

Informal employment in Namibia 2008

by Debbie Budlender

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Preface

The development of statistics on informal employment helps to improve labour statistics and national accounts. Informal employment plays an important role for job creation, income generation and poverty reduction in many countries, especially developing and transition countries. Statistics on informal employment are needed as an evidence-based tool for research and policy-making. They enhance the visibility of the many workers in the informal economy and of their contributions to economic and social development.

The purpose of the present paper is to disseminate an analysis of data on informal employment, which were collected as part of the Namibia Labour Force Survey (LFS) 2008. The Namibia LFS is conducted about every three years by the Ministry of Labour and Social Welfare in cooperation with the Central Bureau of Statistics. The Namibia LFS 2008 was the first survey in the country to collect comprehensive data on informal employment.

This Working Paper was prepared by Debbie Budlender (ILO Consultant, South Africa). The definition of informal employment used for processing of the Namibia LFS 2008 data, as well as the tabulation plan established as basis for the analysis presented in this Working Paper, had been developed by Pandulene Kali (†) (Director, Labour Market Information, Ministry of Labour and Social Welfare, Namibia) and Ralf Hussmanns (Chief, Household Surveys Unit, Department of Statistics, ILO) during a mission, which the latter had undertaken to Windhoek in June 2009. Ralf Hussmanns also provided comments on the draft of this Working Paper at various stages of its preparation.

Working papers of the Department of Statistics are meant to stimulate discussion. The ILO will therefore welcome comments and suggestions concerning the contents of this paper. They should be addressed to the Department of Statistics, International Labour Office, CH-1211 Geneva 22, Switzerland, fax no. + 41 22 799 6957, e-mail: statistics@ilo.org

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Director
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February 2011

Introduction

This paper reports on analysis of data from Namibia's 2008 Labour Force Survey (LFS) so as to describe and compare informal and formal employment in the country. The paper is based on an understanding of informal employment which goes beyond the traditional concept of "informal sector".

Defining informal sector and informal employment

The concept of informal sector was developed in the 1970s. In 1993 the 15th International Conference of Labour Statisticians (ICLS) adopted a resolution that provided a standard definition of the concept and recommended how it should be operationalised in statistical data collection and analysis. The ICLS definition was subsequently included in the revised international System of National Accounts of 1993. It is thus the accepted definition from the viewpoint of both labour statistics and national accounts.

The definition is based on the characteristics of the enterprise rather than the characteristics of the persons who own or work in that enterprise. Informal sector enterprises form part of the institutional sector "households" in national accounts i.e. they are "household unincorporated enterprises". Stated differently, these enterprises are not constituted as separate legal entities and do not have accounts separate from the households to which they are linked. Employment in the informal sector is then defined to include all those who, in a given reference period, are employed in an informal sector enterprise, regardless of their conditions of work, etc. Because the informal sector includes own-account enterprises where there are no permanent employees as well as others which have permanent employees, employment in the informal sector encompasses a range of different statuses in employment, including own-account worker, employer, employee and unpaid family worker.

For statistical purposes, the ICLS resolution offered several different ways of operationalising the concept of informal sector. For the most part countries use either the size of the household unincorporated enterprise in terms of number of employees or its non-registration with national authorities. As will be seen below, Namibia includes a question in the LFS that avoids the need for such proxies. The analysis below includes some cross-tabulations that show how this direct question compares with the answers to possible proxy measures. In line with the international standards, some countries restrict the definition to non-agricultural activities, but that restriction is not applied in this paper.

In the early 2003 the ICLS, in recognition of the fact that the informal sector concept did not encompass all forms of informalisation, adopted guidelines for a statistical definition of informal employment. This definition goes beyond the nature of the enterprise to examine the characteristics of the worker or, more precisely, his or her job. Thus employees are considered to have informal jobs if, whether in law or practice, the employment relationship is not subject to standard labour legislation, income taxation, social protection or entitlement to the employment benefits specified in a national definition. This definition means that informal employment can be found in formal and informal sector enterprises, and in both public and private sectors, as well as in households employing paid domestic workers.

With this understanding of informal employment for employees, informal employment as a whole includes:

- Own-account workers and employers who have their own informal sector enterprises

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- Contributing family workers, irrespective of whether they work in formal or informal sector enterprises
 - Employees who have informal jobs in formal sector enterprises or informal sector enterprises or as paid domestic workers employed by households
 - Members of informal producers' cooperatives
 - Persons engaged in own-account production of goods exclusively for own final use by their household, if considered to be employed persons.

For the purposes of this paper, informal employment is defined in terms of the main job of each respondent to the LFS. It therefore provides an under-estimation of informal employment to the extent that some individuals have more than one job, and the secondary job could well be informal. However, as seen below, relatively few individuals in Namibia report multiple jobs.

Employers and own-account workers are considered to be in informal employment if their enterprise is not registered as a company and does not have detailed formal accounts. The questions related to these characteristics are straightforward. Thus question I1 asks: "Is your business/enterprise registered as a company?"; question I3 asks: Does your business keep accounts?"; and question I4 asks "What type of accounts are kept for this business?", with the first option being "Detailed formal accounts". These questions are used to filter out the formal sector for all those who have stated that in their main job they work as a subsistence/communal farmer with or without paid employees, an "other employer", or an own-account worker without paid employees.

Employees are considered to be in informal employment if their employer does not pay social contributions on their behalf. Again, question H1 is relatively straightforward, asking: "Does your employer pay social contribution for you e.g. pension?"

Structure of the paper

The next section of this paper briefly describes the overall shape of the Namibian labour force. This is followed by a much longer section describing the characteristics of employed persons in terms of status in employment, formal and informal employment and a range of other characteristics. Two somewhat shorter sections follow, the first of which focuses on employees and the second of which describes the situation of employers and own-account workers. The paper ends with a few suggestions as to how future LFS questionnaires or implementation of the survey could provide improved data on informal employment.

The main body of the paper presents broad descriptions through graphs and simplified tables. The appendix includes the full set of detailed tables on which the broader description is based.

The overall shape of the Namibian labour force

The September LFS recorded a total of 678,680 (weighted) economically active persons aged 15 years and above, of whom a little under half (331,444) were employed. Just over half (51%) of the economically active were female, but – with a higher unemployment rate than for men – women accounted for only 44% of all employed. Similarly, persons living in rural areas accounted for 52% of the economically active, but only 37% of the employed. (To some extent

this pattern could reflect under-recording of more marginal employment where a respondent does not see such work as constituting work “for pay, profit or family gain”.)

As explained above, this report focuses on informal employment, which is understood as including employers and own account workers in the informal sector, contributing family workers as well as employees – whether employed in the formal sector, informal sector or as paid domestic workers in households – who do not enjoy secure work with social protection. The categorisation is based on status in employment in the main job, and this report as a whole thus reflects the situation in respect of main jobs. Given that 97% of all employed persons reported that they had only one job over the previous seven days, this restriction should not seriously affect the accuracy of the overall picture.

The question on employment status in the main job (E9) distinguished between the following categories:

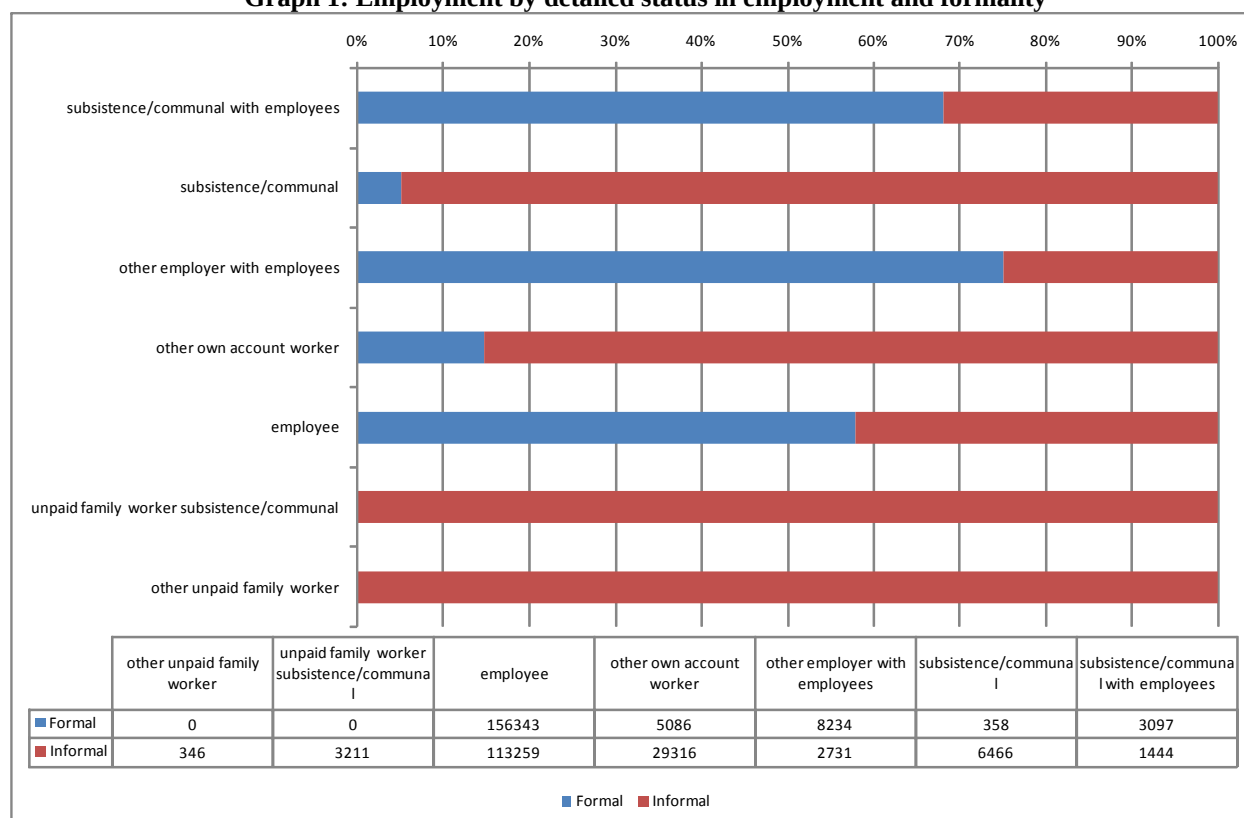
- Subsistence/communal farmer with paid employees
- Subsistence/communal farmer without paid employees
- Other employer with paid employees
- Other own-account worker without paid employees
- Employee
- Unpaid subsistence/communal family worker
- Other unpaid family worker
- Other

A total of 13 (unweighted) employed respondents categorised their status as “other”, with a further 9 not specifying status at all. These respondents were ignored in the analysis. (Similarly, for other tabulations where a small number of respondents have no response or an invalid response recorded, they are ignored in the analysis.) Of the remaining employed respondents, those placing themselves in the first four categories were classified as employers or own-account workers. Those placing themselves in the fifth and sixth categories were classified as contributing family workers.

Employers and own-account workers were classified as informal if the enterprise was not registered as a company and did not keep detailed formal accounts. Employees were classified as informal if they indicated that their employer did not pay social contributions, such as for pension, on their behalf. All contributing family workers were classified as informal.

Graph 1 shows the formal/informal distribution for each of the detailed statuses in employment. By definition, all unpaid family workers are informal. The overwhelming majority of employers and own account workers without permanent employees are informal, especially among those working in subsistence or communal agriculture. In contrast, around 70% of employers with permanent employees are formal. Among employees, less than three fifths have formal jobs.

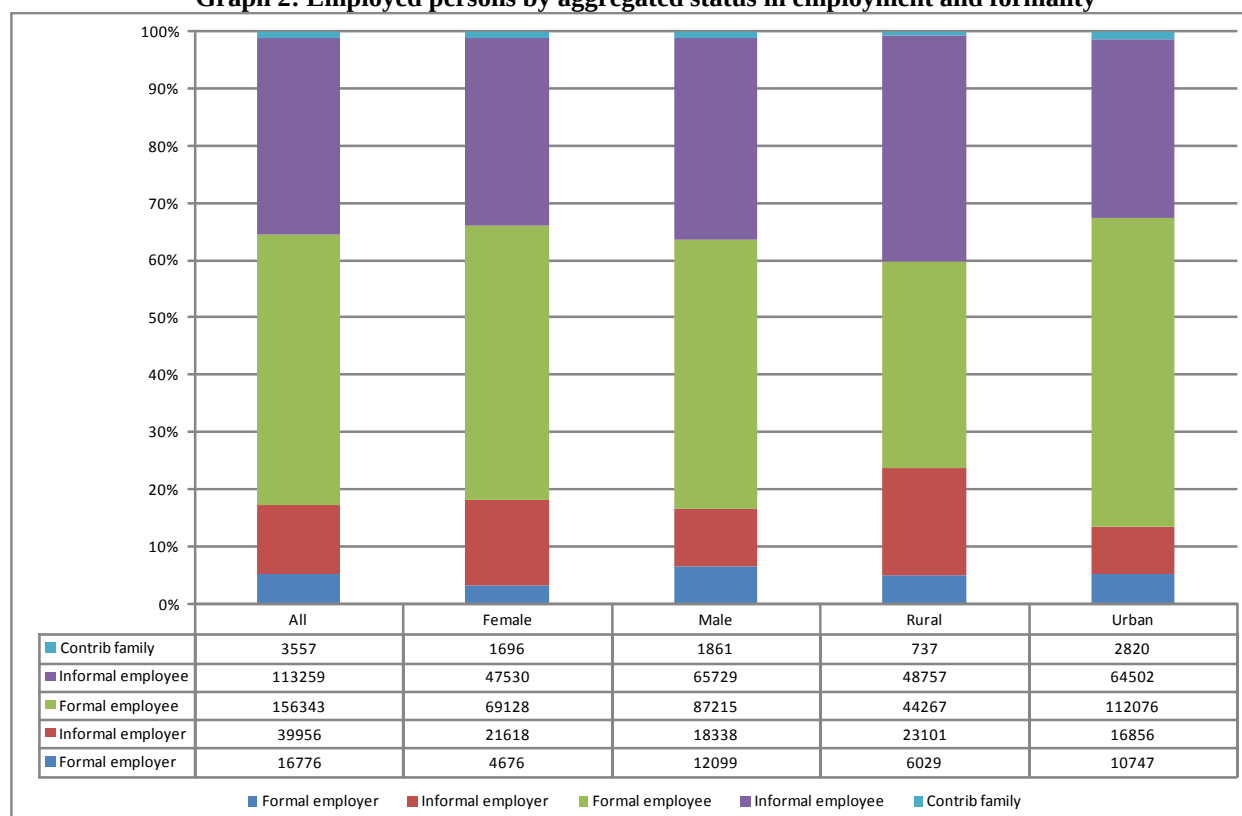
Graph 1: Employment by detailed status in employment and formality



Source: Namibia Labour Force Survey 2008

Graph 2 below gives the distribution across formal and informal employment and aggregated status in employment for all employed, male and female, and rural and urban. Overall, formal employees account for close on half (47%) of all employed persons, with informal employees accounting for another third (34%). Formal employers and own account workers account for only 5% of all employed, as against 12% informal employers and own account workers. Among employees formal workers thus outnumber informal ones while the opposite is true for employers and own account workers. (Recorded) contributing family workers account for only 1% of all employed.

Graph 2: Employed persons by aggregated status in employment and formality



Source: Namibia Labour Force Survey 2008

There is little difference between male and female in the proportion of the employed who are employees and the breakdown, within employees, between formal and informal. However among employers, 15% of all female employed are informal employers or own account workers as against only 3% with these statuses in employment who are formal. For males, in contrast, the comparable percentages are 10% and 7%.

In terms of location, 76% of rural employed persons are employees, as against 85% in urban areas. Further, more than half of the rural employees are informal while among urban employees a clear majority are formal. In both rural and urban areas, 5% of all employed persons are formal employers or own account workers, but in rural areas a further 19% are informal employers or own account workers as against only 8% in urban areas.

Characteristics of employed persons

Graph 3 gives the distribution of employed persons between agriculture and non-agriculture and formal and informal status.

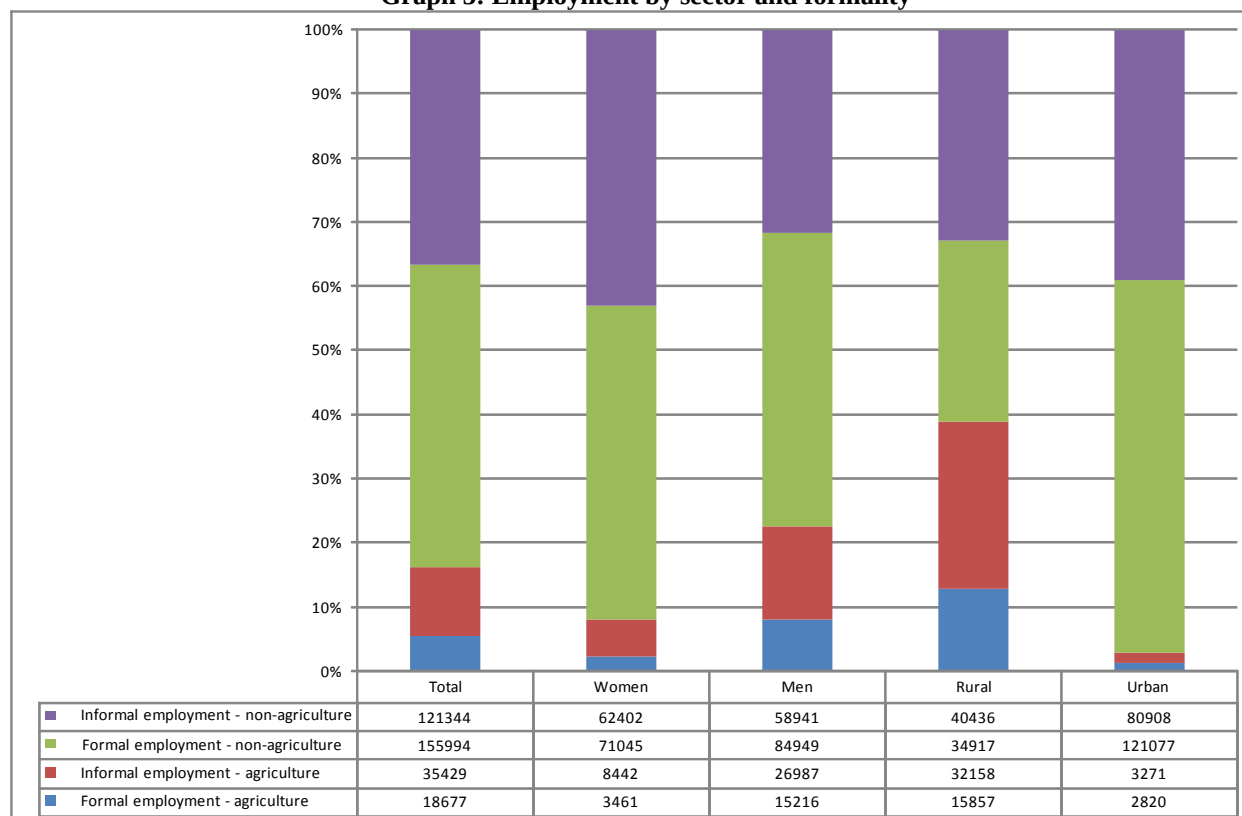
Overall, 16% of the employed are recorded as working in agriculture with almost twice as many working informally as formally. Non-agricultural formal employment accounts for 47% of all employed, with a further 37% in informal non-agricultural employment.

Women are markedly less likely than men to work in agriculture (8% as against 23% of each of these groups), but – if working in agriculture – women are more likely than men to be doing so

on an informal basis. Similarly, while 43% of women are doing informal non-agricultural work, only 32% of men are doing so.

As expected, a far larger proportion of rural (39%) than urban (3%) employed persons are in agriculture, but the distribution within agriculture between formal and informal employment is similar across the two locations. In contrast, a larger percentage of rural non-agricultural workers work informally, while the opposite pattern is found among urban non-agricultural workers.

