

Agricultural Employers' Association



WAGE SURVEY 2018

INDEX

1.	DEFINITIONS	3
2.	EXECUTIVE SUMMARY	3
3.	INTRODUCTION	6
4.	METHODOLOGY	6
5.	PARTICIPATION	6
6.	FARMING LAND SIZES	8
7.	FARMING COMBINATIONS	9
8.	EMPLOYEES IN THE SERVICE OF PARTICIPANTS	9
9.	REMUNERATION	15
10.	DEPENDANTS OF PERMANENT EMPLOYEES	27
11.	BONUSES	27
12.	SALARY INCREASE	27
13.	EMPLOYEE HEALTH AND SAFETY	28
14.	UNIONS	28
15.	ALCOHOL AND SUBSTANCE ABUSE	29
16.	PENSIONERS	29

1. DEFINITIONS

Permanent employee

An employee appointed for an unlimited period.

Temporary employee

An employee appointed for a limited period.

Average

The total of a set of values divided by the number of values in that particular group.

Weighted average

A procedure to combine averages of two or more groups each with different sizes. In other words, this average takes into account the proportional relevance of each component rather than treating each component equally.

Median

The median is the midpoint of a list of values. At least one half of the values in that particular list will not be higher than the median value.

Real and nominal values

The **nominal value** refers to any price or value expressed in money of the day, as opposed to **real value**, which adjusts for the effect of inflation.

2. EXECUTIVE SUMMARY

The Wage Survey, which is conducted every second year, is not compulsory for members of the Namibia Agricultural Union. It is therefore important to bear in mind that the respondents may vary with each survey.

2.1 Remuneration

The total remuneration package of employees on commercial farms contains two main parts. One is the monetary remuneration part and the other is employee benefits. Both of these parts are made up of several components as reflected in the report.

The total remuneration package of permanent employees on commercial farms in Namibia for 2017/2018 amounts to N\$ 3 413.51 per month or N\$ 17.50 per hour. This figure comprises of the following and should be read in conjunction with tables 14 and 15:

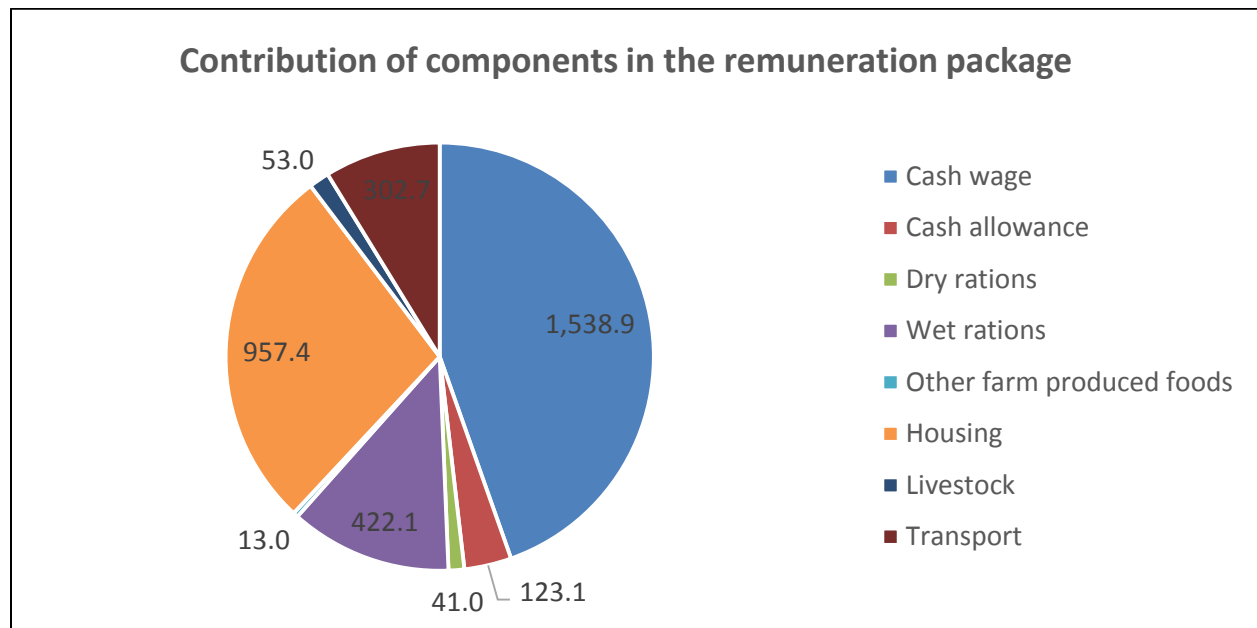
Detail	2012	2014	2016	2018
- Weighted monetary remuneration	1454.57	1896.35	1975.12	2138.17
- Weighted value of free housing	1111.17	884.49	1000.13	957.44
- Weighted value of employee livestock	65.87	91.91	51.00	52.96
- Free transport for children of employees to schools and sick persons to medical facilities	166.6	168.65	294.39	264.94
Total remuneration cost per employee	2798.21	3041.39	3320.64	3413.51
Percentage Increase compared to previous survey	11%	8%	9%	3%

