

The Namibia Labour Force

Survey 2018 Report

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LIST OF ACRONYMS

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

PREFACE

The first full-scale Labour Force Survey (LFS) in Namibia was carried out in 1997 under the National Household Survey Programme, launched after the Government endorsed the Five Year Plan for the Development of Statistics in 1993. Since then, Eight Labour Force Surveys (1997, 2000, 2004, 2008, 2012, 2013, 2014 and 2016) have been conducted in the country at more or less regular intervals of every four years up to 2012 then from there annually.

The Labour Force Survey of 2018 was the fifth annual Labour Force Survey to be conducted by the Namibia Statistics Agency (NSA). The first, second and third Labour Force Surveys were conducted in 2012, 2013 and 2014 respectively. There was no Labour Force Survey conducted in 2015 due to the implementation of the 2015/2016 Namibia Household and Income Survey (NHIES). In 2017 the survey was not conducted due to limited funds.

Like previous Labour Force Surveys, the 2018 survey was conducted with the objective of generating key socio-economic indicators for assessment of labour market conditions in Namibia. The survey covers all aspects of people's work, including employment, unemployment, underemployment, occupation, industry, education and training needed to equip them for work, wages and salaries.

This document presents results of key indicators of the survey. It is hoped that the findings from this survey will be of assistance to planners, policy makers, researchers, analyst and the public in general to inform their decision making. Furthermore, the survey results provide a quick glance of standard employment and unemployment indicators for assessing Namibia's efforts in meeting its various developmental goals in particular, those relating to job creations.

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

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

I therefore would like to express our sincere gratitude and appreciation for all the support that was received from various stakeholders who contributed to the successful implementation of this survey. Particularly, our gratitude goes to the users and producers who provided inputs to survey data collection instruments. Furthermore, our appreciation goes to the household members who participated in the survey and provided the required information. We would also like to thank all Regional, Local , Political and Traditional leaders and the general public for their support and cooperation to ensure that the importance of the survey was explained to their respective communities.

Also, I would like to express my sincere thanks to the International Labour Organisation (ILO) for their technical inputs to the Labour force survey 2018 in Namibia. Finally, I would like to thank the Government of the Republic of Namibia for its continued funding of this survey. Basic findings and indicators from this survey provide fresh understanding of the prevailing labour market situation in the country. These findings should provide a basis for better planning, policy formulation and labour-related discussions by all concerned stakeholders.

I hope that the users will find this report informative and use it to support evidence-based planning for the development of the country at all levels.

Mr. ALEX SHIMUAFENI

STATISTICIAN-GENERAL & CEO

CAUTIONARY NOTE

NSA has used weight calibration to extrapolate the survey estimates to their Namibian population and this has introduced decimals, which has a rounding effect when different variables are calculated, hence some totals may be out with about one unit. Hence, users should be aware that there might be an insignificant difference in totals because of rounding off effects when calculating the totals manually.

SADC MINIMAL INDICATOR LIST

Table 1: SADC minimal indicator list

Population	2014	2016	2018	Changes bet. 2016 & 2014	Changes bet. 2018 & 2016
Total	2,237,894	2,324,388	2,413,643	86,494	89,255
Male	1,087,178	1,129,754	1,173,540	42,576	43,786
Female	1,150,716	1,194,634	1,240,103	43,918	45,469
Age Composition					
Under 15 years	815,294	846,195	881,676	30,901	35,481
Population Working Age 15 + years Total (PWA)	1,422,600	1,478,193	1,531,967	55,593	53,774
Male 15 + years (PWAM)	676,759	703,139	728,717	26,380	25,578
Female 15+ years (PWAF)	745,841	775,054	803,250	29,213	28,196
Youth 15 -34 Years	826,981	854,567	876,908	27,586	22,341
Active Population or Labour Force LF = E + UE					
Labour Force (LF)	983,843	1,026,268	1,090,153	42,425	63,885
Employed (E)	708,895	676,885	725,742	-32,010	48,857
Unemployed (UE)	274,948	349,383	364,411	74,435	15,028
Labour Force Participation Rate (LFPR)	69.2	69.4	71.2	0.2	1.8
Labour Force Absorption Rate E/PWA	49.8	45.8	47.4	-4.0	1.6
Unemployment Rate UE/LF	27.9	34	33.4	6.1	-0.6
Active Population by sex					
Male Employed (EM)	368,358	358,270	361,508	-10,088	3,238
Female Employed (EF)	340,537	318,615	364,834	-21,922	46,219
Male Unemployed (UEM)	117,063	151,774	173,904	34,711	22,130
Female Unemployed (UEF)	157,885	197,609	190,507	39,724	-7,102
Male labour Force (MLF)	485,421	510,044	535,412	24,623	25,368
Female Labour Force (FLF)	498,422	516,224	555,341	17,802	39,117
Rates by sex					
Male Labour Absorption Rate (EM/PWAM)	54.4	51.0	49.6	-3.4	-1.4
Female Labour Absorption Rate (EF/PWAF)	45.7	41.1	45.4	-4.6	4.3
Male Unemployment Rate UEM/(EM+UEM)	24.1	29.8	32.5	5.7	2.7
Female Unemployment Rate UEF/(EF+UEF)	31.7	38.3	34.3	6.6	-4.0
Active Population for Youth 15 - 34 years (EY+UEY)					
Youth Labour Force	525,782	566,999	576,624	41,217	9,625
Youth Employed (EY)	320,954	320,737	310,854	-217	-9,883
Youth Unemployed (UEY)	204,828	246,262	265,770	41,434	19,508
Youth Labour Absorption Rate (EY/PWAY)	38.8	37.5	35.4	-1.3	-2.1
Youth Unemployment Rate (UEY/(EY+UEY)	39.0	43.4	46.1	4.5	2.7

Executive summary

This report presents the main findings of the Namibia Labour Force Survey of 2018. The survey was conducted by the Namibia Statistics Agency (NSA) with funding from the Government of the Republic of Namibia.

The survey collected data on the labour market activities of individuals aged eight (8) years and above who were present in Namibia on the reference night of the 30th September 2018. Interviewing of households started on the 1st October and ended on the 16th October 2018. Like in the preceding surveys, the LFS 2018 was conducted by interviewing individuals in private households excluding persons who were in institutions at the time of the survey.

The objective of this report is to provide the main findings and indicators arising from the survey to promote understanding of the labour market situation prevailing in the country in 2018. The findings presented in this report will go a long way in providing the basis for better planning, policy formulation and labour-related discussions.

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

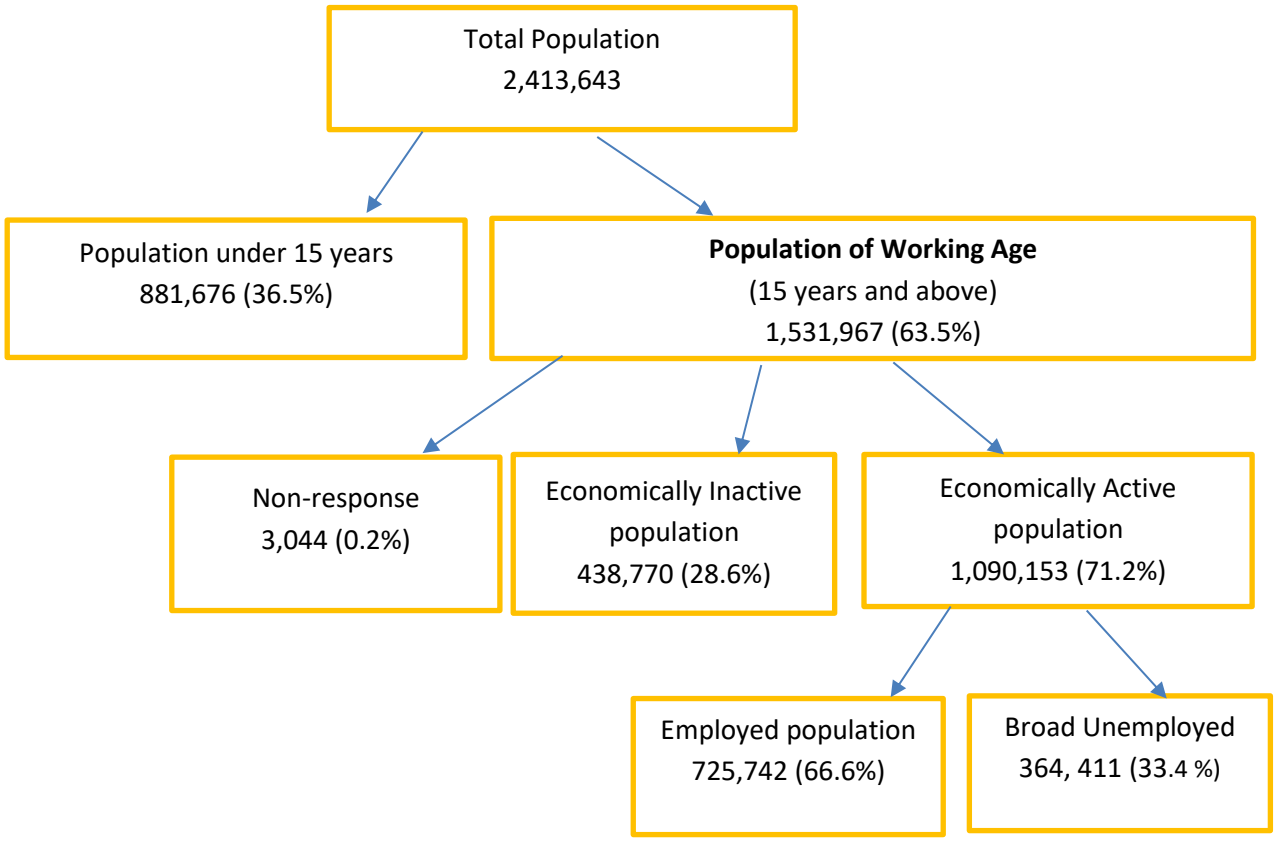


Figure 1: Population by activity status

Figure 1 shows that the estimated population in the working age (15 years and above) was 1,531,967. The Population in the labour force was 1,090,153, while the population outside the labour force was 438,770.

The employed population increased by 48,857 persons since the last survey was conducted in 2016, while unemployment based on the broad definition decreased by 0.6 percentage points. Table 1 below presents a summary of the labour force indicators for Namibia for the year 2018.

Table 1: Summary of the labour force indicators for Namibia for 2018.

Basic indicators	2018
Total population aged 15 years and older	1,531,967
Economically active population	
Employed	725,742
Unemployed – broad	364,411
Labour force	1,090,153
Labour force participation rate – broad	71.1
Unemployment rate - broad	33.4

The Report consists of six chapters and four Annexe. Chapter 1 deals with introduction and methodological part of the survey, while Chapter 2 looks at the demographic characteristics, Chapter 3 Labour force participation, Chapter 4 presents the employment information, with Chapter 5 providing the unemployment information and finally Chapter 6 provides statistics on youth employment. Annexe A present tables for strict labour force statistics and youth aged 15-24 years, Annexe B present Tables for youth aged 15-24 years, Annexe C present the Questionnaire and Annexe D deals with the 2016 sampling technical report.

1.1 Introduction

The Namibia Labour Force Survey 2018 herein referred to as the LFS 2018 throughout this report, was conducted with the objective of generating "timely collection and release of key socio-economic indicators for assessment of labour market conditions in Namibia." The survey covers key aspects of people's work, including education and training needed to equip them for work, status in employment, occupation, industry, wages/salaries, underemployment, informal employment, etc. More specifically, the survey was designed to provide detailed information on the following:

a) Information on the size and structure of the country's work force;
b) Information on the size of the informal employment;
c) Elements for measuring the labour supply and the extent to which the available human resources are utilised in the production process of the economy;
d) Employment and unemployment status;
e) A basis for research in many areas ranging from testing labour market segmentation theories to formulating demographic models;

The first chapter of the LFS 2018 report presents the methodologies adopted in the execution of the survey. This chapter therefore provides useful information to potential users of the LFS 2018 results as to how the data was collected, its intended usage, strength and limitations.

One key objective of the LFS 2018 was to ensure the production of the labour force indicators that meet local, Southern African Development Community (SADC), the Africa Union (AU) and international standards for comparability purposes. It is hoped that continual production of reliable data from annual Labour Force Surveys will provide valuable inputs in the formulation and evaluation of economic and social policies, particularly in the areas of employment creation, and poverty reduction.

The wide range of employment data collected in this survey will be of assistance to the Government of the Republic of Namibia in monitoring progress made in the implementation

of various labour-related initiatives through national and international plans and Namibia's progress towards the attainment of Vision 2030.

1.2 Users and uses

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

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

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

1.3 Strengths and limitations of LFS 2018

The strength of the LFS 2018 is that it is one of the largest household surveys in terms of labour force statistics coverage in Namibia in recent times. As a result, it provides reliable statistics necessary to estimate labour conditions for regional estimates in Namibia.

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

Furthermore, the LFS 2018 followed the new adopted NSA approach of using digital questionnaire in tablets to capture data during listing and data collection stages as was used during previous surveys. The paperless method made it possible to check for data inconsistencies interactively during the interview process as edit rules were included in the data entry application. Such approach enhances on time data integrity and reliability.

One of the limitations of the LFS 2018 is that the sample design does not guarantee adequate coverage of any industry, as the survey is household based and not industrially stratified. The LFS coverage was limited to persons in private households excluding those in institutions at the time of the survey, such as school hostels, army/police barracks, hospitals wards, etc. Household members residing in these institutions are only included if they live in their own private accommodation.

1.4 Organisation and preparation

1.4.1 Legal Basis

The LFS 2018 was conducted under the Statistics Act, 2011 (Act No.9 of 2011), which mandates the agency, among others, to constitute the central statistical authority of the country and to collect, produce, analyse and disseminate official and other statistics in Namibia. By virtue of this Act, all information collected that could be linked to identified individuals or households was kept strictly confidential.

The survey was conducted in close collaboration with key stakeholders such as the Ministry of Labour and Employment Creation and ILO that form part of the National Statistics System (NSS). The collaboration took place in respect of the following areas:

i. Review of variables and questions asked in the 2016 LFS
ii. Contribution to the drafting of the questionnaire for the 2018 LFS
iii. Conducting trainings for field staff

1.4.2 Stakeholders' workshop

The field operation was preceded by one stakeholders' workshop which was held in Windhoek. This workshop was conducted in January 2018 where the NSA presented to key stakeholders, the questionnaire, as well as activity plan for the survey. Below are the sections that were introduced in the 2018 LFS questionnaire that were not included in the 2016 LFS questionnaire. It should however be noted that analysis of the sections below are not part of this report.

- **Hours worked on own use production**
- **Food security**

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

1.4.3 Survey organisation structure

The Surveys and Field Operations (SFO) division was responsible for planning, survey design, fieldwork, and administration of survey resources and progress reporting. The Social Statistics (SS) and the Demographic and Vital Statistics division of Demographic and Social Statistics (DSS) department was responsible for questionnaire design, analysis and report writing. The Data Quality Assurance department provided guidelines and procedures that ensure the data collected meets quality standards as set out in the Namibia Data Quality Assessment Framework (DQAF), and the Data Collection, Processing and Dissemination Policy and Practice. SFO worked closely with the following departments/divisions: DSS, Legal, Data Processing, Information Technology Solution, Quality Assurance, Human Resources, Finance, Administration and Logistics and Strategic Communication. The survey progress was reported to the Statistician-General (SG) and the Executive Committee (EXCO) members on a bi-weekly basis or when requested to do so by the SG and this was done by SFO division and DSS department respectively.

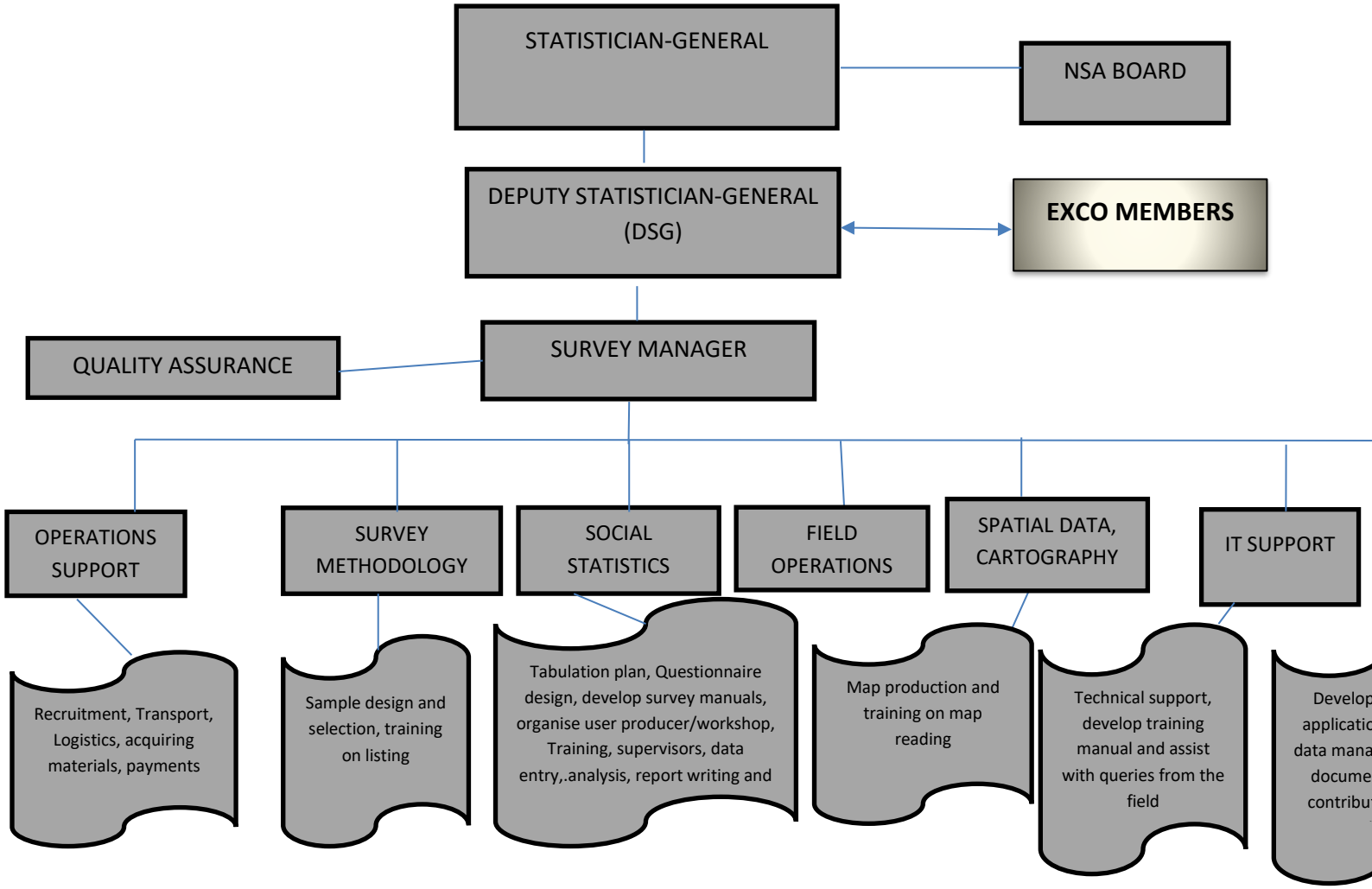


Figure 1.1: NLFS 2018 Organisational Structure

1.5 Pilot survey

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

The pilot test was conducted for a period of two weeks, from 29th of July to 12th of August 2018. However, due to insufficient budget, the implementation of the pilot test was downgraded in line with the budget. In particular, the pilot was designed to cover a total of 12 PSUs by 3 teams resulting in an allocation of 4 PSUs per team, however due to budgetary constraints the approach was trimmed down to only one team covering 2 PSUs in the Khomas region.

1.6 Recruitment, training and fieldwork

1.6.1 Recruitment of field staff

The distribution of the survey field staff that was recruited during the undertaking of the LFS 2018 is presented in Table 1.1 below. In the Table, the total number of field staff who were trained and those who were employed in the survey and how they were allocated to respective regions are presented. Team Supervisors and Enumerators were recruited from the NSA field staff database while the positions of IT Field Technicians were advertised in the local print media.

Table 1.1: Distribution of recruited, trained and deployed staff for LFS 2018

REGION	Total # of PSU	Team supervisor (a)	TS reserves (b)	Enumerators (c)	Enumerators reserves (d)	Total for the training (TS & EN) (a+b+c+d)	ITFT
!Karas	31	8	1	16	1	26	1
Erongo	45	12	1	24	1	38	1
Hardap	34	9	1	18	1	29	1
Kavango east	40	10	1	20	1	32	1
Kavango west	40	10	1	20	1	32	1
Khomas	63	16	1	32	1	50	1
Kunene	37	10	1	20	1	32	1
Ohangwena	44	11	1	22	1	35	1
Omaheke	33	9	1	18	1	29	1
Omusati	46	12	1	24	1	38	1
Oshana	41	11	1	22	1	35	1
Oshikoto	46	12	1	24	1	38	1
Otjozondjupa	38	10	1	20	1	32	1
Zambezi	34	9	1	18	1	29	1
Total	**572**	**149**	**14**	**298**	**14**	**475**	**14**

1.6.2 Training

During the LFS 2018, a number of trainings took place namely the master training, training of trainers and the main training. The master training is the first stage of training conducted for all NSA staff member who will form part of the survey to acquaint them with the survey methodologies and instruments. This intensive training was done for a period of one week. The second stage of training comprised of a large number of staff from the NSA head office, MoL and field staff who will be involved in the field work for pilot. This training was called the pilot training. In preparation for the main training, a group of NSA staff from the head office, Regional Statisticians (RS), staff from MoL and 14 newly recruited Information Technology Field Technicians (ITFTs) attended a one-week training called a refresher/ training of trainers (TOT). This group was later deployed at different training centers to carry out the main training of the field staff. The main training was conducted at four (4) different towns/centers namely **Ongwediva, Eenhana, Otjiwarongo and Rundu,** whereby all 14 regions were grouped accordingly. An intensive training program on survey methodology, questionnaire, concepts and definitions and the use of data capturing application was carried out. Trainees were also subjected to various assessments and only the top performing candidates were selected to be part of the main survey fieldwork.

1.6.3 Survey field structure

The main survey consisted of field teams operating within a region under the supervision of regional supervisor who were the regional statisticians (RS). Each regional supervisor was supported by an ITFT. The ITFT provided IT support to the regional field team. Each field team consisted of a team supervisor and 2 interviewers. Field personnel were recruited from their own areas since they were familiar with the local terrain/locality and to facilitate interviews in local language. In total 447 field personnel (Interviewers and Team Supervisors) were in the field for a period of one month (30 days) during the data collection phase of the NLFS 2018. The work plan was designed in such a way that the first two weeks where allocated for listing of private households within the selected PSU, while the last two weeks were allocated to the administering of the questionnaire using tablets to the sampled 18 private households in each PSU.

1.6.4 Survey publicity and advocacy

A Communication Strategy Plan focusing on advocacy and publicity of the LFS 2018 at national and regional level was developed. The most convenient method used was the distribution of flyers and pasting of posters to create awareness. During this activity, the Regional Statisticians were able to hold community meetings and had the opportunity to elaborate on the objectives of the survey. Mobilisation were done in each and every selected PSU before commencement of listing and data collection exercises to ensure that local people were aware of the survey and what was expected of them.

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

In addition, road shows were held in various urban centres in collaboration with the Namibia Broadcasting Corporation (NBC) out broadcasting programme to create awareness in the

selected PSUs. FM Radio announcements complimented by newspaper articles and newspaper advertisements were also placed in local newspapers to inform the general public about the survey and its approach.

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

1.6.5 Field monitoring and data quality control

To ensure the collection of reliable, quality and timely data, a series of quality assurance activities were undertaken at different levels of monitoring. This was done by Regional Statisticians, National Supervisors and Managers. The monitoring teams were send to regions at the beginning of the listing and interviewing phase to ensure that the field work started off as planned and that all data collection procedures were followed as prescribed.