Graph 3: Employment by sector and formality



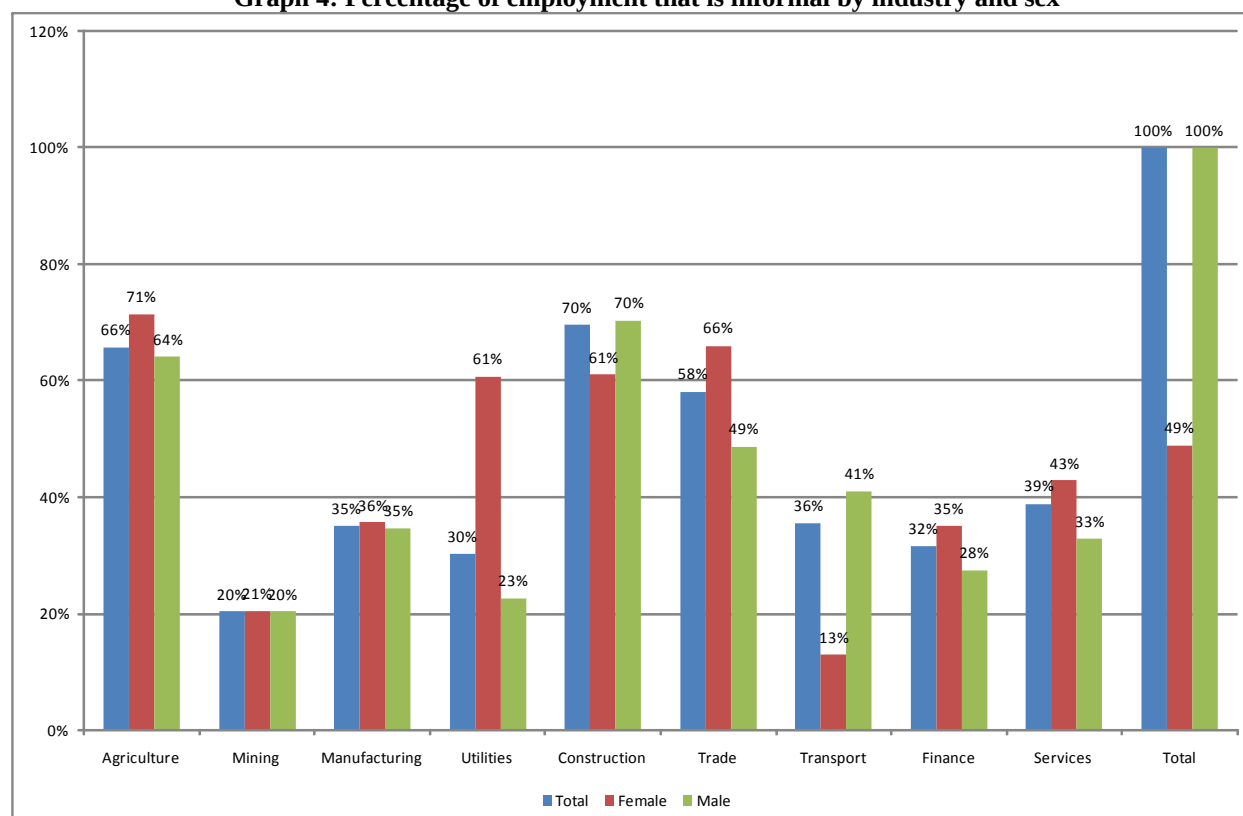
Source: Namibia Labour Force Survey 2008

Branch of economic activity

If we explore non-agricultural work in more detail, we find that the largest single sector is services, which accounts for 35% of all employed persons. The second biggest is trade, at 19% of the total. These two sectors dominate in both the formal and informal economies, but to different extents.

Thus services accounts for 41% of formal employment, as against 29% of informal, while trade accounts for 23% of informal employment as against 15% of formal employment. Construction accounts for 7% of all employment, more or less equal to the contribution of financial services. However, construction accounts for 10% of informal employment as against 4% of formal. Expressed differently, and as shown in Graph 4, 70% of all construction workers are informal, as are 58% of trade workers but only 39% of services workers.

Graph 4: Percentage of employment that is informal by industry and sex



Source: Namibia Labour Force Survey 2008

Table 1 gives the pattern in respect of the economy as a whole. Table A.2 reveals further variation according to status in employment. For example, a full 37% of informal employers and own account workers are in trade, while only 10% are in services. In contrast, 36% of informal employees work in services, with a much smaller 18% in trade.

This pattern reflects, at least in part, the large numbers of informal workers who are own account workers without paid employees. Construction accounts for 8% of informal employers and own account workers and 11% of informal employees. Of contributing family workers, 25% are found in agriculture, with a further 25% in trade, 18% in services and 13% in construction.

Table 1. Employment by branch of economic activity and formality (in percent)

Industry	Total	Formal	Informal
Agriculture	16%	11%	23%
Mining	3%	4%	1%
Manufacturing	6%	8%	5%
Utilities	2%	2%	1%
Construction	7%	4%	10%
Trade	19%	15%	23%
Transport	5%	6%	4%
Finance	7%	9%	5%
Services	35%	41%	29%
International	0%	0%	0%
Total	100%	100%	100%

Source: Namibia Labour Force Survey 2008

In gender terms, women account for 72% of all informal trade workers as compared to only 44% of formal trade workers. Similarly, women account for 76% of informal services workers but only 66% of formal services workers.

In terms of location, rural workers account for 29% of all formal jobs but 46% of all informal jobs. Rural workers account for 34% of all workers in services across both urban and rural areas. However, in all other sectors, the informal proportion is higher in rural than urban areas. The informal proportions are 37% and 20% respectively in rural and urban areas in trade.

Occupation

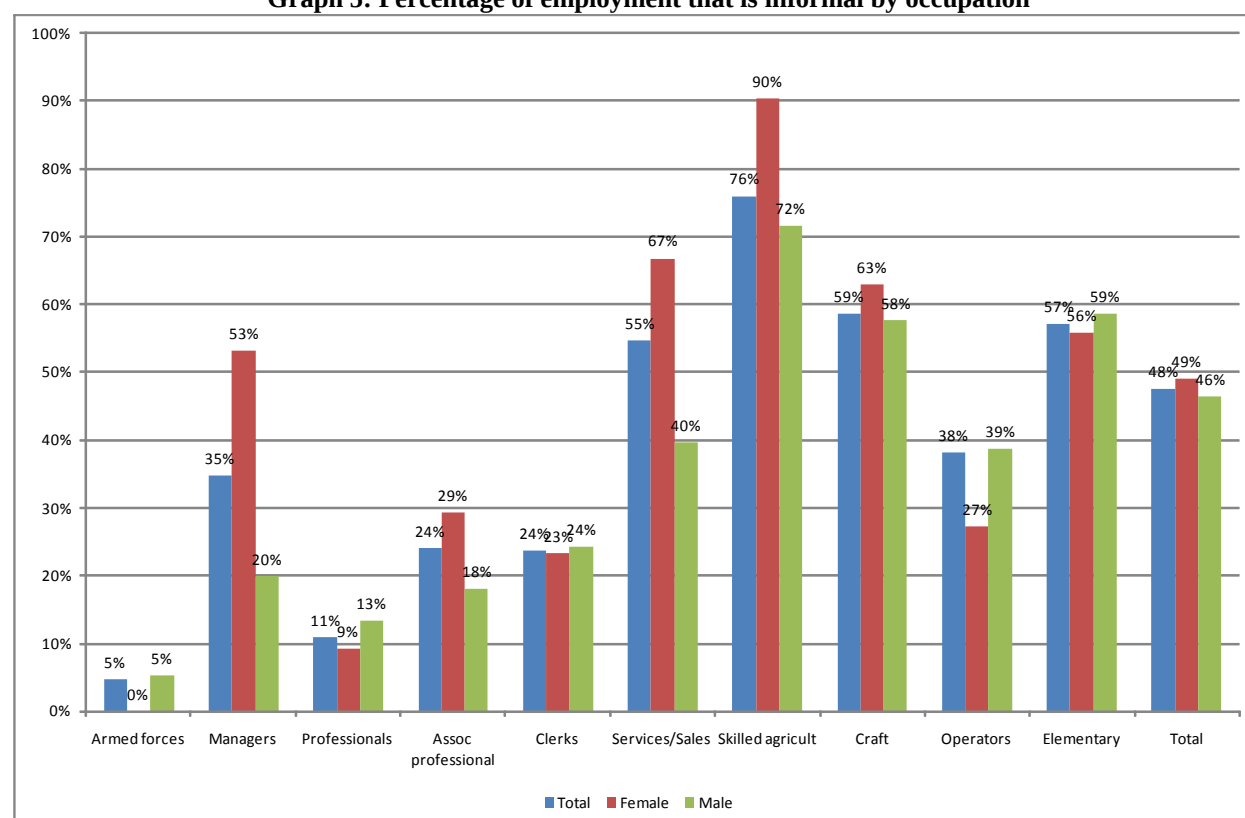
Just under a quarter (23%) of all employed persons in Namibia work in elementary occupations. Table 2 reveals that the proportion is higher for informal employment (28%) than for formal (19%). A similar pattern is found for the second, third and fourth largest occupational categories, namely services and sales workers, skilled crafts persons and skilled agricultural workers. For professionals, in strong contrast, the category accounts for 15% of formal workers but only 2% of informal. Similarly, clerks and associate professionals are more commonly found in formal than in informal work. Thus, for example, while 89% of professionals have formal jobs, only 24% of skilled agricultural workers and 43% of elementary workers do so.

Table 2. Employment by occupation and formality (in percent)

Occupation	Total	Formal	Informal
Armed forces	1%	1%	0%
Managers	5%	6%	4%
Professionals	9%	15%	2%
Associate professionals	7%	9%	3%
Clerks	7%	10%	3%
Services/Sales	18%	16%	21%
Skilled agricultural	9%	4%	14%
Craft	16%	13%	20%
Operators	5%	6%	4%
Elementary	23%	19%	28%
Total	100%	100%	100%

Source: Namibia Labour Force Survey 2008

Graph 5 illustrates the percentage of employment that is informal for each occupation. The percentage is highest for both male and female workers in skilled agricultural occupations, and lowest for the male-dominated armed forces.

Graph 5: Percentage of employment that is informal by occupation

Source: Namibia Labour Force Survey 2008

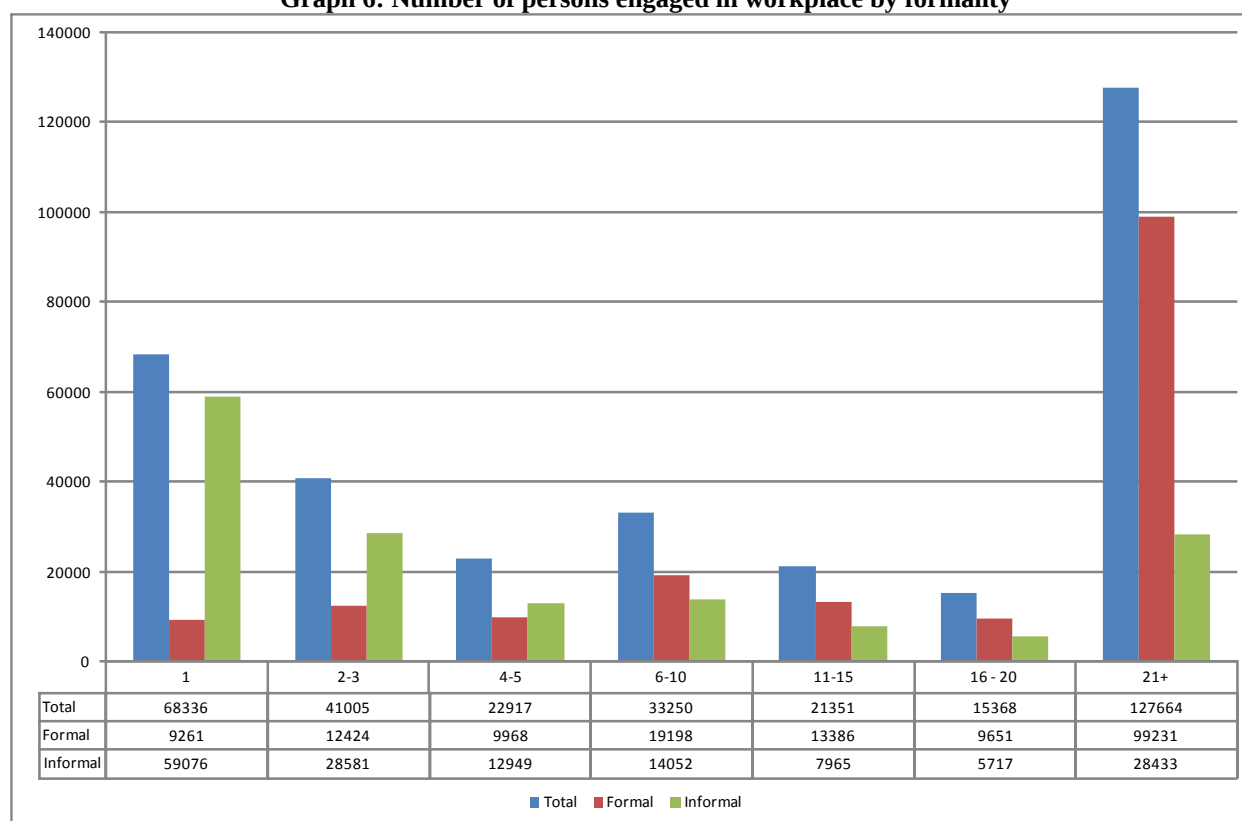
Men occupy 68% of the managerial posts in the formal economy but only 32% in the informal economy. Further, 78% of all female own account/employer managers have no paid employees, with this percentage increasing to 83% if we restrict analysis to informal employment. The comparable percentages for men are 30% and 76%. Men account for 91% of formal skilled agricultural workers and 72% of informal.

Size of workplace

Graph 6 illustrates the extent to which small workplaces dominate for informal employment, and vice versa. This strong relationship between informality and size is found despite the fact that size of the workplace was not used to define either the informal sector or informal employment. Thus only 14% of employment in single-person workplaces is formal, but this percentage rises steadily to reach 78% in workplaces employing 21 or more workers.

As a result, well over a third (38%) of informal workers are in workplaces employing a single person, while this is the case for only 5% of formal workers. Conversely, over half (57%) of formal workers are in workplaces with 21 or more workers, while this is the case for only 18% of informal workers. This 18% is, however, much higher than might be expected if our picture of the informal economy consists overwhelmingly of very small workplaces. Indeed, 38% of informal workers are in workplaces employing 6 or more workers.

Graph 6: Number of persons engaged in workplace by formality



Source: Namibia Labour Force Survey 2008

In the one-person workplaces, men are more dominant in the formal economy (45%) than in the informal (37%). However, in workplaces employing 6 or more people, male dominance is more marked in the informal than in the formal enterprises. This reflects, at least in part, the large number of women in informal one-person small businesses.

Type of workplace

Table 3 provides information on the type of workplace in which formal and informal work is performed. Overall, more than half (55%) of all employed persons work in factories, offices or shops. However, while this is true for more than three-quarters (76%) of formal workers, only 22% of informal workers operate in such locations. Overall, formal workers account for 72% of all those who work in factories, offices or shops.

In sharp contrast, formal workers account for only 15% of those who work from home with no special place assigned for working. Thus while only 3% of formal workers work from home in this way, over a fifth (21%) of informal workers do so, with a further 10% working from their client's home or place. Compared to many other developing countries, Namibia has a relatively small percentage of workers working without a fixed location. Informal workers are, however, about four times as likely as formal workers to be in this situation.

Table 3. Employment by type of workplace and formality (in percent)

Type of workplace	Total	Formal	Informal
At home (no special space)	12%	3%	21%
Business space inside	3%	2%	4%
Factory, office, shop	55%	76%	32%
Farm or plot	14%	9%	19%
Client home/place	7%	3%	10%
Construction sites	3%	2%	4%
Markets, trade fairs	1%	1%	2%
Street stall	1%	0%	1%
No fixed location	3%	1%	4%
Other	2%	1%	2%
Total	100%	100%	100%

Source: Namibia Labour Force Survey 2008

Men account for 50% of those who do formal work from home, as against 42% of those who do informal work from this location. In factories, offices and shops, the male percentage is more or less constant (53%) for both informal and formal. Rural workers account for half of those who do informal work from home, but only 32% of those who do formal work.

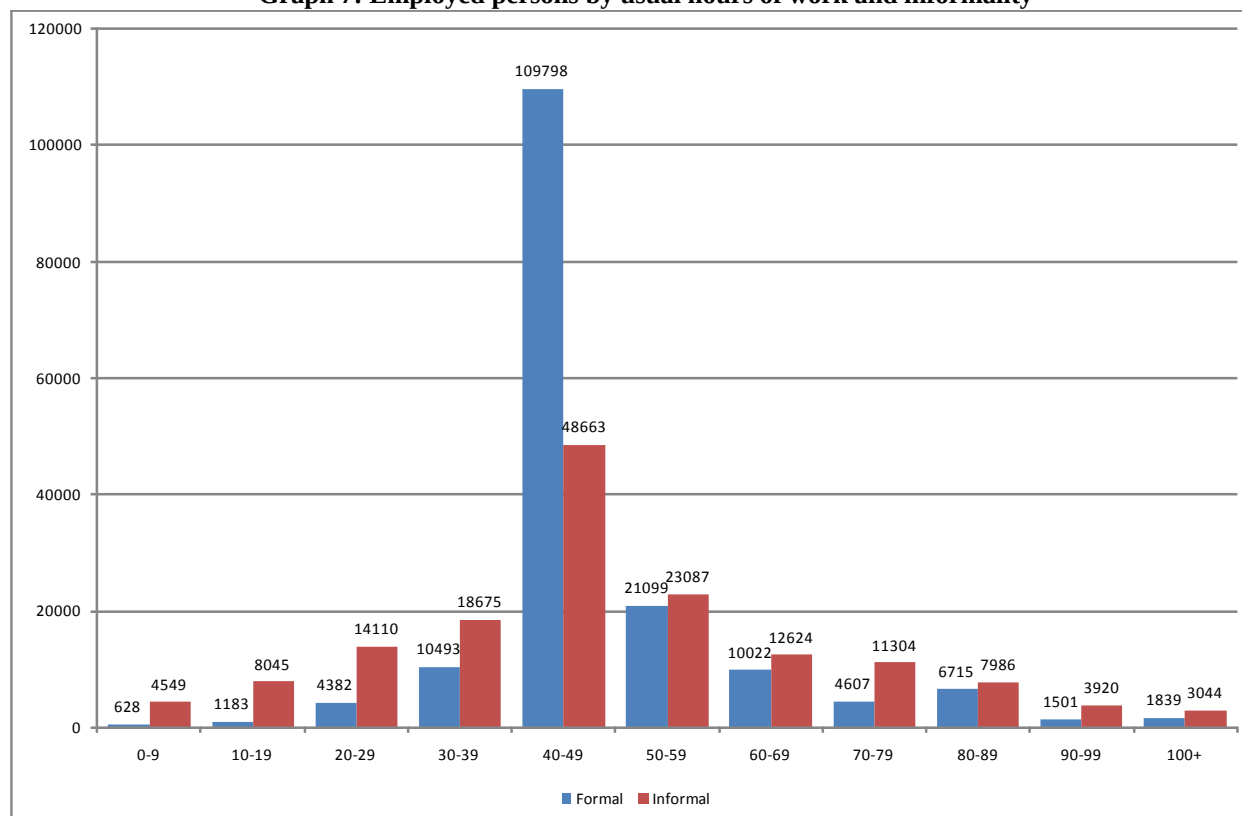
Hours of work

More than four in every five (82%) Namibian workers report that they work full-time. The percentage is, however, much higher for formal workers (93%) than for informal (69%). Of informal employers and own-account workers, 65% report that they work full-time.