Although 93.75% of employers in this survey pay annual bonuses to their employees, these expenses are not included in the above remuneration figures. Items such as fire wood, electricity, water, SSC and pension fund contributions are also not included in the above figures, though these are benefits for the employee and further costs to the employer.

The total remuneration packages of employees have increased since 2010 as follows:

- 11% between 2010 – 2012,
- 8% between 2012 – 2014,
- 9% between 2014 – 2016
- 3% between 2016 - 2018

The average value of the various components that each contributes towards the *TOTAL remuneration package*, are illustrated as follows in the chart below:



The various components within the *MONETARY remuneration* as well as the percentage that each contributes towards the monetary remuneration basket, are illustrated as follows:

-	Cash wage	71%
-	Food allowance	6%
-	Dry rations	2%
-	Wet rations	20%
-	Other farm produced food	1%

2.2 Electricity

A total of 69.91% of employee households in this survey have access to electricity in their homes and 25.87% employee households have access to solar power. These figures increased significantly compared to the 2016 wage survey where only 55.65% of households had access to electricity and 22.51% access to solar power.

2.3 Dependants

The weighted average dependants per employee in this survey are 2.31. This figure increased significantly compared to 1.68 dependants per employee in the 2016 wage survey.

2.4 Annual bonuses and salary increases

A total of 93.75% employers indicated that their employees received annual bonuses and 87% employers indicated that their employees received annual salary increases.

2.5 Employee Health

- **HIV/AIDS**

A total of 27.3% employers indicated that they were aware of HIV/AIDS cases amongst their work force against 21.5 in 2016. 99% of these respondents indicated that these employees were receiving treatment.

- **Tuberculosis**

A total of 11.8% of respondents are aware of TB cases amongst their employees against 13.7 in 2016. 98% of these respondents indicated that these employees were receiving treatment.

- **General health screening**

A total of 35.8% employers indicated that their employees underwent general health screening during the past twelve months.

2.6 Alcohol and substance abuse

36.25% employers reported cases of alcohol and substance abuse that occurred amongst their employees within the reporting period.

2.7 Accidents

There was a huge improvement and decrease in injuries on duty compared to the previous wage report. 9.5% of employers reported a total of 38 injuries on duty during the period under review (79 in 2016).

2.8 Workers' unions

Only 64 of the 2918 permanent employees in this survey are members of a registered workers' union which brings the union representation of farm workers to 2.18%.

2.9 Land sizes

The average land size of respondents that farming activities are conducted on is 9428 hectares. These sizes vary from 276 hectares to 38 000 hectares per participating employer. The land sizes represent farming activities on the farmer's own land as well as leased property.

3. INTRODUCTION

A wage survey was conducted in 2018 to investigate and analyze the different components of the remuneration packages and management of farm workers in the commercial agricultural sector. This report is the end result of data that was collected and analyzed. The purpose of this report is to provide sound and reliable statistical information regarding labour in the commercial agricultural sector, which in turn can be used by decision makers such as the Agricultural Employers' Association Management as well as individual agricultural employers and other agricultural role-players including the Government.

4. METHODOLOGY

All principal members of the Namibia Agricultural Union received by direct mail or e-mail, a questionnaire with the request that this be completed and returned by the 30th of June 2018. Members were requested to provide information for the 2017/2018 financial period. The analysis of this data was completed at a national level and was also broken down to regional levels.