Monitoring teams were also involved in the observation of interviews by field staff to ensure that they are introducing the objectives of the survey properly and questions are asked as trained including the translation of questions from English to vernacular languages. In doing so, remedial actions were undertaken to improve the quality of the data.

1.7 SAMPLING METHODS

1.7.1 Sample design

A national sampling frame was used in the design of the sample. The national sampling frame is a list of small geographical areas called Primary Sampling Units (PSU), created using the enumeration areas (EA)of which their demarcations are based on the 2011 Population and Housing Census. The measure of size in the frame is the number of households within a

particular PSU of which the size ranges between 40 and 120 households. The frame units were stratified first by regions, and then by Urban/Rural areas within the regions.

The sample design was therefore a two-stage stratified cluster sample, where the first stage units were the PSUs and the second stage units were the households. Sample sizes were determined to give reliable estimates of the population characteristics at the regional level, the lowest domain of estimation for the LFS 2018.

Due to budget constrain for 2018 LFS and without compromising the quality of the estimates (see Sampling Technical Report) , a total of **10,296** households constituted a representative sample from **572** PSUs across the country compared to 12,480 households and 624 PSUs for the 2016 LFS. Power allocation procedure was adopted to distribute the sample across the regions so that the smaller regions will get adequate samples.

1.7.2 Sample Accountability

The sample was designed such that direct survey estimates could be produced at national, regional and urban/rural levels. The design weights were the inverse of the selection probabilities (i.e. Inverse sampling rate) at both first (PSU level) and second (Household level) stages. The PSUs that were found to be larger or difficult to manage were segmented and their design weights adjusted accordingly to account for the third level selection (selection of segment). In order to account for household non-response, the design weights were adjusted for household non-response. The non-response adjustment factor is defined as the ratio of the sampled households to the respondent households. The final step undertaken was in constructing the final weights at person level for the LFS 2018 was to calibrate the design weights such that the respective aggregate totals matched the distribution of the population across key demographic variables such as age and sex, urban/rural and regional level. The control totals used for this calibration process were the 2018 population projections. This was achieved by using ReGenesees package in R software.

1.7.3 Quality indicator for survey data

1.7.3.1 Response rate

When the household sample was implemented, it was not possible to interview some of the households due to refusals and non-contacts. Thus, the overall response rate for this survey after both primary and secondary data processing exercises were completed was 94.5 percent.

1.8 Data Processing

The data processing methodology that was adopted for this study was the Computer Assisted Personal Interview method referred to as CAPI. Data management tools to collect, transmit, store and clean survey data were designed and developed using CSPro 6.3. Figure 1.2 below presents the process flow mapping.

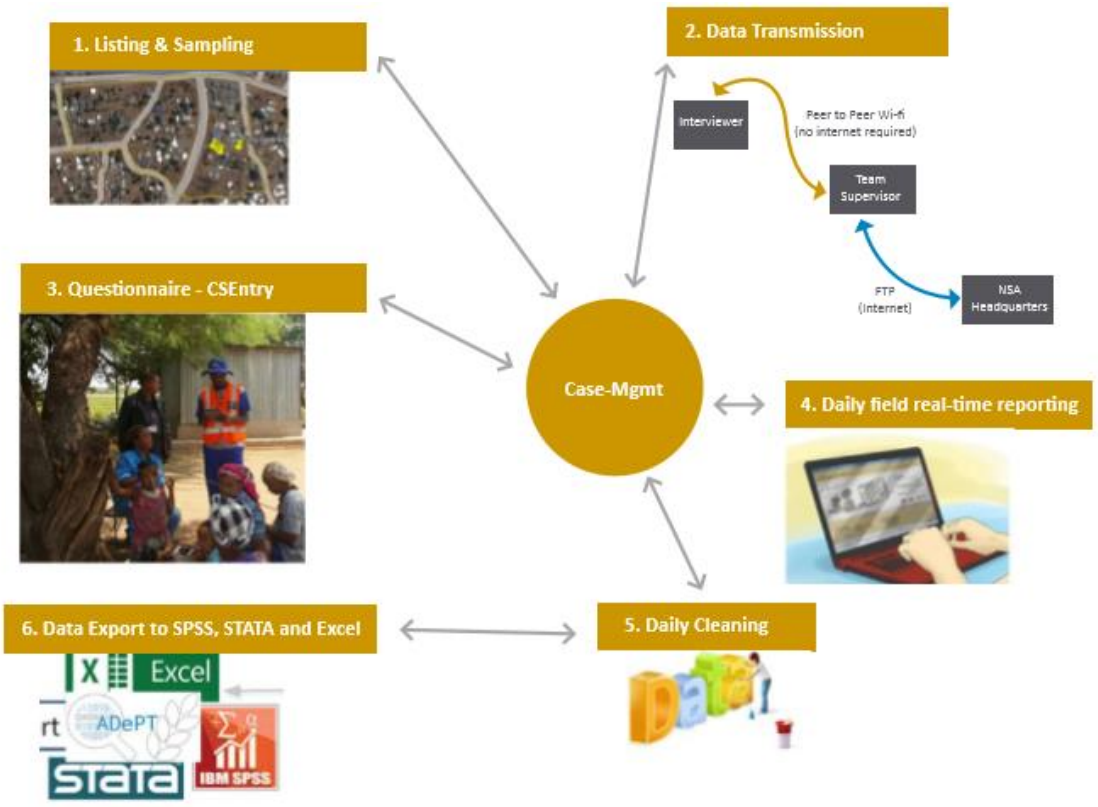


Figure 1.2: LFS data capturing and management process flow

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

a) In-field automated listing and sampling program

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

b) Case Management program

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

A team consisted of one supervisor and two interviewers. Interviewers listed households and then each independently transmitted the households' information to the supervisor's tablet. The supervisor then merged the listing files on a tablet and run the program to sample from the listed households. The supervisor further assigns the sampled households to the respective interviewers. During the household interview, the interviewers will then transmit the household roster data to the supervisor in order to ensure data quality. In order to successfully transmit the data, the interviewers were required to validate all household data in the tablet, while the supervisors were required to validate all primary sampling units (PSUs) data in the tablet before transmitting the data further to the headquarter server. At both levels of validation, if the data did not pass the validation tests, the staff concern was then required to provide an explanation as to why the submitted data are incomplete.

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

c) Data Entry program

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

d) Data synchronization program

This program allowed for the following; Supervisors were given SIM cards and controlled transmission of data to the Head Office. Since MD5 (Message Digest 5 Algorithm) hashes was stored on the program, only modified data was transferred and only newly collected data was sent to head office.

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

e) Post data processing programs

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

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

(i) Concatenate program

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

(ii) Submission Analysis program

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

(iii) Merge data program

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

(iv) Data consistency check program

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

information such as person's name from the dataset, this is done via an **Anonymize data program**.

The first stage of data processing activities end at this stage, with the production of the version one (1) dataset as output. The planning, designing, developing, testing and implementing the survey data management programs took at six months before actual fieldwork, while the post data processing took only two (2) months to complete after the fieldwork. The next process is the secondly cleaning phase which was done by SM and produced version two (2) of the datasets.

1.8.1 Secondary data validation, edit checks and analysis

The Social Statistics Division (SSD) using their comprehensive STATA framework (shown in Figure 1.3 below) for processing Labour Force Survey micro data sets received from the Data Processing Division carryout secondary data validation.

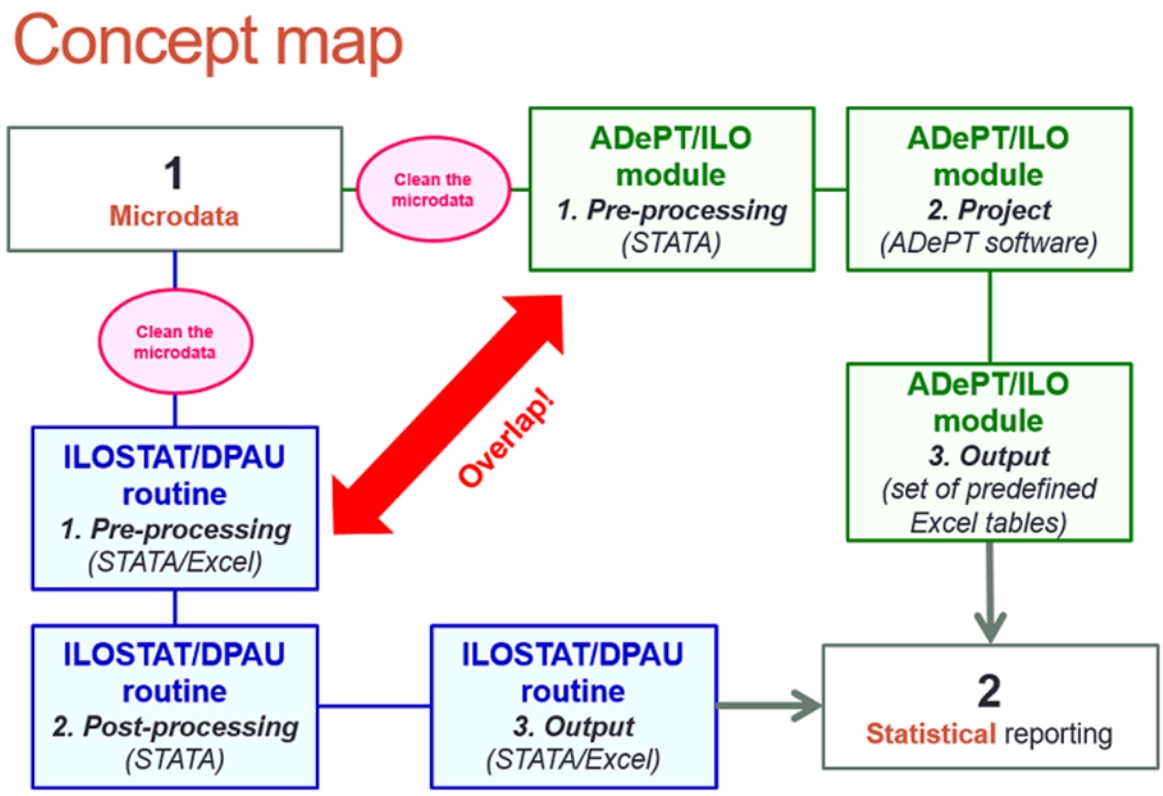


Figure 1.3: Framework for producing standardised variable and indicators from LFS

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

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

After the validation process, standard variable names and codes were generated from the validated data sets to allow for the production of internationally comparable labour market indicators. The variables included in the standard published micro-data set were selected on the basis of the structure and contents of previous LFS reports, demand from SADC/AU for Labour Market Information System indicators[1], and ILOSTAT, the ILO's corporate statistical database, for the production of indicators for publication on ILOSTAT.

1.8.2 Quality assurance

Data quality assurance is one of the cornerstones of a good statistical data system, and institutions mandated with the responsibility of collecting labour statistics must ensure that the data passes the test before being released to the public and other users of LFS data. In this survey, a Total Quality Management (TQM') approach to quality assurance was employed to minimize the under/over-coverage, non-response and other issues that may affect the quality of labour survey estimates.

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

1.9 Basic terminologies in labour statistics

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

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

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

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

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

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

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

Labour force: comprises all persons of either sex who furnish the supply of labour for the production of economic goods and services as defined by the United Nations systems of

national accounts and balances during a specified time-reference period. It therefore consists of all persons of working age who were either employed or unemployed.

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

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

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

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

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

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

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

Unemployment rate: signals to some extent the underutilization of the labour supply. It reflects the inability of an economy to generate employment for those persons who want to work but are not doing so, even though they are available for employment and actively

seeking work. It is thus seen as an indicator of the efficiency and effectiveness of an economy to absorb its labour force and of the performance of the labour market.

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

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

5.1.1 Households and Population

Table 2.1 presents the distribution of the estimated total population by sex and area. The results show that female population continues to be higher than the male population, representing 51.4 percent of the total population compared to 48.6 percent for males. A similar trend was further observed in urban and rural areas. The margin between the Namibia population who live in rural areas (50.1%) and urban (49.9%) areas is very small (0.01%).

Khomas region has the biggest proportion of people living in it, accounting for (18.5%) of the total population, followed by Ohangwena (10.8%), Omusati (10.5%), Oshikoto (8.3%) and Erongo (8.1%), while Omaheke has the smallest proportion of the people living in it at 3.1 percent followed by !Karas and Hardap at (3.7 %) and then Okavango west at (3.8 %).

Six regions in Namibia have predominantly more male population than females (Omaheke (52.9%), Erongo (52.8%), Otjozondjupa (51.5%), Hardap (51.3%) Kunene (50.7%) and !Karas (50.2%).

Table 2.1: Distribution of population by region, sex and area

Area	Number			Percent		
	Both Sexes	Male	Female	**Both Sexes**	Male	Female
Namibia	**2,413,643**	**1,173,540**	**1,240,103**	**100**	**48.6**	**51.4**
Urban	1,203,340	586,616	616,724	49.9	48.7	51.3
Rural	1,210,303	586,924	623,379	50.1	48.5	51.5
!Karas	89,157	44,788	44,369	3.7	50.2	49.8
Erongo	195,652	103,401	92,251	8.1	52.8	47.2
Hardap	90,325	46,340	43,985	3.7	51.3	48.7
Kavango East	153,255	71,110	82,145	6.3	46.4	53.6
Kavango West	90,514	42,786	47,728	3.8	47.3	52.7
Khomas	447,636	221,626	226,010	18.5	49.5	50.5
Kunene	102,485	52,005	50,480	4.2	50.7	49.3
Ohangwena	260,190	120,347	139,843	10.8	46.3	53.7
Omaheke	75,734	40,043	35,691	3.1	52.9	47.1
Omusati	252,931	114,150	138,781	10.5	45.1	54.9
Oshana	194,577	88,370	106,207	8.1	45.4	54.6
Oshikoto	200,686	96,868	103,818	8.3	48.3	51.7
Otjozondjupa	158,237	81,558	76,679	6.6	51.5	48.5
Zambezi	102,264	50,148	52,116	4.2	49.0	51.0

The age, sex and size of a population are very important indicators for labour force estimations. Hence, for the purpose of this report we have group the population by the following broader age groups: 15-24; 25-34; 35-54; 55-64 and 65+ (65 years and above) to be used to estimate the Key Indicators of the Labour Market (KILM)

Table 2.2 shows the distribution of the population by sex, broad age group and area. Analysis presented in this report focuses on the working age population for ages 15 years and above. This age group (15+) makes up 1,531,967 persons or 63 percent of the total population of which the majority (876,908 persons) or 36 percent of the total population were the youth (in the age group of 15-34 years). The Youth (age 15-34) represent 57 percent of the working age population. Therefore, in the analysis of the survey results at both national and regional levels, the youth will be defined as above in line with the Namibian, SADC and the African Union definition. However, for international comparisons, the youth will be defined as persons in the age-group 15-24 in line with the United Nations recommendations (see ANNEX B).

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

Broad age group	Namibia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
0-14	881,676	444,823	436,853	375,451	188,625	186,826	506,225	256,198	250,027
15-24	477,076	235,958	241,118	204,147	94,844	109,303	272,929	141,114	131,815
25-34	399,832	195,178	204,654	271,585	131,696	139,889	128,247	63,482	64,765
35-44	269,890	129,865	140,025	174,231	86,465	87,766	95,659	43,400	52,259
45-54	175,742	81,175	94,567	97,547	48,450	49,097	78,195	32,725	45,470
55-64	105,998	45,241	60,757	50,154	24,142	26,012	55,844	21,099	34,745
65+	103,429	41,300	62,129	30,225	12,394	17,831	73,204	28,906	44,298
Total	**2,413,643**	**1,173,540**	**1,240,103**	**1,203,340**	**586,616**	**616,724**	**1,210,303**	**586,924**	**623,379**
15+ (Working Age)	1,531,967	728,717	803,250	827,889	397,991	429,898	704,078	330,726	373,352
Percent (%)	63	62	65	69	68	70	58	56	60
15-64 (Core working Group)	1,428,538	687,417	741,121	797,664	385,597	412,067	630,874	301,820	329,054
Percent (%)	59	59	60	66	66	67	52	51	53
15-34 (Namibia Youth)	876,908	431,136	445,772	475,732	226,540	249,192	401,176	204,596	196,580
	36	37	36	40	39	40	33	35	32
60+ (Pensionable age Namibia)	209,427	86,541	122,886	80,379	36,536	43,843	129,048	50,005	79,043
Percent (%)	**9**	**7**	**10**	**7**	**6**	**7**	**11**	**9**	**13**

5.1.2 Age Dependency Ratio

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 aged group of 15-64 years old (core working age group). Table 2.3 presents the age dependency ratios for Namibia for the 2014, 2016 and 2018 LFS's. It is observed from the table that overall the dependency ratio in Namibia has slightly decreased from 69.1 percent in 2016 to 69.0 percent in 2018. This implies no significant change in the population age structure between 2016 and 2018 as there were about 69 dependants for every 100 persons in the core working age group.

Table 2.3: Dependency ratios for 2014, 2016 and 2018

Age group	2014		2016		2018	
	Number	Dependency ratio	Number	Dependency ratio	Number	Dependency ratio
0-14	815,294	61.8	846,195	61.5	881,676	61.7
65+	103,960	7.9	103,259	7.5	103,429	7.2
Total	919,254	69.7	949,454	69.1	985,105	69.0

Namibia has a retirement policy, where at age 60 years go on retirement. This has an implication on the number of people who remain in the Core working group, which has an impact on the dependency ratio in Namibia. Table 2.3.1 compares two-dependency ratio at two different core working group ages. The result shows that, by having a retirement policy of age 60 will increase the dependency ratio to 75 people for every 100 people in the core working group of age 15-59 compare to 69 people for every 100 people in the core working group of age 16-64. This means an increase of the dependency ration by 6 people if the core-working group is reduced to age 15-59. Hence, any policy that will reduce the retirement age will increase the dependency ratio and hence increase burden on the core working group.

Table 2.3.1 Dependency ratio using Namibia retirement age of 60 Years

Age group	**(Age 0-14 and 60+)**		**Age group**	**(Age 0-14 and 65+)**	
	Number	**Dependency ratio**		**Number**	**Dependency ratio**
0-14	881,676	63.7	0-14	881,676	61.7
60+	148,440	10.7	65+	103,429	7.2
Total	1,030,116	74.5	Total	985,105	69.0
Core working group (15-59)		1,383,527	Core working group (15-64)		1,428,538

5.1.3 Households main source of income

The LFS questionnaire included household questions concerning the source of household income based on the head of households.

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

1 = Subsistence farming (crop & animal)

2 = Cash cropping commercial

3 = Animal rearing commercial

4 = Business activities (non-agricultural)

5 = Salaries and/or wages

6 = Old age pension

7 = Pension from employment

8 = Cash remittances

9 = other means of income, specify……

The resulting main sources of income by area are presented in Table 2.4. Overall, 47.4 percent of households in Namibia indicated that Salaries and/or wages are their main source of income. This is followed by Subsistence farming accounting for 19.8 percent of all the households in Namibia. In addition, Business activities, non-farming (9.5%) and State old age pension (8.3%). While very few households depend on Commercial farming and Drought relief assistance (0.5% each), Pensions from employment and/or annuity funds and Disability grants for adults (over 16 years) (1.1% each) and State child maintenance grants (1.2%) as main source of income for their households.

It was further observed that there were major differences in the sources of income between urban and rural areas. In urban areas, 63.3 percent of the households depends mainly on salaries and/or wages as the source of income whereas in rural areas, 41.6 percent of households depended on subsistence farming as the main source of income.

At regional level, ten (10) regions reported that salaries and/or wages as their main sources of income except for Ohangwena (60.6%), Omusati (58.8%), Kavango West (57.1%) and Oshikoto (42.1%) where households reported subsistence farming as their main source of income.

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

Area	Salaries and/or wages	Subsistence farming	Business activities, non-farming	State old age pension	Cash remittances (not incl. alimony/ child support)	Others	In kind receipts	State child maintenance grants	Pensions from employment and/or annuity funds	Disability grants for adults (over 16 years)	Drought relief assistance	Commercial farming
Namibia	**47.4**	**19.8**	**9.5**	**8.3**	**5.0**	**3.1**	**2.5**	**1.2**	**1.1**	**1.1**	**0.5**	**0.5**
Urban	63.3	2.0	14.1	5.8	5.9	3.5	2.0	1.0	1.0	0.9	0.3	0.2
Rural	27.8	41.6	3.9	11.3	4.0	2.5	3.1	1.5	1.3	1.2	0.8	0.9
!Karas	73.1	0.5	5.5	9.4	1.9	2.3	2.2	1.1	1.7	0.7	0.4	1.0
Erongo	67.5	0.3	12.6	5.2	3.7	5.0	1.7	0.3	2.4	0.9	0.1	0.3
Hardap	60.0	2.4	8.2	12.0	3.5	1.7	2.9	1.7	1.7	2.0	2.3	1.6
Kavango East	33.5	21.5	9.5	10.8	5.7	3.9	9.4	1.0	1.7	2.5	0.2	0.2
Kavango West	15.9	57.1	2.9	9.6	2.5	1.1	6.7	0.6	1.0	1.7	0.6	0.2
Khomas	68.3	0.3	14.4	4.2	5.3	3.5	1.4	0.9	0.6	0.7	0.3	0.4
Kunene	42.3	13.1	10.5	11.5	4.4	1.3	10.2	2.5	1.6	1.8	0.2	0.5
Ohangwena	15.3	60.6	5.2	8.9	5.9	1.1	0.7	0.3	0.5	1.1	0.1	0.2
Omaheke	52.1	7.2	7.7	14.6	4.2	2.0	3.5	3.5	1.4	1.4	0.1	2.2
Omusati	21.9	58.8	3.6	7.7	2.8	1.1	1.9	0.8	0.7	0.4	0.0	0.1
Oshana	36.6	18.9	14.8	10.1	11.5	3.2	0.1	1.4	0.8	0.8	1.5	0.3
Oshikoto	32.7	42.1	3.4	9.7	4.1	1.9	1.1	1.3	1.2	1.4	0.6	0.5
Otjozondjupa	61.7	2.6	9.9	9.1	3.5	4.3	2.2	3.0	1.2	0.9	0.8	0.9
Zambezi	39.9	9.7	11.0	11.3	8.4	9.2	3.2	2.0	0.9	1.7	2.2	0.5

Note: *Others includes: Rental income; Interest from savings/ investments; War veterans/ Ex-combatants grant; State foster care grant; Vulnerable grant; Alimony and similar allowances.*

CHAPTER 3: LABOUR FORCE AND INACTIVE POPULATION

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

3.1 Labour force

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

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

Table 3.1 presents the populations in the labour force by sex, area and five-year age group. There are 1,090,153 persons aged 15 years and older in the labour force in 2018. This indicates a net increase of 63,885 persons compared to the figure of 1,026,268 persons recorded in 2016. A similar trend was observed across the sex distribution with an increase of 38,517 among females and 25,368 among males compare to the 2016 LFS figures.