Expressed differently, these patterns mean that 81% of part-time workers are in informal employment. Men account for 63% of formal part-time workers, and 53% of informal part-time workers while, as seen above, they account for 56% of all employed. This counters the assumption that it is primarily women who do part-time work.

Graph 7 shows informal workers dominating in all categories except among those working 40-49 hours per week. In this single category, formal workers far outnumber informal workers accounting for 69% of all workers in the category. Informal dominance is particularly marked among those working a relatively small number of hours. Thus 88% of those working under 20 hours per week are informal workers. Informal workers also dominate among those working excessive hours in that informal workers are over-represented among those working 50 hours or more.

Graph 7: Employed persons by usual hours of work and informality



Source: Namibia Labour Force Survey 2008

In contrast to the reported pattern in terms of full-time and part-time work, women account for close on two-thirds of those working fewer than 40 hours a week, and only about a third of those working 50 hours or more.

Beyond the main job

As noted above, overall 3% of employed persons reported that they had done more than one job during the past week. The percentage was highest – at 5% - among employers and own-account workers, and was as high as 10% amongst the sub-category of formal employers and own-account workers. Among employees, there was a slightly higher likelihood of multiple jobs among informal (3%) than formal (2%) workers. Virtually no contributing family workers said that they had multiple jobs during the past week.

Men and persons living in rural areas were somewhat over-represented among those in the formal economy with multiple jobs.

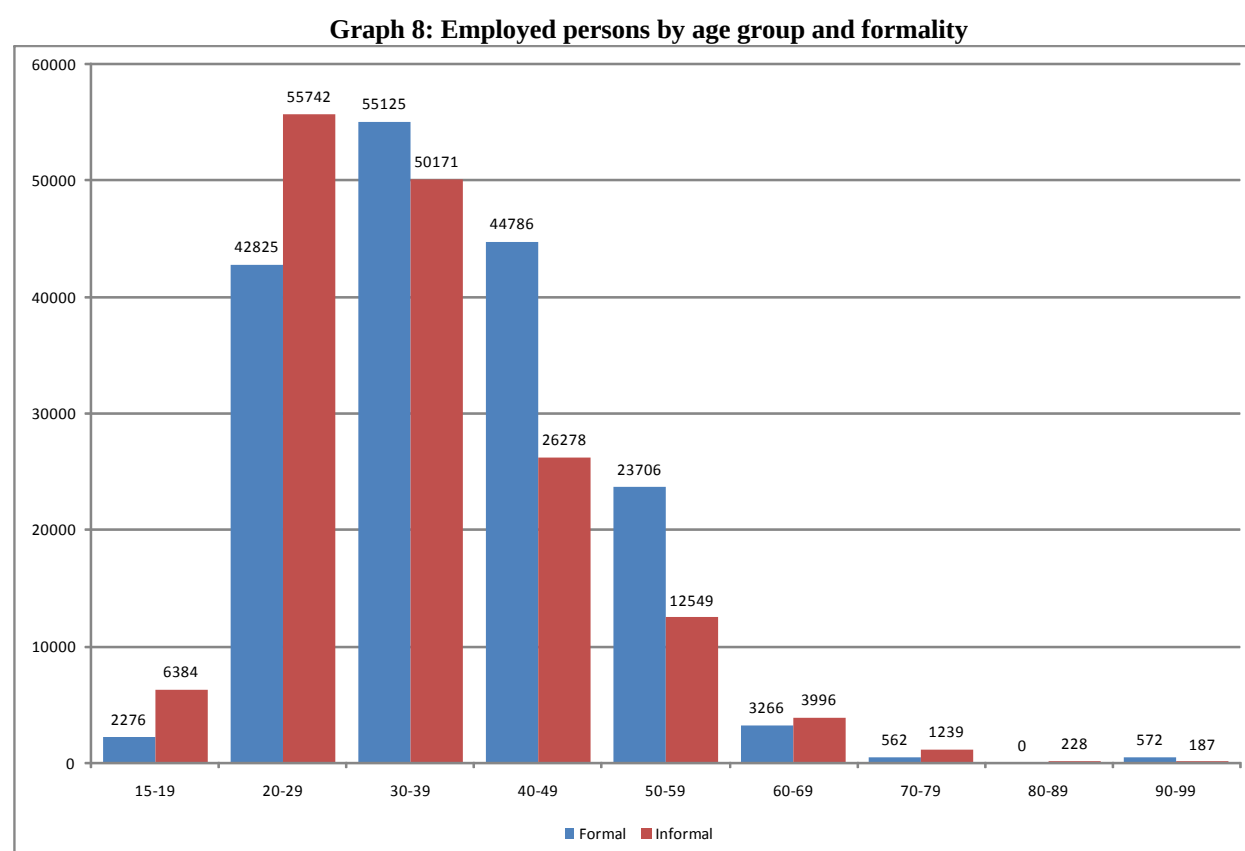
About 4% of all employed persons said that they would have preferred to work for more hours during the previous seven days, and would have been able to work more hours. This was the case for 6% of informal workers compared to 2% of formal workers. The first question, in relation to preference for more work, included more work in their present jobs, additional work in a further job, or a replacement job that involved longer hours.

Informal workers (4%) were noticeably more likely than formal (1%) to report being in this situation. As a result, 80% of those reporting desire, availability and search for an additional work were informal workers. There was very little difference between groups defined on the basis of status in employment.

In terms of gender, among those informally employed it was women more than men who wanted additional work while the opposite held among those in formal employment. In terms of location, rural workers – both formal and informal – were less likely than urban to want additional work.

Demographic characteristics

Graph 8 illustrates the age distribution of formal and informal workers. Informal workers are seen to be more dominant in the younger age groups, up to age 30. Formal workers dominate for the rest of the standard working life, but informal workers again outnumber formal workers among those aged 60 and above.

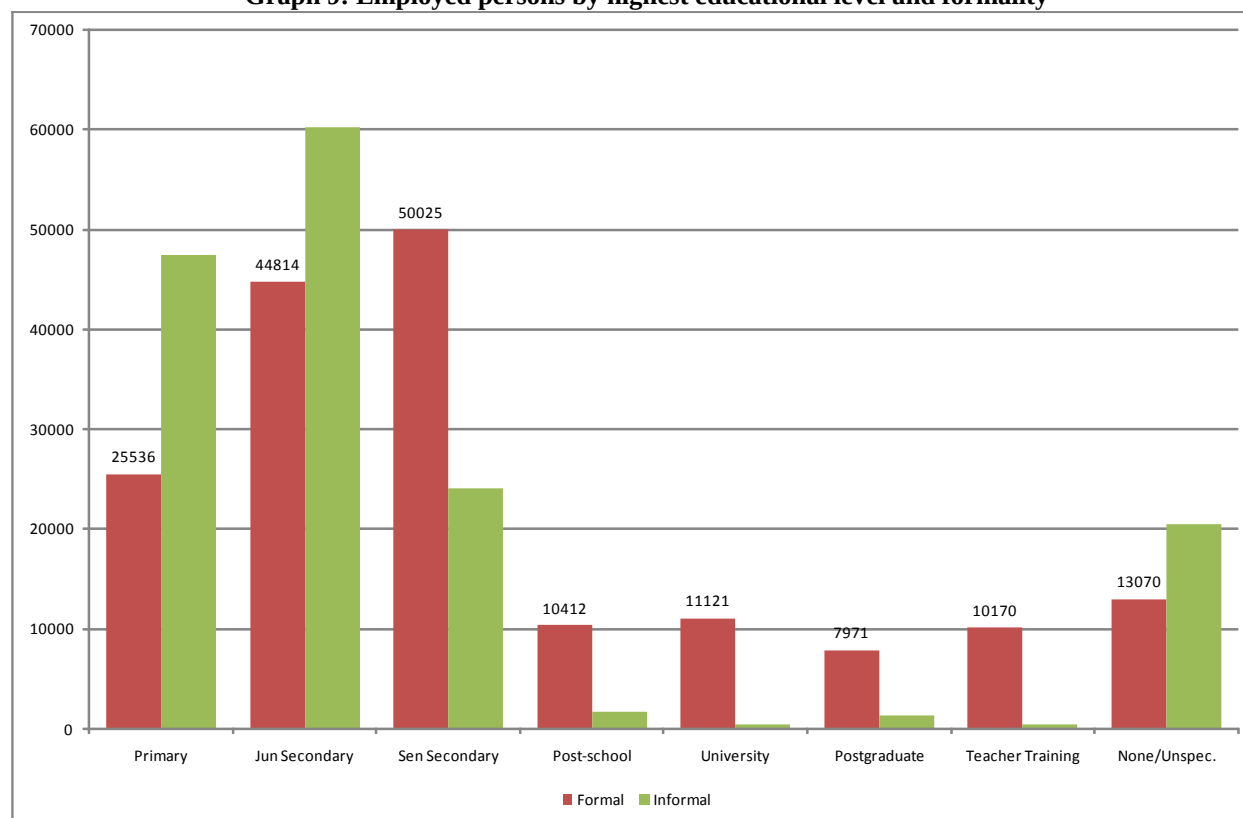


Source: Namibia Labour Force Survey 2008

Graph 9 shows a marked decrease in informality as the educational level of the employed person rises. (As many as 7% of employed persons did not provide information on their

educational level. These workers are taken into account when reporting on percentages below, but are not included in the graph.) Thus, for example, 65% of employed persons with only primary education are informal, while this is the case for only 5% of those with university education or teacher training and 14% of those with other post-school education. The relatively high 15% among postgraduates could be the result of a relatively small sample of persons with this level of education.

Graph 9: Employed persons by highest educational level and formality



Source: Namibia Labour Force Survey 2008

Overall, a larger proportion of male (26%) than female (17%) employed persons have only primary education. The female percentage of workers with this level of education is higher among the informally (39%) than among the formally employed (21%). However, men are over-represented among both formal and informal workers with this level of education. Around one-tenth of employed people – 7% of employed women and 12% of employed men – have no or unspecified education. More than six in ten (61%) of those with no or unspecified education work in informal jobs.

Rural workers (30%) are more likely than urban workers (17%) to have only primary education. Rural workers account for 58% of informal workers with this level of education.

Finally, in terms of demographic characteristics, 97% of all employed persons are Namibians, with very little difference between formal and informal workers when considered as a whole. However, the percentage of Namibians falls to 90% among formal employers and own-account workers, with a further 4% of this category being European citizens and 2% South African. Angolans constitute the single biggest nationality other than Namibians, but amount to only 1% of all employed persons, and less than 1% of formal employers and own-account workers. Instead, Angolans tend to be found among informal employees, where they account for 2% of the total.

Employees

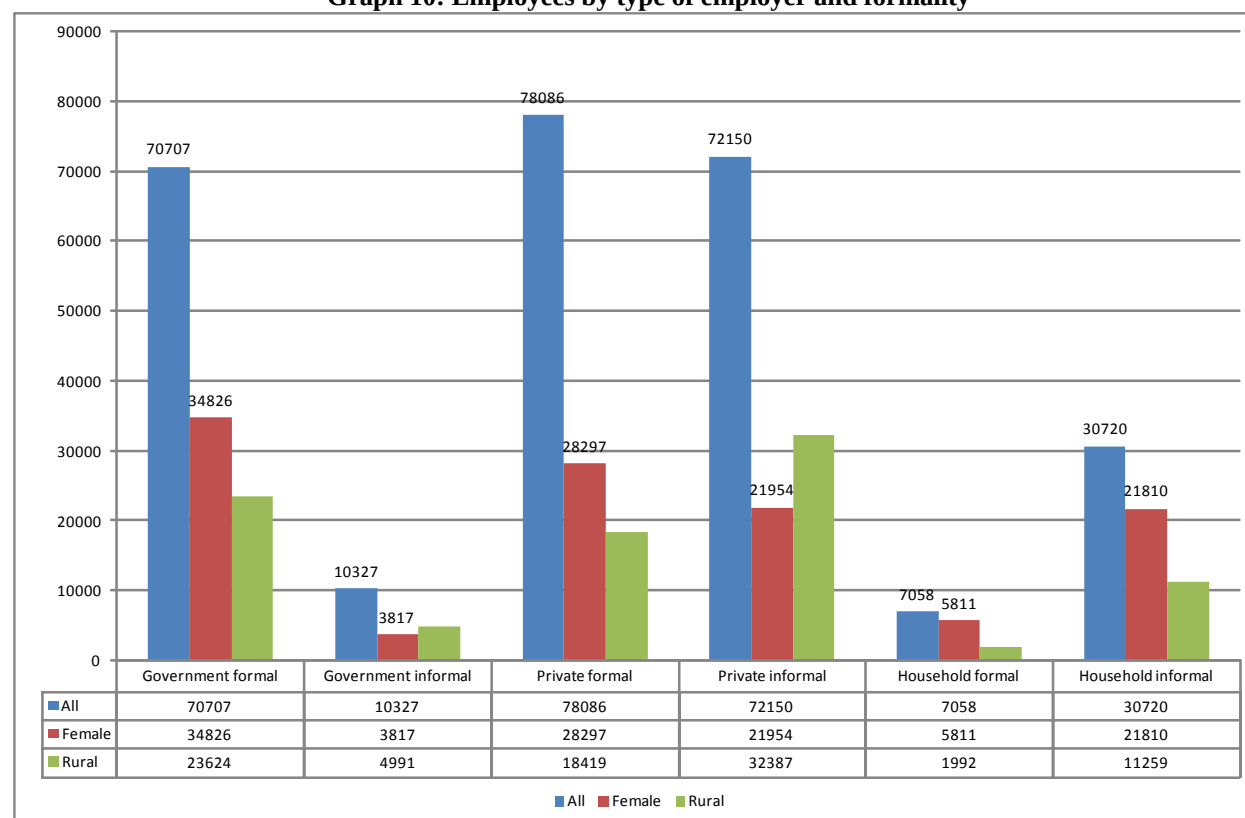
As noted above, in September 2008 there were approximately 270,000 employees in Namibia.

Graph 10 shows the breakdown by type of employer, sex and location. The government category includes those employed by parastatals. The private category includes those employed by private enterprises, non-profit organisations and co-operatives. For sex and location, only the female and rural categories are shown so as to simplify the figure.

The largest groups are formal employees in private companies, informal employees in private companies, and formal employees in government and parastatals. These three groupings account for 29%, 27% and 26% respectively of all employees. As expected, informal government (4%) and formal household employees (3%) are very small categories, but informal household employees account for more than one-tenth of all employees.

Female employees are slightly over-represented among formal government employees and under-represented among formal private employees. They are markedly over-represented among informal household workers, where they account for 71% of the total. Rural employees are under-represented among private formal employees and over-represented among private informal employees. There is little difference between rural and urban in the likelihood of employment by government or households.

Graph 10: Employees by type of employer and formality

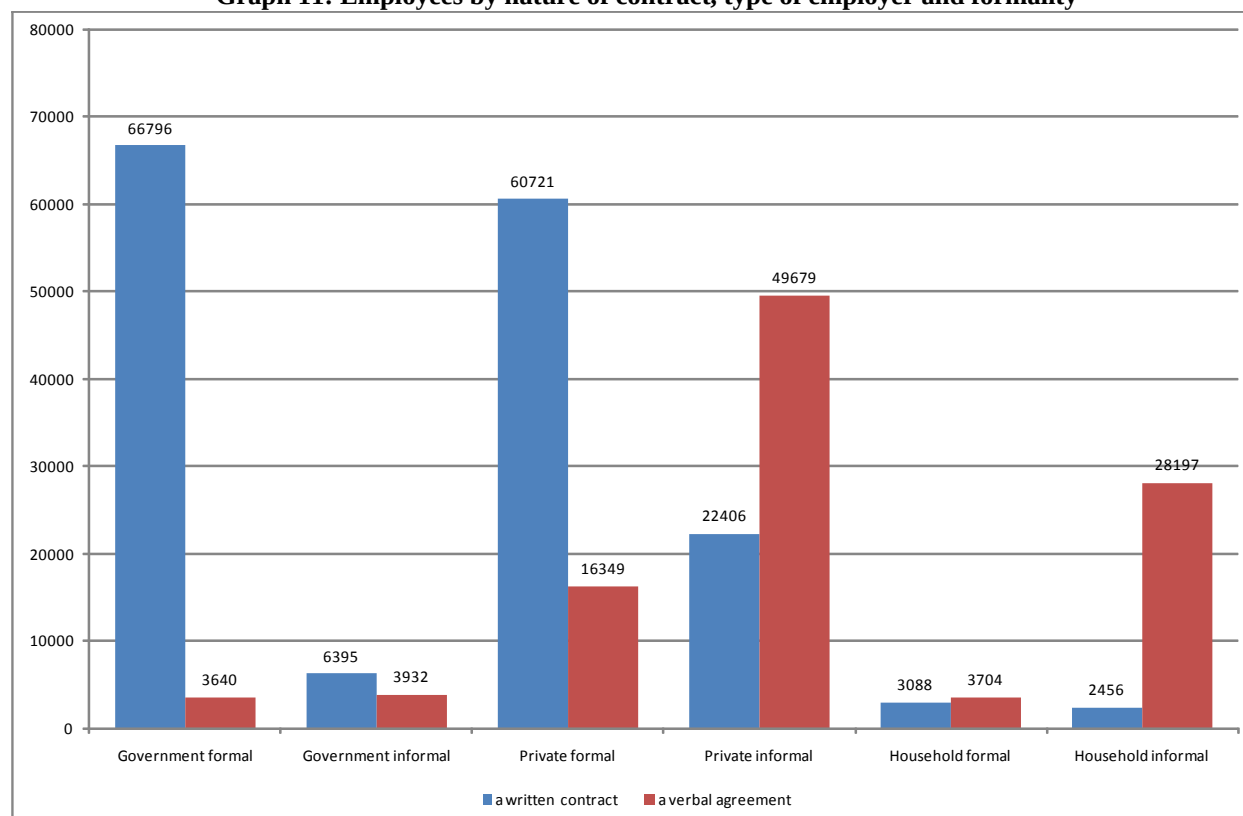


Source: Namibia Labour Force Survey 2008

Contracts

Graph 11 illustrates the nature of the contract of employment held by employees with different types of employers. Overall, 84% of formal employees have a written contract, as against only 28% of informal employees. Among government formal employees, 94% report having a written contract, as is the case for as much as 62% of informal government employees. In contrast, only 8% of informal household employees report having a written contract.

Graph 11: Employees by nature of contract, type of employer and formality



Source: Namibia Labour Force Survey 2008

There is little difference between formally employed women and men in the likelihood of having a written contract, but 30% of male informal workers compared to 25% of female have written contracts. There are more substantial differences between rural and urban workers. Thus 87% of urban formal workers and 33% of informal report a written contract, as against only 75% and 20% respectively in rural areas.

Table 4 shows that more than four in five contracts of formal employees specify permanent employment, while this is the case for only 29% of informal employees. Permanent contracts are least likely for informal household workers (22%) and most likely for formal government workers (91%). Fixed-term contracts are most likely for informal government workers (42%) and least likely for formal government workers (5%). This suggests that the formal-informal distinction within government employee is between those with permanent contracts who get benefits such as membership of funds and those with short-term contracts who do not.

