rate	Labour force	Unemployed (broad)	Rate
Namibia	**440 562**	**140 172**	**31.8**	**427 706**	**98 002**	**22.9**	**868 268**	**238 174**	**27.4**
Urban	241 771	81 314	33.6	253 177	58 871	23.3	494 948	140 185	28.3
Rural	198 791	58 858	29.6	174 528	39 131	22.4	373 319	97 989	26.2
Caprivi	21 991	7 358	33.5	18 248	3 891	21.3	40 240	11 249	28.0
Erongo	33 490	11 541	34.5	45 817	8 662	18.9	79 307	20 203	25.5
Hardap	15 787	6 158	39.0	22 112	4 755	21.5	37 899	10 912	28.8
Karas	15 404	4 735	30.7	16 574	2 911	17.6	31 978	7 647	23.9
Kavango	40 645	12 881	31.7	30 223	8 250	27.3	70 868	21 131	29.8
Khomas	92 795	28 780	31.0	108 442	24 616	22.7	201 237	53 395	26.5
Kunene	14 182	5 014	35.4	16 730	3 343	20.0	30 912	8 358	27.0
Ohangwena	30 696	10 726	34.9	22 087	7 547	34.2	52 783	18 273	34.6
Omaheke	12 841	6 048	47.1	15 902	3 747	23.6	28 743	9 795	34.1
Omusati	44 336	12 903	29.1	28 749	8 240	28.7	73 085	21 143	28.9
Oshana	48 088	11 285	23.5	33 470	8 721	26.1	81 559	20 006	24.5
Oshikoto	39 777	11 178	28.1	30 302	7 299	24.1	70 079	18 477	26.4
Otjozondjupa	30 530	11 565	37.9	39 048	6 020	15.4	69 577	17 585	25.3

4.3 Unemployment by educational level

Table 4.3 illustrates the unemployment rates for persons with a given educational attainment. Persons with post school education (university, teachers' training or post-graduate) face the least risk of being unemployed. However, 4.7 per cent of them are unemployed. The highest unemployment rates are amongst persons with junior secondary education and primary education, 33 and 30 per cent respectively. Persons with no education (no formal education) face a lower risk of being unemployed than those with education below a diploma or post-school education. This can most likely be explained with the older generation that did not benefit from access to education but make a living from mainly subsistence farming.

The figures indicate that any kind of tertiary education reduces the risk of being without a job substantially, but even for persons with some degree of tertiary education employment is no longer guaranteed.

Table 4.3 Unemployed population by highest level of education attained

	Female			Male			Both sexes		
	Labour force	Unemployed (broad)	%	Labour force	Unemployed (broad)	%	Labour force	Unemployed (broad)	%
None	42 089	11 467	27.2	51 260	9 028	17.6	93 349	20 495	22.0
Primary education	95 217	31 062	32.6	99 338	26 787	27.0	194 555	57 849	29.7
Junior Secondary	168 145	64 347	38.3	134 876	36 996	27.4	303 020	101 342	33.4
Senior Secondary	98 500	30 507	31.0	99 281	21 374	21.5	197 781	51 881	26.2
Certificate and Diploma	1 706	178	10.4	3 499	271	7.7	5 205	449	8.6
Post-school	28 747	1 317	4.6	29 201	1 424	4.9	57 948	2 740	4.7
Don't know	6 157	1 294	21.0	10 252	2 123	20.7	16 409	3 417	20.8
Total	440 562	140 172	31.8	427 706	98 002	22.9	868 268	238 174	27.4

4.4 Strict unemployment rates by age

Table 4.4 shows the unemployment rates of the population aged 15 years and above as measured by the strict definition. It shows that the overall strict unemployment rate for Namibia is 16.7 per cent. Furthermore, the table shows that the strict unemployment rate for females in all age groups under 59 is higher than for males, with an overall female rate of 18.9 per cent as compared to 14.7 per cent for males. The table also shows that the strict unemployment rate for both males and females is higher in the lower age groups and decreases as age increases up until 65 years of age.