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

Age group	Namibia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15-19	51,627	26,885	24,742	20,101	8,963	11,138	31,527	17,922	13,605
20-24	165,154	81,709	83,445	75,587	35,320	40,267	89,567	46,389	43,178
25-29	192,085	95,457	96,628	124,000	60,332	63,668	68,085	35,125	32,960
30-34	167,757	82,779	84,979	122,145	61,052	61,093	45,612	21,727	23,885
35-39	133,811	66,124	67,687	90,964	45,984	44,980	42,847	20,140	22,707
40-44	111,770	55,028	56,742	68,766	35,125	33,641	43,004	19,903	23,101
45-49	87,092	42,187	44,905	49,782	25,545	24,237	37,311	16,643	20,668
50-54	64,723	31,376	33,347	34,975	18,905	16,070	29,748	12,471	17,277
55-59	48,264	22,406	25,858	23,408	12,724	10,684	24,855	9,682	15,173
60-64	24,058	11,145	12,913	7,977	4,903	3,074	16,081	6,242	9,839
65+	43,812	20,316	23,495	6,126	3,293	2,833	37,685	17,022	20,663
Total	**1,090,153**	**535,412**	**554,741**	**623,831**	**312,146**	**311,685**	**466,322**	**223,266**	**243,056**
				Percentages					
15-19	4.7	5	4.5	3.2	2.9	3.6	6.8	8	5.6
20-24	15.1	15.3	15	12.1	11.3	12.9	19.2	20.8	17.8
25-29	17.6	17.8	17.4	19.9	19.3	20.4	14.6	15.7	13.6
30-34	15.4	15.5	15.3	19.6	19.6	19.6	9.8	9.7	9.8
35-39	12.3	12.4	12.2	14.6	14.7	14.4	9.2	9	9.3
40-44	10.3	10.3	10.2	11	11.3	10.8	9.2	8.9	9.5
45-49	8	7.9	8.1	8	8.2	7.8	8	7.5	8.5
50-54	5.9	5.9	6	5.6	6.1	5.2	6.4	5.6	7.1
55-59	4.4	4.2	4.7	3.8	4.1	3.4	5.3	4.3	6.2
60-64	2.2	2.1	2.3	1.3	1.6	1	3.4	2.8	4
65+	4	3.8	4.2	1	1.1	0.9	8.1	7.6	8.5
Total	100	100	100	100	100	100	100	100	100

Table 3.2 below indicates that generally the working age population (ages15+) in 2018 has increase by 6.2 percent in Namibia since 2016 and in urban areas by 4.8 percent while in rural areas the increase was 8.3 percent. The table also indicate that the percentage change is greater for females compare to male persons especially in rural areas where female working age population has increased to 10.7 percent. Urban areas had 623,832 persons aged 15 years and above in the labour force, while Rural areas had 466,322 persons in 2018.

Table 3.2: Comparison of the labour force (aged 15+) by sex, urban and rural 2016-2018

Year	Namibia	Urban			Rural		
		Both sexes	Male	Female	Both sexes	Male	Female
2018	1,090,153	623,831	312,146	311,685	466,322	223,266	243,056
2016	1,026,268	595,500	298,745	296,755	430,768	211,300	219,469
Change	**63,885**	**28,332**	**13,401**	**14,930**	**35,553**	**11,966**	**23,587**
Percentage change (%)	**6.2**	**4.8**	**4.5**	**5.0**	**8.3**	**5.7**	**10.7**

3.2 Labour Force Participation Rate

The labour force participation rate is the proportion of the economically active population in a given working age population, i.e. the number of persons in the labour force given as a percentage of the working age population in that population group. Table 3.3 provides the population in the labour force by five-year age groupings for urban and rural areas. The national Labour Force Participation Rate (LFPR) was 71.2 percent which increased from 69.4 percent recorded in 2016. As one would expect, the youngest group, those aged 15 to 19 years (LFPR 21.6%) and the older group aged 65 years and above (LFPR 42.4%) have the least LFPR. This is because the young once, are mostly still at school and not economically active, while the older group is in retirement and not available to work, hence not economically active either.

The table also indicates that LFPR was lower in rural areas (LFPR 66.2%) than in urban areas (LFPR 75.4%). Furthermore, the table reveals that LFPR was lower in general for age groups in rural areas as compared with similar age groups in the urban areas, except in the age group of 65+ where LFPR was higher in rural areas.

Comparing LFPR between 2018 LFS and 2016 LFS, it is worth noting that overall participation rate has increase from 69.4 percent in 2016 to 71.2 percent, but LFPR has decrease in Urban areas from 77.1 percent to 75.4 percent while rural LFPR has increase from 61.0 percent to 66.2 percent.

Table 3.3: Labour force participation by age group and area

Age group	Namibia			Urban			Rural		
	Working age	Labour Force	LFPR %	Working age	Labour Force	LFPR %	Working age	Labour Force	LFPR %
15-19	238,928	51,627	21.6	93,739	20,101	21.4	145,189	31,527	21.7
20-24	238,148	165,154	69.3	110,408	75,587	68.5	127,740	89,567	70.1
25-29	218,476	192,085	87.9	139,853	124,000	88.7	78,623	68,085	86.6
30-34	181,356	167,757	92.5	131,732	122,145	92.7	49,624	45,612	91.9
35-39	146,942	133,811	91.1	99,126	90,964	91.8	47,816	42,847	89.6
40-44	122,948	111,770	90.9	75,105	68,766	91.6	47,843	43,004	89.9
45-49	97,642	87,092	89.2	55,972	49,782	88.9	41,670	37,311	89.5
50-54	78,100	64,723	82.9	41,575	34,975	84.1	36,525	29,748	81.4
55-59	60,987	48,264	79.1	30,245	23,409	77.4	30,742	24,855	80.9
60-64	45,011	24,058	53.4	19,909	7,977	40.1	25,102	16,081	64.1
65+	103,429	43,812	42.4	30,225	6,126	20.3	73,204	37,685	51.5
Namibia	**1,531,967**	**1,090,153**	**71.2**	**827,889**	**623,831**	**75.4**	**704,078**	**466,322**	**66.2**

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

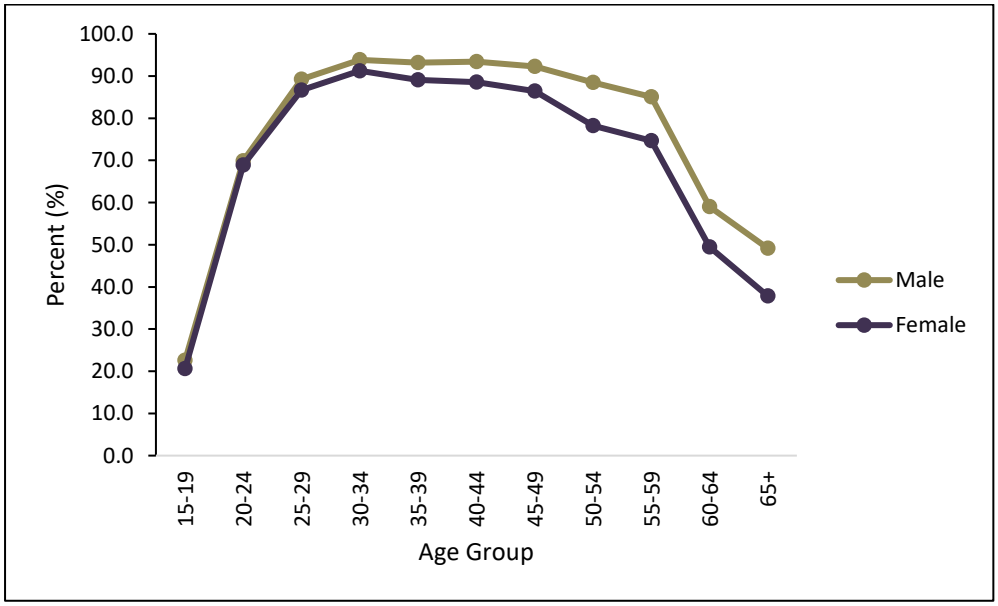


Figure 3.1: Labour force participation rates by age group and sex, Namibia

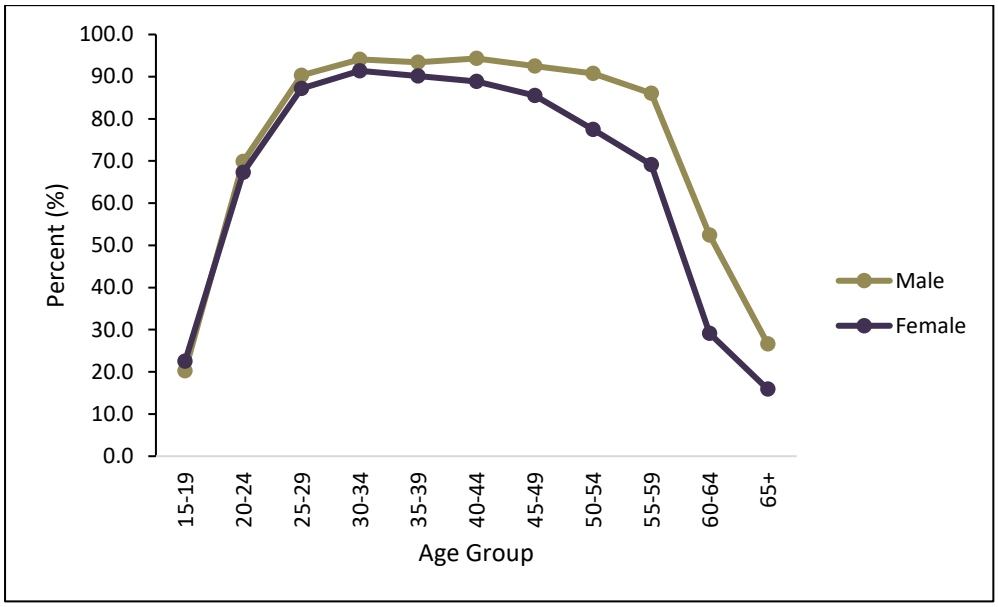


Figure 3.2: Labour force participation rates by age group and sex, urban

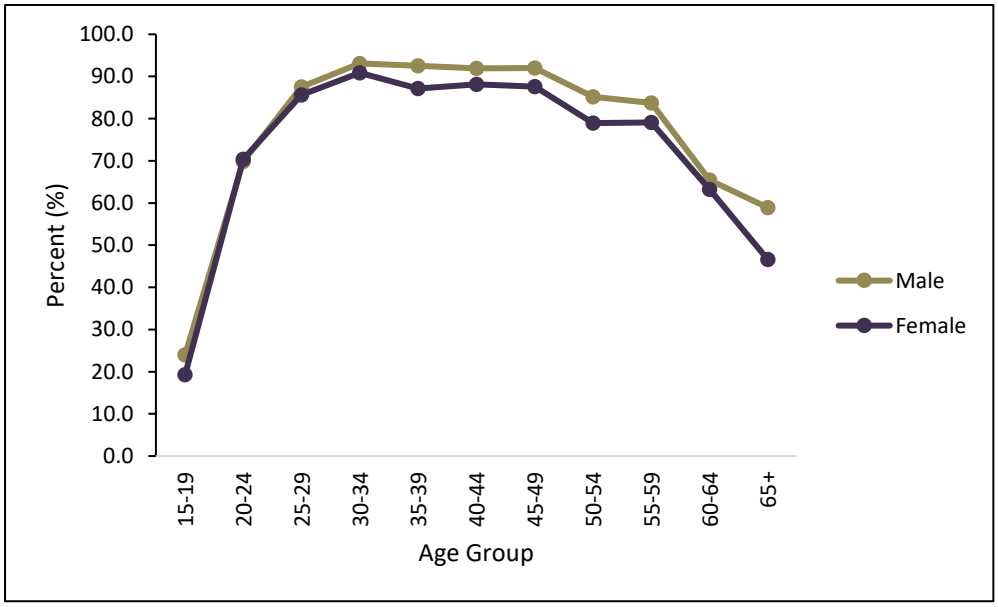


Figure 3.3: Labour force participation rates by age group and sex, rural

The broad labour force participation rates by sex and area is presented in Table 3.4. Most of the regions recorded a high LFPR which is well over 65 percent except for Ohangwena (62.2%) and Kavango East (63.5%) regions. Erongo region recorded the highest LFPR of 80.9 percent followed by Khomas and Otjozondjupa regions with 76.8 and 76.1 percent respectively.

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

Area	Total			Male			Female		
	Working age	Labour Force	LFPR %	Working age	Labour Force	LFPR %	Working age	Labour Force	LFPR %
Namibia	**1,531,967**	**1,090,153**	**71.2**	**728,717**	**535,412**	**73.5**	**803,250**	**554,741**	**69.1**
Urban	827,889	623,831	75.4	397,991	312,146	78.4	429,898	311,685	72.5
Rural	704,078	466,322	66.2	330,726	223,266	67.5	373,352	243,056	65.1
!Karas	61,636	45,585	74.0	30,972	24,100	77.8	30,664	21,485	70.1
Erongo	139,472	112,800	80.9	75,018	64,394	85.8	64,454	48,406	75.1
Hardap	60,451	40,769	67.4	31,244	23,178	74.2	29,207	17,591	60.2
Kavango East	89,391	56,799	63.5	39,312	24,708	62.9	50,079	32,092	64.1
Kavango West	48,187	31,459	65.3	21,200	13,342	62.9	26,987	18,117	67.1
Khomas	314,224	241,321	76.8	154,403	123,262	79.8	159,821	118,059	73.9
Kunene	59,474	42,549	71.5	30,133	22,211	73.7	29,341	20,338	69.3
Ohangwena	147,906	91,955	62.2	63,770	38,244	60.0	84,136	53,711	63.8
Omaheke	45,756	33,571	73.4	24,686	19,577	79.3	21,070	13,994	66.4
Omusati	154,450	101,786	65.9	64,560	42,028	65.1	89,890	59,758	66.5
Oshana	127,139	90,757	71.4	54,834	39,184	71.5	72,305	51,574	71.3
Oshikoto	123,575	84,719	68.6	57,800	40,748	70.5	65,775	43,971	66.9
Otjozondjupa	97,873	74,481	76.1	50,789	39,906	78.6	47,084	34,576	73.4
Zambezi	62,433	41,600	66.6	29,996	20,530	68.4	32,437	21,070	65.0

The distribution of the LFPR by sex and area is presented in Figure 3.4. Overall male (LFPR 73.5%) LFPR was found to be higher than that of their female counterparts (LFPR 69.1%), a similar pattern to the one observed in the LFS 2016. The rates were also higher in urban areas as compared to rural areas. Ten (10) regions show that males have a higher LFPR compare to females except for Kavango East, Kavango West, Ohangwena and Omusati regions.

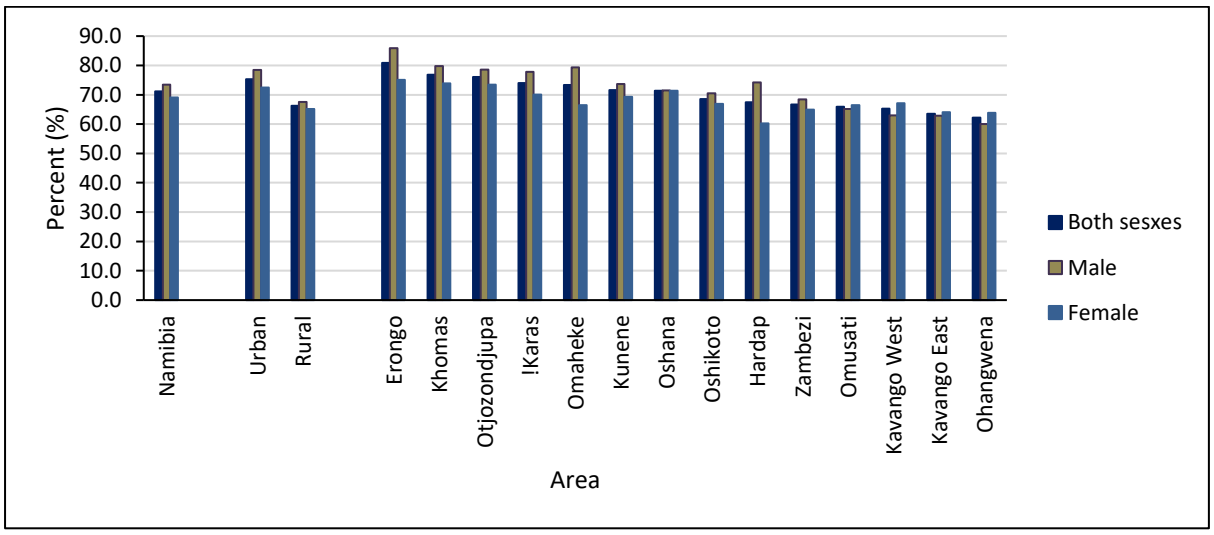


Figure 3.4: Labour force participation rate by sex and area

3.3 Economically Inactive Population

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

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

Table 3.5 shows that females accounted for most of the total inactive population with 56.5 percent, a trend which is further consistently reflected across the rural/urban divide as well as across the regions. Khomas region (16.3%) has the highest proportion of inactive population followed by Ohangwena (12.7%) and Omusati (12%), while Omaheke (2.7%) has the lowest followed by !Karas and Kunene at 3.7 percent and Okavango West (3.8%).

Table 3.5: Inactive population by sex and area

Region	Both sexes		Male		Female	
	Number		Number	%	Number	%
Namibia	**438,770**	**100**	**190,758**	**43.5**	**248,013**	**56.5**
Urban	201,700	46.0	83,903	41.6	117,797	58.4
Rural	237,070	54.0	106,855	45.1	130,216	54.9
!Karas	16051	3.7	6,872	42.8	9179	57.2
Erongo	26567	6.1	10,519	39.6	16048	60.4
Hardap	19409	4.4	7,887	40.6	11522	59.4
Kavango East	32592	7.4	14,604	44.8	17987	55.2
Kavango West	16728	3.8	7,858	47	8870	53
Khomas	71472	16.3	29,928	41.9	41545	58.1
Kunene	16248	3.7	7272	44.8	8976	55.2
Ohangwena	55909	12.7	25484	45.6	30425	54.4
Omaheke	12027	2.7	5001	41.6	7026	58.4
Omusati	52664	12.0	22532	42.8	30132	57.2
Oshana	36382	8.3	15650	43	20731	57
Oshikoto	38835	8.9	17031	43.9	21804	56.1
Otjozondjupa	23195	5.3	10765	46.4	12431	53.6
Zambezi	20693	4.7	9356	45.2	11336	54.8

The distribution of the economically inactive population by age group, sex and area is presented in Table 3.6. The result shows that the youngest age group of 15 to 19 years accounts for the majority (42.6%) of the inactive population followed by age group 20-24 at 16.6 percent. However, the youth (aged 15 to 34 years) accounts for 68 percent of the total inactive population. On the other hand, the age group 65 years and above, is the third largest group, accounting for 13.6 percent of the inactive population. This is also expected as this is mostly persons in retirement. It's worthwhile to note that people in the age group 40-44 and 45-49 account for the least proportion of inactive population at 2.5 and 2.4 percent respectively followed by the people in the age group 50-54 at 2.8 percent.

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

Age group	Namibia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15-19	187,046	91,932	95,114	73,398	35,156	38,242	113,648	56,776	56,872
20-24	72,666	35,197	37,469	34,601	15,242	19,359	38,065	19,955	18,110
25-29	25,870	10,979	14,891	15,602	6,230	9,372	10,268	4,749	5,519
30-34	12,840	4,710	8,130	8,935	3,206	5,729	3,905	1,504	2,401
35-39	12,870	4,673	8,197	7,901	3,057	4,844	4,969	1,616	3,353
40-44	10,802	3,485	7,317	6,098	1,879	4,219	4,704	1,606	3,098
45-49	10,463	3,432	7,031	6,124	2,012	4,112	4,338	1,419	2,919
50-54	13,174	3,900	9,274	6,397	1,730	4,668	6,777	2,171	4,606
55-59	12,499	3,718	8,780	6,612	1,837	4,775	5,887	1,881	4,006
60-64	20,953	7,747	13,206	11,932	4,453	7,479	9,021	3,294	5,727
65+	59,587	20,984	38,604	24,099	9,100	14,999	35,488	11,883	23,605
Namibia	438,770	190,758	248,013	201,700	83,903	117,797	237,070	106,855	130,216
Age group	***Percentages***								
15-19	42.6	48.2	38.4	36.4	41.9	32.5	47.9	53.1	43.7
20-24	16.6	18.5	15.1	17.2	18.2	16.4	16.1	18.7	13.9
25-29	5.9	5.8	6	7.7	7.4	8	4.3	4.4	4.2
30-34	2.9	2.5	3.3	4.4	3.8	4.9	1.6	1.4	1.8
35-39	2.9	2.4	3.3	3.9	3.6	4.1	2.1	1.5	2.6
40-44	2.5	1.8	3	3	2.2	3.6	2	1.5	2.4
45-49	2.4	1.8	2.8	3	2.4	3.5	1.8	1.3	2.2
50-54	3	2	3.7	3.2	2.1	4	2.9	2	3.5
55-59	2.8	1.9	3.5	3.3	2.2	4.1	2.5	1.8	3.1
60-64	4.8	4.1	5.3	5.9	5.3	6.3	3.8	3.1	4.4
65+	13.6	11	15.6	11.9	10.8	12.7	15	11.1	18.1
Namibia	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Table 3.7 presents the outcome of the main reasons why people were inactive. The result shows that over half (54.4%) of the inactive population were students, followed by Old age (16.0%), Illness / disable (10.5%) and Homemakers (8.9%). Income recipient account for the least proportion of inactiveness at 0.4 percent, followed by Retired at 0.9 percent.

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

Reason for inactivity	Total			Urban			Rural		
	Total	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**
Student	238,481	117,989	120,492	106,053	49,523	56,530	132,428	68,467	63,962
Old age	70,036	24,076	45,960	32,817	12,010	20,807	37,219	12,066	25,153
Illness / disabled	46,061	22,496	23,565	18,390	8,560	9,830	27,670	13,936	13,735
Homemaker	38,982	5,316	33,665	18,817	2,454	16,363	20,165	2,862	17,303
No desire to work	27,001	14,662	12,340	14,308	7,860	6,449	12,693	6,802	5,891
Pregnancy	6,315	*	6,315	3,458	*	3,458	2,857	*	2,857
Other, Specify	5,907	3,090	2,818	3,551	1,647	1,903	2,357	1,442	915
Retired	4,107	1,787	2,320	3,018	957	2,061	1089	829	259
Income recipient	1,701	1,163	538	1,174	777	398	527	386	141
Total	**438,591**	**190,578**	**248,013**	**201,585**	**83,788**	**117,797**	**237,006**	**106,790**	**130,216**
Reason for inactivity				***Percentages***					
Student	54.4	61.9	48.6	52.6	59.1	48	55.9	64.1	49.1
Old age	16	12.6	18.5	16.3	14.3	17.7	15.7	11.3	19.3
Illness / disabled	10.5	11.8	9.5	9.1	10.2	8.3	11.7	13	10.5
Homemaker	8.9	2.8	13.6	9.3	2.9	13.9	8.5	2.7	13.3
No desire to work	6.2	7.7	5	7.1	9.4	5.5	5.4	6.4	4.5
Pregnancy	1.4	*	2.5	1.7	*	2.9	1.2	*	2.2
Other, Specify	1.3	1.6	1.1	1.8	2	1.6	1	1.4	0.7
Retired	0.9	0.9	0.9	1.5	1.1	1.7	0.5	0.8	0.2
Income recipient	0.4	0.6	0.2	0.6	0.9	0.3	0.2	0.4	0.1
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

The results of Table 3.7 are further graphically presented in Figure 3.5. As observed earlier, the proportion of females who are inactive is higher than their male counterparts in the categories of old age, homemaker and pregnancy.