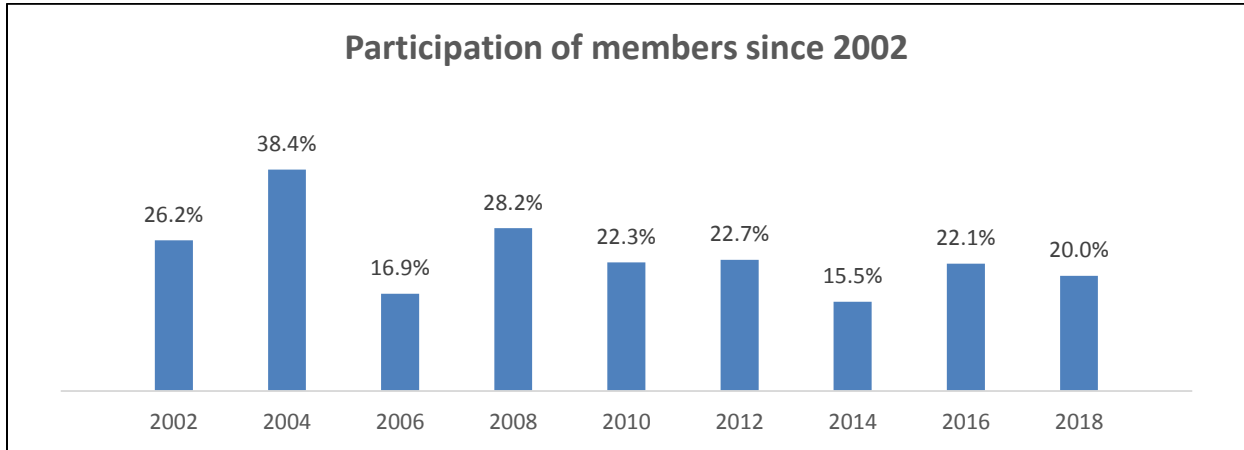
5. PARTICIPATION

5.1 National participation:

A total of 1993 questionnaires were sent to principal members of the Namibia Agricultural Union. A total of 400 members (respondents) returned completed forms thus resulting in a 20% participation rate.

Participation of respondents in the AEA wage surveys since 2002 is illustrated in graph 1 below:

GRAPH 1



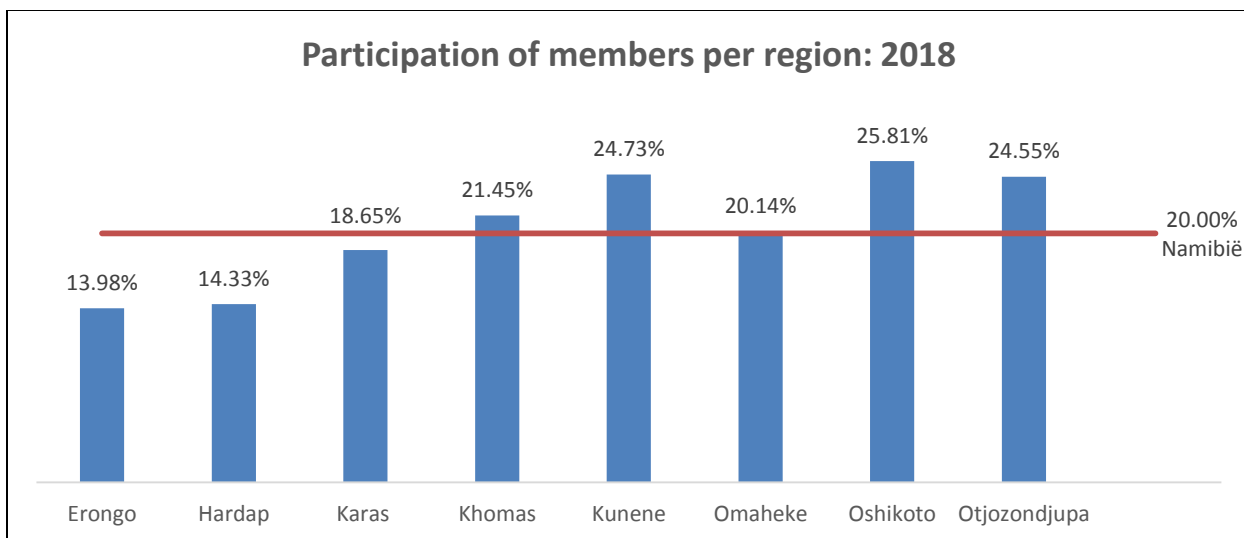
5.2 Participation per region:

Participation by principal members in each region is illustrated in table 1 and graph 2 below:

TABLE 1

	Number of respondents	%
Erongo	13	13.98%
Hardap	52	14.33%
Karas	61	18.65%
Khomas	74	21.45%
Kunene	23	24.73%
Omaheke	59	20.14%
Oshikoto	8	25.81%
Otjozondjupa	110	24.55%