Table 4.4 Unemployed population by sex and age group (strict)

Age group	Female			Male			Both sexes		
	Labour force	Unemployed	Rate %	Labour force	Unemployed	Rate %	Labour force	Unemployed	Rate %
15 - 19	12 710	5 415	42.6	13 768	3 387	24.6	26 477	8 801	33.2
20 - 24	50 508	19 911	39.4	59 835	18 221	30.5	110 342	38 131	34.6
25 - 29	63 290	16 604	26.2	64 242	12 781	19.9	127 530	29 384	23.0
30 - 34	55 952	10 513	18.8	57 878	7 489	12.9	113 831	18 002	15.8
35 - 39	48 045	6 590	13.7	50 152	5 615	11.2	98 198	12 206	12.4
40 - 44	36 930	4 884	13.2	38 240	3 126	8.2	75 170	8 010	10.7
45 - 49	30 578	2 616	8.6	30 319	2 449	8.1	60 899	5 066	8.3
50 - 54	22 740	1 645	7.2	21 925	1 141	5.2	44 665	2 786	6.2
55 - 59	15 752	908	5.8	16 369	856	5.2	32 121	1 765	5.5
60 - 64	10 684	223	2.1	10 788	345	3.2	21 472	568	2.6
65+	19 071	80	1.2	17 811	285	14.7	36 882	365	7.1
Don't know	3 999	479	12.0	5 062	992	19.6	9 061	1 471	16.2
Total	370 259	69 869	18.9	386 390	56 686	14.7	756 649	126 555	16.7

4.5 Strict unemployment rates by region and by rural and urban areas

Table 4.5 shows that the strict unemployment rate is lower in rural areas than in urban areas. In rural areas the rate is 11.5 per cent as compared to 20.4 per cent in urban areas. The rate is highest in the Khomas and Ohangwena regions where the rates are 20.3 per cent and 19.9 per cent respectively.

The table further shows that the strict unemployment rate is higher for females than males for all regions. The highest strict unemployment rate for the female population is recorded in Otjozondjupa with 26.5 per cent, while the highest unemployment rate for the male population is Ohangwena region with 15.3 per cent.

Table 4.5 Strict unemployment population by region and by urban /rural areas

Region	Female			Male			Both sexes		
	Labour force	Unem-ployed	Rate	Labour force	Unem-ployed	Rate	Labour force	Unem-ployed	Rate
Namibia	**370 259**	**69 869**	**18.9**	**484 392**	**56 686**	**11.7**	**756 649**	**126 555**	**16.7**
Urban	210 357	49 900	23.7	294 225	41 048	14.0	445 711	90 948	20.4
Rural	159 902	19 969	12.5	190 166	15 638	8.2	310 938	35 608	11.5
Caprivi	17 737	3 104	17.5	20 320	2 072	10.2	34 167	5 176	15.1
Erongo	28 795	6 845	23.8	51 520	5 703	11.1	71 653	12 548	17.5
Hardap	12 785	3 156	24.7	24 702	2 590	10.5	32 734	5 747	17.6
Karas	12 996	2 328	17.9	17 919	1 345	7.5	28 004	3 673	13.1
Kavango	33 803	6 039	17.9	35 103	4 880	13.9	60 657	10 920	18.0
Khomas	82 801	18 786	22.7	127 360	18 918	14.9	185 545	37 704	20.3
Kunene	10 821	1 653	15.3	18 325	1 595	8.7	25 801	3 247	12.6
Ohangwena	24 576	4 606	18.7	26 069	3 982	15.3	43 097	8 588	19.9
Omaheke	9 045	2 252	24.9	17 029	1 127	6.6	22 328	3 379	15.1
Omusati	35 159	3 726	10.6	31 403	2 654	8.5	58 323	6 381	10.9
Oshana	42 721	5 918	13.9	38 754	5 284	13.6	72 754	11 201	15.4
Oshikoto	33 207	4 607	13.9	33 209	2 907	8.8	59 117	7 514	12.7
Otjozondjupa	25 813	6 848	26.5	42 678	3 630	8.5	62 471	10 478	16.8

CHAPTER 5: ECONOMICALLY INACTIVE POPULATION

This chapter presents some of the major findings of the survey on the economically inactive population. The analysis is based on persons aged 15 years and above in order to facilitate international comparisons.

The economically inactive population consists of homemakers, learners and students, ill people, people living with a disability and therefore not able to work, etc.