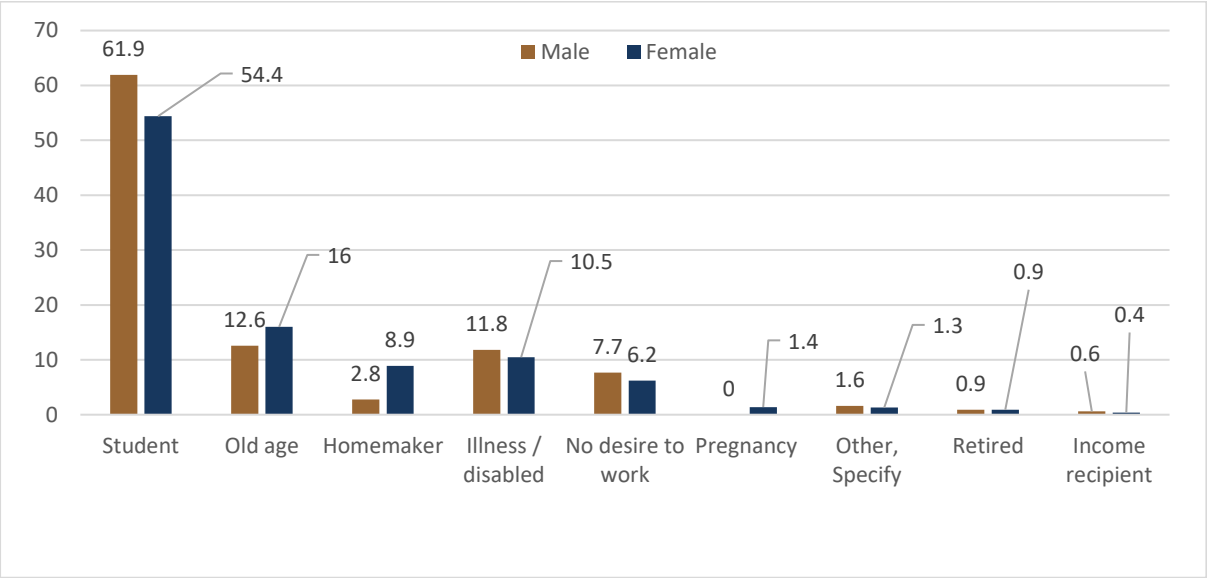


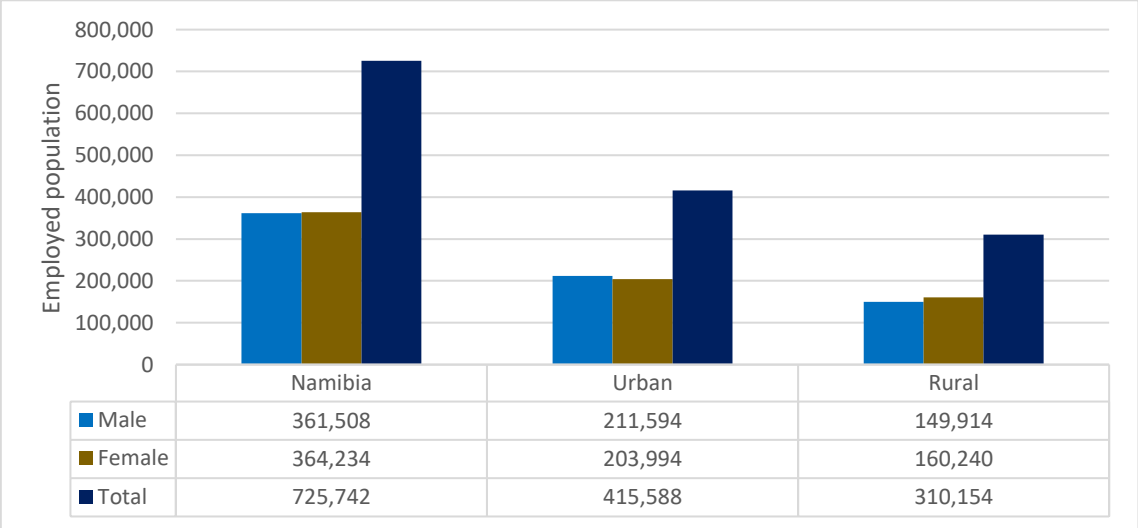
Figure 3.5: Inactive population by sex and reason for inactivity

CHAPTER 4: EMPLOYMENT

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

4.1 Employment by sex, age and area

Figure 4.1 presents the distribution of employed persons by sex, as well as by urban and rural areas. The results show that, the total number of the employed population in Namibia is 725,742 of whom 361,508 were males and 364,234 were females. It is worthwhile to note that more males (50.9%) compare to females (49.1%) were employed in urban areas while more females (51.7%) were employed in rural areas.



	Namibia	Urban	Rural
Male	361,508	211,594	149,914
Female	364,234	203,994	160,240
Total	725,742	415,588	310,154

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

In addition, the distribution of the employed persons by sex and age group is presented in table 4.1. The result indicates that more people were employed between the age groups of 25 to 29 years (15.3%) and 30 to 34 years (15.6%). The age group 15 to 19 has the lowest proportion (2.2%) of employed person, followed by the age group 60 to64 at 3 percent. It is also worthwhile to note that 8.7 percent of the employed people are in the age group 60+. Namibia has a retirement policy where people age 61+ go on retirement.

Table 4.1: Employed persons by sex and age group

	Both Sexes		Male		Female	
Age group	**Number**	**%**	**Number**	**%**	**Number**	**%**
15-19	15,706	2.2	9,288	2.6	6,418	1.8
20-24	71,073	9.8	38,059	10.5	33,013	9.1
25-29	110,841	15.3	57,513	15.9	53,328	14.6
30-34	113,234	15.6	56,763	15.7	56,471	15.5
35-39	100,692	13.9	50,461	14.0	50,231	13.8
40-44	85,896	11.8	42,600	11.8	43,297	11.9
45-49	69,621	9.6	33,729	9.3	35,892	9.9
50-54	54,781	7.5	26,546	7.3	28,235	7.8
55-59	40,992	5.6	18,199	5.0	22,793	6.3
60-64	21,846	3.0	9,902	2.7	11,944	3.3
65+	41,060	5.7	18,448	5.1	22,612	6.2
Namibia	**725,742**	**100**	**361,508**	**100**	**364,234**	**100**

Its further noted that more males are employed in the younger ages (age 0-39) compare to females while more females are employed from older ages (age 45+)

4.2 Education levels of the employed population

Table 4.2 provides information on the educational levels of the employed population. Persons who completed Junior and Senior Secondary education in total makes up the largest proportion of the employed persons, accounting for 51.8 percent, followed by those with Primary education with 20.1 percent. Persons without formal education constitutes 11.8 percent while those who completed tertiary education (Technical/Vocational Certificate/Diploma, University Certificate, Diploma or Degree, (Completed year 1or 2 or 3)) together make up 14.6 percent of the total employed population.

Table 4.2: Employed persons by sex and level of education

	Employed population	
Highest education level completed	Number	%
None	85,352	11.8
Primary	146,089	20.1
Junior secondary	229,259	31.6
Senior secondary	146,874	20.2
Technical / Vocational Certificate/Diploma	16,292	2.2
Competed year 1 or 2 or 3	12,595	1.7
University Certificate, Diploma or Degree	59,328	8.2
Postgraduate Certificate, Diploma or Degree	18,378	2.5
Don't know	11,576	1.6
Total	**725,742**	**100**

4.3 Employment to population ratio (EPR)

The employment-to-population ratio, also called employment absorption rate (shown in Table 4.3) is a useful indicator for examining the ability of persons with different categories to be employed or absorbed by employment, for example by levels of education. The employment-to-population ratio is calculated as the percentage of all persons in each category of interest that are employed.

For Namibia, 47.4 percent of the population aged 15 years and above is absorbed in employment, which is an increment of 1.6 percent from the 45.8 percent reported in 2016. Males have a higher absorption rate of 49.6 percent compare to females (45.3%) which is further reflected across the urban/rural areas.

Generally, the employment absorption rate increases with higher level of education. For example, persons with Postgraduate qualification such as: Certificate, Diploma or Degree has the highest absorption rate of 83.8 percent, followed by those with a University Certificate, Diploma or Degree with (76.4%). Persons with the lowest absorption rate were those who are currently at University with 41.1 percent.

Furthermore, the difference in the EPR between persons in urban and rural areas is notably large with the urban proportion at 50.2 percent while the rural areas lurking at 44.1 percent. People with tertiary education are more employable in rural areas compare to urban areas. Women with primary education, no formal education and those who do not know their educational status are more employable in rural areas. When comparing the employment to population ratio (EPR) by educational qualification complete it is noted that employment absorption rate (EPR) increase with level of education completed.

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

Highest level of education completed	Namibia			Urban			Rural	
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male
None	45.6	54.4	37.2	38.7	47.7	29.5	48.7	57.5
Primary	42.2	43.3	41.1	44.0	48.7	38.9	41.2	40.1
Junior secondary	42.4	42.6	42.2	45.7	46.7	45.0	38.0	37.1
Senior secondary	53.5	56.4	50.9	55.4	58.9	52.2	48.1	49.1
Technical / Vocational Certificate/Diploma	54.1	56.4	49.9	51.3	55.3	43.9	62.5	59.9
Completed year 1or 2 or 3	41.1	49.3	36.1	39.6	46.4	35.7	49.4	61.6
University Certificate, Diploma or Degree	76.4	78.3	75.0	74.5	76.4	73.0	84.0	87.3
Postgraduate Certificate, Diploma or Degree	83.8	84.3	83.4	82.3	81.4	83.1	88.7	93.3
Don't know	51.3	52.2	50.3	45.9	48.0	42.9	58.2	58.2
Total	**47.4**	**49.6**	**45.3**	**50.2**	**53.2**	**47.5**	**44.1**	**45.3**

Table 4.4 presents similar trends observed in table 4.3 but at regional levels. The result showed that overall Erongo region reported the highest EPR of 56.9 percent while Kavango East reported the lowest EPR of 32.9 percent.

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

	Both Sexes			Male			Female		
Region	Employed	Working Age	EPR%	Employed	Working Age	EPR%	Employed	Working Age	EPR%
Namibia	**725,742**	**1,531,967**	**47.4**	**361,508**	**728,717**	**49.6**	**364,234**	**803,250**	**45.**
Urban	415,588	827,889	50.2	211,594	397,991	53.2	203,994	429,898	47.
Rural	310,154	704,078	44.1	149,914	330,726	45.3	160,240	373,352	42.
!Karas	30,899	61,636	50.1	16,947	30,972	54.7	13,952	30,664	45.
Erongo	79,326	139,472	56.9	46,001	75,018	61.3	33,325	64,454	51.
Hardap	26,708	60,451	44.2	16,007	31,244	51.2	10,701	29,207	36.
Kavango East	29,418	89,391	32.9	12,964	39,312	33.0	16,454	50,079	32.
Kavango West	21,064	48,187	43.7	9,074	21,200	42.8	11,990	26,987	44.
Khomas	165,384	314,224	52.6	85,913	154,403	55.6	79,471	159,821	49.
Kunene	24,846	59,474	41.8	13,654	30,133	45.3	11,193	29,341	38.
Ohangwena	61,303	147,906	41.4	25,375	63,770	39.8	35,928	84,136	42.
Omaheke	20,575	45,756	45.0	13,611	24,686	55.1	6,964	21,070	33.
Omusati	77,375	154,450	50.1	30,445	64,560	47.2	46,930	89,890	52.
Oshana	61,223	127,139	48.2	25,214	54,834	46.0	36,009	72,305	49.
Oshikoto	54,078	123,575	43.8	25,622	57,800	44.3	28,457	65,775	43.
Otjozondjupa	47,616	97,873	48.7	27,400	50,789	53.9	20,216	47,084	42.
Zambezi	25,925	62,433	41.5	13,280	29,996	44.3	12,645	32,437	39.

Similarly, with respect to sex aggregation, male EPR continue to outnumber their female's counterpart in all regions except in Kavango West, Ohangwena, Oshana and Omusati regions. In Omaheke males are 22 percent more likely to be employed compare to females followed by Hardap (14.6%) and Otjozondjupa (11%) while Oshikoto is only 1 percent more likely, this imply that Oshikoto offer a more equal opportunity for male and female to be employed compare to other regions.

4.4 Occupation and sector of economic activity

The distribution of employed population by occupation and sex is presented in Table 4.5, while Table 4.6 gives the same information by industry and sex. It is observed from Table 4.5 that in Namibia the largest proportion of employed persons are employed in the Elementary occupations (29.1%) followed by Skilled agriculture occupations (15.2%), Service workers & Sales (14.6%) and Craft and related trades (12.5%). Service workers & Sales has drop one position compare to the second position it had in 2016.

Table 4.5: Employed persons by occupation and sex

Occupation	Both sexes		Male		Female	
	Number	%	Number	%	Number	%
Elementary occupation	211,246	29.1	95,126	26.3	116,120	31.9
Skilled agriculture	110,664	15.2	49,075	13.6	61,589	16.9
Service workers & Sales	105,774	14.6	41,415	11.5	64,358	17.7
Craft & related trade	90,432	12.5	66,277	18.3	24,155	6.6
Professionals	53,032	7.3	22,256	6.2	30,775	8.4
Clerks	39,130	5.4	9,756	2.7	29,375	8.1
Technicians & associate professionals	38,002	5.2	17,538	4.9	20,464	5.6
Plant and machine operators	33,544	4.6	32,134	8.9	1,410	0.4
Not Stated	22,617	3.1	14,362	4	8,255	2.3
Legislators & managers	11,825	1.6	6,588	1.8	5,237	1.4
Armed forces	9,475	1.3	6,980	1.9	2,495	0.7
Namibia	**725,742**	**100**	**361,508**	**100**	**364,234**	**100**

Table 4.6 depict the employed person per key industry. In terms of the economic sector, the Agriculture, forestry and fishing sector remains the highest employment sector in Namibia accounting for 23.0 percent of the employed persons. This is an increase of about 3.0 percent when compared to the 20.1 percent recorded in the 2016 LFS.

The lowest employment sectors were the Real estate activities and Activities of extraterritorial organizations each accounting for 0.1 percent of the employed persons in Namibia. There were some significant differences in the figures of the employment sectors by sex. Males dominated in the following sectors; Agriculture, forestry and fishing (24.9% to 21.2%), Construction and Wholesale & retail trade both with (11.6% to 0.9% and 10.7%), transportation and storage (6.1% to 0.8%), mining and quarrying (2.8% to 0.6%) to mention a few. On the other hand, females were more dominant in the Accommodation & food services activities (17.5% to 5.3%), Activities of households as employers (14.2% to 5.7%), education (9% to 4%) and Financial and insurance activities (2.5% to 1.3%), to mention a few.

Table 4.6: Employed persons by industry and sex

Industry	Both Sexes		Male		Female	
	Number	%	Number	%	Number	%
Agriculture, forestry and fishing	167,242	23.0	90,076	24.9	77,166	21.2
Mining and quarrying	12,087	1.7	9,943	2.8	2,144	0.6
Manufacturing	45,057	6.2	28,209	7.8	16,848	4.6
Electricity, gas, steam and air condition	3,278	0.5	2,517	0.7	760	0.2
Water supply; sewerage, waste management	4,095	0.6	2,898	0.8	1,197	0.3
Construction	45,057	6.2	41,759	11.6	3,298	0.9
Wholesale and retail trade	80,852	11.1	41,882	11.6	38,969	10.7
Transportation and storage	24,710	3.4	21,976	6.1	2,735	0.8
Accommodation and food service activities	83,056	11.4	19,156	5.3	63,900	17.5
Information and communication	7,141	1.0	5,583	1.5	1,558	0.4
Financial and insurance activities	13,861	1.9	4,688	1.3	9,173	2.5
Real estate activities	1,050	0.1	403	0.1	647	0.2
Professional, scientific and technical	8,648	1.2	4,195	1.2	4,453	1.2
Administrative and support service activities	29,951	4.1	16,987	4.7	12,964	3.6
Public administration and defence; communication	34,174	4.7	21,213	5.9	12,960	3.6
Education	46,923	6.5	14,302	4.0	32,621	9.0
Human health and social work activities	19,527	2.7	5,484	1.5	14,043	3.9
Arts, entertainment and recreation	4,910	0.7	1,263	0.3	3,648	1.0
Other service activities	20,865	2.9	7,886	2.2	12,979	3.6
Activities of households as employers;	72,185	9.9	20,441	5.7	51,744	14.2
Activities of extraterritorial organisations	1,035	0.1	627	0.2	408	0.1
Not elsewhere classified	37	0.0	17	0.0	19	0.0
Namibia	**725,742**	**100**	**361,508**	**100**	**364,234**	**100**

4.5 Status in Employment

The survey questionnaire distinguishes the own account, self-employed and unpaid family workers between those who are working in subsistence agriculture and those who are working in other employment. Table 4.7 indicate that 55.4 percent of all employed persons are employed as Other employee followed by, Other own account worker (without paid employees) (13.9%) and then Subsistence/communal farmer (without paid employees) (13%). The lowest proportion of all employed persons are employed as Unpaid family worker (other) and Unpaid family worker (subsistence/communal) both at 2.3 percent followed by Subsistence/communal farmer (with paid employees) (2.5%).

With respect to sex disaggregation, the result shows that more males were employed in Other Employee category (62.6%), Other employer (5%) and Subsistence/communal farmer (with paid employees) (2.9%). While, a great proportion of females were employed in all the other professions such as Other own account worker (without paid employees) (16.9%), Subsistence/communal farmer (without paid employees) (16.1%) and Domestic worker (8.6%) respectively.

Table 4.7: Employed persons by sex and status in employment

Status in employment	Both Sexes		Male		Female	
	Number	%	Number	%	Number	%
Subsistence/ communal farmer (with paid employees)	18,462	2.5	10,560	2.9	7,902	2.2
Subsistence/ communal farmer (without paid employees)	94,001	13.0	35,383	9.8	58,618	16.1
Other employer	27,225	3.8	17,977	5.0	9,248	2.5
Other own account worker (without paid employees)	100,960	13.9	39,411	10.9	61,550	16.9
Domestic worker	49,731	6.9	18,331	5.1	31,400	8.6
Other employee	401,970	55.4	226,349	62.6	175,621	48.2
Unpaid family worker (subsistence/ communal)	16,539	2.3	7,085	2.0	9,454	2.6
Unpaid family worker (other)	16,854	2.3	6,412	1.8	10,442	2.9
Total	**725,742**	**100**	**361,508**	**100**	**364,234**	**100**

Table 4.8 shows the employed persons by sector of economic activity and status in employment. There were 401,970 persons who were classified as employees, of which the largest number were in Wholesale & retail trade (53,779 persons), Agriculture, forestry and fishing (46,752 persons) and education (42,987 persons) respectively. About 194,961 of the total employed persons were own-account workers. The own-account workers were more concentrated in the Agriculture, forestry and fishing industry.

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

Industry	Number							Percentages					
	Employees	Employers	Own account workers	Contributing family workers	Workers not classifiable by status	Total	Percentage	Employees	Employers	Own account workers	Contributing family workers	Workers not classifiable by status	
Agriculture, forestry & fishing	46,751	13,667	87,091	11,937	7,796	**167,242**	**23.0**	11.6	29.9	44.7	35.7	15.7	
Accommodation & food services activities	31,305	5,743	38,041	4,671	3,296	**83,056**	**11.4**	7.8	12.6	19.5	14.0	6.6	
Wholesale and retail trade	53,779	5,079	19,142	2,518	334	**80,852**	**11.1**	13.4	11.1	9.8	7.5	0.7	
Private households	21,640	2,405	11,572	3,080	33,487	**72,184**	**9.9**	5.4	5.3	5.9	9.2	67.3	
Education	42,987	1,173	1,392	1,271	99	**46,922**	**6.5**	10.7	2.6	0.7	3.8	0.2	
Construction	33,707	4,031	6,482	569	269	**45,058**	**6.2**	8.4	8.8	3.3	1.7	0.5	
Manufacturing	27,757	4,623	11,049	1,408	220	**45,057**	**6.2**	6.9	10.1	5.7	4.2	0.4	
Public administration, defence, compulsory	32,386	133	122	1,532	0	**34,173**	**4.7**	8.1	0.3	0.1	4.6	0.0	
Administrative & support services activities	23,264	2,098	1,031	2,795	762	**29,950**	**4.1**	5.8	4.6	0.5	8.4	1.5	
Transportation and storage	15,446	1,657	5,523	622	1,463	**24,711**	**3.4**	3.8	3.6	2.8	1.9	2.9	
Other service activities	9,429	1,419	8,467	630	920	**20,865**	**2.9**	2.3	3.1	4.3	1.9	1.9	
Human health and social work activities	16,920	391	391	1,085	741	**19,528**	**2.7**	4.2	0.9	0.2	3.2	1.5	
Financial and insurance activities	12,495	817	522	8	18	**13,860**	**1.9**	3.1	1.8	0.3	0.0	0.0	
Mining and quarrying	10,868	348	202	572	97	**12,087**	**1.7**	2.7	0.8	0.1	1.7	0.2	
Professional, scientific & technical	7,000	357	842	451	0	**8,650**	**1.2**	1.7	0.8	0.4	1.3	0.0	
Information & communication	6,119	296	538	58	130	**7,141**	**1.0**	1.5	0.6	0.3	0.2	0.3	
Arts, entertainment& recreation	2,111	773	1,743	188	95	**4,910**	**0.7**	0.5	1.7	0.9	0.6	0.2	
Water supply; sewerages	3,784	150	161	0	0	**4,095**	**0.6**	0.9	0.3	0.1	0.0	0.0	
Electricity, gas & related industries	2,810	314	154	0	0	**3,278**	**0.5**	0.7	0.7	0.1	0.0	0.0	
Real estate activities	385	195	471	0	0	**1,051**	**0.1**	0.1	0.4	0.2	0.0	0.0	
Activities of extraterritorial organization & bodies	990	18	25	0	2	**1,035**	**0.1**	0.2	0.0	0.0	0.0	0.0	
Not elsewhere classified	37	0	0	0	0	**37**	**0.0**	0.0	0.0	0.0	0.0	0.0	
Namibia	**401,970**	**45,687**	**194,961**	**33,395**	**49,729**	**725,742**	**100**	**100**	**100**	**100**	**100**	**100**	

4.6 Place (institution) of work of employees

The distribution of employees by sex and institution in which they work is presented in table 4.9. Private companies, enterprises and cooperatives are the dominant places of work accounting for 48.8 percent of the employees. This is followed by the private households/individual with 24.5 percent of employees. Government (including local authorities) and State-owned enterprise/Parastatal together accounts for 26.1 percent of all employment institutions second from private companies, enterprises and cooperatives. In rural areas, private households/individual is the biggest recruiter (47.7 percent) compare to any other institution followed by Private companies, enterprises and cooperatives, while in urban areas is Private companies, enterprises and cooperatives is the biggest (57.9 percent) recruiter followed by Government (including local authorities). Comparing sex, shows that Private companies, enterprises and cooperatives are biggest recruiter for both men and women at 52.3 and 44.5 percent respectively, followed by private households/individual at 23.3 and 26 percent respectively. There are more female employees in both urban and rural areas working in government than male employees.

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

	Namibia			Urban			Rural		
Place of work	**Both sexes**	**Male**	**Female**	**Both sexes**	**Male**	**Female**	**Both sexes**	**Male**	**Female**
Private companies, enterprises or cooperatives	214,693	125,553	89,140	176,001	103,818	72,183	38,692	21,735	16,957
Government (including Local authorities	86,587	38,372	48,215	58,214	26,324	31,890	28,373	12,048	16,325
State owned enterprises/parastatal	30,654	19,168	11,486	26,838	16,267	10,571	3,816	2,901	915
Private Households/Individual	66,886	41,042	25,844	25,264	9,053	16,211	41,622	31,989	9,633
Don`t Know	3,150	2,214	936	2,262	1,660	602	888	554	334
Total	**401,970**	**226,349**	**175,621**	**288,579**	**157,122**	**131,457**	**113,391**	**69,227**	**44,164**
Place of work				**Percentages**					
Private companies, enterprises or cooperatives	53.4	55.5	50.8	61	66.1	54.9	34.1	31.4	38.4
Government (including Local authorities	21.5	17	27.5	20.2	16.8	24.3	25	17.4	37
State owned enterprises/parastatal	7.6	8.5	6.5	9.3	10.4	8	3.4	4.2	2.1

Private Households/Individual	16.6	18.1	14.7	8.8	5.8	12.3	36.7	46.2	21.8
Don`t Know	0.8	1	0.5	0.8	1.1	0.5	0.8	0.8	0.8
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

4.7 Conditions of work

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

Table 4.10 shows that the majority of paid employees (53.8%) were on permanent contract, followed by those with unspecified duration employment contracts (32.7%) and those with limited duration employment contract (13.5%). Furthermore, the result indicates that Parastatal account for 47 percent of employees whose contracts are permanent, followed by Private enterprise (32.7 %) and Private Household and Government 10% %). In contrast, private households account for larger proportion (49.3%) of employees with unspecified duration employment contracts, followed by State-owned enterprises/ Parastatal who accounts for 46.5 percent of the employees. State-owned enterprises/ Parastatal account for the biggest paid employees (61 %) with contract with limited duration, followed by private households (22.1 %).