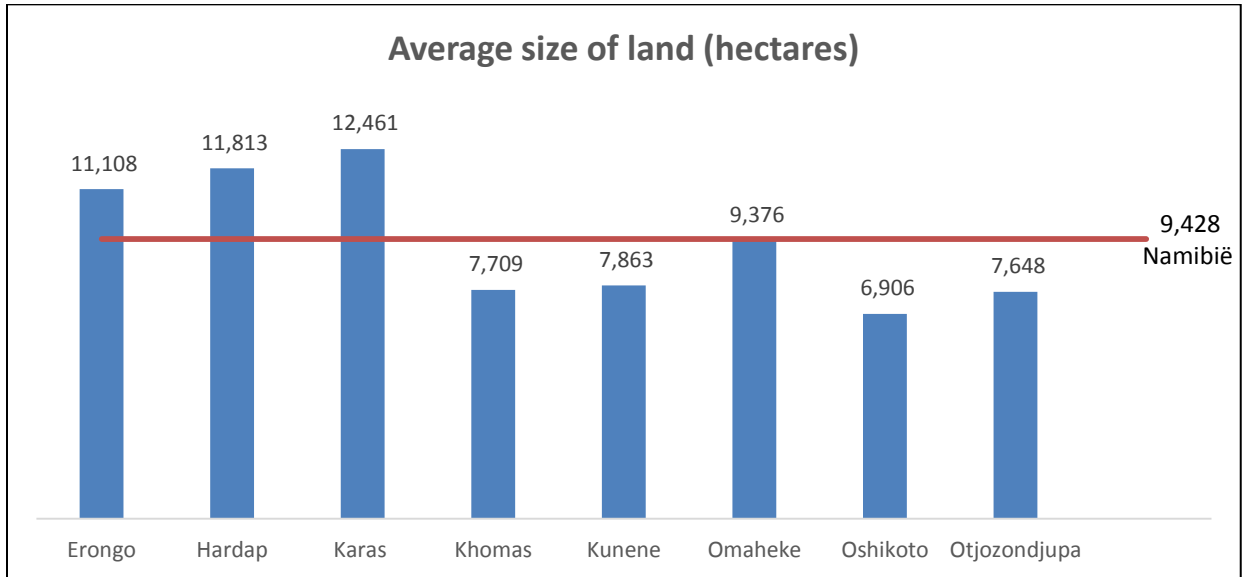
GRAPH 2



6. LAND SIZES ON WHICH FARMING ACTIVITIES ARE CONDUCTED

The graph below sets out the average land sizes of the respondents in the various regions. It should be noted that these farming operations represent farming activities on the farmer's own land as well as leased property.