Table 5.1 shows that the younger age groups (15 – 24 years) have larger proportions of inactive persons than older ages (persons 25+ years). The same trend is observed within the female and male population.

Table 5.1 Economically inactive population aged 15+ years by age group

Age group	Female		Male		Both sexes	
	Number	%	Number	%	Number	%
15 - 19	95 252	41.9	93 760	53.4	189 012	46.9
20 - 24	32 473	14.3	27 698	15.8	60 171	14.9
25 - 29	9 169	4.0	8 024	4.6	17 193	4.3
30 - 34	7 413	3.3	4 031	2.3	11 444	2.8
35 - 39	6 080	2.7	3 257	1.9	9 337	2.3
40 - 44	6 420	2.8	2 980	1.7	9 400	2.3
45 - 49	5 899	2.6	2 121	1.2	8 020	2.0
50 - 54	6 795	3.0	2 373	1.4	9 168	2.3
55 - 59	7 044	3.1	2 866	1.6	9 910	2.5
60 - 64	9 866	4.3	5 901	3.4	15 767	3.9
65+	38 169	16.8	20 533	11.7	58 705	14.6
Don't know	2 696	1.2	2 193	1.2	4 889	1.2
Total	227 278	100.0	175 735	100.0	403 013	100.0

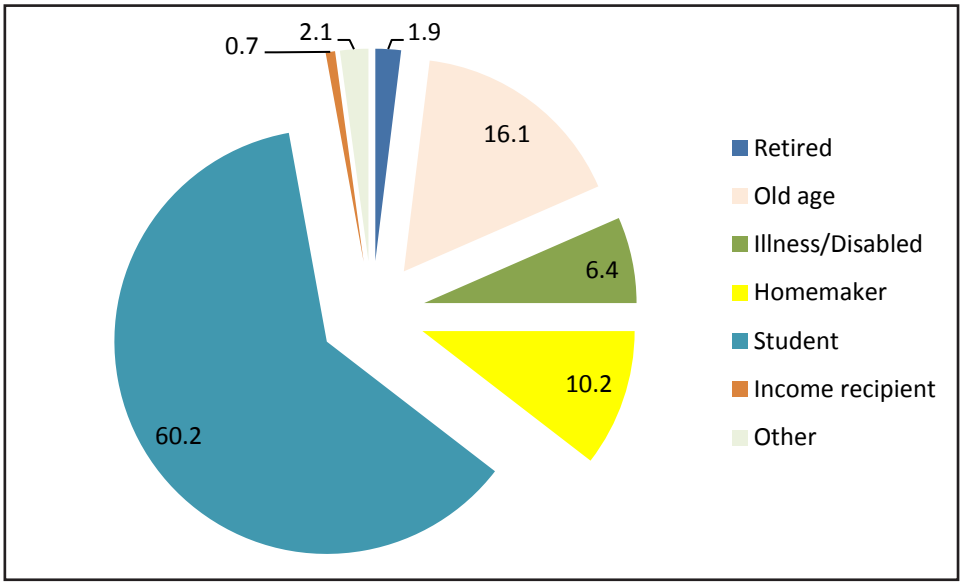
Table 5.2 shows that Khomas has the highest economically inactive population with 20.4 per cent while Kunene has the lowest with 2.2 per cent. The percentages of the economically inactive population are very similar for females and males, with the largest gender difference occurring in Oshikoto.

Table 5.2 Economically inactive population by area

Area	Female		Male		Total	
	Number	%	Number	%	Number	%
Namibia	227 278	100.0	175 735	100.0	403 013	100.0
Urban	106 768	47.0	82 352	46.9	189 120	46.9
Rural	120 510	53.0	93 384	53.1	213 894	53.1
Caprivi	8 421	3.7	6 696	3.8	15 117	3.8
Erongo	13 420	5.9	9 464	5.4	22 884	5.7
Hardap	10 205	4.5	6 301	3.6	16 506	4.1
Karas	7 392	3.3	4 332	2.5	11 723	2.9
Kavango	25 226	11.1	19 989	11.4	45 214	11.2
Khomas	46 386	20.4	35 939	20.5	82 326	20.4
Kunene	5 137	2.3	3 652	2.1	8 789	2.2
Ohangwena	34 683	15.3	23 956	13.6	58 639	14.6
Omaheke	8 196	3.6	5 679	3.2	13 875	3.4
Omusati	22 971	10.1	20 356	11.6	43 327	10.8
Oshana	19 300	8.5	15 064	8.6	34 364	8.5
Oshikoto	15 602	6.9	15 769	9.0	31 371	7.8
Otjozondjupa	10 339	4.5	8 538	4.9	18 877	4.7

Two of the six categories of the economically inactive population dominate as Figure 5.1 displays. Students (60.2 per cent) and persons who have retired or are too old to work (16.1 per cent) account for more than three out of four inactive people, while income recipients account for the lowest share (0.7 per cent).