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

Entity type	Limited duration	%	Permanent	%	Unspecified duration	%	Total
Private companies, enterprise or cooperatives	5,252	8.6	79,401	32.7	2,078	1.4	86,73
The Government (Including local authorities)	4,706	7.7	24,284	10.0	2,041	1.4	31,03
State-owned enterprises/ Parastatal	37,283	61.0	114,285	47.0	68,667	46.5	220,23
Private households/ Individual	13,523	22.1	24,332	10.0	72,690	49.3	110,54
Don't know	395	0.6	723	0.3	2,040	1.4	3,16
Total	**61,161**	**100.**	**243,025**	**100.**	**147,515**	**100.**	**451,70**

With respect to employment industry the percentage of paid employees in each industry receiving paid leave and those receiving paid sick leave by sex are presented in table 4.11 and 4.12. From the two tables, it can be observed that 39.3 percent of the paid employees

reported that they benefit from annual paid leave while 36.9 percent reported that they benefit from sick leave respectively.

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

Industry	Employees with paid leave			Total employed	% employees with paid leave		
	Both sexes	Male	Female		Both sexes	Male	Female
Agriculture, forestry & fishing	27,865	19,773	8,092	**167,242**	16.7	11.8	4.8
Mining and quarrying	9,034	7,485	1,550	**12,087**	74.7	61.9	12.8
Manufacturing	18,942	12,511	6,431	**45,057**	42.0	27.8	14.3
Electricity & related industries	2,468	1,794	674	**3,278**	75.3	54.7	20.6
Water supply & related industries	2,906	2,093	813	**4,095**	71.0	51.1	19.8
Construction	11,841	10,272	1,569	**45,057**	26.3	22.8	3.5
Wholesale and retail trade	34,569	19,206	15,362	**80,852**	42.8	23.8	19.0
Transportation and storage	11,224	8,837	2,387	**24,710**	45.4	35.8	9.7
Accommodation and food service activities	18,719	6,369	12,350	**83,056**	22.5	7.7	14.9
Information and communication	5,324	4,015	1,309	**7,141**	74.6	56.2	18.3
Financial and insurance activities	10,403	3,500	6,903	**13,861**	75.1	25.3	49.8
Real estate activities	156	11	145	**1,050**	14.9	1.0	13.8
Professional, scientific and technical activities	6,163	2,440	3,723	**8,648**	71.3	28.2	43.0
Administrative and support service activities	17,671	10,310	7,361	**29,951**	59.0	34.4	24.6
Public administration, defence, compulsory social security	29,755	18,726	11,029	**34,174**	87.1	54.8	32.3
Education	36,377	12,068	24,309	**46,923**	77.5	25.7	51.8
Human health and social work activities	15,734	4,220	11,514	**19,527**	80.6	21.6	59.00
Arts, entertainment and recreation	1,439	437	1,002	**4,910**	29.3	8.9	20.4
Other service activities	5,471	2,444	3,027	**20,865**	26.2	11.7	14.5
Private households	18,306	3,972	14,334	**72,185**	25.4	5.5	19.9
Extraterritorial organization & bodies	689	462	227	**1,035**	66.5	44.6	21.9
Not recorded	19	-	19	**37**	53.1	0.0	53.1
Namibia	**285,077**	**150,944**	**134,133**	**725,742**	**39.3**	**20.8**	**18.5**

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

Industry	Employees with paid sick leave			Total employed	% employees with paid sick leave		
	Both sexes	Male	Female		Both sexes	Male	Female
Agriculture, forestry & fishing	23,665	16,100	7,565	167,242	14.2	9.6	4.5
Mining and quarrying	8,931	7,478	1,453	12,087	73.9	61.9	12.0
Manufacturing	18,325	12,128	6,197	45,057	40.7	26.9	13.8
Electricity & related industries	2,449	1,775	674	3,278	74.7	54.2	20.6
Water supply & related industries	2,853	2,053	800	4,095	69.7	50.1	19.5
Construction	10,924	9,355	1,569	45,057	24.2	20.8	3.5
Wholesale and retail trade	32,296	17,354	14,942	80,852	39.9	21.5	18.5
Transportation and storage	10,679	8,397	2,282	24,710	43.2	34.0	9.2
Accommodation and food service activities	17,468	6,085	11,384	83,056	21.0	7.3	13.7
Information and communication	5,109	3,848	1,261	7,141	71.5	53.9	17.7
Financial and insurance activities	10,331	3,500	6,831	13,861	74.5	25.3	49.3
Real estate activities	156	11	145	1,050	14.9	1.0	13.8
Professional, scientific and technical activities	6,127	2,440	3,687	8,648	70.8	28.2	42.6
Administrative and support service activities	16,958	9,821	7,137	29,951	56.6	32.8	23.8
Public administration, defence, compulsory social security	29,297	18,353	10,944	34,174	85.7	53.7	32.0
Education	35,542	11,786	23,757	46,923	75.7	25.1	50.6
Human health and social work activities	15,377	4,212	11,164	19,527	78.7	21.6	57.2
Arts, entertainment and recreation	1,405	421	984	4,910	28.6	8.6	20.0
Other service activities	5,339	2,358	2,981	20,865	25.6	11.3	14.3
Private households	13,571	2,570	11,001	72,185	18.8	3.6	15.2
Extraterritorial organization & bodies	689	462	227	1,035	66.5	44.6	21.9
Not recorded	19	0	19	37	53.1	0.0	53.1
Namibia	**267,511**	**140,507**	**127,005**	**725,742**	**36.9**	**19.4**	**17.5**

4.8 Time-related underemployment

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

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

Table 4.13 shows the number of employed persons who usually work fewer than 35 hours per week and are available and is expressed as a percentage of all employed persons i.e. the under-employment rate. The overall time-related underemployment rate is 4.9 percent. Compared to the 2016 LFS, the rate has decreased by 2.9 percentage point from 7.8 percent reported in 2016. The rate is higher for females at 5.7 percent, than for males at 4.2 percent. It is also noted that Other own account worker (without paid employees) contributed the biggest to under-employment (10.4%) followed by unpaid family worker for both subsistence/communal and other both at 8.0 percent. For men unpaid family worker (subsistence/communal) is the most under-employed (11.9 %) and for women other own account worker (without paid workers) are the most under-employed at 11.7 percent.

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

	Both sexes			Male	
Status in employment	**Under employed**	**Employed**	**%**	**Under employed**	**Employed**
Subsistence/ communal farmer with paid employees	1,029	18,462	5.6	869	10,5
Subsistence/ communal farmer without paid employees	6,394	94,001	6.8	2,699	35,3
Other employer	793	27,225	2.9	375	17,9
Other own account worker (without paid employees)	10,543	100,960	10.4	3,337	39,4
Domestic worker	3,723	49,731	7.5	986	18,3
Other employees	10,702	401,970	2.7	5,628	226,3
Unpaid family worker (subsistence/communal)	1,321	16,539	8.0	840	7,0
Unpaid family worker (other)	1,353	16,854	8.0	301	6,4
Total	**35,858**	**725,742**	**4.9**	**15,034**	**361,5**

4.9 Wages and salaries for employees

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

Table 4.14 presents a summary information on the monthly wages received by paid employees by industry and sex. At national level the average wage is N$ 7,935 per month, an increase of N$1,176 since 2016 when the average monthly wage was reported to be N$6,759. The average monthly wage was a bit higher for males (N$8,052) than females (N$7,789). Across industries the highest average wage is N$20,459 per month which is earned by persons in the Financial and insurance industry, while the lowest is N$1,387 per month earned by persons employed in the Private households.

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

	Average monthly wage for employees (N$)		
Industry	**Both sexes**	**Males**	**Females**
Agriculture, forestry & fishing	3,393	2,700	5,768
Mining and quarrying	17,963	18,315	15,936
Manufacturing	5,749	6,045	5,081
Electricity & related industries	17,795	14,529	26,234
Water supply & related industries	11,512	11,711	10,996
Construction	5,441	5,423	5,623
Wholesale and retail trade	4,019	4,623	3,338
Transportation and storage	7,957	6,697	14,467
Accommodation and food service activities	2,819	4,810	2,143
Information and communication	17,139	17,192	16,967
Financial and insurance activities	20,459	28,215	16,296
Real estate activities	3,395	5,753	1,396
Professional, scientific and technical activities	14,965	13,895	15,945
Administrative and support service activities	4,744	4,911	4,520
Public administration, defence, compulsory social security	12,580	13,194	11,508
Education	15,380	18,144	14,138
Human health and social work activities	14,900	16,147	14,430
Arts, entertainment and recreation	3,818	4,712	3,415
Other service activities	5,100	6,605	3,857
Private households	1,387	1,426	1,373
Extraterritorial organization & bodies	9,624	7,827	13,698
Not recorded	7,112	1,000	12,500
Namibia	**7,935**	**8,052**	**7,789**

Furthermore, the information on average monthly wages of employees by age groups for 2018 LFS presented in table 4.15 reveals that monthly wage levels increases with the employees age, peaking at the age group of 55-59 years, but thereafter declined for the number of people aged 60 and above who remained in employment.

Table 4.15: Average monthly wages of employees by age group

	Average monthly wage for employees (N$)		
Age group	**Both sexes**	**Males**	**Females**
15-19	1,113	1,076	1,177
20-24	2,507	2,698	2,270
25-29	5,188	5,059	5,333
30-34	7,570	7,526	7,622
35-39	9,833	10,263	9,305
40-44	10,005	11,011	8,573
45-49	10,595	10,494	10,724
50-54	11,655	11,046	12,543
55-59	12,662	11,661	13,734
60-64	9,986	9,262	11,846
65+	9,830	13,091	3,957

4.10 Informal employment

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

The results presented in table 4.16 shows that 57.7 percent of the employed population are in informal employment. This comprises of 54.1 percent of males and 61.2 percent females. On average, more females were in informal employment than males. In addition, 41.8 percent of the employed population in urban areas and 78.9 percent of employees in rural areas were in informal employment. The region with the highest percentage of informal employments were Kavango West and Ohangwena regions with 90.5 percent and 82.7 percent respectively. Whereas the region with the lowest percentage of employees in informal employments is Karas with 35.4 percent.

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

Region	Both sexes			Male			Female	
	Informal employment	Total employment	%	Informal employment	Total employment	%	Informal employment	Total employ
Namibia	**418,674**	**725,742**	**57.7**	**195,656**	**361,508**	**54.1**	**223,018**	**36**
Urban	173,835	415,588	41.8	80,050	211,594	37.8	93,786	20
Rural	244,839	310,154	78.9	115,606	149,914	77.1	129,233	16
!Karas	10,949	30,899	35.4	6,256	16,947	36.9	4,693	1
Erongo	32,456	79,326	40.9	17,524	46,001	38.1	14,932	3
Hardap	13,072	26,708	48.9	8,228	16,007	51.4	4,844	1
Kavango East	19,198	29,418	65.3	7,068	12,964	54.5	12,129	1
Kavango West	19,072	21,064	90.5	8,059	9,074	88.8	11,013	1
Khomas	64,266	165,385	38.9	30,195	85,913	35.1	34,071	7
Kunene	17,049	24,846	68.6	9,572	13,654	70.1	7,477	1
Ohangwena	50,721	61,303	82.7	21,721	25,375	85.6	29,000	3
Omaheke	12,354	20,575	60.0	8,903	13,611	65.4	3,452	
Omusati	61,018	77,375	78.9	23,789	30,446	78.1	37,229	4
Oshana	38,993	61,223	63.7	14,834	25,214	58.8	24,159	3
Oshikoto	39,185	54,078	72.5	18,000	25,622	70.3	21,184	2
Otjozondjupa	21,054	47,616	44.2	11,942	27,400	43.6	9,112	2
Zambezi	19,290	25,925	74.4	9,564	13,280	72.0	9,726	1

Similarly, Table 4.17 presents the number of persons in informal employment by industry. The result shows that the industry with the highest level of informal employment were Private households and Agriculture, forestry and fishing with 91.0 and 87.6 percent respectively, while the lowest level of informal employment was found in Public administration, defence, compulsory social security which accounts for about 9.1 percent of employees.

Table 4.17: Distribution of persons in informal employment by industry

Industry	Informal employment	Total employment	%
Agriculture, forestry & fishing	146,537	167,242	87.6
Mining and quarrying	2,030	12,087	16.8
Manufacturing	21,044	45,057	46.7
Electricity & related industries	408	3,278	12.4
Water supply & related industries	1,040	4,095	25.4
Construction	29,438	45,057	65.3
Wholesale and retail trade	38,952	80,852	48.2
Transportation and storage	10,749	24,710	43.5
Accommodation and food service activities	56,956	83,056	68.6
Information and communication	1,903	7,141	26.6
Financial and insurance activities	1,536	13,861	11.1
Real estate activities	575	1,050	54.8
Professional, scientific and technical activities	1,488	8,648	17.2
Administrative and support service activities	9,459	29,951	31.6
Public administration, defence, compulsory social security	3,108	34,174	9.1
Education	7,151	46,923	15.2
Human health and social work activities	3,501	19,527	17.9
Arts, entertainment and recreation	2,797	4,910	57.0
Other service activities	13,983	20,865	67.0
Private households	65,674	72,185	91.0
Extraterritorial organization & bodies	328	1,035	31.7
Not recorded	17	37	46.9
Namibia	**418,674**	**725,742**	**57.7**

4.11 Vulnerable employment

An important indicator in labour market analysis is the rate of vulnerable employment. Three main categories make up vulnerable group, namely, own account workers, Subsistence/Communal farmers and contributing (unpaid) family workers. The rate of vulnerability is calculated as the sum of Subsistence/ Communal Farmers, own-account workers and contributing (unpaid) family workers, taken as the proportion of total employment. The rate of vulnerability is 31.6 percent. It is a measure of those with relatively precarious working situations. These three status groups are considered as more vulnerable than others, because these people are unlikely to have formal work arrangements or access to benefits or social protection programmes, and they are more at risk to the effect of the economic cycles.

Table 4.18 shows that most vulnerable workers are own account workers 44.1 percent, followed by subsistence/ communal farmers with 41.0 percent. While Unpaid family worker (Subsistence/communal) and Unpaid family worker (other) only account for 7.4 percent each. The trend is similar for male and female.

Table 4.18: Vulnerable workers by status in employment and sex

Vulnerable employment	Both sexes	%	Male	%	Female	%
Other own account worker	101,036	44.1	39,411	44.4	61,625	43.9
Subsistence/communal farmer	94,001	41.0	35,383	39.8	58,618	41.8
Unpaid family worker (Subsistence/communal)	17,040	7.4	7,430	8.4	9,610	6.8
Unpaid family worker (other)	17,067	7.4	6,592	7.4	10,474	7.5
Total	**229,144**	**100.**	**88,816**	**100.**	**140,328**	**100.**

Similarly, the distribution of persons in vulnerable employment by area and region presented in Table 4.19 shows that the majority (65.1%) of the employed population in vulnerable employment are in rural areas.

Furthermore, at regional level, Omusati region recorded the highest percent of persons in vulnerable employment at 17.2 percent, followed by Ohangwena (15.9%) and Khomas (12.2%). While,!Karas region recorded the lowest percentage of persons in vulnerable employment at 1.3 percent, followed by Hardap and Omaheke regions, both at 1.8 percent.

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

	Persons in vulnerable employment	%
Namibia	**229,144**	**100**
Urban	80,059	34.9
Rural	149,085	65.1
!Karas	2,927	1.3
Erongo	12,283	5.4
Hardap	4,189	1.8
Kavango East	12,628	5.5
Kavango West	13,745	6.0
Khomas	28,013	12.2
Kunene	9,455	4.1
Ohangwena	36,413	15.9
Omaheke	4,129	1.8
Omusati	39,304	17.2
Oshana	25,290	11.0
Oshikoto	22,249	9.7
Otjozondjupa	6,981	3.0
Zambezi	11,538	5.0

4.12 Union Density

A trade union is defined as an independent workers' organization, constituted for the purpose of furthering and defending the interests of workers. Trade union membership is defined as the total number of workers that currently belong to a trade union. Analysis of trade union density indicates an important degree of social dialogue prevailing in a country. Questions on unionization were asked to both the employed and unemployed persons but for the purpose of this report only those whose employment status is "employee" were considered.

Table 4.20 shows that only 20.6 percent of the total employees in the country belonged to trade unions compared to 17.5 percent reported in 2016. Females constitute the highest rates of trade union membership with 24.0 percent compared to their male counterparts with 17.9 percent. The rates for trade union membership were higher in urban areas (21.3%) than in rural areas (18.7%). At regional level, union density is higher in Oshana (29.1%), and Kavango East (32.9%) regions.

Table 4.20: Employees union density by area and region

Region	Employees belonging to trade union			Total number of employees			Union density (%)		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Namibia	**82,688**	**40,472**	**42,216**	**401,970**	**226,349**	**175,621**	**20.6**	**17.9**	**24.0**
Urban	61,456	31,421	30,035	288,579	157,122	131,457	21.3	20.0	22.8
Rural	21,232	9,051	12,181	113,391	69,227	44,164	18.7	13.1	27.6
!Karas	5,908	2,965	2,943	24,329	13,879	10,451	24.3	21.4	28.2
Erongo	14,221	8,555	5,666	55,697	33,540	22,157	25.5	25.5	25.6
Hardap	3,011	1,447	1,564	19,151	12,053	7,099	15.7	12.0	22.0
Kavango East	4,503	2,774	1,728	13,700	8,003	5,697	32.9	34.7	30.3
Kavango West	790	395	396	5,931	3,299	2,632	13.3	12.0	15.0
Khomas	16,835	8,481	8,354	117,176	65,081	52,095	14.4	13.0	16.0
Kunene	2,942	1,078	1,863	13,153	8,016	5,138	22.4	13.4	36.3
Ohangwena	4,553	836	3,718	18,349	7,800	10,549	24.8	10.7	35.2
Omaheke	1,315	733	583	14,113	9,970	4,143	9.3	7.4	14.1
Omusati	5,881	1,832	4,049	23,724	10,422	13,302	24.8	17.6	30.4
Oshana	8,088	3,085	5,003	27,777	13,814	13,963	29.1	22.3	35.8
Oshikoto	5,060	3,136	1,924	21,318	11,583	9,735	23.7	27.1	19.8
Otjozondjupa	6,415	3,472	2,943	35,366	21,247	14,118	18.1	16.3	20.8
Zambezi	3,165	1,684	1,481	12,186	7,643	4,543	26.0	22.0	32.6

In addition, the distribution of the employee's union density by sex and industry presented in Table 4.21 shows that the Educational sector retains the highest union density at 58.4 percent, which increased from 55.8 percent reported in 2016. Mining and Quarrying industry follows with 45.4 percent, with Water supply and related industries accounting for 34.8 percent and Human health and social work activities accounting for 35.5 percent of the employees belonging to unions.

Table 4.21: Employees union density by sex and industry

	Employees belonging to trade union			Total number of employees			Union density (%)		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Namibia	**82,688**	**40,472**	**42,216**	**401,970**	**226,349**	**175,621**	**20.6**	**17.9**	**24.0**
Agriculture, forestry & fishing	7,128	3,715	3,414	46,752	36,081	10,670	15.2	10.3	32.0
Mining and quarrying	4,931	3,965	966	10,868	9,064	1,804	45.4	43.7	53.6
Manufacturing	5,503	3,972	1,530	27,757	19,069	8,689	19.8	20.8	17.6
Electricity & related industries	801	766	36	2,810	2,049	760	28.5	37.4	4.7
Water supply & related industries	1,317	951	366	3,784	2,748	1,036	34.8	34.6	35.3
Construction	1,906	1,663	243	33,707	30,632	3,074	5.7	5.4	7.9
Wholesale and retail trade	5,808	2,895	2,912	53,779	29,351	24,428	10.8	9.9	11.9
Transportation and storage	3,545	2,775	769	15,446	13,041	2,405	23.0	21.3	32.0
Accommodation and food service activities	3,502	1,210	2,292	31,305	8,434	22,871	11.2	14.3	10.0
Information and communication	1,250	791	459	6,119	4,745	1,374	20.4	16.7	33.4
Financial and insurance activities	3,405	1,532	1,873	12,495	4,188	8,307	27.3	36.6	22.5
Real estate activities	0	0	0	385	99	285	0.0	0.0	0.0
Professional, scientific and technical activities	1,086	644	443	7,000	3,149	3,851	15.5	20.5	11.5
Administrative and support service activities	3,518	1,954	1,564	23,264	13,705	9,558	15.1	14.3	16.4
Public administration, defence, compulsory social security	5,961	3,539	2,422	32,386	20,487	11,899	18.4	17.3	20.4
Education	25,151	7,910	17,241	42,987	13,690	29,297	58.5	57.8	58.8
Human health and social work activities	5,999	1,705	4,295	16,920	4,600	12,320	35.5	37.1	34.9
Arts, entertainment and recreation	303	86	217	2,111	572	1,539	14.4	15.0	14.1
Other service activities	1,161	242	919	9,429	4,533	4,896	12.3	5.3	18.8
Private households	113	0	113	21,640	5,465	16,175	0.5	0.0	0.7
Extraterritorial organization & bodies	299	157	142	990	627	362	30.2	25.0	39.2
Not recorded	0	0	0	37	17	19	0.0	0.0	0.0

5.1 The unemployed

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

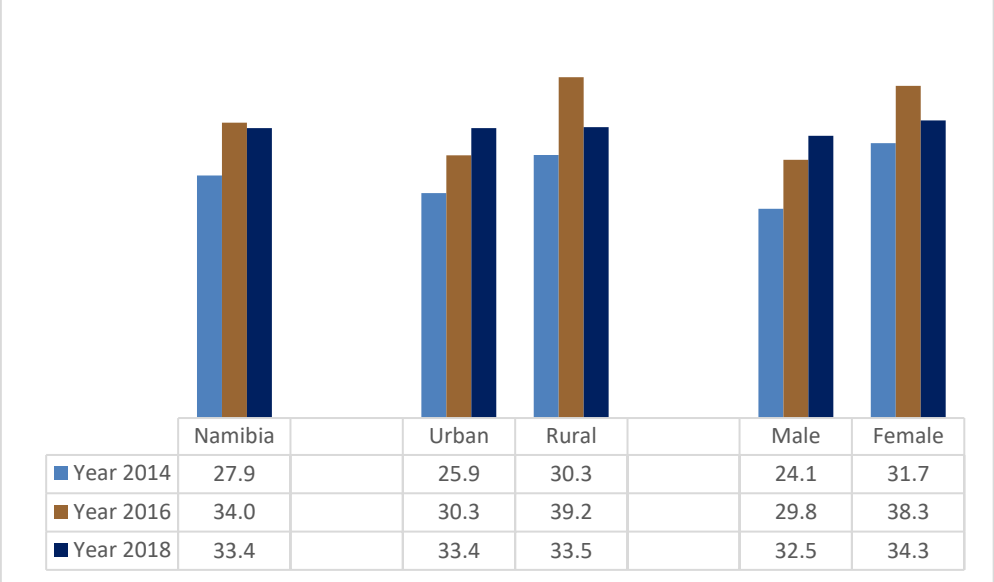
As noted above, if one uses the strict ILO definition, the unemployed population consists of all persons (15 years and above) who are not in employment, are available for work and actively looked for work during the reference period (the week preceding the interview). The broad unemployment definition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

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

5.1.1 National broad unemployment estimates

Figure 5.1 shows the unemployment rate for the population aged 15 years and above as measured using the broad definition. The result shows that the overall broad unemployment rate for Namibia is 33.4 percent, which is a slight decrease of 0.6 percentage compared to 34.0 percent in 2016. The figure also shows that urban unemployment has increase by 3.1 percent while rural unemployment has decreased by 5.7 percent. Hence, the slight national increase of 0.4 percent in the unemployment rate can be attributed to the decrease of 5.7 percent in rural unemployment.