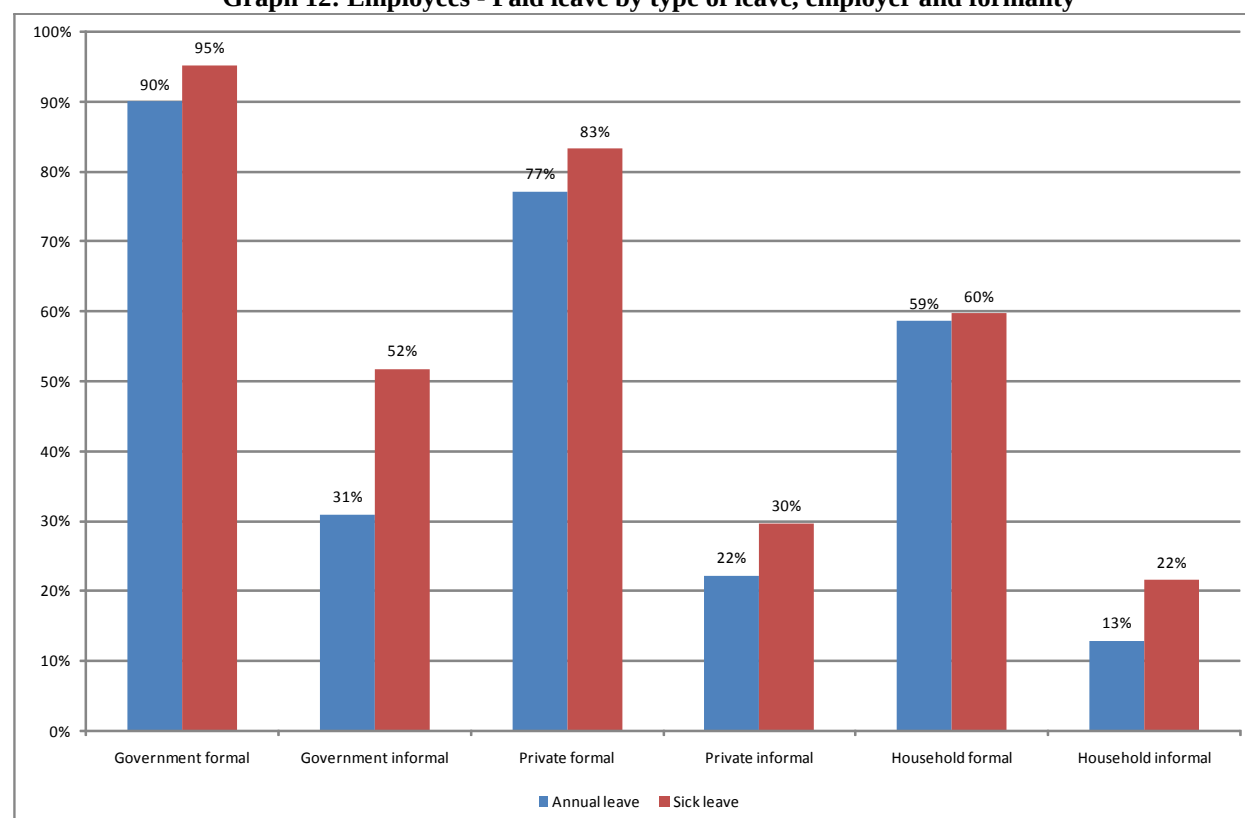
Table 4. Employees by duration of contract and formality (in percent)

Contract duration	Total	Formal	Informal
Limited duration	12%	8%	19%
Permanent nature	59%	81%	29%
Unspecified duration	27%	10%	52%
Total	100%	100%	100%

Source: Namibia Labour Force Survey 2008

Paid leave

Graph 12 confirms that formal government employees are the most likely to have access to both paid annual leave and paid sick leave, while informal household workers are least likely to do so. Access is also relatively common for formal employees of private companies, where over three-quarters get paid annual leave and 83% get paid sick leave. Among informal employees, just over half of those employed by government get paid sick leave but only 31% get paid annual leave. This finding accords with the finding above that many of these employees are on fixed-term contracts.

Graph 12: Employees - Paid leave by type of leave, employer and formality

Source: Namibia Labour Force Survey 2008

There is little difference between male and female employees in access to paid leave. However, rural employees are less likely than urban to have access to this benefit. Thus 79% of formal rural employees, but 84% of urban have access to paid annual leave, and 16% and 24% respectively among informal employees. For paid sick leave, the comparable percentages are 83% and 25% respectively for rural employees and 90% and 33% for urban employees.

Income tax deductions

Three quarters (67%) of formal employees have income tax deducted from their wage or salary, while this is the case for only 12% of informal employees. Table 5 shows that among informal workers, tax deductions are most common in government, where just over a quarter (28%) have tax deducted. In contrast, only 13% of even formal employees employed by households have tax deducted. This latter finding is no doubt, at least in part, related to relatively low earnings in this sector.

Table 5. Employees: Deduction of tax by type of employer and formality (in percent)

Type of employer	Total	Formal	Informal
Total	44%	67%	12%
Government	80%	88%	28%
Private	34%	53%	14%
Household	3%	13%	1%

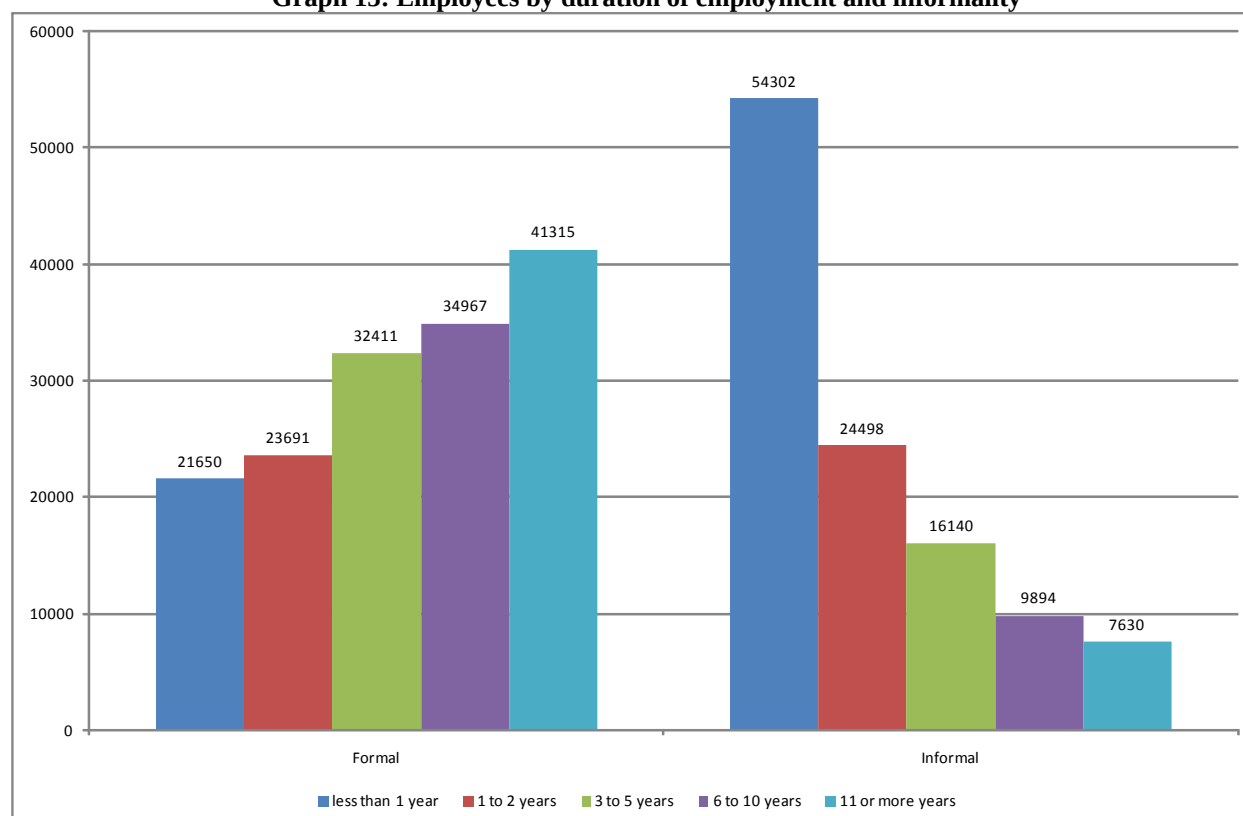
Source: Namibia Labour Force Survey 2008

Duration of employment

Graph 13 shows a very stark difference in the profile of formal and informal employees in respect of duration of employment. For formal employees, the largest category – accounting for more than a quarter (27%) of this group – is those who have been employed for 11 years or more. Among informal employees, in contrast, nearly half (48%) have worked for less than one year in this job.

Among government employees, only 8% have worked for less than a year, but this is the case for 34% of private sector employees and 40% of household employees. If we restrict the analysis to informal employees, 50% of private sector employees and 45% of household employees have worked for less than a year.

Graph 13: Employees by duration of employment and informality



Source: Namibia Labour Force Survey 2008

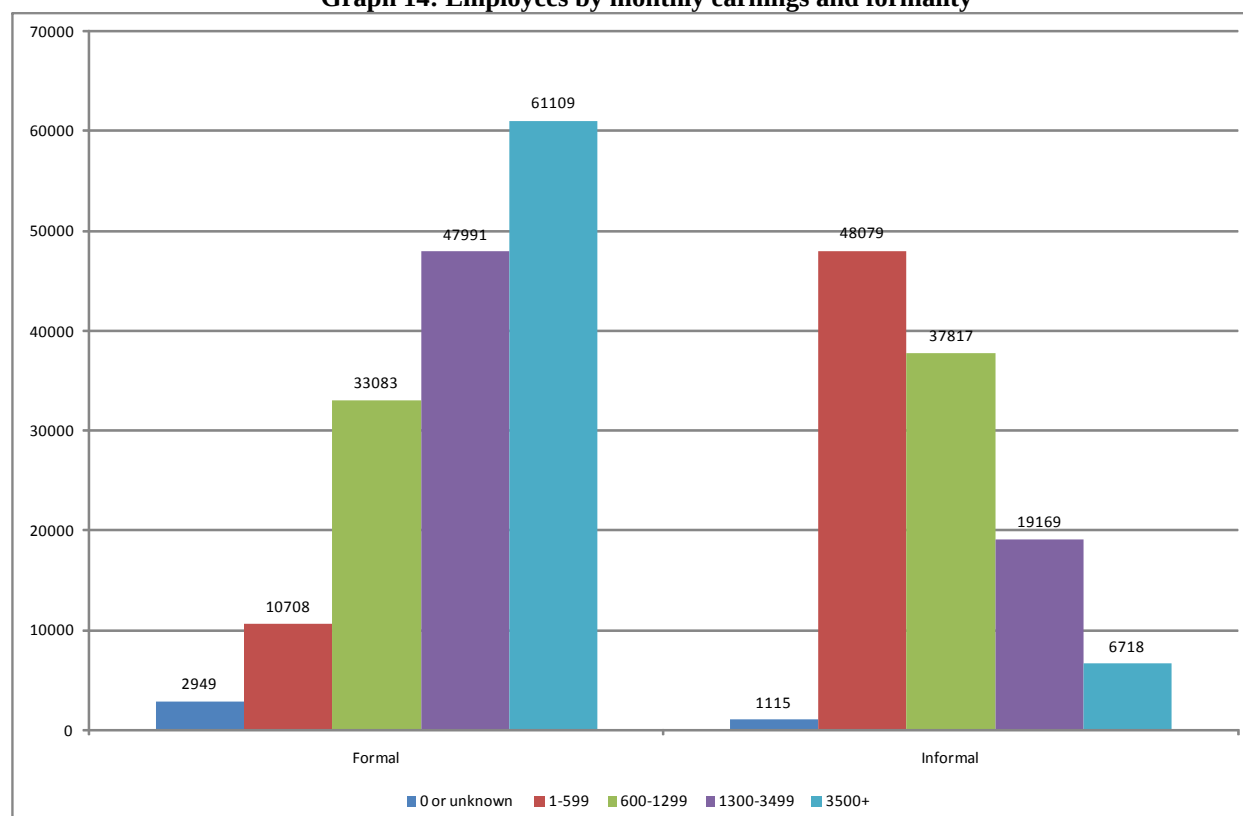
Among both formal and informal employees, women are less likely than men to have worked for a long period. This is an expected pattern given women's family and reproductive roles, combined with the absence of full support for these roles in the form of universal paid maternity leave and other provisions.

Remuneration

When asked how much they earned or got paid per month in their main job, 53 employees, corresponding to a weighted total of 3,863 workers, recorded a zero response. A further 3 employees did not respond to the question. Thus for 1% of all employees the response was zero or there was no response. The majority of those giving a zero response were working in private enterprises (21) or government (14). It seems unlikely that all these workers receive no payment at all. We therefore, when calculating quartiles for presenting findings in respect of earnings, exclude these workers and report them in a separate category.

Graph 14 shows very different patterns for formal and informal employees in respect of earnings. For example, only 7% of formal employees earn between N\$1 and N\$599 per month, while this is the case for 43% of informal employees. Conversely, 39% of formal employees earn N\$3,500 or more per month, compared to only 6% of informal employees.

Graph 14: Employees by monthly earnings and formality



Source: Namibia Labour Force Survey 2008

Table 6 reveals that earnings prospects are best in government, where even among informal employees 16% earn N\$3,500 or more per month. However, even among this group of workers, more than a fifth earn less than N\$600 per month. For each type of employer there are very stark differences in earnings between formal and informal employees.

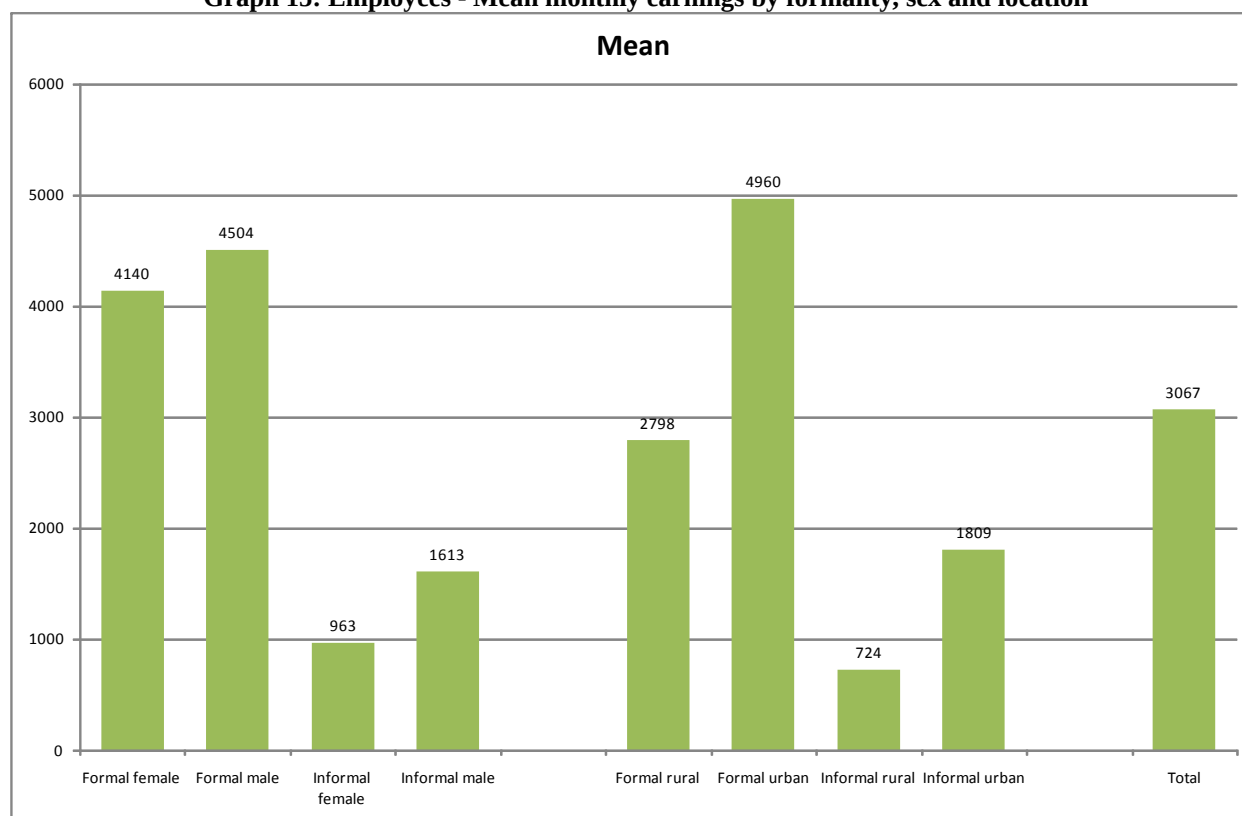
Table 6. Employees: Monthly earnings by type of employer and formality (in percent)

Earnings brackets (N\$)	Government		Private		Household	
	Formal	Informal	Formal	Informal	Formal	Informal
0 or unknown	2%	1%	2%	1%	3%	1%
1-599	2%	21%	9%	36%	31%	65%
600-1299	8%	37%	31%	36%	45%	25%
1300-3499	32%	26%	30%	20%	17%	7%
3500+	55%	16%	28%	6%	5%	2%
Total	100%	100%	100%	100%	100%	100%

Source: Namibia Labour Force Survey 2008

Graph 15 presents mean earnings by sex and location for formal and informal employees with non-zero earnings. The graph starkly illustrates the much lower earnings for informal employees across all categories. In terms of gender, women tend to earn less than men among both formal and informal employees, but the gender gap is larger in both absolute and relative terms among informal employees. In terms of location, the urban-rural gap is wider in relative terms among informal employees, but not in absolute terms.

Graph 15: Employees - Mean monthly earnings by formality, sex and location



Source: Namibia Labour Force Survey 2008

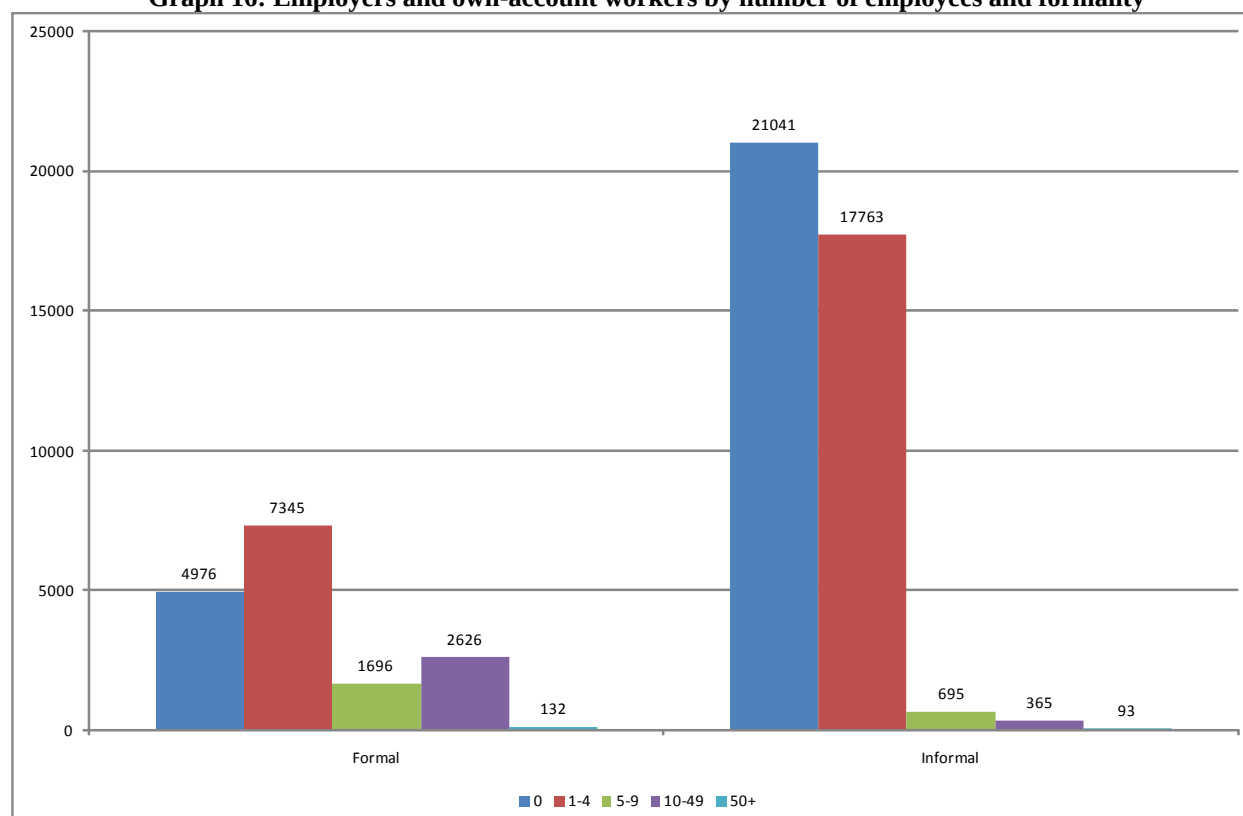
Employers and own-account workers

As noted above, there were more than 50,000 employers and own-account workers in Namibia in September 2008, of whom 70% were informal.