Figure 5.1 Economically inactive population aged 15+ by activity status



While students form the main group of economically inactive persons in both sexes, a larger proportion of females than males are homemakers or pensioners as Table 5.3 illustrates.

Table 5.3 Economically inactive population by sex

Economically inactive	Female		Male		Total	
	Number	%	Number	%	Number	%
Retired	4 096	1.8	3 559	2.0	7 655	1.9
Old age	43 485	19.1	2 289	12.1	64 774	16.1
Illness/Disabled	13 309	5.9	12 518	7.1	25 826	6.4
Homemaker	32 313	14.2	8 670	4.9	40 982	10.2
Student	122 124	53.7	120 651	68.7	242 775	60.2
Income recipient	1 681	0.7	1 250	0.7	2 931	0.7
Other	5 248	2.3	3 267	1.9	8 515	2.1
Non response	5 023	2.2	4 531	2.6	9 554	2.4
Total	**227 278**	**100.0**	**175 735**	**100.0**	**403 013**	**100.0**

ANNEXES

ANNEX A: METHODOLOGY

A1. Introduction

This section of the NLFS 2012 report discusses the methodology adopted with regard to the execution of the survey.

The strength of the NLFS 2012 is that it has the largest coverage of any household survey in Namibia in recent times. It thus has more reliable statistics for the estimation of labour conditions for smaller geographical areas (in particular regions) in Namibia. The sample size was one of the main issues pointed out by the critics of the NLFS 2008. This increased by 65 per cent from 5 975 in 2008 to 9 108 households in 2012. The sampled PSUs also increased, by 47 per cent from 239 to 506.

In addition, the sampling errors are relatively small, as a result of improved methods of data collection using a combination of Geographical Information Systems (GIS) for identification of true boundaries of primary sampling units (PSUs) and households selected for the survey, as well as efficient geo-coding of the questionnaires during data capturing and processing. This ensures greater data integrity and reliability than any previous statistical survey in the country.

Furthermore, previous rounds of the NLFS used only two questions to determine the employment (and thus also unemployment) rate in the country. The NLFS 2012 used nine specific questions in order to capture more fully people engaged in work other than that as a remunerated employee or formal sector employer. The survey covered in addition a large range of employment-related variables, such as the number of people employed by each household as domestic workers, thus allowing cross-linking analyses to be undertaken.

One of the limitations of the NLFS 2012, as with other household-based surveys, is that the sample design does not guarantee adequate coverage of any industry, as the survey is household based and not industrially stratified. The NLFS coverage also omits dwelling units that are non-residential and others such as public or school hostels, army/police barracks, etc. Household members residing inside these public institutions are only included if they live in their own private accommodation.

A2. Organisation and preparation

A2.1 Legal basis

The NLFS 2012 was conducted by the Namibia Statistics Agency under the Statistics Act, No.9 of 2011, which mandates the agency, among others, to constitute the central statistical authority of the country and to collect, produce, analyse and disseminate official and other statistics in Namibia. By virtue of this Act, the information collected was kept strictly confidential.