Similarly, the result further shows that in 2018, unemployment rate was higher amongst females (34.3%) as compared to their male counterparts (32.5%).



	Namibia		Urban	Rural		Male	Female
Year 2014	27.9		25.9	30.3		24.1	31.7
Year 2016	34.0		30.3	39.2		29.8	38.3
Year 2018	33.4		33.4	33.5		32.5	34.3

Figure 5.1: Broad unemployment rate by sex, and area

The decline in rural unemployment can be attributed to the increase of the absorption rate (7.0%) of rural economics from 2016 to 2018 as shown in Table 5.1.

Table. 5.1 Changes in absorption rate for the period 2016 to 2018 by sex, area

		Namibia			Urban			Rural		
		Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
2018	**Total**	47.4	49.6	45.3	50.2	53.2	47.5	44.1	45.3	42.9
2016	**Total**	45.8	51	41.1	53.8	58.9	49	37.1	42	32.7
	EPR Change	**1.6**	**-1.4**	**4.2**	**-3.6**	**-5.7**	**-1.5**	**7**	**3.3**	**10.2**

Table 5.2 presents the broad unemployment rates of the population aged 15 years and above by sex and age group. Overall unemployment rate is high amongst younger age groups with the rates 69.6 and 57.0 percent for the age groups 15-19 and 20-24 years respectively. Unemployment rates for female in all age groups under 50 years is higher than for male in the same age groups with the overall female unemployment rate of 34.3 percent as compared to 32.5 percent for males.

Table 5.2: Unemployment rate by sex and age group

	Both sexes			Male			Female		
Age group	Unemployed	Labour Force	Rate	Unemployed	Labour Force	Rate	Unemployed	Labour force	Rate
15-19	35,921	51,627	69.6	17,597	26,885	65.5	18,324	24,742	74.1
20-24	94,081	165,154	57.0	43,649	81,709	53.4	50,432	83,445	60.4
25-29	81,244	192,085	42.3	37,944	95,457	39.8	43,300	96,628	44.8
30-34	54,523	167,757	32.5	26,016	82,779	31.4	28,508	84,979	33.5
35-39	33,119	133,811	24.8	15,662	66,124	23.7	17,456	67,687	25.8
40-44	25,874	111,770	23.1	12,429	55,028	22.6	13,445	56,742	23.7
45-49	17,471	87,092	20.1	8,458	42,187	20.0	9,013	44,905	20.1
50-54	9,942	64,723	15.4	4,830	31,376	15.4	5,112	33,347	15.3
55-59	7,272	48,264	15.1	4,207	22,406	18.8	3,064	25,858	11.9
60-64	2,212	24,058	9.2	1,242	11,145	11.1	969	12,913	7.5
65+	2,752	43,812	6.3	1,869	20,316	9.2	883	23,495	3.8
Namibia	**364,411**	**1,090,153**	**33.4**	**173,904**	**535,412**	**32.5**	**190,507**	**554,741**	**34.3**

5.1.2 Regional unemployment rates

The result of the regional unemployment rate presented in Table 5.3 below showed that the rate was highest in Kavango East (48.2%), Kunene (41.6%) and Omaheke (38.7%). While Omusati (24.0%) and Erongo (29.7%) regions recorded the lowest unemployment rate respectively. Furthermore, generally the unemployment rate was higher for females than males for all regions except in Oshikoto (37.1%), Ohangwena (33.6%), Oshana (35.7%) and Omusati (27.6%).

Table 5.3: Unemployment rate by sex and region

	Both sexes			Male			Female		
Region	unemployed	labour force	rate	unemployed	Labour force	rate	unemployed	Labour force	rate
Namibia	**364,411**	**1,090,153**	**33.4**	**173,904**	**535,412**	**32.5**	**190,507**	**554,741**	**34.3**
Urban	208,243	623,831	33.4	100,552	312,146	32.2	107,691	311,685	34.6
Rural	156,168	466,322	33.5	73,352	223,266	32.9	82,816	243,056	34.1
!Karas	14,685	45,585	32.2	7,152	24,100	29.7	7,533	21,485	35.1
Erongo	33,474	112,800	29.7	18,393	64,394	28.6	15,081	48,406	31.2
Hardap	14,060	40,769	34.5	7,171	23,178	30.9	6,889	17,591	39.2
Kavango East	27,382	56,799	48.2	11,744	24,708	47.5	15,638	32,092	48.7
Kavango West	10,396	31,459	33.0	4,268	13,342	32.0	6,127	18,117	33.8
Khomas	75,936	241,321	31.5	37,349	123,262	30.3	38,588	118,059	32.7
Kunene	17,703	42,549	41.6	8,557	22,211	38.5	9,145	20,338	45.0
Ohangwena	30,652	91,955	33.3	12,869	38,244	33.6	17,783	53,711	33.1
Omaheke	12,995	33,571	38.7	5,965	19,577	30.5	7,030	13,994	50.2
Omusati	24,411	101,786	24.0	11,583	42,028	27.6	12,828	59,758	21.5
Oshana	29,535	90,757	32.5	13,970	39,184	35.7	15,565	51,574	30.2
Oshikoto	30,641	84,719	36.2	15,126	40,748	37.1	15,514	43,971	35.3
Otjozondjupa	26,865	74,481	36.1	12,506	39,906	31.3	14,360	34,576	41.5
Zambezi	15,675	41,600	37.68	7,249.67	20,530	35.31	8,426	21,070	39.99

5.1.3 Unemployment by educational level

Table 5.4 presents the unemployment rates by level of education and sex. The result showed that persons with post–school education (such as Currently at university, university certificate, diploma or degree, post-graduate (Certificate, diploma or degree) constitute a combined unemployed rate of 51.6 percent. The highest unemployment rates were found amongst persons with junior secondary (40.1%) and primary (34%) education with a combined unemployment rate of 74.7 percent. Furthermore, the unemployment rate of persons with no formal education stands at 28.6 percent.

Table 5.4: Unemployment by educational level and sex

Highest Educational level completed	Both sexes			Male			Female		
	Unemployed	Labour force	Rate	Unemployed	Labour force	Rate	Unemployed	Labour force	Rate
None	34,199	119,551	28.6	16,227	66,002	24.6	17,972	53,548	33.6
Primary	77,302	223,392	34.6	40,041	114,496	35.0	37,262	108,896	34.2
Junior secondary	153,617	382,875	40.1	69,674	174,981	39.8	83,943	207,894	40.4
Senior secondary	71,461	218,335	32.7	33,937	106,764	31.8	37,525	111,571	33.6
Technical/vocational certificate or Diploma	8,127	24,419	33.3	5,150	16,149	31.9	2,976	8,270	36.0
Completed year 1 or 2 or 3	4,838	17,432	27.8	1,686	7,477	22.5	3,152	9,955	31.7
University certificate, diploma or degree	9,933	69,261	14.3	4,225	30,869	13.7	5,708	38,391	14.9
Postgraduate certificate, diploma or degree	1,928	20,306	9.5	1,037	10,236	10.1	891	10,070	8.8
Don't know	3,006	14,582	20.6	1,927	8,436	22.8	1,080	6,146	17.6
Namibia	**364,411**	**1,090,153**	**33.4**	**173,904**	**535,412**	**32.5**	**190,507**	**554,741**	**34.3**

5.2 Looking for work

The unemployed persons were asked as to what they have done in the last four weeks prior to the survey to look for work or start a business. The result presented in Table 5.5 indicates that 48.3 percent of the unemployed persons had sought assistants of friends and relatives, 23.3 percent had directly applied for jobs to employers. Only 1.1 and 0.7 percent have indicated that they have registered with the Ministry of Labour and Employment Creation offices and with other employment agencies respectively.

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

Method of searching for work	Both sexes	Male	Female	Both sexes	Male	Female
	Number			percentages		
Seeking assistance of friends, relatives, colleagues, union, etc.	86,194	46,195	39,998	48.3	48.1	48.5
Direct Applications to employers	41,635	20,780	20,855	23.3	21.6	25.3
Checking at work Sites	23,714	16,268	7,447	13.3	16.9	9.0
Placed or answered media advertisement	14,702	6,393	8,309	8.2	6.7	10.1
Sought financial assistance to look for work or start a business	4,289	1,649	2,640	2.4	1.7	3.2
Looked for land building, equipment or replied for permit to start own business or farming	3,759	2,410	1,349	2.1	2.5	1.6
Registration at Ministry of Labour offices	1,967	964	1,003	1.1	1	1.2
Registration at other employment Agencies	1,297	830	467	0.7	0.9	0.6
Others(specify)	967	589	379	0.5	0.6	0.5
Namibia	**178,525**	**96,078**	**82,447**	**100**	**100**	**100**

Furthermore, the unemployed persons were also asked as to how long they had been without work and how long they have been trying to find a job or start a business. The majority (72.5%) of the unemployed persons have been without work for more than a year. This trend is further reflected across the urban/rural as well as regional levels (Table 5.6).

Table 5.6: Unemployment person, location and length of time without work

	Duration unemployed									
	Number unemployed persons					Percentage unemployed persons				
Region	**< 6 months**	**6 <12 months**	**1+ year**	**Not stated**	**Total**	**<6 moths**	**6<12 months**	**1 + Years**	**Not stated**	**Total**
Namibia	**59,278**	**38,109**	**264,099**	**2,925**	**364,411**	**16.3**	**10.5**	**72.5**	**0.8**	**100**
Urban	37,199	23,392	146,473	1,180	208,243	17.9	11.2	70.3	0.6	100
Rural	22,080	14,717	117,626	1,745	156,168	14.1	9.4	75.3	1.1	100
Erongo	7,634	4,074	21,619	147	33,474	22.8	12.2	64.6	0.4	100
Hardap	4,323	2,156	7,528	54	14,060	30.7	15.3	53.5	0.4	100
Karas	4,219	1,865	8,602	0	14,685	28.7	12.7	58.6	0.0	100
Kavango East	3,056	2,319	22,007	0	27,382	11.2	8.5	80.4	0.0	100
Kavango west	1,726	1,869	6,800	0	10,396	16.6	18	65.4	0.0	100
Khomas	10,735	9,368	55,553	280	75,936	14.1	12.3	73.2	0.4	100
Kunene	1,736	720	13,705	1,541	17,703	9.8	4.1	77.4	8.7	100
Ohangwena	3,007	3,553	23,626	466	30,652	9.8	11.6	77.1	1.5	100
Omaheke	2,768	739	9,286	202	12,995	21.3	5.7	71.5	1.6	100
Omusati	2,363	2,575	19,474	0	24,411	9.7	10.5	79.8	0.0	100
Oshana	4,709	2,704	22,122	0	29,535	15.9	9.2	74.9	0.0	100
Oshikoto	6,207	2,822	21,611	0	30,641	20.3	9.2	70.5	0.0	100

Otjozondjupa	4,258	1,865	20,508	235	26,865	15.8	6.9	76.3	0.9	100
Zambezi	2,538	1,480	11,657	0	15,675	16.2	9.4	74.4	0.0	100

Similarly, the result on the length of time without work for the unemployed person presented in Table 5.7 shows that the majority (72.5%) of the unemployed persons in Namibia were without work for at least a year. On the other hand, 16.3 percent of the unemployed persons have been without work for less than 6 months, with a further 10.5 percent having been out of work for about 6 months to a year. The result further showed that 68 percent of the unemployed males were without work for 12 months or more, followed by who have been out of work for less than 6 months and 6 months to a year with 18.9 and 11.7 percent respectively, while 75.9 percent of unemployed females were with unemployed for 12 months or more.

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

	Total		Male		Female	
Duration	**Number**	**%**	Number	**%**	**Number**	**%**
Less than 6 months	59,278	16.3	32,908.0	18.9	26,370	13.8
6 months to less than 12 months	38,109	10.5	20,376	11.7	17,732	9.3
12 months or more	264,099	72.5	119,528	68.7	144,571	75.9
Not stated	2,925	0.8	1,092	0.6	1,833	1.0
Namibia	**364,411**	**100**	**173,904**	**100**	**190,506**	**100**

6.1 Youth employment and unemployment estimates

The economic activity status of Namibian youth (persons aged 15 to 34 years) by the five-year age group and area is presented in Table 6.1. There are 876,908 youth aged 15 to 34 in Namibia, of which, 310,854 (35.4%) were employed, and 265,770 (30.3%) were unemployed. This means that the labour force in these age groups totals 576,624 persons, giving a labour force participation rate (LFPR) of 65.8 percent as indicated in table 6.2.

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

	Namibia			Urban			Rural		
Age groups	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
All youth									
15 - 19	238,928	118,994	119,934	93,739	44,282	49,457	145,189	74,712	70,477
20 - 24	238,148	116,964	121,184	110,408	50,562	59,846	127,740	66,402	61,338
25 - 29	218,476	106,957	111,519	139,853	66,813	73,040	78,623	40,144	38,479
30 - 34	181,356	88,221	93,135	131,732	64,883	66,849	49,624	23,338	26,286
Total	876,908	431,136	445,772	475,732	226,540	249,192	401,176	204,596	196,580
Employed									
15 - 19	15,706	9,288	6,418	4,512	2,034	2,478	11,195	7,255	3,940
20 - 24	71,072	38,059	33,013	31,261	15,292	15,969	39,811	22,767	17,044
25 - 29	110,841	57,513	53,328	72,489	36,016	36,473	38,352	21,496	16,856
30 - 34	113,234	56,763	56,471	83,065	41,812	41,253	30,169	14,951	15,218
Total	310,854	161,623	149,231	191,327	95,154	96,173	119,527	66,469	53,058
Unemployed									
15 - 19	35,921	17,597	18,324	15,589	6,930	8,659	20,332	10,667	9,665
20 - 24	94,081	43,649	50,432	44,326	20,028	24,298	49,756	23,622	26,134
25 - 29	81,244	37,944	43,300	51,511	24,316	27,195	29,733	13,628	16,105
30 - 34	54,523	26,016	28,508	39,080	19,240	19,840	15,442	6,775	8,667
Total	265,770	125,206	140,564	150,506	70,514	79,992	115,263	54,692	60,571
Not Economically Active									
15 - 19	187,046	91,932	95,114	73,398	35,156	38,242	113,648	56,776	56,872
20 - 24	72,666	35,197	37,469	34,601	15,242	19,359	38,065	19,955	18,110
25 - 29	25,870	10,979	14,891	15,602	6,230	9,372	10,268	4,749	5,519
30 - 34	12,840	4,710	8,130	8,935	3,206	5,729	3,905	1,504	2,401
Total	298,422	142,818	155,604	132,536	59,834	72,702	165,886	82,984	82,902

In Table 6.2 below, it is observed that Youth Labour Participation rate (LFPR) and employment-to-population ratios (EPR) increased drastically with aging for both males and females, while youth unemployment rate decreases with aging. Overall youth unemployment rate is 46.1 percent which is an increase of 2.7 percent compared to the youth unemployment rate of 43.4 percent reported in 2016. Female youth experience a higher unemployment rate (48.5%) compare to their male counterparts (43.7%).

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

	Labour Participation rate			Employment to population ratio			Unemployment rate		
Age groups	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15 - 19	21.6	22.6	20.6	6.6	7.8	5.4	69.9	65.5	74.1
20 - 24	69.3	69.9	68.9	29.8	32.5	27.2	57.0	53.4	60.4
25 - 29	87.9	89.2	86.6	50.7	53.8	47.8	42.3	39.7	44.8
30 - 34	92.5	93.8	91.2	62.4	64.3	60.6	32.5	31.4	33.5
Total	**65.8**	**66.5**	**65.0**	**35.4**	**37.5**	**33.5**	**46.1**	**43.7**	**48.5**

Table 6.3 presents the distribution of employed youth by occupation and sex. The table reveals that most youth (32.7%) were employed in Elementary occupations, followed by Services workers and, shop and market sales (18.6%), as well as Craft and related trade (12.2%). In general, similar trends is observed across the sex aggregate and the urban/rural spectrum.

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

Occupation	Namibia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Armed forces	2,862	2,144	718	2,516	1,900	616	346	244	102
Legislators, senior officials and managers	3,567	1,877	1,690	3,475	1,785	1,690	92	92	-
Professionals	21,634	9,024	12,610	15,548	6,923	8,625	6,086	2,101	3,985
Technicians and associate professionals	18,658	8,579	10,079	15,666	7,420	8,246	2,992	1,159	1,833
Clerks	24,035	5,398	18,637	21,244	4,958	16,286	2,790	439	2,351
Service workers and shop and market sales workers	57,918	21,760	36,158	40,136	15,693	24,443	17,783	6,068	11,715
Skilled agricultural and fishery workers	20,205	12,207	7,998	1,727	1,058	669	18,478	11,149	7,329
Craft and related trades workers	38,003	31,782	6,221	25,687	21,544	4,143	12,316	10,238	2,078
Plant and machine operators and assemblers	14,012	13,200	812	11,590	10,948	642	2,423	2,253	170
Elementary occupations	101,776	50,450	51,326	47,351	19,185	28,166	54,425	31,265	23,160
Not elsewhere classified	8,184	5,203	2,981	6,388	3,741	2,647	1,796	1,462	334
Total	**310,854**	**161,624**	**149,230**	**191,327**	**95,154**	**96,173**	**119,527**	**66,470**	**53,057**
Occupation						**Percentage**			
Armed forces	0.92	1.33	0.48	1.32	2	0.64	0.29	0.37	0.19
Legislators, senior officials and managers	1.15	1.16	1.13	1.82	1.88	1.76	0.08	0.14	0
Professionals	6.96	5.58	8.45	8.13	7.28	8.97	5.09	3.16	7.51
Technicians and associate professionals	6	5.31	6.75	8.19	7.8	8.57	2.5	1.74	3.45
Clerks	7.73	3.34	12.49	11.1	5.21	16.93	2.33	0.66	4.43
Service workers and shop and market sales workers	18.63	13.46	24.23	20.98	16.49	25.42	14.88	9.13	22.08
Skilled agricultural and fishery workers	6.5	7.55	5.36	0.9	1.11	0.7	15.46	16.77	13.81
Craft and related trades workers	12.23	19.66	4.17	13.43	22.64	4.31	10.3	15.4	3.92
Plant and machine operators and assemblers	4.51	8.17	0.54	6.06	11.51	0.67	2.03	3.39	0.32
Elementary occupations	32.74	31.21	34.39	24.75	20.16	29.29	45.53	47.04	43.65

Not elsewhere classified	2.63	3.22	2	3.34	3.93	2.75	1.5	2.2	0.63
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

At industry level, table 6.4 presents the distribution of employed youth by sex and industry. About 15.4 percent of the youths were employed in Agriculture, forestry and fishing sectors, followed by Wholesale and retail trade (14.9%), Private households (12.0%) and Accommodation and food services activities (11.7%). In addition, males dominate both the Agriculture, forestry and fishing as well as Construction sectors with about 20.5 and 13.8 percent respectively, while females were more dominant in the Accommodation and food services activities (18.7%), Private households (17.9%), as well as in Wholesale and retail trade (15.9%).

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

	Number			Percent		
Industry	Both sexes	Male	Female	Both sexes	Male	Female
Agriculture, forestry and fishing	47,863	33,056	14,807	15.4	20.5	9.9
Wholesale and retail trade	46,318	22,555	23,763	14.9	14	15.9
Private households	37,159	10,454	26,705	12.0	6.5	17.9
Accommodation and food service activities	36,314	8,435	27,879	11.7	5.2	18.7
Construction	23,987	22,332	1,655	7.7	13.8	1.1
Manufacturing	19,145	12,470	6,675	6.2	7.7	4.5
Education	17,527	5,162	12,365	5.6	3.2	8.3
Administrative and support service activities	13,436	8,380	5,056	4.3	5.2	3.4
Public administration and defence, compulsory social security	12,486	8,037	4,449	4.0	5.0	3.0
Other service activities	12,278	4,510	7,768	3.9	2.8	5.2
Transportation and storage	11,803	10,498	1305	3.8	6.5	0.9
Human health and social work activities	8,054	2,091	5,963	2.6	1.3	4
Financial and insurance activities	6,393	1,829	4,564	2.1	1.1	3.1
Mining and quarrying	4,516	3,673	843	1.5	2.3	0.6
Professional, scientific and technical activities	4,422	2,058	2,364	1.4	1.3	1.6
Information and communication	3,041	2,493	548	1	1.5	0.4
Electricity and related industries	1,779	1,427	352	0.6	0.9	0.2
Water supply and related industries	1,866	1,016	850	0.6	0.6	0.6
Arts, entertainment and recreation	1,977	862	1115	0.6	0.5	0.7
Real estate activities	428	251	177	0.1	0.2	0.1

Activities of extraterritorial organizations and bodies	46	18	27	0	0	0
Not elsewhere classified	17	17	0	0	0	0
Namibia	**310,854**	**161,624**	**149,230**	**100**	**100**	**100**

Similarly, table 6.5 shows that youth unemployment was higher in rural areas (49.1%) than in urban areas (44.0%). Furthermore, the table shows that unemployment was generally higher for female than male youth in most of the regions, except in Erongo, Oshana and Oshikoto region. Furthermore, the result showed that youth unemployment rates were higher than the national youth unemployment rate in most of the regions except in !Karas (44.7%), Erongo (36.8%), Omusati (39.7%), Hardap (41.9%) and Khomas (43.0%) regions. The youth unemployment rates were particularly highest for Kavango East (62.5 percent) and Kunene (53.0 percent) regions respectively.

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

	Both Sexes			Male			Female		
Region	Unemplo-yed	Labour force	%	Unemplo-yed	Labour force	%	Unempl o-yed	Labour force	%
Namibia	**265,770**	**576,623**	**46.1**	**125,206**	**286,829**	**43.7**	**140,564**	**289,794**	**48.5**
Urban	150,506	341,833	44.0	70,513	165,667	42.6	79,993	176,166	45.4
Rural	115,264	234,790	49.1	54,693	121,162	45.1	60,571	113,628	53.3
!Karas	10,117	22,645	44.7	4,769	11,634	41.0	5,348	11,011	48.6
Erongo	20,800	56,571	36.8	11,428	30,906	37.0	9,372	25,665	36.5
Hardap	8,820	21,060	41.9	4,392	11,755	37.4	4,428	9,305	47.6
Kavango East	21,362	34,163	62.5	9,118	14,710	62.0	12,244	19,453	62.9
Kavango West	8,035	17,173	46.8	3,289	7,372	44.6	4,746	9,801	48.4
Khomas	57,524	133,710	43.0	26,435	66,139	40.0	31,089	67,571	46.0
Kunene	12,777	24,105	53.0	6,176	12,148	50.8	6,601	11,957	55.2
Ohangwena	24,561	47,788	51.4	10,240	20,986	48.8	14,321	26,802	53.4
Omaheke	8,012	17,188	46.6	3,527	9,839	35.8	4,485	7,349	61,0
Omusati	19,187	48,270	39.7	8,928	23,432	38.1	10,259	24,838	41.3
Oshana	22,294	47,262	47.2	10,783	22,218	48.5	11,511	25,044	46.0
Oshikoto	22,439	44,738	50.2	12,013	23,824	50.4	10,426	20,914	49.9
Otjozondjupa	19,007	40,126	47.4	9,076	21,340	42.5	9,931	18,786	52.9
Zambezi	10,835	21,824	49.7	5,032	10,526	47.8	5,803	11,298	51.4

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

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

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

Table 6.6 presents the result of NEET by age group and sex. The results show that about 305,981 (34.9%) youth are not in employment, education or training which shows a slight increase of 0.4 percent from the rate of 34.5 percent recorded in the 2016 LFS. The rate was particularly higher at the age group of 20-24 year (45.2%), and was very low among those in the age group of 15 to 19 years (18.5%). The rate was also found to be higher for female youth (37.1%) in relation to their male counterparts (32.7%).