Graph 16 confirms that smaller enterprises dominate in both the formal and informal sectors. However, this dominance is more marked for the informal sector where 53% of the operators are working without any employees apart, perhaps, from business partners and unpaid family workers. A further 44% work in enterprises with between 1 and 4 employees. Among formal employers and own account workers, 16% are in enterprises with 10-49 employees, and 1% have 50+ employees.

Somewhat surprisingly, 39% of own-account workers report that their enterprises have employees. This suggests that there might be some mis-classification in terms of status in employment. The percentage of own-account workers reporting employees is similar for formal and informal own-account workers, although the formal tend to report more employees than the informal.

Graph 16: Employers and own-account workers by number of employees and formality



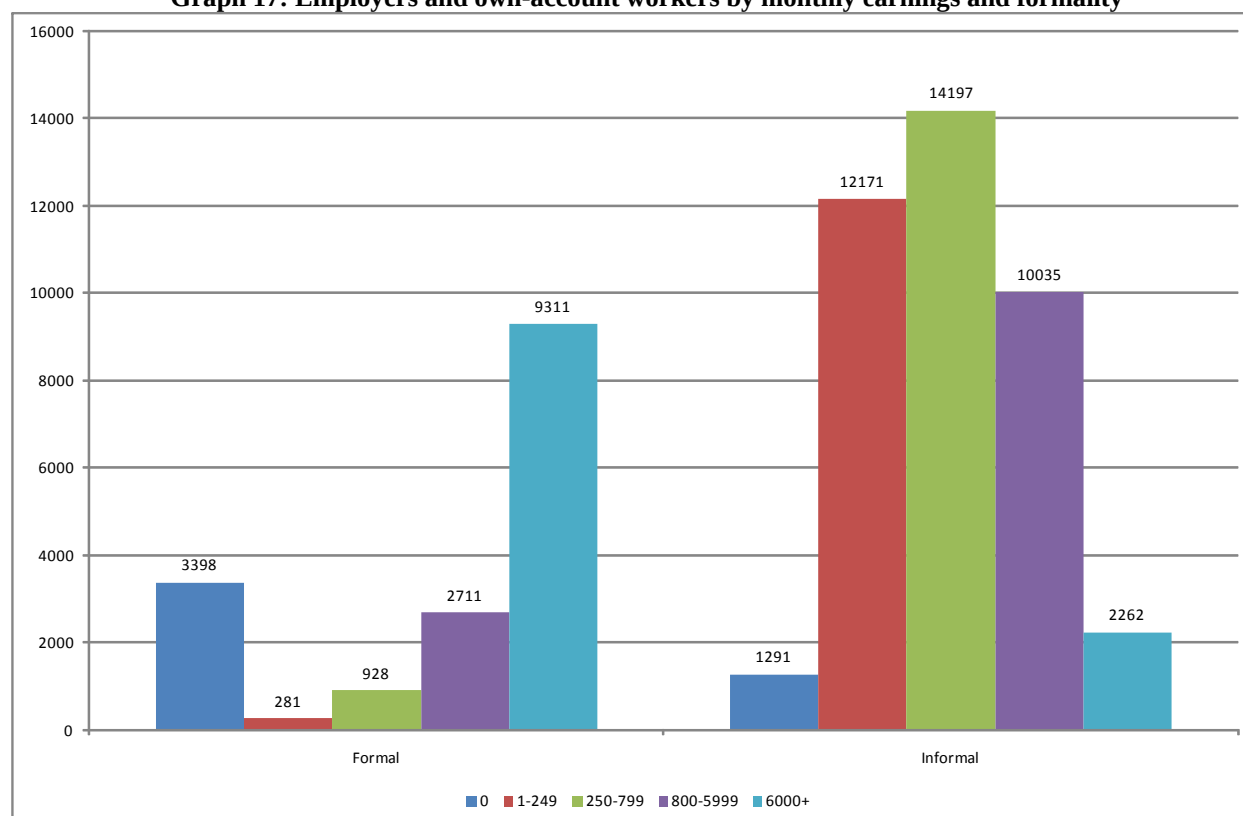
Source: Namibia Labour Force Survey 2008

Among employers and own account workers, 4,698 (74 unweighted) are recorded as having zero monthly earnings. This finding is more believable for own account workers than for employees as it includes subsistence and communal workers. However, as seen below, for many of the self-employed workers it seems that the zero represents non-reporting of income rather than zero income. As for employees, we keep these workers in a separate category and do not include them when calculating earnings quartiles.

Graph 17 reveals that the lower quartile earnings brackets for employers and own account workers are smaller than those for employees, while the top brackets are at higher levels than for employees. This suggests greater earnings inequality within the employer and own account grouping than among employees.

As with employees, there are marked differences in earnings between formal and informal self-employed workers. Only 8% of formal self-employed workers earn between N\$1 and N\$799 per month, while this is the case for nearly two-thirds (66%) of informal self-employed workers. Over half (56%) of formal employers and own account workers earn N\$6,000 or more, compared to only 6% of informal employers and own account workers. What is more unexpected is that 20% of formal self-employed workers report zero earnings, as against 3% of informal. This suggests that most of the zeroes represent non-reporting of income.

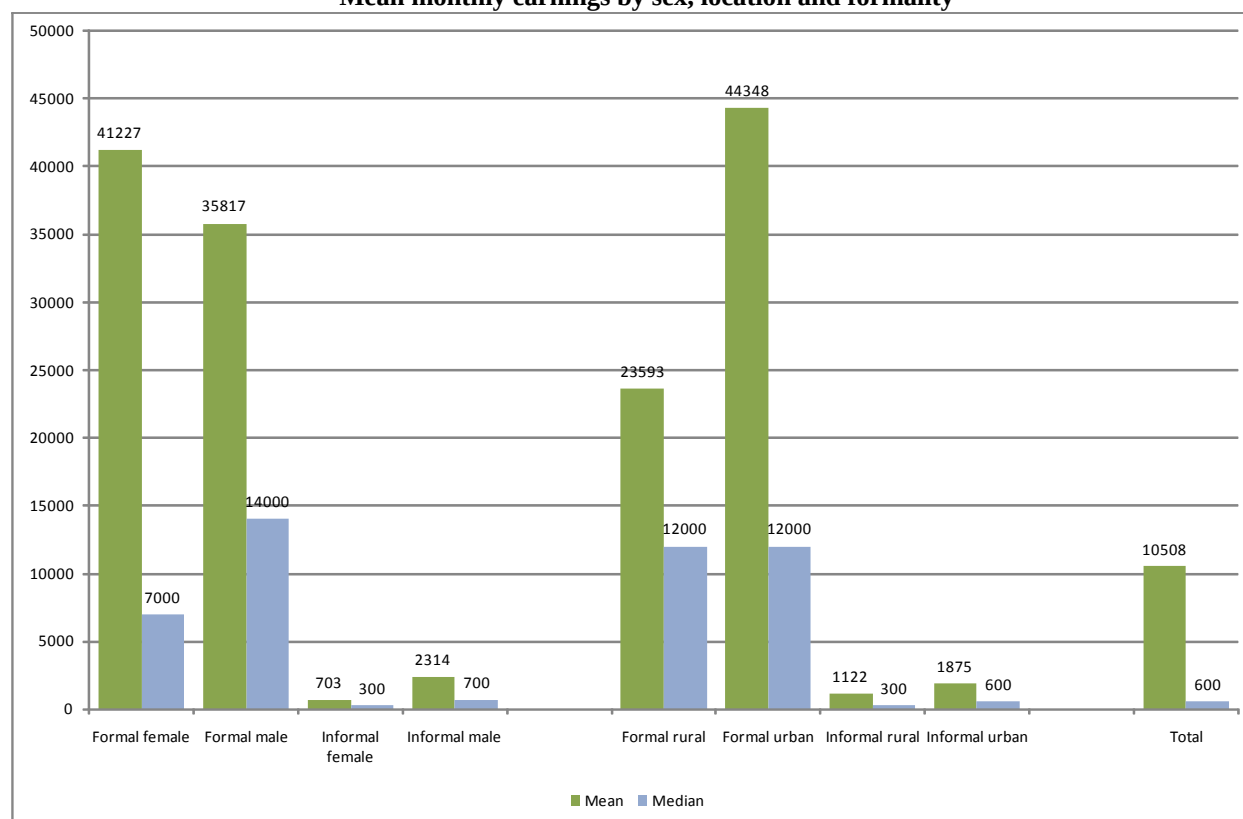
Graph 17: Employers and own-account workers by monthly earnings and formality



Source: Namibia Labour Force Survey 2008

Graph 18 shows the usual pattern of higher male than female mean earnings among formal self-employed workers, and also for urban when compared to rural. However, the pattern reverses among informal self-employed workers where the mean reported earnings for females are many times larger than for males. The same holds in respect of rural compared to urban. If analysis focuses on median rather than mean earnings, the expected pattern of higher male than female and higher urban than rural earnings is found among both formal and informal self-employed workers. The very large discrepancies between the mean and median earnings are evidence of the highly skewed earnings distribution within each of the sub-groups. This severe skew would also explain the unexpected pattern in respect of the means by sex and location, as a small number of observations with very high recorded earnings will bias the mean but not the median.

**Graph 18: Employers and own-account workers –
Mean monthly earnings by sex, location and formality**



Source: Namibia Labour Force Survey 2008

Suggestions for improvement

The questionnaire for the 2008 LFS included a number of new questions that, drawing on international resolutions and definitions, asked about aspects of the work situation that allow the analyst to classify a worker as informal or formal rather than relying on indirect questions of proxies. As seen above, the resultant data provide for a detailed representation of the Namibian workforce in terms of formal and informal employment. Nevertheless, the exploration of the 2008 LFS data above suggests that there are several areas in which the LFS questionnaire and/or administration could be improved.

Firstly, the low levels of employment recorded in rural areas suggest that the question about working for “pay, profit or family gain” might not be capturing some more marginal employment and employment where there are little, if any, cash earnings. Other countries have experimented with different ways of posing this key employment question, or added further questions to prompt for more marginal employment. Namibia might want to consider doing the same.

Secondly, the findings in respect of the different categories of employers and own-account workers suggest that there might be some mis-classification. In this case it might be that improved training of fieldworkers who administer the LFS questionnaire would address this problem.

Thirdly, the large numbers of respondents reporting zero earnings needs further investigation, especially given that the characteristics of many of these individuals suggest that it is highly unlikely that they have no earnings. Questions on income are known to be sensitive. One

possible compromise might be to give respondents the option of reporting income in terms of pre-specified brackets rather than in terms of an exact number. This might encourage both those who do not know the exact amount, and those who are unwilling to provide sensitive information. It would be a compromise in that data in this form is less amenable to detailed analysis. But such data are better than data that are simply incorrect.

Finally, in order to be able to estimate total employment in the informal sector in addition to informal employment, question E11 (Is your business/enterprise or the business/enterprise for which you work ... ?) should be addressed to all employers, own-account workers and contributing family workers, as well as to employees who answered 'private enterprise', 'cooperative' or 'don't know' (codes 3, 5 or 9) in question E10 (Is your place of work ...?). In addition, questions I1 (Is the business/enterprise registered as a company?), I3 (Does the business keep accounts?) and I4 (What type of accounts are kept for the business?) should be addressed to all respondents who answered 'unincorporated' or 'don't know' (codes 2 or 9) in question E11, irrespective of their status in employment.

Appendix: Detailed tables

Table 1.A: Population by labour force characteristics

	Total	Women	Men	Rural	Urban
Total population	1790047	940884	849163	1161931	628116
Working age population	1107701	605678	502023	676971	430730
Economically active	678680	349345	329336	351505	327175
Unemployed	347237	203994	143243	228136	119100
Employed	331444	145351	186093	123369	208075
Employed in agriculture	54106	11903	42203	48016	6090
Formal employment - agriculture	18677	3461	15216	15857	2820
Informal employment - agriculture	35429	8442	26987	32158	3271
Employed in non-agriculture	277338	133447	143890	75353	201985
Formal employment - non-agriculture	155994	71045	84949	34917	121077
Informal employment - non-agriculture	121344	62402	58941	40436	80908
Economically inactive	1111367	591539	519827	810426	300941
Under 15 years	682346	335207	347140	484960	197386
15-24 years	212594	110675	101919	151556	61038
25-54 years	72037	52317	19720	54196	17840
55 years or more	144389	93341	51049	119713	24676

Source: Namibia Labour Force Survey 2008

Table A.2: Employed persons by sex, urban-rural residence and kind of economic activity (industry), status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Industry	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	Agriculture	53860	18431	35429	14930	3948	10982	38052	14484	23568	879
	Mining	8813	7009	1804	681	396	285	8132	6613	1519	0
	Manufacturing	20961	13594	7367	3163	927	2236	17480	12666	4813	318
	Utilities	5384	3754	1631	429	297	132	4955	3456	1499	0
	Construction	23252	7054	16198	4449	1297	3152	18328	5757	12571	475
	Trade	61291	25660	35631	19145	4344	14801	41240	21316	19924	906
	Transport	15598	10032	5565	1477	961	517	14056	9072	4984	64
	Finance	23589	16117	7472	5418	1738	3680	17909	14379	3530	261
	Services	116975	71371	45604	7039	2866	4172	109281	68504	40777	655
	International	73	0	73	0	0	0	73	0	73	0
	Unspecified	96	96	0	0	0	0	96	96	0	0
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	Agriculture	11810	3368	8442	5368	895	4472	5915	2473	3442	528
	Mining	1672	1328	344	172	102	70	1500	1226	274	0
	Manufacturing	8425	5412	3012	1703	468	1235	6722	4945	1777	0
	Utilities	1062	416	647	0	0	0	1062	416	647	0
	Construction	2052	797	1255	387	58	329	1665	738	927	0
	Trade	33178	11262	21917	11462	1501	9961	21061	9761	11300	656
	Transport	3012	2618	393	166	115	51	2846	2504	343	0
	Finance	12863	8348	4515	3105	507	2598	9548	7841	1707	210
	Services	70574	40255	30319	3933	1031	2902	66338	39225	27113	303
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	Agriculture	42050	15063	26987	9562	3052	6510	32137	12011	20126	352
	Mining	7141	5681	1460	509	294	215	6632	5387	1245	0
	Manufacturing	12536	8182	4354	1460	460	1000	10758	7722	3036	318
	Utilities	4322	3338	984	429	297	132	3893	3040	852	0

	Construction	21200	6257	14943	4062	1239	2823	16663	5019	11645	475
	Trade	28112	14399	13714	7684	2844	4840	20179	11555	8624	250
	Transport	12586	7414	5172	1312	846	466	11210	6568	4642	64
	Finance	10726	7769	2957	2314	1231	1083	8361	6538	1823	51
	Services	46400	31115	15285	3106	1836	1270	42943	29280	13663	352
	International	73	0	73	0	0	0	73	0	73	0
	Unspecified	96	96	0	0	0	0	96	96	0	0
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	Agriculture	47770	15612	32158	13760	3320	10440	33717	12292	21425	293
	Mining	1629	901	728	588	342	246	1041	559	482	0
	Manufacturing	2827	496	2331	1671	0	1671	1059	496	563	97
	Utilities	1449	567	881	131	131	0	1318	436	881	0
	Construction	6928	1404	5524	2227	255	1972	4701	1149	3552	0
	Trade	18326	5237	13088	7848	1050	6798	10290	4187	6103	188
	Transport	1490	871	620	0	0	0	1426	871	556	64
	Finance	2822	1046	1776	1073	171	902	1655	875	780	95
	Services	39575	24161	15414	1831	758	1073	37744	23403	14341	0
	International	73	0	73	0	0	0	73	0	73	0
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	Agriculture	6090	2820	3271	1170	628	542	4334	2192	2143	586
	Mining	7184	6108	1076	92	54	39	7092	6055	1037	0
	Manufacturing	18133	13098	5036	1493	927	565	16420	12170	4250	220
	Utilities	3936	3186	749	298	166	132	3637	3020	618	0
	Construction	16324	5650	10674	2222	1042	1180	13627	4608	9019	475
	Trade	42965	20423	22542	11297	3294	8003	30950	17129	13821	718
	Transport	14107	9162	4945	1477	961	517	12630	8201	4429	0
	Finance	20767	15071	5696	4346	1567	2779	16254	13504	2751	167
	Services	77399	47209	30190	5208	2108	3100	71537	45101	26435	655
	Unspecified	96	96	0	0	0	0	96	96	0	0
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.3: Employed persons by sex, urban-rural residence and occupation, status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Occupation	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	Armed forces	2435	2320	115	0	0	0	2435	2320	115	0
	Managers	16861	11013	5848	6346	2825	3521	10239	8188	2051	276
	Professionals	28561	25439	3123	1937	1792	146	26624	23647	2977	0
	Ass professional	21506	16328	5178	1506	1008	499	20000	15320	4679	0
	Clerks	22797	17418	5379	718	588	130	21910	16830	5080	170
	Services/Sales	60907	27572	33335	16676	3213	13464	43679	24360	19319	552
	Skilled agricult	28939	6939	22001	12214	2491	9724	16020	4448	11572	705
	Craft	52376	21694	30683	12657	3130	9527	38601	18564	20037	1119
	Operators	18040	11173	6867	1167	570	596	16809	10603	6206	64
	Elementary	77467	33222	44245	3510	1160	2351	73285	32063	41223	672
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	Armed forces	232	232	0	0	0	0	232	232	0	0
	Managers	7473	3501	3971	2899	331	2568	4298	3170	1127	276
	Professionals	16808	15252	1556	339	288	51	16470	14965	1505	0
	Ass professional	11464	8094	3370	880	472	408	10584	7622	2962	0
	Clerks	15803	12121	3683	484	429	54	15320	11691	3628	0
	Services/Sales	33884	11242	22642	11907	1672	10234	21526	9569	11957	451
	Skilled agricult	6842	655	6187	4382	325	4058	1932	330	1602	528
	Craft	8828	3274	5554	3417	557	2860	5316	2717	2599	95
	Operators	1071	780	291	161	17	144	910	763	147	0
	Elementary	42244	18654	23590	1826	585	1241	40071	18069	22002	348
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	Armed forces	2203	2088	115	0	0	0	2203	2088	115	0
	Managers	9388	7512	1877	3447	2494	953	5942	5018	924	0
	Professionals	11753	10186	1567	1598	1504	95	10154	8683	1472	0
	Ass professional	10043	8235	1808	627	536	91	9416	7699	1717	0
	Clerks	6994	5298	1696	234	159	75	6590	5139	1451	170