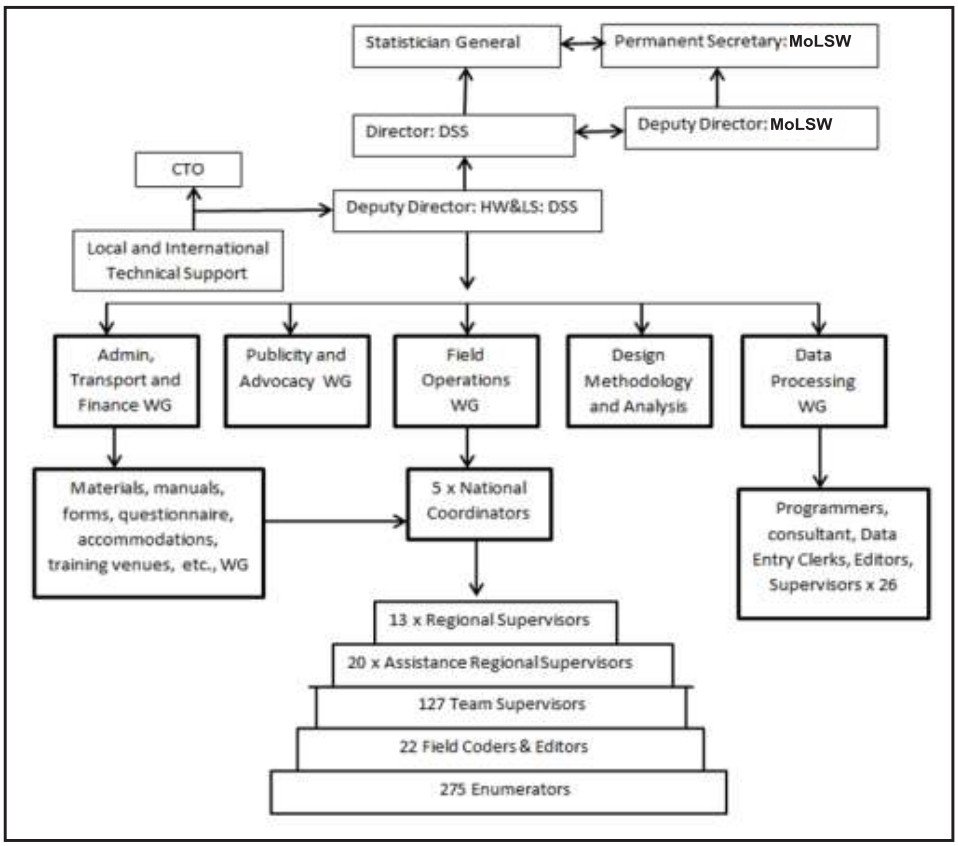
The NSA conducted the NLFS 2012 in close collaboration with the Ministry of Labour and Social Welfare (MoLSW) and other stakeholders that form part of the Namibia Statistics System.

A2.2 Organisational structure

Various Technical Working Groups consisting of staff members from the NSA, the MoLSW, other line ministries and stakeholders were established from time to time to guide the entire project from planning to implementation. These included the

Questionnaire Review Group; Manuals Review Group; Recruitment Group; Training Venues and Accommodations Group; Transport Group; Materials and other Logistic Group. These groups worked in parallel with each other but were coordinated by the survey manager.

Figure A2.2 NLSF 2012 organisational chart



A2.3 Pilot survey

A pilot survey to test the questionnaire as revised after the stakeholders' workshop was done in both rural and urban areas in the three selected regions during September 2012. The pilot survey was intended to test the logistics, the questionnaire and the time required to complete an interview per household. It was particularly meant to test the understanding of the new questions designed to track subsistence and other forms of non-formal employment especially in communal areas.

A2.4 Training

The type, time and quality of training were significantly strengthened during the NLFS 2012 learning from the experience with previous labour force surveys in the country. The training of field staff was done in two stages. First, trainers drawn from the MoLSW and the NSA were trained by senior technical staff from both institutions. The second stage involved deployment of these trained staff to train field workers in the regions. Only trainees who passed a quality test set by the NSA were selected as enumerators. Apart from training in interviewing techniques, Team Supervisors and enumerators were also trained on how to use modern technology to read maps and aerial photographs as well as how to handle GIS tools such GPS (Global Positioning Systems) for listing of households.

A3 Sample design and implementation

The target population of the NLFS 2012 were members of private households in Namibia. The population living in institutions, such as hospitals, hostels, police barracks and prisons was not covered in the survey. However, private households within institutional settings were covered, such as teachers' houses on school premises.

The sample design for the survey was a stratified two-stage probability sample, where the first stage units were geographical areas designated as the PSUs and the second stage units were the households.

The sample size was increased to cater for more reliable estimation at the regional level than in previous labour force surveys. It was expected that the margin of error for the regional unemployment rates should be a maximum of 5 per cent. Actual sampling errors for the unemployment rates are presented later in this Annex. The distribution of the sample is given below.