Table 6.6: NEET by age group and sex

	NEET			Total Youth			Percentages		
Age group	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
15-19	44,251	20,114	24,137	238,928	118,994	119,934	18.5	16.9	20.1
20-24	107,589	49,191	58,398	238,148	116,964	121,184	45.2	42.1	48.2
25-29	92,391	42,969	49,422	218,476	106,957	111,519	42.3	40.2	44.3
30-34	61,750	28,541	33,209	181,356	88,221	93,135	34.0	32.4	35.7
Total	**305,981**	**140,815**	**165,166**	**876,908**	**431,136**	**445,772**	**34.9**	**32.7**	**37.1**

Similarly, the distribution of NEET by region and sex is presented in Table 6.7. The result showed that there was no difference in the proportion of NEET in rural (34.8%) and urban (35%) areas. Whereas, at regional level, regions such as Kunene had recorded the highest (47.5%) NEET, while regions such as Omusati recorded the lowest (27.1%) NEET. The result

further showed that NEET was higher for female youth as opposed to male youth except for Oshikoto region.

Table 6.7: NEET by region and sex

Region	NEET			Total youth			Percentage		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Namibia	**305,981**	**140,815**	**165,166**	**876,908**	**431,136**	**445,772**	**34.9**	**32.7**	**37.1**
Urban	166,464	76,069	90,395	475,732	226,540	249,192	35	33.6	36.3
Rural	139,517	64,746	74,771	401,176	204,596	196,580	34.8	31.6	38
!Karas	12,489	5,367	7,122	30,975	15,474	15,501	40.3	34.7	45.9
Erongo	23,051	11,221	11,830	71,336	37,702	33,634	32.3	29.8	35.2
Hardap	11,894	5,657	6,237	30,793	16,128	14,665	38.6	35.1	42.5
Kavango East	24,014	10,063	13,951	57,570	26,508	31,062	41.7	38	44.9
Kavango West	9,514	3,686	5,828	29,598	13,812	15,786	32.1	26.7	36.9
Khomas	63,095	29,414	33,681	183,373	88,495	94,878	34.4	33.2	35.5
Kunene	15,807	7,218	8,589	33,263	16,890	16,373	47.5	42.7	52.5
Ohangwena	30,185	13,741	16,444	92,304	44,013	48,291	32.7	31.2	34.1
Omaheke	10,475	4,718	5,757	23,395	12,708	10,687	44.8	37.1	53.9
Omusati	23,788	11,343	12,445	87,858	42,168	45,690	27.1	26.9	27.2
Oshana	24,216	10,705	13,511	75,199	34,684	40,515	32.2	30.9	33.3
Oshikoto	25,314	13,318	11,996	71,373	36,573	34,800	35.5	36.4	34.5
Otjozondjupa	20,761	9,867	10,894	52,179	27,292	24,887	39.8	36.2	43.8
Zambezi	11,379	4,498	6,881	37,692	18,689	19,003	30.2	24.1	36.2

The results presented in table 6.8 shows that the proportion of youth in NEET decrease with increasing levels of education. In particular, the proportion is higher (61.1%) for youth who do not know their education status, followed by those with no formal schooling (54.1%) and then by those who completed Primary education (35.7%). Youth who have completed Postgraduate Certificate, Diploma register the lowest proportion (15.1%) in NEET. The trend is similar for male and female youth.

Table 6.8: NEET by educational level and sex

Highest level of education completed	NEET			Total youth			Percentages		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Don't know	3,881	2,417	1,464	6,347	3,985	2,362	61.1	60.7	62
None	30,973	15,534	15,439	57,296	33,960	23,336	54.1	45.7	66.2
Primary	65,641	32,026	33,615	183,808	99,237	84,571	35.7	32.3	39.7
Junior secondary	129,185	56,703	72,482	366,890	173,903	192,987	35.2	32.6	37.6
Senior secondary	58,509	26,594	31,915	175,484	81,165	94,319	33.3	32.8	33.8
Technical / Vocational certificate/diploma	5,325	3,311	2,014	18,840	11,904	6,936	28.3	27.8	29
Completed year 1 or 2 or 3	7,173	2,499	4,674	38,133	15,438	22,695	18.8	16.2	20.6
University certificate/diploma	4,260	1,299	2,961	23,251	8,377	14,874	18.3	15.5	19.9
Postgraduate Certificate, Diploma	1,034	432	602	6,859	3,167	3,692	15.1	13.6	16.3
Total	**305,981**	**140,815**	**165,166**	**876,908**	**431,136**	**445,772**	**34.9**	**32.7**	**37.1**

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

Table A 1: Labour Force Participation Rates (LFPR) by sex and region (strict)

Area	Both sexes			Male			Female		
	Labour Force	Working age	LFPR %	Labour Force	Working age	LFPR %	Labour Force	Working age	LFPR %
Namibia	**905,034**	**1,531,967**	**59.1**	**458,048**	**728,717**	**62.9**	**446,986**	**803,250**	**55.6**
Urban	542,572	827,889	65.5	279,698	397,991	70.3	262,874	429,898	61.1
Rural	362,462	704,078	51.5	178,350	330,726	53.9	184,112	373,352	49.3
!Karas	39,689	61,636	64.4	21,880	30,972	70.6	17,808	30,664	58.1
Erongo	103,513	139,472	74.2	60,757	75,018	81.0	42,756	64,454	66.3
Hardap	32,927	60,451	54.5	19,775	31,244	63.3	13,152	29,207	45.0
Kavango East	39,803	89,391	44.5	17,900	39,312	45.5	21,903	50,079	43.7
Kavango West	24,463	48,187	50.8	10,422	21,200	49.2	14,041	26,987	52.0
Khomas	218,115	314,224	69.4	114,342	154,403	74.1	103,773	159,821	64.9
Kunene	31,463	59,474	52.9	17,550	30,133	58.2	13,914	29,341	47.4
Ohangwena	69,813	147,906	47.2	29,996	63,770	47.0	39,817	84,136	47.3
Omaheke	26,666	45,756	58.3	16,620	24,686	67.3	10,046	21,070	47.7
Omusati	84,905	154,450	55.0	34,480	64,560	53.4	50,425	89,890	56.1
Oshana	74,075	127,139	58.3	31,562	54,834	57.6	42,513	72,305	58.8
Oshikoto	66,606	123,575	53.9	32,428	57,800	56.1	34,179	65,775	52.0
Otjozondjupa	60,768	97,873	62.1	34,195	50,789	67.3	26,573	47,084	56.4
Zambezi	32,224	62,433	51.6	16,137	29,996	53.8	16,086	32,437	49.6

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

Region	Both Sexes			Male			Female		
	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %
Namibia	**179,292**	**905,034**	**19.8**	**96,540**	**458,048**	**21.1**	**82,752**	**446,986**	**18.5**
Urban	126,984	542,572	23.4	68,104	279,698	24.3	58,880	262,874	22.4
Rural	52,308	362,462	14.4	28,436	178,350	15.9	23,872	184,112	13.0
!Karas	8,790	39,689	22.1	4,933	21,880	22.5	3,856	17,808	21.7
Erongo	24,187	103,513	23.4	14,756	60,757	24.3	9,431	42,756	22.1
Hardap	6,219	32,927	18.9	3,768	19,775	19.1	2,451	13,152	18.6
Kavango East	10,385	39,803	26.1	4,936	17,900	27.6	5,449	21,903	24.9
Kavango West	3,399	24,463	13.9	1,348	10,422	12.9	2,051	14,041	14.6
Khomas	52,731	218,115	24.2	28,429	114,342	24.9	24,302	103,773	23.4
Kunene	6,617	31,463	21.0	3,896	17,550	22.2	2,721	13,914	19.6
Ohangwena	8,510	69,813	12.2	4,621	29,996	15.4	3,889	39,817	9.8
Omaheke	6,091	26,666	22.8	3,009	16,620	18.1	3,082	10,046	30.7
Omusati	7,530	84,905	8.9	4,035	34,480	11.7	3,495	50,425	6.9
Oshana	12,852	74,075	17.3	6,348	31,562	20.1	6,504	42,513	15.3
Oshikoto	12,528	66,606	18.8	6,806	32,428	21.0	5,722	34,179	16.7
Otjozondjupa	13,152	60,768	21.6	6,795	34,195	19.9	6,357	26,573	23.9
Zambezi	6,299	32,224	19.5	2,857	16,137	17.7	3,441	16,086	21.4

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

Region	Both Sexes			Male			Female		
	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %	Unemplo-yed	Labour force	Rate %
15-19	9,449	25,155	37.6	5,431	14,719	36.9	4,018	10,436	38.5
20-24	43,481	114,553	38.0	22,945	61,004	37.6	20,536	53,549	38.3
25-29	44,888	155,729	28.8	22,435	79,948	28.1	22,453	75,781	29.6
30-34	33,539	146,773	22.9	17,669	74,432	23.7	15,871	72,342	21.9
35-39	18,285	118,978	15.4	9,253	59,714	15.5	9,033	59,264	15.2
40-44	13,262	99,158	13.4	7,969	50,569	15.8	5,293	48,590	10.9
45-49	8,557	78,178	10.9	5,447	39,176	13.9	3,110	39,002	8.0
50-54	4,641	59,421	7.8	3,082	29,628	10.4	1,559	29,793	5.2
55-59	2,455	43,447	5.7	1,873	20,072	9.3	581	23,375	2.5
60-64	456	22,302	2.0	239	10,141	2.4	217	12,161	1.8
65+	278	41,338	0.7	197	18,645	1.1	81	22,693	0.4
Total	**179,292**	**905,034**	**19.8**	**96,540**	**458,048**	**21.1**	**82,752**	**446,986**	**18.5**

ANNEX B: TABLES FOR YOUTH AGED 15-24 YEARS

Table B.1: Economic activity of youth aged 15 to 24 years by sex and area

	Namibia			Urban			Rural		
Age groups	Both Sexes	% Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
All youth									
15 - 19	238,928		118,994	119,934	93,739	44,282	49,457	145,189	74,712	70,477
20 - 24	238,148		116,964	121,184	110,408	50,562	59,846	127,740	66,402	61,338
Total	477,076		235,958	241,118	204,147	94,844	109,303	272,929	141,114	131,815
Employed		**%**								
15 - 19	15,706		9,288	6,418	4,512	2,034	2,478	11,194	7,255	3,940
20 - 24	71,073		38,059	33,013	31,261	15,292	15,969	39,811	22,767	17,044
Total	86,779		47,348	39,431	35,773	17,326	18,447	51,006	30,022	20,984
Unemployed										
15 - 19	35,921		17,597	18,324	15,589	6,930	8,659	20,332	10,667	9,665
20 - 24	94,081		43,649	50,432	44,326	20,028	24,298	49,755	23,621	26,134
Total	130,003		61,247	68,756	59,915	26,958	32,957	70,088	34,289	35,799
Not Economically Active										
15 - 19	187,046		91,932	95,114	73,398	35,156	38,242	113,648	56,776	56,872
20 - 24	72,666		35,197	37,469	34,601	15,242	19,359	38,065	19,955	18,110
Total	259,712		127,129	132,584	107,999	50,398	57,601	151,713	76,731	74,982
Non-Response										
15 - 19	255		177	78	240	163	78	14	14	0
20 - 24	328		58	270	219	0	219	108	58	50
Total	582		235	347	460	163	297	123	72	50

Table B.2: Various labour statistics for youth aged 15 to 24 by sex and age group

	Labour Participation rate			Employment to population ratio			Unemployment rate		
Age groups	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
15 - 19	21.6	22.6	20.6	6.6	7.8	5.4	69.6	65.5	74.1
20 - 24	69.3	69.9	68.9	29.8	32.5	27.2	57.0	53.4	60.4
Total	**45.4**	**46.0**	**44.9**	**18.2**	**20.1**	**16.4**	**60.0**	**56.4**	**63.6**

Table B.3: Unemployment rate for youths aged 15 to 24 by region and sex

	Both Sexes			Male			Female		
	Unemplo-yed	Labour Force	Rate %	Unemplo-yed	Labour Force	Rate %	Unemplo-yed	Labour Force	Rate %
Namibia	**130,003**	**216,781**	**60.0**	**61,247**	**108,594**	**56.4**	**68,756**	**108,187**	**63.6**
Urban	59,915	95,688	62.6	26,958	44,283	60.9	32,957	51,405	64.1
Rural	70,088	121,093	57.9	34,289	64,311	53.3	35,799	56,782	63.0
!Karas	5,389	7,980	67.5	2,374	3,755	63.2	3,015	4,225	71.4
Erongo	7,410	14,169	52.3	3,454	7,063	48.9	3,955	7,106	55.7
Hardap	4,437	7,833	56.6	2,207	4,155	53.1	2,230	3,679	60.6
Kavango East	12,032	15,352	78.4	5,648	6,965	81.1	6,384	8,387	76.1
Kavango West	5,145	9,079	56.7	2,184	4,263	51.2	2,961	4,816	61.5
Khomas	20,260	32,150	63.0	9,077	15,260	59.5	11,183	16,889	66.2
Kunene	7,162	10,979	65.2	3,387	5,309	63.8	3,775	5,670	66.6
Ohangwena	15,019	24,726	60.7	6,232	11,732	53.1	8,786	12,994	67.6
Omaheke	4,198	7,626	55.0	1,971	4,380	45.0	2,227	3,246	68.6
Omusati	11,799	26,101	45.2	5,478	13,957	39.2	6,322	12,144	52.1
Oshana	10,057	15,585	64.5	5,049	7,623	66.2	5,008	7,962	62.9
Oshikoto	12,552	21,624	58.0	6,799	12,099	56.2	5,753	9,524	60.4
Otjozondjupa	9,449	15,387	61.4	4,759	7,984	59.6	4,690	7,402	63.4
Zambezi	5,094	8,190	62.2	2,627	4,049	64.9	2,467	4,141	59.6

Table B.4: Percentage of Economic activity status of youths aged 15 to 34 by sex and area

Age groups	Namibia			Urban			Rural		
	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
All youth									
15 - 19	27.2	27.6	26.9	19.7	19.5	19.8	36.2	36.5	35.9
20 - 24	27.2	27.1	27.2	23.2	22.3	24.0	31.8	32.5	31.2
25 - 29	24.9	24.8	25.0	29.4	29.5	29.3	19.6	19.6	19.6
30 - 34	20.7	20.5	20.9	27.7	28.6	26.8	12.4	11.4	13.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employed									
15 - 19	5.1	5.7	4.3	2.4	2.1	2.6	9.4	3.5	2.0
20 - 24	22.9	23.5	22.1	16.3	16.1	16.6	33.3	11.1	8.7
25 - 29	35.7	35.6	35.7	37.9	37.9	37.9	32.1	10.5	8.6
30 - 34	36.4	35.1	37.8	43.4	43.9	42.9	25.2	7.3	7.7
Total	100	100	100	100	100	100	100	32.5	27.0
Unemployed									
15 - 19	13.5	14.1	13.0	10.4	9.8	10.8	17.6	19.5	16.0
20 - 24	35.4	34.9	35.9	29.5	28.4	30.4	43.2	43.2	43.1

25 - 29	30.6	30.3	30.8	34.2	34.5	34.0	25.8	24.9	26.6
30 - 34	20.5	20.8	20.3	26.0	27.3	24.8	13.4	12.4	14.3
Total	100	100	100	100	100	100	100	100	100
Not Economically Active									
15 - 19	62.7	64.4	61.1	55.4	58.8	52.6	68.5	68.4	68.6
20 - 24	24.4	24.6	24.1	26.1	25.5	26.6	22.9	24.0	21.8
25 - 29	8.7	7.7	9.6	11.8	10.4	12.9	6.2	5.7	6.7
30 - 34	4.3	3.3	5.2	6.7	5.4	7.9	2.4	1.8	2.9
Total	100	100	100	100	100	100	100	100	100

ANNEX C: QUESTIONNAIRE

ANNEX D: 2016 SAMPLING TECHNICAL REPORT



SURVEYS AND FIELD OPERATIONS

NAMIBIA LABOUR FORCE SURVEY 2018

SAMPLING TECHNICAL REPORT

Enquiries:
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February 2019

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1. Introduction

This report describes the methods used in conducting the Labour Force Survey (LFS 2018) focusing on the technical aspects of the survey methodology. The report also provides an assessment of the quality of data collected during the survey as well as the quality of the survey estimates.

1.1. Background to the LFS 2018

Namibia Statistics Agency (NSA) has undertaken four Labour Force Surveys since 2012 as per the Cabinet directives. These surveys have generated diverse demographic and socio-economic information at grassroots level that has guided the formulation of policies and interventions aimed at monitoring the market related labour force indicators.

The 2018 LFS is the second LFS where the data was collected using Computer Assisted Personal Interview (CAPI) using tablets and technical reports were produced.

1.2. Objective of the LFS 2018

The 2018 survey was conducted with the objective of generating "timely collection and release of key socio-economic indicators for assessment of labour market conditions in Namibia." The survey covers all aspects of people's work, including the education and training needed to equip them for work, the jobs themselves, job search of those out of work, and income and benefits from work. More specifically, the survey was designed to provide detailed information on the followings:

f) Information on the size and structure of the country's work force;
g) Information on the size of the informal economy;
h) Elements for measuring the labour supply and the extent to which the available human resources are utilised in the production process of the economy;
i) Provides information on the employment situation of the country disaggregated by geographic area
j) Provides information on the situation in regional markets and on the number of persons employed in specific occupational categories;

2. The sample

2.1. Target Population

The target population for the LFS 2018 is the non-institutional population residing in private households in the country. The institutional population are out of scope for LFS 2018. Therefore, people who are residing in hospitals, hostels, old age homes, orphanage homes, police barracks, military barracks and prisons etc. were ineligible for LFS 2018. However, private households within institutional settings such as teachers' houses, hospital matrons in schools and health centres'

premises were covered. The survey was designed to provide direct estimates of labour, demographic and socio-economic indicators at national, national urban, national rural and regional levels. The regions are the lowest reporting domains for LFS 2018.

2.2. The Sampling Frame

National sampling frame is a list of small geographical areas called Primary Sampling Units (PSU). They were created using the enumeration areas (EA) of the 2011 Population and Housing Census. The measure of size in the frame is the number of households within the PSU. There were a total of 6564 PSUs in Namibia. The frame units were stratified first by region, and then by urban/rural areas within each region.

2.3. The sample design

The LFS 2018 uses the National Sampling Frame that has been developed as a general-purpose household survey frame that can be used by all other NSA household-based surveys. The LFS 2018 data collection was based on the 2017 updated National Sampling Frame. This National Sampling Frame is based on information collected during the 2011 Census conducted by NSA. The Census EAs, together with the auxiliary information (e.g. Constituency name, EA type, EA formality) for the EAs, were used as the frame units or building blocks for the formation of primary sampling units (PSUs) for the National Sampling Frame, since they covered the entire country and had other information that is crucial for stratification and creation of PSUs.

The sample design for the LFS 2018 is a stratified two-stage cluster sample design with probability proportional to size (PPS) sampling of primary sampling units (PSUs) at the first stage, and sampling of households within the sampled PSUs at the second stage. Sample sizes were determined to give reliable estimates of the population characteristics at the regional level (i.e. lowest domain of estimation). A total of 10296 households constituted the sample for all 14 regions from 572 PSUs. Power allocation procedures were adopted to distribute the sample across the regions so that the smaller regions will get adequate samples.

2.3.1. Selection of PSUs

The sample of 572 PSUs was selected in the first stage using the Probability Proportional to Size (PPS) sampling procedure together with systematic sampling.

2.3.2. Selection of segments

The PSUs which were found to be larger in terms of the number of households during listing, were then divided into manageable sizes of segments of which one segment was selected using PPS approach. Listing was then done in the selected segment. The following regions had PSUs segmented due to high population growth in those PSUs. These are Karas (1 PSU), Hardap (1 PSU), Erongo (1 PSU),

Kavango East (2 PSUs), Khomas (2 PSUs), Kunene (5 PSUs), Omusati (2 PSUs), Zambezi (4 PSUs) and Otjozondjupa (1 PSU).

2.3.3. Selection of Households

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

Once the listing of households in the PSU is completed, the 18 households were randomly selected from those listed using a Systematic Sampling procedure. The sampling algorithm was incorporated into the CAPI application.

2.3.4. The 2018 LFS Sample distribution

The final sample for the LFS 2018 was 10 296 households sampled from a total of 572 PSUs nationwide. Eighteen households (18) were sampled per PSU. The sample distribution by national urban/rural and region is given in Table 1.

Table D.1: The sample distribution by area

Region	Sample PSUs			Sample households		
	Urban	**Rural**	**Total**	**Urban**	**Rural**	**Total**
Namibia	**264**	**308**	**572**	**4 752**	**5 544**	**10 296**
!Karas	17	14	31	306	252	558
Erongo	39	6	45	702	108	810
Hardap	21	13	34	378	234	612
Kavango East	29	18	47	522	324	846
Kavango West	4	29	33	72	522	594
Khomas	59	4	63	1 062	72	1 134
Kunene	12	25	37	216	450	666
Ohangwena	6	38	44	108	684	792
Omaheke	13	20	33	234	360	594
Omusati	4	42	46	72	756	828
Oshana	22	19	41	396	342	738
Oshikoto	7	39	46	126	702	828
Otjozondjupa	21	17	38	378	306	684
Zambezi	10	24	34	180	432	612

3. Sample Realization

After data collection and structural editing process, the household file and person file were made available for the calculation of weights. Prior to weighting it is important to verify the number of households and PSUs received against the actual sample. This will allow each sample to be accounted for during the weighting process. The household file received had 9728 records which was used for the calculation of the design weight and the individual file had 40 993 records used for the calibration.

3.1. The response rate

The response rate is defined as the proportion (expressed in percentage) of the households which have responded to the survey questionnaires out of the total expected households in the survey. When the household sample was implemented it was not possible to interview some of the households due to refusals or non-contacts etc., therefore, such households were not substituted or replaced. The response rate (RR) is given by;

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

After data processing, 9 728 of 10 296 sampled households were successfully interviewed, resulting in 94.5 percent response rate which is quite satisfactory. Omusati region recorded the highest response rate (98.7%) followed by Ohangwena region with 97.7%. The lowest response rates were observed in Hardap (91.5%), Erongo (90.4%) and Kunene (89.0%) regions. The rural response rate (95.2%) is higher than the national (94.5%) response rate.

Table D.2: Response rate by area

Region	Sampled Households	Responding Households	Response rate
Namibia	**10 296**	**9 728**	**94.5**
Urban	4 752	4 449	93.6
Rural	5 544	5 279	95.2
!Karas	558	524	93.9
Erongo	810	732	90.4
Hardap	612	560	91.5
Kavango East	846	823	97.3
Kavango West	594	571	96.1
Khomas	1 134	1 063	93.7
Kunene	666	593	89.0
Ohangwena	792	774	97.7
Omaheke	594	553	93.1
Omusati	828	817	98.7
Oshana	738	719	97.4
Oshikoto	828	792	95.7
Otjozondjupa	684	639	93.4
Zambezi	612	568	92.8

4. The sample weight

Weighting is a process of accounting for the selection probabilities and non-response in a sample survey. The inverse of these selection probabilities adjusted for non-response is called the design (base) weight. Given the population projections from the Population and Housing Censuses and Demographic Surveys Division, weight adjustment of the design weight could be performed so that the survey estimates could conform to the projection totals. Due to the limitations of post stratified weight adjustment in controlling a large number of cells at different levels a complex procedure known as calibration was applied.

4.1. The design/base weight

Population figures were estimated by raising sample figures using design weights. Design 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 household listing.