	Services/Sales	27024	16331	10693	4770	1540	3229	22153	14790	7362	101
	Skilled agricult	22097	6284	15814	7832	2166	5666	14088	4118	9970	177
	Craft	43548	18420	25129	9239	2573	6667	33285	15847	17438	1024
	Operators	16970	10394	6576	1006	553	453	15900	9840	6059	64
	Elementary	35223	14569	20655	1685	575	1110	33214	13994	19221	324
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	Armed forces	326	326	0	0	0	0	326	326	0	0
	Managers	4218	1061	3157	2573	365	2208	1592	696	896	53
	Professionals	11843	10703	1141	351	351	0	11492	10351	1141	0
	Ass professional	5746	3262	2484	358	66	292	5388	3197	2191	0
	Clerks	2917	2068	850	85	85	0	2832	1982	850	0
	Services/Sales	18169	6776	11394	5447	1145	4302	12588	5631	6957	135
	Skilled agricult	24474	5767	18707	11414	2255	9160	12941	3512	9429	119
	Craft	15654	3234	12421	6301	809	5492	9047	2424	6623	307
	Operators	3812	3014	798	83	0	83	3664	3014	650	64
	Elementary	35730	14087	21643	2516	952	1563	33155	13134	20020	59
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	Armed forces	2109	1994	115	0	0	0	2109	1994	115	0
	Managers	12643	9952	2691	3773	2459	1313	8647	7493	1155	223
	Professionals	16718	14736	1982	1586	1440	146	15132	13296	1836	0
	Ass professional	15760	13066	2694	1148	942	206	14612	12124	2488	0
	Clerks	19880	15351	4529	632	503	130	19078	14848	4230	170
	Services/Sales	42738	20797	21941	11230	2068	9162	31091	18729	12362	417
	Skilled agricult	4465	1172	3293	800	236	564	3079	936	2144	586
	Craft	36722	18460	18262	6356	2321	4035	29554	16140	13414	812
	Operators	14228	8160	6069	1084	570	513	13145	7589	5556	0
	Elementary	41737	19136	22602	995	207	787	40130	18928	21202	612
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.4: Employed persons by sex, urban-rural residence and number of persons engaged in workplace, status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Number of persons engaged in workplace	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	1	68336	9261	59076	31123	3705	27418	36548	5555	30993	665
	2-3	41005	12424	28581	12429	4887	7542	27950	7537	20413	626
	4-5	22917	9968	12949	5306	2500	2806	17162	7468	9693	449
	6-10	33250	19198	14052	2457	2055	401	30012	17143	12869	781
	11-15	21351	13386	7965	1477	859	618	19447	12527	6920	427
	16 - 20	15368	9651	5717	820	679	141	14465	8972	5493	83
	21+	127664	99231	28433	3120	2090	1030	124019	97141	26878	525
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	1	42433	5072	37361	17783	1329	16453	24118	3743	20376	532
	2-3	15975	4781	11195	4069	1320	2750	11559	3461	8097	348
	4-5	8129	3056	5073	2097	445	1652	5873	2611	3262	158
	6-10	12276	7915	4362	555	489	66	11224	7425	3799	497
	11-15	8431	6083	2348	533	352	182	7820	5731	2088	78
	16 - 20	6338	4519	1819	344	282	62	5911	4237	1674	83
	21+	51066	42379	8687	914	460	454	50152	41919	8233	0
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	1	25903	4189	21714	13341	2376	10965	12430	1813	10617	133
	2-3	25029	7643	17387	8360	3567	4793	16391	4075	12316	278
	4-5	14788	6913	7875	3209	2056	1153	11288	4857	6431	291
	6-10	20973	11283	9690	1902	1566	335	18787	9717	9070	284
	11-15	12920	7302	5617	943	507	436	11628	6796	4832	349
	16 - 20	9030	5132	3898	477	397	79	8553	4735	3819	0
	21+	76599	56852	19746	2206	1630	576	73867	55223	18645	525
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861

Rural	1	32105	3663	28441	16140	1262	14878	15638	2401	13237	327
	2-3	23432	5338	18094	7662	2214	5448	15528	3125	12404	243
	4-5	11132	3779	7353	2685	615	2071	8393	3165	5229	53
	6-10	16408	9170	7237	678	467	211	15615	8703	6911	115
	11-15	10798	7435	3362	598	306	293	10199	7130	3070	0
	16 - 20	5762	3920	1843	655	575	79	5108	3344	1763	0
	21+	23254	16990	6264	711	590	121	22543	16400	6143	0
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	1	36232	5597	30634	14983	2443	12540	20910	3154	17756	338
	2-3	17572	7085	10487	4768	2673	2095	12422	4412	8010	383
	4-5	11785	6189	5596	2621	1886	735	8768	4304	4465	396
	6-10	16842	10027	6815	1778	1588	190	14397	8439	5958	667
	11-15	10553	5950	4603	878	553	325	9248	5397	3851	427
	16 - 20	9606	5732	3874	166	104	62	9357	5628	3729	83
	21+	104410	82241	22169	2409	1500	909	101476	80741	20735	525
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.5: Employed persons by sex, urban-rural residence and type of workplace, status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Type of workplace	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	At home (no special space)	38896	5978	32918	17803	3177	14626	20217	2801	17416	876
	Business space inside	9903	4257	5646	3057	1423	1634	6764	2834	3931	82
	Factory, office, shop	180812	131044	49768	12386	6430	5957	167439	124614	42825	987
	Farm or plot	46370	16392	29978	12239	3434	8805	33252	12958	20294	879
	Client's home/place	21692	5350	16342	4178	1012	3167	17414	4338	13076	100
	Construction sites	11172	4266	6906	658	439	219	10344	3827	6518	170
	Markets, trade fairs	4031	1002	3030	1724	56	1668	2212	945	1267	95
	Street stall	2835	622	2213	1842	152	1691	993	470	523	0
	No fixed location	8695	2370	6325	2515	428	2087	6014	1941	4073	166
	Other	5222	1663	3559	329	225	104	4689	1438	3250	204
	Not recorded	264	177	87	0	0	0	264	177	87	0
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	At home (no special b	22131	2960	19171	9256	808	8448	12346	2152	10194	529
	Business space inside	5183	1772	3411	1324	420	905	3859	1353	2506	0
	Factory, office, shop	84837	61428	23408	6088	2075	4013	78253	59353	18899	495
	Farm or individual su	10953	2914	8038	4565	832	3733	5860	2082	3778	528
	Client's home/place	10932	2693	8239	1058	237	820	9824	2455	7369	50
	Construction sites	1292	604	688	280	184	97	1011	420	591	0
	Markets, trade fairs	2470	258	2212	1416	56	1360	959	202	757	95
	Street stall	1546	113	1433	1073	0	1073	473	113	360	0
	No fixed location (mo	1691	17	1674	1150	17	1133	541	0	541	0
	Other	3615	1044	2572	84	47	37	3531	997	2534	0
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	At home (no special b	16765	3018	13747	8547	2369	6178	7871	649	7222	347
	Business space inside	4720	2485	2235	1733	1004	729	2906	1481	1425	82
	Factory, office, shop	95975	69615	26360	6298	4355	1943	89186	65261	23926	491

	Farm or individual su	35417	13477	21940	7674	2602	5072	27392	10876	16516	352
	Client's home/place	10761	2657	8103	3120	774	2346	7590	1883	5707	50
	Construction sites	9880	3662	6218	378	256	122	9333	3406	5927	170
	Markets, trade fairs	1561	744	818	308	0	308	1253	744	510	0
	Street stall	1289	508	780	769	152	617	520	357	163	0
	No fixed location (mo	7004	2352	4651	1365	411	954	5473	1941	3531	166
	Other	1606	619	987	245	178	67	1157	441	716	204
	Not recorded	264	177	87	0	0	0	264	177	87	0
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	At home (no special b	18265	1913	16352	8823	924	7898	9198	989	8209	245
	Business space inside	1873	655	1218	587	184	403	1286	471	816	0
	Factory, office, shop	47852	29953	17899	5353	1351	4001	42364	28602	13762	135
	Farm or individual su	42235	15016	27219	11458	3139	8319	30484	11877	18607	293
	Clients 'home/place	5862	877	4986	1384	194	1189	4479	682	3796	0
	Construction sites	3271	1223	2048	310	134	176	2961	1089	1872	0
	Markets, trade fairs	908	53	855	493	0	493	415	53	363	0
	Street stall	569	135	434	144	0	144	425	135	290	0
	No fixed location (mo	1326	36	1290	513	36	477	749	0	749	64
	Other	729	436	293	66	66	0	663	370	293	0
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	At home (no special b	20631	4064	16566	8980	2253	6727	11019	1812	9207	631
	Business space inside	8030	3602	4428	2470	1239	1231	5478	2363	3115	82
	Factory, office, shop	132960	101091	31870	7034	5078	1955	125075	96012	29063	852
	Farm or individual su	4135	1376	2759	780	294	486	2769	1081	1688	586
	Client's home/place	15830	4473	11357	2794	817	1977	12936	3656	9280	100
	Construction sites	7901	3043	4858	348	306	43	7383	2738	4645	170
	Markets, trade fairs	3123	949	2174	1232	56	1175	1797	893	904	95
	Street stall	2266	487	1779	1698	152	1547	567	335	232	0
	No fixed location (mo	7369	2334	5035	2002	392	1610	5265	1941	3324	101
	Other	4493	1227	3265	264	159	104	4025	1068	2957	204
	Not recorded	264	177	87	0	0	0	264	177	87	0
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.6: Employed persons by sex, urban-rural residence and full-time vs. part-time work, status in employment and formal vs. informal nature of main job

	Full/part time work	<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	Full time	268894	161285	107608	40374	14391	25983	225986	146895	79091	2534
	Part time	60836	11672	49165	16358	2385	13973	43455	9287	34168	1024
	Not recorded	161	161	0	0	0	0	161	161	0	0
Female	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
	Full time	117022	69386	47635	17133	3973	13161	98385	65414	32971	1504
	Part time	27552	4343	23209	9162	704	8458	18198	3639	14559	193
Male	Not recorded	75	75	0	0	0	0	75	75	0	0
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
	Full time	151872	91899	59973	23241	10418	12823	127601	81481	46120	1030
Rural	Part time	33284	7329	25956	7196	1681	5515	25257	5648	19609	831
	Not recorded	87	87	0	0	0	0	87	87	0	0
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Urban	Full time	96510	46481	50030	20542	5523	15019	75561	40958	34603	408
	Part time	26380	3815	22565	8588	506	8082	17463	3309	14154	329
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	Full time	172383	114805	57578	19832	8868	10964	150425	105936	44488	2126
	Part time	34457	7857	26600	7770	1879	5891	25992	5978	20014	694
	Not recorded	161	161	0	0	0	0	161	161	0	0
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.7: Employed persons by sex, urban-rural residence and number of usual hours of work per week, status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Usual hours	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	0-9	5177	628	4549	1568	329	1239	3550	299	3251	59
	10-19	9228	1183	8045	2829	159	2669	6309	1023	5286	90
	20-29	18491	4382	14110	5206	910	4296	13102	3471	9631	183
	30-39	29168	10493	18675	7239	334	6905	21814	10159	11656	115
	40-49	158461	109798	48663	16450	7479	8972	140579	102319	38260	1432
	50-59	44187	21099	23087	6989	1987	5002	36764	19112	17651	434
	60-69	22645	10022	12624	6057	2062	3995	16419	7960	8459	170
	70-79	15911	4607	11304	4316	1391	2924	11414	3215	8198	182
	80-89	14701	6715	7986	3581	1137	2444	10515	5578	4937	604
	90-99	5420	1501	3920	1327	408	919	4093	1093	3001	0
	100+	4883	1839	3044	522	360	162	4073	1479	2595	288
	NR, DK, etc.	1617	853	765	648	219	429	969	633	335	0
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	0-9	2599	249	2350	593	142	450	2007	107	1900	0
	10-19	6480	774	5706	1840	0	1840	4595	774	3821	45
	20-29	11761	2866	8895	3396	453	2943	8365	2413	5952	0
	30-39	16911	6587	10324	4514	167	4347	12397	6419	5977	0
	40-49	65654	46655	18998	6415	1798	4617	58623	44858	13766	616
	50-59	15816	8370	7446	2759	706	2053	12903	7664	5239	154
	60-69	8583	3604	4979	2873	658	2215	5710	2946	2764	0
	70-79	5691	1418	4273	1576	342	1234	3997	1076	2922	118
	80-89	5156	1391	3765	1344	239	1104	3208	1152	2056	604
	90-99	2324	562	1762	468	83	385	1857	479	1378	0
	100+	160	53	2396	88	0	88	910	53	858	1450
	NR, DK, etc.	1065	383	683	377	0	377	688	383	306	0
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696

Male	0-9	2578	379	2199	975	186	789	1543	193	1351	59
	10-19	2748	409	2339	988	159	829	1715	250	1465	45
	20-29	6730	1516	5215	1810	458	1352	4738	1058	3680	183
	30-39	12258	3906	8351	2725	167	2559	9418	3740	5678	115
	40-49	92808	63143	29665	10035	5681	4354	81956	57462	24494	817
	50-59	28371	12730	15641	4230	1281	2949	23861	11449	12413	280
	60-69	14062	6418	7645	3184	1404	1781	10708	5014	5694	170
	70-79	10220	3189	7031	2739	1049	1690	7416	2140	5277	64
	80-89	9545	5324	4221	2238	898	1340	7307	4426	2881	0
	90-99	3096	939	2157	860	325	534	2236	614	1623	0
	100+	2275	893	1382	381	272	109	1765	621	1144	129
	NR, DK, etc.	552	470	82	271	219	52	280	251	30	0
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	0-9	2465	182	2283	787	94	693	1618	88	1530	59
	10-19	3672	399	3273	1886	39	1848	1786	360	1426	0
	20-29	9527	1742	7786	3583	418	3165	5847	1324	4523	97
	30-39	14414	3611	10803	4892	197	4695	9407	3414	5993	115
	40-49	49349	30678	18671	7427	2703	4724	41693	27975	13718	229
	50-59	16949	6962	9987	3364	827	2537	13466	6135	7331	119
	60-69	8192	2056	6136	2330	685	1646	5862	1372	4490	0
	70-79	8269	1536	6732	1776	366	1411	6428	1171	5257	64
	80-89	5712	1893	3819	1856	392	1465	3803	1501	2302	53
	90-99	1825	213	1612	539	0	539	1286	213	1073	0
	100+	1887	826	1061	164	111	53	1723	715	1008	0
	NR, DK, etc.	629	197	432	524	197	326	106	0	106	0
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	0-9	2713	447	2266	780	235	546	1932	212	1721	0
	10-19	5556	784	4772	942	121	822	4524	663	3861	90
	20-29	8964	2640	6324	1623	493	1130	7255	2147	5108	85
	30-39	14754	6882	7873	2347	137	2210	12407	6745	5662	0
	40-49	109112	79120	29993	9024	4776	4248	98886	74344	24542	1203
	50-59	27237	14137	13100	3625	1160	2465	23297	12977	10320	315

	60-69	14453	7965	6488	3727	1377	2350	10557	6588	3969	170
	70-79	7642	3070	4572	2539	1026	1513	4986	2045	2941	118
	80-89	8989	4822	4167	1725	745	980	6713	4077	2636	551
	90-99	3596	1288	2308	788	408	380	2807	880	1927	0
	100+	288	257	2599	397	148	249	873	109	764	1586
	NR, DK, etc.	988	655	333	125	22	103	863	633	230	0
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.8: Employed persons by sex, urban-rural residence and number of actual hours worked in the reference week, status in employment and formal vs. informal nature of main job

	Actual hours	<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	0-9	14876	5340	9536	4966	811	4155	9851	4529	5322	59
	10-19	18448	3299	15148	7757	212	7545	10600	3087	7513	90
	20-29	23997	7408	16589	5371	1210	4161	18490	6198	12292	136
	30-39	39313	21383	17930	4827	902	3925	33878	20481	13396	609
	40-49	132304	91654	40650	12811	6494	6317	118369	85160	33209	1123
	50-59	38543	18502	20041	6000	1849	4151	32347	16653	15694	196
	60-69	20973	9419	11554	5153	1718	3435	15618	7701	7917	202
	70-79	14502	5027	9475	3757	1367	2390	10571	3660	6912	173
	80-89	11895	5106	6790	2931	1072	1859	8328	4034	4294	636
	90-99	4630	1585	3045	861	299	562	3769	1286	2483	0
	100+	4207	1404	2803	466	305	162	3507	1099	2408	234
	NR	1663	1004	659	648	219	429	1015	785	230	0
	DK	4541	1988	2553	1184	318	866	3259	1670	1590	97
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	0-9	7182	2626	4557	2183	142	2040	5000	2483	2516	0
	10-19	10368	1603	8765	4188	10	4178	6135	1594	4541	45
	20-29	14711	4456	10255	3363	529	2834	11348	3927	7421	0
	30-39	21712	12169	9543	3206	377	2829	18506	11792	6714	0
	40-49	53140	37846	15294	4800	1571	3229	47672	36275	11397	668
	50-59	13522	6942	6580	2561	788	1773	10867	6154	4712	95
	60-69	7525	2922	4603	2322	361	1960	5171	2560	2610	33
	70-79	5095	1515	3579	1123	222	901	3858	1294	2565	114
	80-89	4154	882	3272	1134	285	849	2384	597	1787	636
	90-99	2015	457	1558	468	83	385	1547	374	1174	0
	100+	2138	717	1421	141	88	53	1892	629	1263	105

	NR	960	383	577	377	0	377	583	383	200	0
	DK	2127	1288	839	430	221	210	1696	1067	629	0
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	0-9	7694	2715	4980	2783	669	2114	4851	2046	2806	59
	10-19	8080	1696	6383	3569	202	3367	4465	1494	2971	45
	20-29	9286	2952	6334	2008	681	1327	7142	2271	4871	136
	30-39	17601	9214	8387	1620	525	1096	15372	8689	6682	609
	40-49	79164	53808	25356	8011	4923	3089	70698	48885	21812	455
	50-59	25020	11560	13460	3439	1061	2377	21480	10499	10982	101
	60-69	13448	6497	6951	2831	1356	1475	10447	5141	5306	170
	70-79	9407	3511	5896	2635	1145	1490	6713	2366	4347	59
	80-89	7741	4224	3517	1797	787	1010	5944	3437	2508	0
	90-99	2615	1129	1486	393	217	177	2222	912	1310	0
	100+	2069	687	1382	325	216	109	1615	471	1144	129
	NR	704	622	82	271	219	52	432	403	30	0
	DK	2414	700	1714	754	97	657	1563	603	960	97
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	0-9	8069	2195	5874	3156	293	2863	4854	1902	2952	59
	10-19	9679	1409	8270	5816	127	5690	3863	1282	2580	0
	20-29	11570	2851	8719	3436	438	2999	8133	2413	5720	0
	30-39	15026	6745	8282	2257	373	1884	12590	6371	6219	179
	40-49	40279	25790	14489	5017	2264	2754	34980	23527	11453	282
	50-59	13150	4812	8337	2878	905	1972	10272	3907	6365	0
	60-69	8088	2058	6030	1992	599	1393	6096	1458	4638	0
	70-79	7250	1785	5465	1250	330	920	5881	1455	4426	119
	80-89	4540	1136	3404	1702	392	1310	2838	744	2094	0
	90-99	1247	163	1084	302	0	302	945	163	782	0
	100+	1477	603	874	164	111	53	1313	491	822	0
	NR	636	310	326	524	197	326	113	113	0	0
	DK	1880	439	1441	636	0	636	1147	439	708	97
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737