Table A3.1 Distribution of the sample households and the sample PSUs by region and urban/rural areas

Region	Sample PSUs			Sample households		
	Urban	Rural	Total	Urban	Rural	Total
Namibia	230	276	506	4 140	4 968	9 108
Caprivi	10	21	31	180	378	558
Erongo	40	5	45	720	90	810
Hardap	16	14	30	288	252	540
Karas	16	15	31	288	270	558
Kavango	12	28	40	216	504	720
Khomas	60	3	63	1 080	54	1 134
Kunene	9	20	29	162	360	522
Ohangwena	6	38	44	108	684	792
Omaheke	9	18	27	162	324	486
Omusati	4	42	46	72	756	828
Oshana	21	20	41	378	360	738
Oshikoto	6	35	41	108	630	738
Otjozondjupa	21	17	38	378	306	684

At the field level, 8 906 of 9 108 sampled households were interviewed, resulting in a 98 per cent coverage. After further data cleaning during the data processing activities some questionnaires had to be discarded since they did not contain any useful information or were blank although the result code indicated that they were completed. As a result, the overall non-response rate increased to 5 per cent. Regional non-response rates are as follows.

Table A3.2 Response rates by region

Region	Total sample households	Responding households	Response rate (%)	Non response	Non response rate (%)
Caprivi	558	527	94.4	31	5.6
Erongo	810	739	91.2	71	8.8
Hardap	540	524	97.0	16	3.0
Karas	558	516	92.5	42	7.5
Kavango	720	711	98.8	9	1.3
Khomas	1 134	1 068	94.2	66	5.8
Kunene	522	510	97.7	12	2.3
Ohangwena	792	770	97.2	22	2.8
Omaheke	486	454	93.4	32	6.6
Omusati	828	793	95.8	35	4.2
Oshana	738	722	97.8	16	2.2
Oshikoto	738	681	92.3	57	7.7
Otjozondjupa	684	647	94.6	37	5.4
Total	9 108	8 662	95.1	446	4.9

A3.1 The master sample frame and stratification

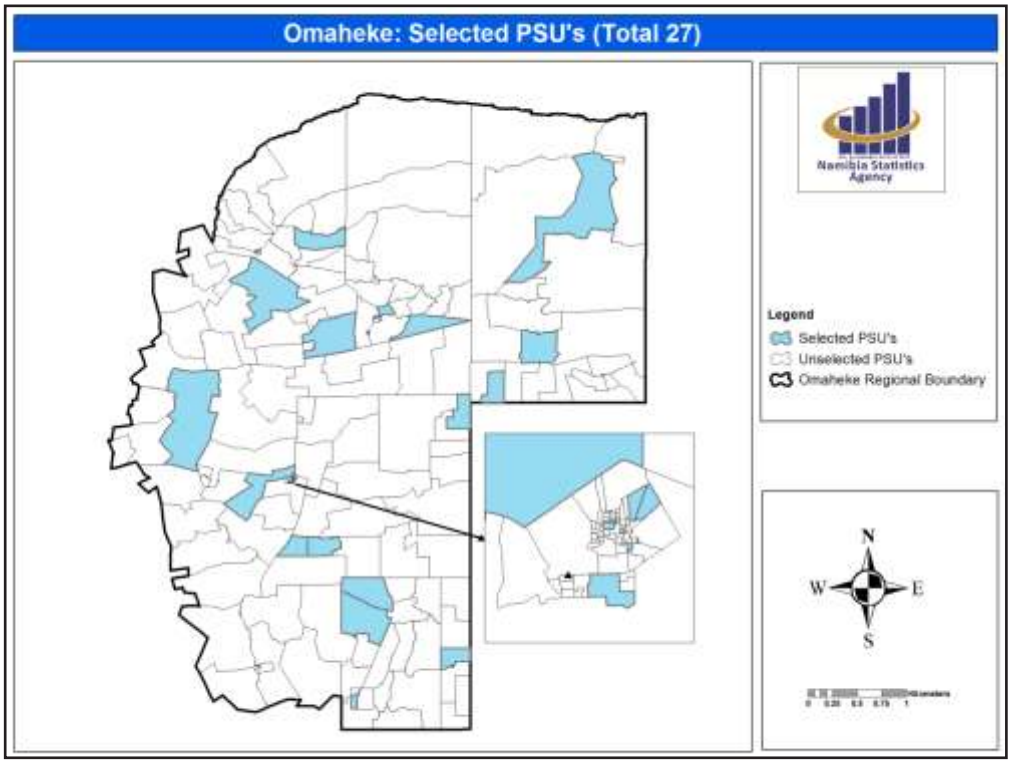
The National Sampling Frame, which is maintained by the NSA, is based on the Enumeration Areas (EAs) of the 2011 Population and Housing Census and the households within the EAs. The frame was revised and updated in July 2011. The revised frame now has 6 104 EAs or Primary Sampling Units (PSUs). Each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