The first stage probability of selection p_1 is given by;

$$p_1 = \frac{M_{hi} * n_h}{M_h} \tag{2}$$

where;
$M_{hi} =$ Number of households in PSU (i) in stratum h (PSU size)
$M_h =$ Total number of households in stratum h (stratum size)
$n_h =$ Number of PSUs selected from the stratum h

The second stage probability of selection p_2 is given by;

$$p_2 = \frac{m_{hi}}{M'_{hi}} \tag{3}$$

Where;
$m_{hi} =$ Number of households in the sample from PSU (i) in stratum h

M'_{hi} = Number of households in PSU (i) in stratum h according to survey listing

Therefore, the Inverse Sampling Rate (ISR) which is the design weights becomes;

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

4.2. The design weight adjustment

4.2.1. Adjustment for Segmented PSU

For the PSUs that were segmented, additional probability of selection was introduced. Let t be the number of households in the selected segment and T be the total number of households in a segmented PSU, then (2) i.e. Equation 2 above can be adjusted to account for segments selection to be;

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

4.2.2. Adjustment for Household Non-response

Unit non-response can be accounted for during surveys. An adjustment is usually made to the design weight on the assumption that the characteristics of the responding units are similar to those of the non-responding units. Generally, the non-response adjustment factor is defined as a ratio of the expected units in the sample to the responding units. The household non-response was done for the LFS 2018 by getting the probability of selecting the households (p_2) using the responding households. Therefore, m_{hi} in (3) was replaced by the number of responding households within each PSU and (3) becomes;

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

where;

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

Therefore, the design weights is given by (5) and (6) as;

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

4.3. Calibration

The adjusted base weights were calibrated such that the aggregate totals matched with the independently derived (by the NSA Population and Housing Censuses and Demographic Surveys Division) population estimates for geographic area type, age and sex at national and regional levels. Calibration is generally applied as final step in the development of the survey weights at the person level. Calibration macro that was used is called **ReGenesees**[2] and it is implemented in R Software. ReGenesees (R Evolved Generalized Software for Sampling Estimates and Errors in Surveys) is a full-fledged R software for design-based and model-assisted analysis of complex sample surveys.

4.3.1. Preparation of data file

Before the calibration procedure can be applied, the required datasets need to be provided and setup in the required format to be read into the calibration macro. In addition, the Population and Housing Censuses and Demographic Surveys Division provided a set of population projections at national and regional levels which were used to derive the control totals for calibration within required cells at national and regional levels.

There was a set of control totals that was prepared and used in the calibration of the design weights:

- National Urban/Rural and Regional levels: Totals are defined by the cross-classification of Urban/Rural, age and Sex. Urban/ rural is defined into two group of Urban (1) and Rural (2); Regional level is defined into 14 regions (!Karas, Erongo, Hardap, Kavango East, Kavango West, Khomas, Kunene, Ohangwena, Omaheke, Omusati, Oshana, Oshikoto, Otjozondjupa, Zambezi. Age is classified into the 14 five-year age groups of 0-4, 5-9, 10-14, 15-19, 18-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, and 65+. Sex is categorized into two groups of females (1) and males (2). The cross-classification resulted in 420 calibration cells at the national urban/rural and regional levels simultaneously.

4.4. Final weights

The final survey weights were constructed by calibrating the non-response-adjusted design weights to the known population estimates as control totals. The final weights for the person level (W_p) is

[2] ReGenesees macro developed by the Italian National Institute of Statistics for the calibration process.

defined as the product of the design weight (ISR^{adj}) and the person level calibration factor (*calib_factor*) calculated during the calibration process. A variable called *Calib_Weight* is the final weights used for the LFS 2018 analysis of individual level data.

$$W_p = ISR^{adj} * Calib_factor \tag{8}$$

For the household and individual level data, the final weight is just the Calibrated weight,

$$W_h = ISR^{adj} \tag{9}$$

The LFS 2018 sample was calibrated using the population estimates of 2018. The final weights were benchmarked to the known population estimates of 5-year age groups by population group and by sex at national level, urban/rural and regional levels. The calibrated weights were constructed such that all persons in a household would have the same final weight.

5. Estimation

The final survey weights are used to obtain the estimates for various domains of interest, e.g. number of persons employed in Agriculture sector, youth unemployment, number of females employed in Manufacturing sector, employed persons by occupation etc. The most common measure of quality of the survey estimates that is reported from sample surveys is the level of precision of the estimates. The quality indicators are meant to ascertain the analysts about the level of precision of the estimates at different analysis of domains. The statistical precision of the survey estimates is expressed using different types of statistics such as Standard Errors (SE), the Coefficient of Variation (CV) and the Confidence Interval (CI). These are used to indicate the level of precision the survey estimates in estimating the population values. There are number of factors that can affect the precision of the survey estimates namely the size of the sample relative to the population size, the sample design and how the variability of the characteristics of interest in the population.

5.1. Data Quality Indicators

As mentioned earlier, the quality indicators are meant to ascertain the data users about the level of precision of the estimates at different analysis of domains. The following measures of precision was calculated for LFS 2018 key indicators.

(a) Coefficient of Variation (CV)

It is more useful in many situations to assess the size of the standard error relative to the magnitude of the characteristic being measured. The coefficient of variation provides such a measure and is defined as the ratio of the standard error of the survey estimate to the magnitude of the estimate expressed as a percentage. The Coefficients of Variation of the sample statistic, is given by;

$$CV(b) = \frac{s\hat{e}(b)}{b} \tag{10}$$

The Coefficient of Variation is based on the Standard Error (SE), which is a function of the sample variation and sample size. The standard error is the standard deviation of the statistic which measures the variability in the estimates around the expected value. The standard error given in this report were estimated using the Taylor Series Linearization method in Stata 13.1 program.

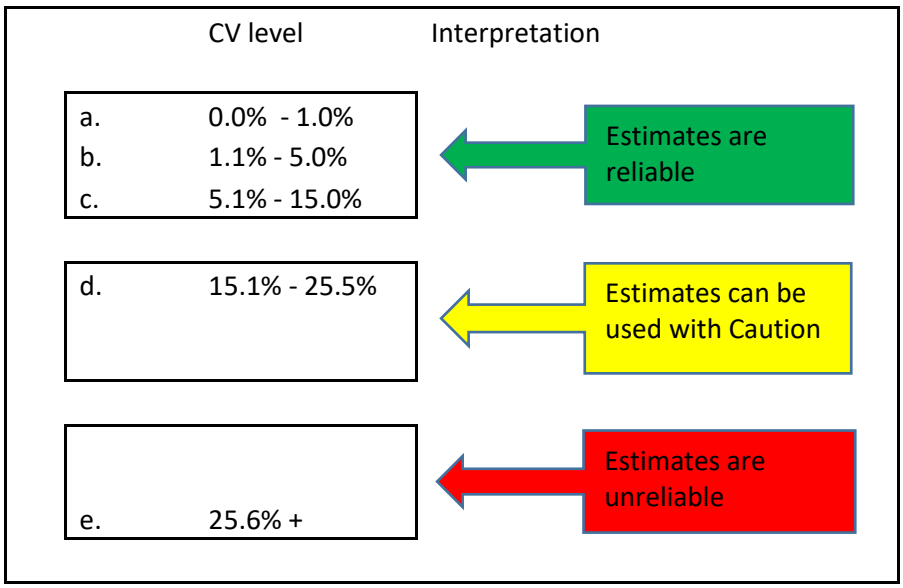


Figure D.1: Level of the Coefficient of Variation for the survey estimates

(b) Standard Error

The standard error of a survey estimate is defined as the square root of the variance of the estimate. The estimate of an arbitrary population parameter θ have been denoted by $\hat{\theta}$, and the corresponding variance estimate by $v(\hat{\theta})$. The standard error of the estimate $\hat{\theta}$ is then given by:

$$se(\hat{\theta}) = \sqrt{v(\hat{\theta})}. \tag{12}$$

The standard error is easier to interpret since it provides an indication of sampling error using the same scale as the estimate whereas the variance is based on squared differences. The standard error can be used to express the precision of an estimate by computing the coefficient of variance or the 95 percent confidence interval of the estimate.

(c) Confidence Interval

The 95 percent confidence interval is the interval such that there is a 95 percent probability that the unknown population parameter θ would be within the interval. The interval within which a population parameter is likely to be found, determined by sample data and a chosen level of significance ($1 - \alpha$ [α refers to the level of significance]). Assuming a large sample size, the 95% Confidence Interval for the sample statistic b is expressed as;

$$CI(b) = b \pm (1.96 \times s\hat{e}(b) \quad (113)$$

The confidence interval gives a range where the population parameter lies. A wider confidence interval implies that there is too much variability in the statistic to estimates the population parameter while a narrower interval indicates less variability.

(d) P-value of an estimate of change

The p-value corresponding to an estimate of change is the probability of observing a value larger than the particular observed value under the hypothesis that there is no real change. If p-value<0.01, the difference is highly significant; if p-value is between 0.01 and 0.05, the difference is significant; and if p-value >0.05, the difference is not significant.

The following variables were looked at for the LFS 2018 with their measure of precision:

a) Unemployment rate

Table 3 below looks at the measures of precision achieved at national and regional levels for the unemployment rate. The estimates are well within the thresholds (less than 15% CV) defined in Figure 1 above and therefore the estimates are reliable at all domains of estimation.

Table D.3: Estimates of Unemployment rate by area with measures of precision

Area	Estimates	Standard error	95% confidence interval		Design Effect	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Unweighted	Weighted	
	%	%	%	%				%

Namibia	33.4	0.7	32.1	34.8	3.7	17 310	1 090 153	2.1
Urban	33.4	0.9	31.6	35.2	3.6	8 276	623 831	2.7
Rural	33.5	1.1	31.4	35.7	3.9	9 034	466 322	3.3
!Karas	32.2	3.0	26.6	38.4	3.0	929	45 585	9.3
Erongo	29.7	2.1	25.8	33.9	3.6	1 235	112 800	6.9
Hardap	34.5	2.4	29.9	39.4	1.7	946	40 769	7.0
Kavango East	48.2	1.6	45.0	51.4	1.0	1 620	56 799	3.4
Kavango West	33.0	2.8	27.8	38.7	1.7	1 163	31 459	8.4
Khomas	31.5	1.7	28.2	34.9	5.2	2 004	241 321	5.4
Kunene	41.6	3.0	35.9	47.5	2.5	909	42 549	7.1
Ohangwena	33.3	2.1	29.3	37.6	3.0	1 401	91 955	6.4
Omaheke	38.7	4.1	31.0	47.1	3.8	919	33 571	10.7
Omusati	24.0	1.7	20.8	27.5	2.6	1 381	101 786	7.1
Oshana	32.5	2.2	28.4	36.9	3.1	1 366	90 757	6.7
Oshikoto	36.2	2.3	31.9	40.7	3.0	1,371	84 719	6.2
Otjozondjupa	36.1	4.4	27.9	45.1	10.0	1 207	74 481	12.2
Zambezi	37.7	2.2	33.4	42.2	1.4	859	41 600	5.9

b) Unemployment rate by sex

Table 4 below shows the Unemployment rate by sex at national level. The estimates fall well within the Coefficient of Variation (CV) reliability thresholds.

Table D.4: Estimates of Unemployment rate by sex with the measures of precision

Area	Estimates	Standard error	95% confidence interval		Design Effect	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Unweighted	Weighted	
	%	%	%	%				%
Female	34.3	0.8	32.8	36.0	2.7	9 118	554 741	2.4
Male	32.5	0.9	30.7	34.3	3.2	8 192	535 412	2.9

c) Labour Force Participation rate

Table 5 below shows at the measures of precision achieved at national and regional levels for the labour force participation rate. The Coefficient of Variation for the estimates are well within the thresholds defined in Figure 1 above and therefore the estimates are reliable at all domains of estimation.

Table D.5: Estimates of the labour Force participation rate by area with measures of precision

Area	Estimates	Standard error	95% confidence interval		Design Effect	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Unweighted	Weighted	
	%	%	%	%				%

Namibia	71.2	0.6	70.0	72.3	4.30	24 753	1 531 967	0.84
Urban	75.4	0.9	73.6	77.0	5.28	11 607	827 889	1.14
Rural	66.2	0.8	64.7	67.7	3.08	13 146	704 078	1.17
!Karas	74.0	2.6	68.6	78.7	3.44	1 296	61 636	3.49
Erongo	80.9	2.0	76.6	84.5	5.80	1 576	139 472	2.47
Hardap	67.4	2.4	62.5	72.0	2.62	1 396	60 451	3.60
Kavango East	63.5	2.5	58.5	68.3	3.91	2 530	89 391	3.94
Kavango West	65.3	1.7	61.8	68.6	1.03	1 716	48 187	2.66
Khomas	76.8	1.5	73.6	79.7	6.83	2 739	314 224	2.02
Kunene	71.5	2.1	67.3	75.4	2.03	1 305	59 474	2.90
Ohangwena	62.2	1.5	59.2	65.1	2.27	2 168	147 906	2.40
Omaheke	73.4	1.9	69.5	76.9	1.35	1 230	45 756	2.57
Omusati	65.9	1.8	62.4	69.3	3.44	2 045	154 450	2.67
Oshana	71.4	1.6	68.2	74.4	2.54	1 894	127 139	2.23
Oshikoto	68.6	2.4	63.6	73.1	5.51	2 021	123 575	3.56
Otjozondjupa	76.1	2.0	72.0	79.8	3.37	1 580	97 873	2.59
Zambezi	66.6	2.9	60.7	72.1	3.84	1 257	62 433	4.37

d) Absorption rate

Table 6 below looks at the measures of precision achieved at national and regional levels for the labour absorption rate. The estimates are well within the thresholds defined in Figure 1 above and therefore the estimates are reliable at most domains of estimation.

Table D.6: The Estimates of Absorption rate by area with the measures of precision

Area	Estimates	Standard error	95% confidence interval		Design Effect	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Unweighted	Weighted	
	%	%	%	%				%
Namibia	47.4	0.6	46.1	48.6	4.1	24 753	1 531 967	1.4
Urban	50.2	0.9	48.5	51.9	3.9	11 607	827 889	1.7
Rural	44.1	0.9	42.2	45.9	4.1	13 146	704 078	2.2
!Karas	50.1	2.9	44.4	55.9	3.4	1 296	61 636	5.8
Erongo	56.9	1.7	53.6	60.1	2.5	1 576	139 472	2.9
Hardap	44.2	2.2	39.9	48.5	1.9	1 396	60 451	5.0
Kavango East	32.9	1.4	30.3	35.6	1.2	2 530	89 391	4.1
Kavango West	43.7	2.4	39.1	48.4	1.8	1 716	48 187	5.4
Khomas	52.6	1.7	49.3	56.0	5.9	2 739	314 224	3.2
Kunene	41.8	2.5	37.0	46.7	2.4	1 305	59 474	5.9
Ohangwena	41.4	1.7	38.1	44.9	3.0	2 168	147 906	4.2
Omaheke	45.0	3.6	38.1	52.0	3.8	1 230	45 756	7.9
Omusati	50.1	2.0	46.2	54.0	3.9	2 045	154 450	3.9
Oshana	48.2	2.0	44.2	52.2	3.4	1 894	127 139	4.3
Oshikoto	43.8	2.5	38.9	48.8	5.1	2 021	123 575	5.8
Otjozondjupa	48.7	3.6	41.7	55.6	8.0	1 580	97 873	7.3

Zambezi	41.5	2.5	36.7	46.5	2.6	1 257	62 433	6.1

e) Total Employed

Table 7 below looks at the measures of precision achieved at national and regional level for the total number of people employed. The estimates are within the thresholds defined in Figure 1 above and therefore the estimates are reliable at all domains of estimation.

Table D.7: The estimated total number of employed people by area with measure of precision

Area	Estimates	Standard error	95% confidence interval		Design Effect	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Unweighted	Weighted	
								%
Namibia	725742	14132	697983	753501	6.7	11455	725,742	1.9
Urban	415588	11710	392587	438590	6.8	5329	415588	2.8
Rural	310154	7951	294535	325772	4.0	6126	310154	2.6
!Karas	30899	2777	25445	36354	4.3	628	30899	9.0
Erongo	79326	4533	70422	88229	4.5	878	79326	5.7
Hardap	26708	2331	22129	31287	3.5	623	26708	8.7
Kavango East	29418	2064	25363	33472	2.5	881	29418	7.0
Kavango West	21064	1464	18188	23939	1.7	798	21064	6.9
Khomas	165385	8372	148939	181830	7.7	1379	165384	5.1
Kunene	24846	2003	20911	28782	2.8	547	24846	8.1
Ohangwena	61303	3345	54733	67874	3.2	967	61303	5.5
Omaheke	20575	2258	16140	25011	4.2	560	20575	11.0
Omusati	77375	4312	68904	85846	4.2	1050	77375	5.6
Oshana	61223	3611	54130	68315	3.7	933	61223	5.9
Oshikoto	54078	4445	45346	62811	6.3	879	54078	8.2
Otjozondjupa	47616	3833	40086	55146	5.3	790	47616	8.1
Zambezi	25925	1769	22450	29400	2.1	542	25925	6.8

f) Total Unemployed

The Table 8 below indicates the Coefficient of Variation for Total number of people unemployed. As it can be seen from the table, estimates for! Karas (15.6) and Otjozondjupa (18.0) fall relatively on the use with caution thresholds for the Coefficient of Variation (as defined in Figure 1 above), while estimates for the rest of regions fall in the reliable thresholds.

Table D.8: The estimated number of people unemployed by area with Measure of precision

Area	Estimates	Standard error	95% confidence interval		Design Effect	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Unweighted	Weighted	
								%
Namibia	364411	11679	341469	387354	0.0	5855	364411	3.2
Urban	208243	9161	190248	226238	15.1	2947	208243	4.4
Rural	156168	7272	141882	170454	9.5	2908	156168	4.7
!Karas	14685	2298	10172	19199	6.0	301	14685	15.6
Erongo	33474	3527	26546	40402	6.6	357	33474	10.5
Hardap	14060	1647	10825	17296	3.2	323	14060	11.7
Kavango East	27382	2451	22567	32197	3.8	739	27382	9.0
Kavango West	10396	1158	8120	12671	2.1	365	10396	11.1
Khomas	75936	6695	62786	89087	12.0	625	75936	8.8
Kunene	17703	2226	13330	22076	4.7	362	17703	12.6
Ohangwen	30652	3216	24334	36969	5.9	434	30652	10.5
Omaheke	12995	1864	9334	16656	4.5	359	12995	14.3
Omusati	24411	1988	20505	28317	2.8	331	24411	8.1
Oshana	29535	2892	23853	35217	5.0	433	29535	9.8
Oshikoto	30641	2722	25294	35988	4.2	492	30641	8.9
Otjozondjupa	26865	4829	17380	36351	15.1	417	26865	18.0
Zambezi	15675	1411	12904	18446	2.1	317	15675	9.0

g) Total employed by occupation

Table 9 below looks at the measures of precision achieved at national and regional level for the total number of employed persons by occupation. The estimates are within the thresholds defined in Figure 1 above and therefore the estimates are reliable at all domains of estimation.

Table D.9: The estimated total number of employed persons by occupation with measures of precision

Occupation (ISCO-88)	Estimates	Standard error	95% confidence interval		Design Effect	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Unweighted	Weighted	
								%
Legislators, senior officials and managers	11825	1628	8627	15023	3.8	150	11825	13.8
Professionals	53032	3471	46213	59851	3.9	798	53032	6.5
Technicians and associate professionals	38002	2479	33132	42873	2.8	524	38002	6.5
Clerks	39130	2545	34131	44129	2.9	523	39130	6.5
Service workers and shop and market sales workers	105774	4743	96456	115091	3.8	1,519	105774	4.5
Skilled agricultural and fishery workers	110664	4652	101526	119802	3.5	2,172	110664	4.2
Craft and related trades workers	90432	3899	82773	98092	3.0	1,295	90432	4.3
Plant and machine operators and assemblers	33544	2558	28519	38570	3.4	432	33544	7.6
Elementary occupations	211246	7787	195950	226543	5.3	3,614	211246	3.7
Armed forces	9475	1253	7015	11936	2.8	126	9475	13.2
Not elsewhere classified	22617	2053	18583	26651	3.2	302	22617	9.1

h) Total employed persons by industry

Table 10 below shows at the measures of precision achieved at national and regional levels for the estimated number of employed persons by industry. The Coefficient of Variation for the estimates for most industries are well within the thresholds defined in Figure 1 and therefore the estimates are reliable at all domains of estimation. The measures of precision for Electricity & related industries (19.4), Water supply & related industries (17.0), Information & communication (16.9) and Arts, entertainment & recreation (16.7) should be used with caution while the estimates for Real estate

activities (30.2), Extraterritorial organization & bodies (35.0) and Not recorded (70.9) are not reliable at all.

Table D.10: The estimated number of employed persons by industry with measures of precision

Area	Estimates	Standard error	95% confidence interval		Design Effect	Observation		Coefficient of variation
			Lower confidence limit	Upper Confidence Limit		Unweighted	Weighted	
								%
Agriculture forestry & fishing	167242	6406	154659	179826	4.5	3426	167242	3.8
Mining and quarrying	12087	1805	8541	15632	4.6	161	12087	14.9
Manufacturing	45057	2886	39389	50726	3.2	566	45057	6.4
Electricity & related industries	3278	635	2031	4525	2.1	42	3278	19.4
Water supply & related industries	4095	698	2724	5466	2.0	63	4095	17.0
Construction	45057	2640	39871	50243	2.7	649	45057	5.9
Wholesale and retail trade	80852	4423	72164	89540	4.3	1143	80852	5.5
Transport and storage	24710	1916	20946	28474	2.5	301	24710	7.8
Accommodation & food service activities	83056	4893	73445	92668	5.1	1176	83056	5.9
Information & communication	7141	1206	4771	9511	3.5	125	7141	16.9
Financial and insurance activities	13861	1886	10156	17566	4.4	155	13861	13.6
Real estate activities	1050	317	428	1673	1.6	14	1050	30.2
Professional, scientific and technical activities	8648	1166	6358	10939	2.7	108	8648	13.5
Administrative & support service activities	29951	2078	25870	34032	2.5	399	29951	6.9
Public administration, defense, compulsory social security	34174	2892	28492	39855	4.2	505	34174	8.5
Education	46923	2876	41273	52573	3.1	762	46923	6.1
Human health & social work activities	19527	1557	16469	22585	2.1	296	19527	8.0

Arts, entertainment & recreation	4910	819	3302	6519	2.3	59	4910	16.7
Other services activities	20865	1684	17557	24173	2.3	319	20865	8.1
Private households	72185	4014	64300	80070	3.9	1166	72185	5.6
Extraterritorial organization & bodies	1035	362	325	1746	2.1	18	1035	35.0
Not recorded	37	26	-14	88	0.3	2	37	70.9

i) P-value of an estimate of change

The difference in the population proportion for the unemployment rate between 2016 and 2018 including the p-value for the significance test has been calculated at a 5% level to determine the level of significance**.** The p-value for the difference between the two unemployment rates is 0.2187 which is higher than 0.05 and this indicates that the results are statistically not significant. Table 11 below indicates the p-value for the difference in the unemployment rate between 2018 and 2016.

Table D.11: The difference in the population proportion for the unemployment rate including the p-value for the significance test

	% Change	95% CI of the Difference	Z-Score	P-value	Comment
2016-2018	-0.6	(-0.016 ; 0.004)	-1.2308	P>0.05	Not statistically significant

It can be concluded that the percentage change increase between 2016 and 2018 on the unemployment rate is statistically not significant.

5.2. Cautionary note

The analysis given in this Section (5) shows that the survey estimates for the key indicators at national and urban/rural levels are very much reliable. At regional level however, there are some variables where caution needs to be exercised when interpreting the survey estimates, due to the relatively higher Coefficient of Variation (see Table 8 and Table 10 above). In addition, when cross tabulating these variable (especially the total unemployed, number of employed persons by industry) with other analysis variables the cell sizes could become relatively smaller and the estimates might not be reliable to be used.