Urban	0-9	6807	3145	3662	1810	519	1291	4997	2627	2371	0
	10-19	8769	1890	6878	1941	85	1856	6738	1805	4933	90
	20-29	12427	4557	7870	1934	772	1162	10357	3785	6571	136
	30-39	24287	14638	9649	2569	528	2041	21287	14110	7178	430
	40-49	92025	65864	26161	7794	4230	3564	83390	61634	21756	841
	50-59	25393	13690	11703	3122	944	2178	22075	12746	9329	196
	60-69	12885	7361	5524	3161	1119	2042	9522	6242	3279	202
	70-79	7252	3242	4011	2507	1037	1470	4691	2204	2486	54
	80-89	7356	3970	3386	1229	680	549	5490	3289	2201	636
	90-99	3383	1422	1961	559	299	260	2823	1122	1701	0
	100+	2730	801	1929	302	193	109	2194	608	1586	234
	NR	1027	694	333	125	22	103	902	672	230	0
	DK	2661	1549	1112	548	318	230	2113	1231	882	0
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.9: Employed persons by sex, urban-rural residence, multiple jobholding and status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Multiple jobs	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	No	320455	168276	152179	53827	15085	38742	263070	153191	109879	3557
	Yes	9436	4842	4594	2904	1690	1214	6532	3152	3380	0
Female	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
	No	139989	71993	67996	25279	4318	20962	113014	67675	45338	1696
	Yes	4659	1811	2848	1015	359	657	3644	1452	2192	0
Male	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
	No	180466	96283	84182	28548	10768	17781	150057	85516	64541	1861
	Yes	4777	3031	1746	1889	1332	557	2888	1700	1188	0
Rural	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
	No	119973	48624	71349	27794	5371	22424	91442	43253	48189	737
	Yes	2917	1672	1245	1335	658	677	1582	1014	568	0
Urban	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
	No	200481	119652	80829	26033	9715	16319	171628	109938	61690	2820
	Yes	6519	3170	3349	1570	1032	537	4950	2138	2812	0
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.10.1: Employed persons by sex, urban-rural residence, desire, availability and search for additional hours of work, and status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Wanting, available & seeking additional hours of work	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	No	322694	171653	151042	54856	16609	38247	264331	155043	109288	3507
	Yes	7197	1466	5731	1876	166	1710	5271	1300	3971	50
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	No	141228	73231	67996	25397	4676	20721	114134	68555	45579	1696
	Yes	3421	573	2848	897	0	897	2523	573	1951	0
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	No	181467	98421	83045	29459	11933	17526	150197	86488	63709	1811
	Yes	3776	893	2883	979	166	812	2748	727	2021	50
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	No	120749	50170	70579	28582	5903	22679	91431	44267	47163	737
	Yes	2141	126	2015	548	126	422	1593	0	1593	0
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	No	201945	121482	80463	26275	10706	15568	172900	110776	62124	2770
	Yes	5056	1340	3716	1328	41	1288	3678	1300	2378	50
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table A.10.2: Employed persons by sex, urban-rural residence, desire and availability for additional hours of work, and status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Wanting & available for more hours of work	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	No	317658	170221	147437	53769	16481	37288	260499	153740	106759	3390
	Yes	12233	2898	9336	2963	295	2668	9104	2603	6500	167
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	No	139093	72654	66439	24854	4624	20230	112543	68030	44513	1696
	Yes	5555	1150	4405	1441	53	1388	4114	1098	3017	0
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	No	178565	97567	80998	28915	11857	17058	147955	85710	62246	1694
	Yes	6678	1748	4931	1522	242	1280	4989	1506	3483	167
	Total	185243	99315	85928	30437	12099	18338	152945	87215	65729	1861
Rural	No	118768	49810	68958	27965	5850	22115	90066	43960	46106	737
	Yes	4122	486	3636	1164	178	986	2958	308	2651	0
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	No	198890	120411	78479	25804	10631	15173	170433	109780	60653	2653
	Yes	8111	2411	5699	1799	116	1683	6145	2295	3850	167
	Total	207001	122823	84178	27603	10747	16856	176579	112076	64503	2820

Source: Namibia Labour Force Survey 2008

Table 11.A: Employed persons by sex, urban-rural residence, age group and status in employment and formal vs. informal nature of main job

	<i>Age group (years)</i>	<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	15-19	8661	2276	6384	632	236	396	7907	2040	5867	121
	20-29	98567	42825	55742	11409	2021	9388	85787	40803	44984	1370
	30-39	105296	55125	50171	16801	3871	12930	87155	51255	35900	1340
	40-49	71064	44786	26278	12423	4546	7877	58034	40240	17794	607
	50-59	36255	23706	12549	9844	3940	5904	26292	19766	6526	119
	60-69	7262	3266	3996	4107	1807	2299	3155	1459	1696	0
	70-79	1800	562	1239	1298	270	1028	502	292	210	0
	80-89	228	0	228	0	0	0	228	0	228	0
	90-99	759	572	187	219	84	135	541	488	53	0
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	15-19	2865	885	1980	142	142	0	2722	742	1980	0
	20-29	43484	18510	24974	5811	456	5355	36941	18054	18887	732
	30-39	46760	23200	23560	7749	1008	6741	38325	22193	16132	687
	40-49	33104	20681	12424	6318	1268	5050	26592	19413	7180	194
	50-59	15107	9633	5474	4164	1626	2538	10859	8007	2853	83
	60-69	2069	606	1462	1322	148	1174	747	459	288	0
	70-79	865	28	836	654	28	626	210	0	210	0
	80-89	395	261	135	135	0	135	261	261	0	0
	90-99		0	0	0			0			
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	15-19	5796	1392	4405	490	94	396	5185	1298	3888	121
	20-29	55083	24315	30768	5599	1566	4033	48846	22749	26097	638
	30-39	58536	31925	26611	9052	2863	6189	48830	29062	19768	653
	40-49	37959	24106	13854	6105	3278	2827	31442	20828	10614	413
	50-59	21148	14073	7074	5680	2314	3366	15433	11760	3673	35

	60-69	5193	2660	2533	2785	1660	1125	2408	1000	1408	0
	70-79	935	533	402	644	241	402	292	292	0	0
	80-89	228	0	228	0	0	0	228	0	228	0
	90-99	364	311	53	84	84	0	280	227	53	0
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	15-19	4448	1033	3415	313	94	219	4135	939	3196	0
	20-29	36074	10390	25684	5592	577	5015	29961	9812	20148	521
	30-39	35123	15240	19883	6617	872	5745	28387	14368	14018	119
	40-49	26843	14203	12640	6245	1287	4957	20501	12916	7585	97
	50-59	14727	7662	7066	6401	1997	4405	8326	5665	2661	0
	60-69	4332	1483	2848	2936	1001	1936	1395	483	913	0
	70-79	1211	285	926	1025	201	823	186	83	103	0
	80-89	80	0	80	0	0	0	80	0	80	0
	90-99	53	0	53	0	0	0	53	0	53	0
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	15-19	4213	1243	2970	319	142	176	3772	1101	2672	121
	20-29	62493	32435	30057	5817	1444	4372	55826	30991	24835	850
	30-39	70173	39885	30288	10184	2999	7185	58768	36886	21882	1221
	40-49	44221	30583	13638	6178	3259	2920	37533	27324	10209	509
	50-59	21528	16045	5483	3442	1943	1499	17966	14101	3865	119
	60-69	2930	1783	1147	1170	807	364	1760	976	784	0
	70-79	590	277	313	273	68	205	316	208	108	0
	80-89	148	0	148	0	0	0	148	0	148	0
	90-99	706	572	135	219	84	135	488	488	0	0
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table 12.A: Employed persons by sex, urban-rural residence, highest level of education completed and status in employment and formal vs. informal nature of main job

		<i>All employed persons</i>			<i>Employers & own-account workers</i>			<i>Employees</i>			<i>Contributing family workers</i>
	Highest educational level	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	Primary	73082	25536	47546	17264	2043	15220	54605	23493	31112	1214
	Jun Secondary	105052	44814	60238	16963	2709	14253	86960	42105	44855	1129
	Sen Secondary	74157	50025	24132	10440	6059	4381	63255	43967	19289	462
	Post-school	12155	10412	1744	1598	1191	407	10558	9220	1337	0
	University	11676	11121	555	2031	2031	0	9646	9090	555	0
	Postgraduate	9425	7971	1454	1092	1024	68	8333	6947	1386	0
	Teacher Training	10716	10170	546	670	582	88	10045	9588	458	0
	Other*	33627	13070	20557	6675	1137	5538	26200	11934	14267	752
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	Primary	24651	7287	17363	8001	473	7528	16294	6814	9480	355
	Jun Secondary	51422	20077	31345	9162	751	8411	41658	19326	22331	602
	Sen Secondary	34711	21747	12965	4396	1774	2622	30030	19973	10057	285
	Post-school	6253	5744	509	465	358	107	5788	5386	402	0
	University	5464	5185	279	536	536	0	4927	4648	279	0
	Postgraduate	4581	3742	838	259	191	68	4321	3551	770	0
	Teacher Training	7007	6670	337	268	268	0	6740	6402	337	0
	Other*	10560	3352	7208	3207	325	2882	6899	3027	3873	454
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
Male	Primary	48432	18249	30183	9263	1570	7692	38310	16679	21632	859
	Jun Secondary	53631	24737	28894	7801	1959	5843	45302	22778	22524	527
	Sen Secondary	39446	28279	11167	6043	4285	1758	33225	23994	9232	177
	Post-school	5902	4667	1235	1132	833	300	4770	3834	935	0
	University	6213	5936	277	1494	1494	0	4718	4442	277	0
	Postgraduate	4844	4229	616	832	832	0	4012	3396	616	0
	Teacher Training	3709	3500	209	403	314	88	3306	3186	120	0

	Other*	23067	9718	13348	3468	811	2657	19301	8907	10394	297
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	Primary	37366	9962	27404	10712	678	10034	26376	9284	17092	278
	Jun Secondary	35979	11195	24784	9131	858	8273	26789	10337	16452	59
	Sen Secondary	14797	8922	5875	3070	1769	1301	11727	7153	4574	0
	Post-school	4236	3448	788	670	495	175	3566	2953	613	0
	University	2623	2511	111	820	820	0	1802	1691	111	0
	Postgraduate	1217	1134	83	131	131	0	1087	1003	83	0
	Teacher Training	6107	5851	256	497	445	52	5610	5406	204	0
	Other*	20566	7273	13293	4099	834	3265	16067	6439	9628	400
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	Primary	35716	15574	20142	6552	1366	5186	28229	14208	14020	936
	Jun Secondary	69073	33619	35454	7832	1852	5981	60171	31767	28404	1070
	Sen Secondary	59360	41104	18257	7369	4290	3079	51528	36814	14715	462
	Post-school	7920	6964	956	928	696	231	6992	6267	725	0
	University	9054	8609	444	1210	1210	0	7843	7399	444	0
	Postgraduate	8207	6837	1371	961	893	68	7246	5944	1302	0
	Teacher Training	4609	4319	290	174	137	37	4435	4182	254	0
	Other*	13062	5798	7264	2576	303	2273	10133	5495	4639	352
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

* Never attended school, or highest educational level unknown, not specified, etc.

Source: Namibia Labour Force Survey 2008

Table 13.A: Employed persons by sex, urban-rural residence, nationality and status in employment and formal vs. informal nature of main job

	All employed persons			Employers & own-account workers			Employees			Contributing family workers	
	Nationality	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	
Total	Namibia	319525	168081	151444	53952	15035	38917	262097	153045	109052	3476
	Angola	3170	650	2519	574	79	495	2596	571	2025	0
	RSA	1650	1456	194	378	349	29	1272	1108	165	0
	Zambia	1075	360	715	364	165	199	710	194	516	0
	Zimbabwe	1631	1006	625	450	175	275	1100	831	268	82
	Other SADC	134	0	134	0	0	0	134	0	134	0
	Other African	326	95	231	0	0	0	326	95	231	0
	European	1142	991	151	657	657	0	485	334	151	0
	American	840	159	680	92	92	0	747	67	680	0
	Asica/Oceanic	259	222	37	222	222	0	37	0	37	0
	Other	140	98	42	42	0	42	98	98	0	0
	Total	329891	173119	156773	56732	16776	39956	269602	156343	113259	3557
Female	Namibia	140982	72107	68875	25347	4185	21162	113939	67922	46017	1696
	Angola	1170	274	895	333	79	253	837	195	642	0
	RSA	603	465	138	115	86	29	489	380	109	0
	Zambia	280	155	125	80	0	80	200	155	45	0
	Zimbabwe	359	247	113	94	0	94	266	247	19	0
	Other SADC	95	95	0	0	0	0	95	95	0	0
	Other African	334	258	76	258	258	0	76	0	76	0
	European	689	67	622	0	0	0	689	67	622	0
	American	68	68	0	68	68	0	0	0	0	0
	Other	68	68	0	0	0	0	68	68	0	0
	Total	144649	73804	70844	26295	4676	21618	116658	69128	47530	1696
	Male	Namibia	178543	95974	82569	28605	10850	17755	148159	85124	63035
Angola		2000	376	1624	241	0	241	1759	376	1383	0

	RSA	1047	991	56	263	263	0	784	728	56	0
	Zambia	795	205	590	284	165	119	511	40	471	0
	Zimbabwe	1272	760	512	356	175	181	834	585	249	82
	Other SADC	134	0	134	0	0	0	134	0	134	0
	Other African	231	0	231	0	0	0	231	0	231	0
	European	809	733	76	399	399	0	409	334	76	0
	American	151	92	58	92	92	0	58	0	58	0
	Asia/Oceanic	191	154	37	154	154	0	37	0	37	0
	Other	72	30	42	42	0	42	30	30	0	0
	Total	185243	99314	85928	30437	12099	18338	152945	87215	65729	1861
Rural	Namibia	119903	50059	69844	28657	5905	22753	90509	44155	46354	737
	Angola	1938	0	1938	227	0	227	1711	0	1711	0
	RSA	91	91	0	58	58	0	32	32	0	0
	Zambia	627	80	547	121	0	121	506	80	426	0
	European	66	66	0	66	66	0	0	0	0	0
	American	266	0	266	0	0	0	266	0	266	0
	Total	122890	50296	72594	29129	6029	23101	93024	44267	48757	737
Urban	Namibia	199622	118021	81600	25295	9131	16164	171588	108890	62698	2738
	Angola	1231	650	581	346	79	267	885	571	314	0
	RSA	1560	1366	194	319	290	29	1240	1075	165	0
	Zambia	448	279	169	244	165	79	204	114	90	0
	Zimbabwe	1631	1006	625	450	175	275	1100	831	268	82
	Other SADC	134	0	134	0	0	0	134	0	134	0
	Other African	326	95	231	0	0	0	326	95	231	0
	European	1077	925	151	592	592	0	485	334	151	0
	American	574	159	415	92	92	0	482	67	415	0
	Asia/Oceanic	259	222	37	222	222	0	37	0	37	0
	Other	140	98	42	42	0	42	98	98	0	0
	Total	207001	122822	84178	27603	10747	16856	176578	112076	64502	2820

Source: Namibia Labour Force Survey 2008

Table 14.A: Employees (main job) by type of work place, formal vs. informal nature of employment and conditions of employment: contract form (written contract/verbal agreement), duration of contract/agreement, paid annual leave, paid sick leave, income tax

		<i>All employees</i>			<i>Government</i>			<i>Private enterprise</i>			<i>Household</i>		
	Contract form	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	Written contract	161863	130605	31258	73191	66796	6395	83127	60721	22406	5544	3088	2456
	Verbal agreement	105500	23693	81808	7573	3640	3932	66027	16349	49679	31900	3704	28197
	Not recorded	949	884	65	146	146		675	610	65	128	128	
	Not applicable	737	670	67	124	124		407	407		206	139	67
	Total	269049	155851	113198	81034	70707	10327	150236	78086	72150	37778	7058	30720
Female	Written contract	70621	58889	11732	35980	33226	2754	30860	23091	7769	3781	2572	1209
	Verbal agreement	45177	9370	35807	2584	1520	1063	19063	4878	14185	23531	2972	20559
	Not recorded	346	346		43	43		176	176		128	128	
	Not applicable	372	329	43	37	37		153	153		182	139	43
	Total	116516	68935	47582	38643	34826	3817	50251	28297	21954	27622	5811	21810
Male	Written contract	91241	71716	19526	37211	33570	3641	52267	37630	14637	1763	515	1248
	Verbal agreement	60323	14322	46001	4989	2120	2869	46965	11471	35494	8369	731	7638
	Not recorded	603	538	65	104	104		500	434	65			
	Not applicable	365	341	24	87	87		254	254		24		24
	Total	152533	86917	65616	42391	35881	6510	99985	49789	50196	10157	1247	8910
Rural	Written contract	42644	32963	9682	24717	22417	2300	15969	9687	6282	1958	859	1099
	Verbal agreement	49306	10416	38890	3794	1103	2690	34219	8179	26039	11293	1133	10160
	Not recorded	511	445	65	104	104		407	342	65			
	Not applicable	210	210					210	210				
	Total	92671	44034	48636	28615	23624	4991	50805	18419	32387	13251	1992	11259
Urban	Written contract	119219	97642	21576	48474	44379	4095	67158	51034	16124	3586	2229	1358
	Verbal agreement	56195	13277	42918	3779	2537	1242	31808	8169	23639	20608	2571	18037
	Not recorded	439	439		43	43		268	268		128	128	
	Not applicable	527	460	67	124	124		196	196		206	139	67
	Total	176378	111817	64561	52420	47083	5337	99431	59668	39763	24528	5066	19461

		<i>All employees</i>			<i>Government</i>			<i>Private enterprise</i>			<i>Household</i>		
	Duration of contract/agreement	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	Limited duration	33486	12050	21435	7778	3395	4382	22321	8218	14103	3387	437	2950
	Permanent nature	159147	126396	32751	67215	64542	2673	80439	57108	23331	11493	4746	6747
	Unspecified duration	73645	15144	58501	5711	2439	3272	45677	11211	34467	22256	1494	20762
	Not recorded	1005	931	74	221	221		690	616	74	95	95	
	Not applicable	1766	1329	436	110	110		1109	934	175	547	285	262
	Total	269049	155852	113198	81035	70707	10327	150237	78086	72150	37778	7058	30720
Female	Limited duration	11641	4069	7572	3004	1365	1639	6538	2436	4102	2098	267	1831
	Permanent nature	71494	57427	14066	33330	32164	1166	29043	21377	7667	9121	3887	5234
	Unspecified duration	32373	6649	25724	2183	1170	1013	14213	4055	10157	15978	1423	14555
	Not recorded	366	366		90	90		181	181		95	95	
	Not applicable	643	424	219	37	37		276	248	28	330	139	191
	Total	116516	68935	47582	38643	34826	3817	50252	28297	21954	27621	5811	21810
Male	Limited duration	21845	7982	13863	4774	2030	2743	15783	5781	10002	1289	170	1118
	Permanent nature	87654	68969	18685	33885	32378	1507	51396	35731	15665	2372	859	1513
	Unspecified duration	41271	8495	32776	3529	1269	2260	31465	7155	24309	6278	71	6207
	Not recorded	640	566	74	131	131		508	434	74			
	Not applicable	1123	906	217	73	73		833	686	146	217	146	71
	Total	152533	86917	65616	42391	35881	6510	99985	49789	50196	10157	1247	8910
Rural	Limited duration	11779	3124	8655	3301	1397	1903	7900	1668	6232	578	58	520
	Permanent nature	46994	34014	12980	22186	21005	1182	21419	11543	9876	3389	1466	1923
	Unspecified duration	32862	5945	26917	2952	1045	1906	20773	4579	16195	9137	321	8816
	Not recorded	443	387	56	104	104		340	284	56			
	Not applicable	593	564	28	73	73		373	345	28	146	146	
	Total	92671	44034	48636	28615	23624	4991	50806	18419	32387	13251	1992	11259

Urban	Limited duration	21706	8926	12780	4477	1998	2479	14421	6549	7871	2809	379	2430
	Permanent nature	112154	92382	19771	45029	43538	1491	59021	45565	13456	8104	3280	4824
	Unspecified duration	40783	9200	31584	2760	1394	1366	24904	6632	18272	13120	1174	11946
	Not recorded	562	544	18	117	117		350	332	18	95	95	
	Not applicable	1173	765	408	37	37		735	589	146	401	139	262
	Total	176379	111817	64561	52420	47083	5337	99431	59668	39763	24528	5066	19461