The frame was stratified first by region, and then by urban/rural areas within each region. A probability sample of 506 PSUs was selected proportionately across the regions in the first stage using the probability proportional to size sampling procedure together with systematic sampling.

PSUs in the urban areas were further stratified implicitly into high, middle and low by ordering them according to the levels of living conditions and housing characteristics. Rural areas consist of communal and commercial areas as well as proclaimed settlements and these form the rural strata.

Within each region PSUs were selected randomly to achieve the number allocated for that region. For example, Map A3.1 shows how the 27 PSUs for the Omaheke region were spread across the region.

Map A3.1 Omaheke: selected PSUs (Total =27)



A3.2 Listing of households using geographical information system

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

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

Figure A3.2 Photomap: Primary Sampling Unit overlaid with aerial photograph



A3.3 Estimation procedure

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

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

A3.4 Sampling errors

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

Measurement of the sampling error of a certain characteristic is the measure of the variability of that characteristic between all possible samples of the same size and design. Since it is not practical to implement all possible samples, the degree of the variability cannot be measured exactly but it can be estimated from the survey results of the single actual sample.

The sampling error of a particular statistic (a total, a mean, a proportion or a ratio) is measured in terms of the **standard error (SE)** of that statistic, which is the square root of the variance. An even better measure is the ratio of the standard error relative to the magnitude of the statistic, which is called the **relative standard error (RSE) or simply relative error, and which is also known as coefficient of variation (CV)**. The standard errors were also used to calculate the **confidence intervals (CI).** The confidence interval for a given statistic is an interval of values computed from the sample observations such that it includes the unknown true population figure with 95 per cent probability.

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

Table A3.4.1 Sampling errors for the labour force participation rate

Domains of estimation	Estimate	Standard error	No of observations		Relative error %	Confidence limits		Design effect
	E	SE	Un-weighted	Weighted	RE % = SE/E*100	E - (2*SE)	E + (2*SE)	Deff
Namibia	66.0	0.6	22 412	1 315 662	0.9	64.8	67.1	3.4
Urban	71.5	0.8	10 282	692 053	1.2	69.9	73.1	3.4
Rural	59.9	0.8	12 130	623 610	1.3	58.3	61.4	3.3
Caprivi	71.9	1.7	1 224	55 992	2.4	68.4	75.3	1.8
Erongo	77.2	2.1	1 710	102 716	2.7	73.2	81.2	4.1
Hardap	69.3	2.6	1 272	54 696	3.7	64.2	74.4	4.0
Karas	72.2	2.8	1 112	44 298	3.8	66.7	77.6	4.3
Kavango	57.8	2.2	2 283	122 635	3.8	53.4	62.1	4.6
Khomas	70.2	1.4	2 997	286 852	2.0	67.4	72.9	2.9
Kunene	76.7	2.4	1 086	40 279	3.1	72.1	81.4	3.4
Ohangwena	41.9	2.1	2 139	125 916	5.1	37.7	46.1	4.0
Omaheke	66.9	2.5	1 050	42 980	3.8	61.9	71.8	3.0
Omusati	57.1	1.6	2 071	127 887	2.8	53.9	60.3	2.2
Oshana	69.3	1.7	2 000	117 648	2.4	66.1	72.6	2.6
Oshikoto	67.2	1.7	1 892	104 360	2.5	63.9	70.4	2.4
Otjozondjupa	77.8	1.5	1 576	89 404	2.0	74.8	80.8	2.1

Table A3.4.2 Sampling errors for the unemployment rate

Domains of estimation	Estimate	Standard error	No of observations		Relative error %	Confidence limits		Design effect
	E	SE	Un-weighted	Weighted	RE % = SE/E*100	E - (2*SE)	E + (2*SE)	Deff
Namibia	27.4	0.7	15 021	868 268	2.6	26.0	28.8	3.9
Urban	28.3	0.9	7 431	494 948	3.3	26.5	30.2	3.3
Rural	26.2	1.1	7 590	373 319	4.1	24.1	28.4	4.6
Caprivi	28.0	2.5	901	40 240	8.8	23.1	32.8	2.7
Erongo	25.5	2.1	1 302	79 307	8.3	21.3	29.6	3.0
Hardap	28.8	3.5	897	37 899	12.1	22.0	35.6	5.3
Karas	23.9	3.0	819	31 978	12.3	18.1	29.7	3.9
Kavango	29.8	2.7	1 364	70 868	9.1	24.5	35.1	4.8
Khomas	26.5	1.8	2 125	201 237	6.7	23.1	30.0	3.4
Kunene	27.0	3.3	851	30 912	12.2	20.5	33.5	4.7
Ohangwena	34.6	4.1	923	52 783	11.8	26.6	42.7	6.8
Omaheke	34.1	3.4	701	28 743	10.1	27.3	40.8	3.7
Omusati	28.9	2.6	1 210	73 085	9.0	23.8	34.1	4.0
Oshana	24.5	1.8	1 399	81 559	7.3	21.0	28.1	2.4
Oshikoto	26.4	1.9	1 299	70 079	7.1	22.7	30.1	2.4
Otjozondjupa	25.3	2.0	1 230	69 577	8.0	21.3	29.2	2.7

Relative standard errors for the labour force participation rate are less than 5 per cent across all the regions indicating that the sample sizes were large enough to produce reliable estimates. The relative standard errors for the unemployment rate are between 5 and 10 per cent for some regions while for the others it is between 10 and 15 per cent. Margin of errors will be less than 5 per cent for the first set of regions while it is between 5 and 10 per cent for the second set. In this case the expected margins of error of 5 per cent was not achieved for some of the regions with this sample size indicating that it was not large enough to cover the variation in those regions with the error margin required. The regional estimates with this margin of error can still be used, but with some caution because of the wider confidence interval.

A4 Publicity and community mobilisation

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

A5. Data processing and quality assurance

Questionnaires were scanned using sophisticated scanners built with Optical Character Recognition and Optical Mark Recognition capabilities. All the scanned questionnaires were stored as images onto the server. In order to enhance the data quality and control, scanning software was configured with data validation checks and data verification checks before data were transferred to the database. This included checks for un-interpreted data values and incorrect data values. Identified errors were corrected through a verification process which involved manual confirmation by an operator. The operator sat in front of the PC and could verify and confirm the scanned data with the data from the saved images of the questionnaires.

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

The advanced data validation process aimed to ensure that data were clean, correct and useful for the statistician to complete the analysis.

A5.1 Quality assurance

To ensure the data quality and comparisons, concepts and definitions were kept the same. Experiences of similar surveys were taken into consideration and this has brought the following improvements in the methodology of the Namibia Labour Force Survey 2012.

The sample size was increased from 5 975 to 9 108 households. The Primary Sampling Units also were raised from 239 to 506. This resulted in a better coverage so that the representation of different characteristics was improved. The questions on the labour force characteristics were also expanded to nine in order to improve the coverage of such activities. There was intensive training for the field staff and the field work supervision and monitoring activities were also expanded. The data processing system was designed to ensure the quality of data and this was done with the assistance of an external expert.

ANNEX B: LABOUR FORCE CONCEPTS AND DEFINITIONS

Type of economic activity

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

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

(i) Worked: This referred to all persons aged 15 years and above who were engaged in paid work 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) Students: This category referred to persons who were attending school during the reference period and were not engaged in any paid or self-employment and were also not available for work.

(iv) 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.

(v) 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.

(vi) 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.

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

(viii) Other*:* All other persons engaged in activities not classified in the above mentioned were classified in this category e.g., prisoners, 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, piece rates, or pay in kind.

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

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

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

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

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

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