	Paid annual leave	All employees			Government			Private enterprise			Household		
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	Yes	151420	128182	23237	66950	63740	3211	76343	60299	16044	8127	4144	3983
	No	111343	23987	87357	13021	5904	7117	70064	15806	54258	28258	2277	25982
	Not recorded	895	815	80	146	146		575	495	80	174	174	
	Not applicable	359	314	45	37	37		193	193		129	84	45
	DK	5032	2554	2479	880	880		3061	1293	1768	1091	380	711
	Total	269049	155851	113198	81034	70707	10327	150236	78086	72150	37778	7058	30720
Female	Yes	67161	57511	9650	32978	31747	1231	27714	22158	5555	6470	3606	2864
	No	46690	9993	36697	5149	2562	2587	21339	5684	15656	20201	1747	18454
	Not recorded	299	277	21	43	43		82	61	21	174	174	
	Not applicable	166	121	45	37	37					129	84	45
	DK	2201	1033	1168	437	437		1116	395	722	648	201	447
	Total	116516	68935	47582	38643	34826	3817	50251	28297	21954	27621	5811	21810
Male	Yes	84259	70672	13587	33973	31993	1980	48629	38141	10488	1657	538	1118
	No	64654	13994	50660	7872	3342	4530	48725	10123	38603	8057	530	7527
	Not recorded	596	538	58	104	104		493	434	58			
	Not applicable	193	193					193	193				
	DK	2831	1521	1311	443	443		1945	899	1046	443	179	264
	Total	152533	86917	65616	42391	35881	6510	99985	49789	50196	10157	1247	8910
Rural	Yes	42557	34737	7820	21762	20531	1231	19056	13217	5839	1739	989	750
	No	47484	8048	39436	6471	2711	3760	30158	4558	25600	10855	778	10076
	Not recorded	468	409	58	104	104		286	227	58	79	79	
	Not applicable	150	150					150	150				
	DK	2012	690	1322	278	278		1156	266	890	578	146	432
	Total	92671	44034	48636	28615	23624	4991	50805	18419	32387	13251	1992	11259
Urban	Yes	108863	93446	15417	45189	43209	1980	57286	47082	10205	6388	3155	3232
	No	63859	15939	47921	6549	3193	3357	39907	11248	28659	17404	1499	15905
	Not recorded	427	406	21	43	43		290	268	21	95	95	
	Not applicable	209	164	45	37	37		43	43		129	84	45
	DK	3020	1863	1157	602	602		1905	1027	878	513	234	279
	Total	176378	111817	64561	52420	47083	5337	99431	59668	39763	24528	5066	19461

	<i>All employees</i>				<i>Government</i>			<i>Private enterprise</i>			<i>Household</i>		
	Paid sick leave	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	Yes	170164	136700	33464	72717	67364	5353	86578	65117	21461	10869	4220	6649
	No	93411	16413	76998	7706	2900	4806	59707	11296	48411	25999	2217	23781
	Not recorded	1194	915	279	146	146		874	595	279	174	174	
	Not applicable	386	314	73	37	37		266	193	73	84	84	
	DK	3893	1509	2384	429	260	169	2812	886	1926	653	363	289
	Total	269049	155852	113198	81034	70707	10327	150237	78086	72150	37778	7058	30720
Female	Yes	75499	61320	14179	35351	33527	1824	31618	24110	7508	8530	3683	4847
	No	38657	6391	32265	2984	1119	1865	17401	3732	13669	18272	1540	16732
	Not recorded	442	334	109	43	43		226	117	109	174	174	
	Not applicable	193	121	73	37	37		73		73	84	84	
	DK	1725	769	956	229	101	129	934	338	597	562	331	231
	Total	116516	68935	47582	38643	34826	3817	50252	28297	21954	27622	5811	21810
Male	Yes	94666	75380	19285	37367	33837	3530	54960	41006	13953	2339	537	1802
	No	54755	10022	44733	4722	1781	2941	42306	7564	34743	7727	677	7049
	Not recorded	752	581	171	104	104		648	478	171			
	Not applicable	193	193					193	193				
	DK	2168	740	1428	199	159	40	1878	548	1329	91	33	58
	Total	152533	86917	65616	42391	35881	6510	99985	49789	50196	10157	1247	8910
Rural	Yes	48705	36564	12141	24387	22040	2347	21938	13572	8366	2380	952	1428
	No	42193	6594	35599	3932	1417	2515	27586	4216	23370	10675	961	9714
	Not recorded	531	466	65	104	104		349	284	65	79	79	
	Not applicable	150	150					150	150				
	DK	1092	260	831	192	63	129	783	197	586	117		117
	Total	92671	44034	48636	28615	23624	4991	50805	18419	32387	13251	1992	11259
Urban	Yes	121459	100137	21323	48330	45324	3006	64640	51545	13095	8489	3268	5222
	No	51218	9819	41399	3774	1483	2291	32121	7080	25041	15324	1257	14067
	Not recorded	663	449	214	43	43		526	312	214	95	95	
	Not applicable	236	164	73	37	37		116	43	73	84	84	
	DK	2801	1249	1553	236	197	40	2029	689	1340	536	363	173
	Total	176378	111817	64561	52420	47083	5337	99431	59668	39763	24528	5066	19461

	Income tax deduction	All employees			Government			Private enterprise			Household		
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	Yes	117738	104094	13645	64987	62070	2917	51457	41101	10356	1294	923	371
	No	145367	47293	98074	15288	8204	7084	95068	34114	60955	35010	4975	30035
	Not recorded	1020	868	153	199	199		648	495	153	174	174	
	Not applicable	456	372	83	120	37	83	252	252		84	84	
	DK	4468	3225	1243	441	197	243	2811	2125	687	1216	903	314
	Total	269049	155852	113198	81034	70707	10327	150237	78086	72150	37778	7058	30720
Female	Yes	51027	46404	4623	30826	29851	975	19298	15861	3437	903	692	211
	No	62863	20681	42182	7406	4808	2598	29994	11696	18298	25463	4177	21286
	Not recorded	277	277		43	43		61	61		174	174	
	Not applicable	204	121	83	120	37	83				84	84	
	DK	2146	1452	693	248	88	161	899	680	219	999	685	314
	Total	116516	68935	47582	38643	34826	3817	50252	28297	21954	27621	5811	21810
Male	Yes	66712	57690	9021	34161	32219	1942	32159	25240	6919	392	231	160
	No	82504	26612	55892	7882	3396	4486	65074	22418	42657	9548	798	8749
	Not recorded	743	591	153	156	156		587	434	153			
	Not applicable	252	252					252	252				
	DK	2322	1772	550	192	110	82	1913	1445	468	217	217	
	Total	152533	86917	65616	42391	35881	6510	99985	49789	50196	10157	1247	8910
Rural	Yes	24399	22358	2041	20488	19576	912	3671	2635	1036	240	146	94
	No	65835	20008	45827	7556	3721	3835	45640	14813	30827	12639	1474	11165
	Not recorded	527	462	65	156	156		292	227	65	79	79	
	Not applicable	292	208	83	83		83	208	208				
	DK	1618	999	620	331	170	161	994	536	459	293	293	
	Total	92671	44034	48636	28615	23624	4991	50806	18419	32387	13251	1992	11259
Urban	Yes	93339	81736	11603	44499	42494	2005	47787	38466	9320	1054	777	277
	No	79532	27285	52247	7732	4483	3249	49429	19301	30128	22372	3501	18870
	Not recorded	493	406	87	43	43		356	268	87	95	95	
	Not applicable	164	164		37	37		43	43		84	84	
	DK	2850	2226	624	110	27	82	1817	1589	228	924	610	314
	Total	176379	111817	64561	52420	47083	5337	99431	59668	39763	24528	5066	19461

* 14 cases with type of work place not recorded, not known or not applicable were omitted from the analysis.

Source: Namibia Labour Force Survey 2008

Table 15.A: Employees (main job) by type of work place, formal vs. informal nature of employment and duration of employment*

	Duration of employment	<i>All employees</i>			<i>Government</i>			<i>Private enterprise</i>			<i>Household</i>		
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	Less than 1 year	75952	21650	54302	9585	5462	4123	51400	15059	36341	14967	1129	13838
	1 to 2 years	48189	23691	24498	8889	6691	2198	30982	15769	15214	8318	1231	7087
	3 to 5 years	48551	32411	16140	14564	12845	1719	28631	18396	10235	5356	1170	4186
	6 to 10 years	44861	34967	9894	19113	18052	1061	20738	15064	5674	5010	1851	3159
	11 or more years	48945	41315	7630	28502	27276	1226	16926	12687	4240	3517	1352	2165
	Not recorded	1335	1119	217	157	157		887	721	167	291	241	50
	Not applicable	1217	699	517	225	225		672	391	281	320	84	236
	Total	269049	155851	113198	81034	70707	10327	150237	78086	72150	37778	7058	30720
Female	Less than 1 year	30441	8569	21873	4182	2526	1656	15671	5127	10544	10588	915	9672
	1 to 2 years	20493	10399	10095	4128	3512	617	10444	5816	4628	5921	1071	4850
	3 to 5 years	21855	14554	7301	7131	6606	525	10638	7017	3622	4086	932	3154
	6 to 10 years	19297	14697	4600	8695	8033	662	6839	5185	1654	3764	1480	2284
	11 or more years	23546	20079	3467	14427	14071	357	6142	4774	1368	2977	1235	1742
	Not recorded	511	402	108	43	43		373	265	108	95	95	0
	Not applicable	372	235	137	37	37		144	115	29	192	84	108
	Total	116516	68935	47582	38643	34826	3817	50252	28297	21954	27622	5811	21810
Male	Less than 1 year	45511	13081	32429	5403	2936	2467	35729	9932	25797	4379	214	4166
	1 to 2 years	27695	13292	14403	4760	3179	1581	20538	9953	10585	2397	160	2237
	3 to 5 years	26696	17858	8838	7433	6239	1194	17993	11380	6613	1270	239	1032
	6 to 10 years	25563	20270	5293	10418	10019	399	13899	9880	4019	1246	371	875
	11 or more years	25398	21236	4163	14075	13205	869	10784	7913	2871	540	118	422
	Not recorded	825	716	108	114	114		514	456	58	196	146	50
	Not applicable	844	464	380	188	188		528	276	252	128		128
	Total	152533	86917	65616	42391	35881	6510	99985	49789	50196	10157	1247	8910

Rural	<i>Less than 1 year</i>	29279	5645	23634	3704	1889	1815	20061	3272	16789	5513	484	5030
	1 to 2 years	17200	5796	11404	2839	1579	1260	10803	3913	6890	3558	304	3254
	3 to 5 years	13554	7993	5561	4566	3788	778	7519	3993	3526	1469	212	1257
	6 to 10 years	15296	10391	4904	7026	6271	755	6557	3507	3050	1713	613	1099
	11 or more years	16484	13467	3017	10376	9993	383	5258	3242	2016	851	232	619
	Not recorded	594	477	117	104	104		344	227	117	146	146	0
	Not applicable	264	264	0	0			264	264		0	0	0
	Total	92671	44034	48636	28615	23624	4991	50806	18419	32387	13250	1992	11259
Urban	<i>Less than 1 year</i>	46674	16005	30669	5881	3572	2308	31339	11788	19552	9454	645	8809
	1 to 2 years	30989	17894	13094	6050	5112	937	20180	11856	8324	4759	926	3833
	3 to 5 years	34997	24418	10579	9998	9057	941	21112	14403	6709	3887	958	2929
	6 to 10 years	29565	24576	4989	12087	11781	306	14181	11557	2624	3297	1237	2060
	11 or more years	32461	27847	4613	18126	17283	844	11668	9444	2224	2666	1121	1546
	Not recorded	741	642	100	53	53		543	493	50	145	95	50
	Not applicable	952	435	517	225	225		408	126	281	320	84	236
	Total	176378	111817	64561	52420	47083	5337	99431	59668	39763	24528	5066	19461

* 14 cases with type of work place not recorded, not known or not applicable were omitted from the analysis.

Source: Namibia Labour Force Survey 2008

Table 16.A: Employees (main job) by type of work place, formal vs. informal nature of employment and duration of employment*

	Monthly basic wage/salary (N\$)	<i>All employees</i>			<i>Government</i>			<i>Private enterprise</i>			<i>Household</i>		
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	0 or unknown	4064	2949	1115	1485	1420	65	2112	1351	761	467	179	288
	1-599	58788	10708	48079	3723	1597	2126	32974	6936	26038	22091	2175	19916
	600-1299	70901	33083	37817	9386	5543	3843	50682	24392	26291	10832	3149	7683
	1300-3499	67160	47991	19169	25625	22963	2662	38302	23810	14492	3233	1218	2015
	3500+	67827	61109	6718	40805	39173	1631	26127	21598	4530	895	338	557
	Total	268739	155841	112898	81024	70696	10327	150198	78086	72111	37518	7058	30460
Female	0 or unknown	1936	1198	738	468	403	65	1056	616	440	411	179	233
	1-599	29820	5240	24580	1112	378	734	13142	3031	10110	15567	1831	13736
	600-1299	28679	13498	15180	3865	2647	1219	15960	8308	7652	8854	2544	6310
	1300-3499	24934	20023	4912	12855	11521	1334	9738	7435	2303	2341	1066	1275
	3500+	30955	28965	1990	20332	19867	466	10356	8907	1449	267	191	76
	Total	116324	68924	47400	38633	34815	3817	50252	28297	21954	27440	5811	21629
Male	0 or unknown	2128	1752	377	1017	1017		1056	735	321	56	0	56
	1-599	28968	5468	23499	2611	1220	1392	19832	3905	15927	6524	344	6180
	600-1299	42222	19585	22637	5521	2897	2625	34723	16084	18639	1978	605	1373
	1300-3499	42226	27968	14257	12769	11441	1328	28565	16375	12189	892	152	740
	3500+	36872	32144	4728	20473	19307	1166	15771	12691	3081	628	146	481
	Total	152415	86917	65498	42391	35881	6510	99946	49789	50157	10078	1247	8831
Rural	0 or unknown	955	480	475	104	104		651	377	274	201	0	201
	1-599	37206	7059	30147	2703	954	1749	24049	4982	19067	10454	1123	9331
	600-1299	26625	13012	13612	4060	2218	1843	20979	10218	10760	1586	576	1009
	1300-3499	13515	10276	3240	9181	8013	1168	3878	2116	1762	456	146	310
	3500+	14224	13206	1018	12567	12335	231	1248	725	523	410	146	263
	Total	92526	44034	48492	28615	23624	4991	50806	18419	32387	13106	1992	11114

Urban	<i>0 or unknown</i>	3109	2469	640	1381	1316	65	1461	974	487	266	179	87
	1-599	21581	3649	17932	1020	643	377	8924	1954	6971	11637	1052	10585
	600-1299	44276	20071	24205	5326	3325	2001	29704	14173	15531	9246	2572	6674
	1300-3499	53644	37715	15929	16444	14949	1494	34424	21694	12730	2777	1072	1705
	3500+	53602	47903	5700	28238	26838	1400	24879	20873	4006	485	191	294
	Total	176212	111806	64406	52409	47072	5337	99392	59668	39724	24411	5066	19345

** 14 cases with type of work place not recorded, not known or not applicable were omitted from the analysis*

Source: Namibia Labour Force Survey 2008

Table 17.A: Employers and own-account workers (main job) by formal vs. informal nature of employment and number of employees

	No. of employees	<i>All employers & own-account workers</i>			<i>Subsistence/communal farmers</i>			<i>Other employers & own-account workers</i>		
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	0	26016	4976	21041	3476	578	2898	22540	4397	18143
	1-4	25109	7345	17763	6686	1958	4727	18423	5387	13036
	5-9	2391	1696	695	691	406	285	1700	1290	410
	10-49	2991	2626	365	512	512		2479	2114	365
	50+	227	132	95	0			227	132	95
	Total	56734	16776	39958	11365	3455	7910	45369	13320	32049
Female	0	13644	1788	11856	1033	134	899	12612	1654	10957
	1-4	11270	1979	9291	2892	496	2396	8378	1483	6895
	5-9	708	383	326	263	93	170	446	290	156
	10-49	668	526	142	114	114		554	412	142
	50+	4	0	4	0			4	0	4
	Total	26295	4676	21618	4302	837	3465	21993	3840	18153
Male	0	12372	3187	9185	2444	445	1999	9929	2743	7186
	1-4	13839	5366	8473	3793	1462	2331	10045	3904	6142
	5-9	1683	1313	369	428	314	115	1254	1000	255
	10-49	2323	2100	223	398	398		1925	1702	223
	50+	221	132	89	0			221	132	89
	Total	30437	12099	18338	7063	2619	4445	23374	9480	13894
Rural	0	12577	1685	10892	3185	358	2827	9392	1327	8065
	1-4	14830	3142	11687	6197	1824	4373	8633	1318	7315
	5-9	796	354	442	615	331	285	181	23	158
	10-49	861	781	79	512	512		348	269	79
	50+	66	66	0	0			66	66	0
	Total	29129	6029	23101	10510	3026	7484	18619	3003	15616

Urban	0	13439	3290	10149	291	220	71	13148	3070	10078
	1-4	10279	4203	6076	489	134	354	9790	4069	5722
	5-9	1595	1342	253	76	76		1519	1266	253
	10-49	2130	1845	285	0			2130	1845	285
	50+	159	67	93	0			159	67	93
	Total	27603	10747	16856	855	430	425	26748	10317	16431

Source: Namibia Labour Force Survey 2008

Table 18.A: Employers and own-account workers (main job) by formal vs. informal nature of employment and monthly income of the business

	Business income (N\$)	<i>All employers & own-account workers</i>			<i>Subsistence/communal farmers</i>			<i>Other employer & own-account workers</i>		
		Total	Formal	Informal	Total	Formal	Informal	Total	Formal	Informal
Total	0	4689	3398	1291	582	537	45	4107	2860	1246
	1-249	12452	281	12171	1663		1663	10789	281	10508
	250-799	15125	928	14197	3746		3746	11378	928	10450
	800-5999	12746	2711	10035	2548	361	2187	10197	2349	7848
	6000+	11574	9311	2262	2825	2557	268	8749	6754	1994
	Unspecified	147	147	0	0			147	147	0
	Total	56732	16776	39956	11365	3455	7910	45367	13320	32047
Female	0	1736	1060	676	134	134		1602	926	676
	1-249	8361	210	8151	938		938	7423	210	7213
	250-799	9257	437	8820	2061		2061	7195	437	6758
	800-5999	4194	670	3524	551	114	437	3643	556	3087
	6000+	2699	2251	448	617	589	28	2082	1662	420
	Unspecified	48	48	0	0			48	48	0
	Total	26295	4676	21618	4302	837	3465	21993	3840	18153
Male	0	2953	2337	616	449	403	45	2505	1934	570
	1-249	4091	71	4020	725		725	3366	71	3295
	250-799	5868	491	5377	1685		1685	4183	491	3692
	800-5999	8552	2041	6511	1997	247	1750	6554	1793	4761
	6000+	8875	7060	1814	2208	1968	240	6667	5092	1575
	Unspecified	99	99	0	0			99	99	0
	Total	30437	12099	18338	7063	2619	4445	23374	9480	13894
Rural	0	2288	1409	879	358	358		1929	1050	879
	1-249	8090	34	8056	1628		1628	6462	34	6428
	250-799	9331	274	9057	3711		3711	5620	274	5346
	800-5999	5261	1034	4226	2239	361	1878	3021	673	2348
	6000+	4109	3227	883	2574	2306	268	1535	921	615
	Unspecified	51	51	0	0			51	51	0
	Total	29129	6029	23101	10510	3026	7484	18619	3003	15616

Urban	0	2401	1989	412	224	179	45	2177	1810	367
	1-249	4362	247	4115	35		35	4327	247	4080
	250-799	5794	654	5140	35		35	5758	654	5105
	800-5999	7485	1676	5809	309		309	7176	1676	5499
	6000+	7465	6085	1380	251	251		7213	5834	1380
	Unspecified	96	96	0	0			96	96	0
	Total	27603	10747	16856	855	430	425	26748	10317	16431

Source: Namibia Labour Force Survey 2008