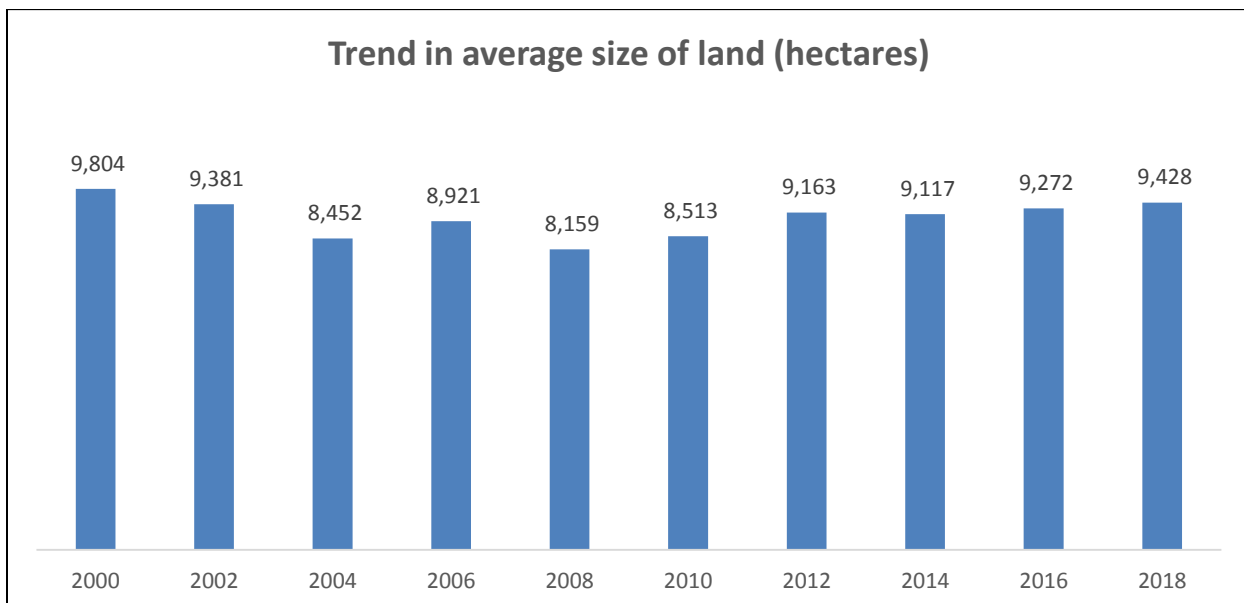
GRAPH 3



The average land size of all participants is 9428 hectares, including leased land. The median is however only 7 500 hectares. The individual size of land on which farming activities are conducted in this survey varied from 276 hectares to 38 000 hectares.

Graph 4 shows the trend in land sizes farmed on by respondents since 2000:

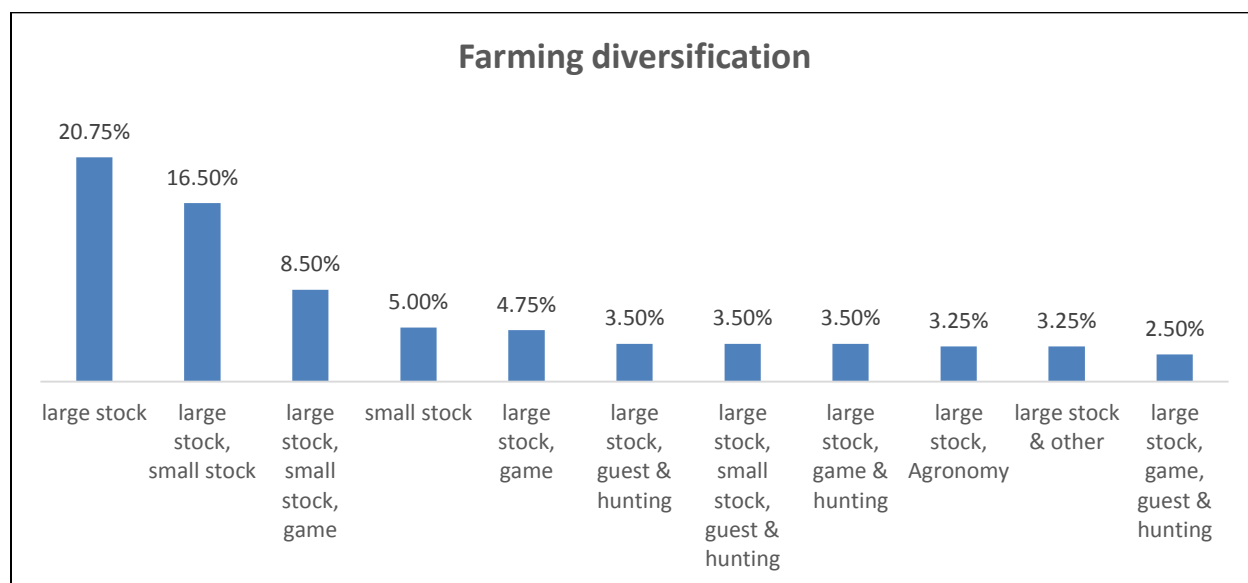
GRAPH 4



7. FARMING COMBINATIONS

Graph 5 shows the ten largest farming activities and the diversification thereof. These activities represent 75% of all farming activities in this survey.

GRAPH 5



8. EMPLOYEES IN THE SERVICE OF RESPONDENTS

8.1 Number of employees:

The wage survey represents data of 3288 employees. This data is divided into the following categories:

TABLE 2		APPOINTMENT	
		Permanent	Temporary
GENDER	Female	545	66
	Male	2373	235

*The gender and/or appointment data of 69 employees are missing

Table 3 shows the number of all employees per region per gender qualification:

TABLE 3

Number of employees per region per gender classification		
Regions	Male	Female
Erongo	35	4
Hardap	325	91
Karas	234	78
Khomas	426	111
Kunene	120	31
Omaheke	458	109
Oshikoto	78	11
Otjozondjupa	963	187

*The gender data of 28 employees are missing

8.2 Number of employees per employer:

Table 4 represents the average number of employees per employer in the various regions. On average, there are a total of 8.10 employees per employer on commercial farms in Namibia (7.60 in 2016).

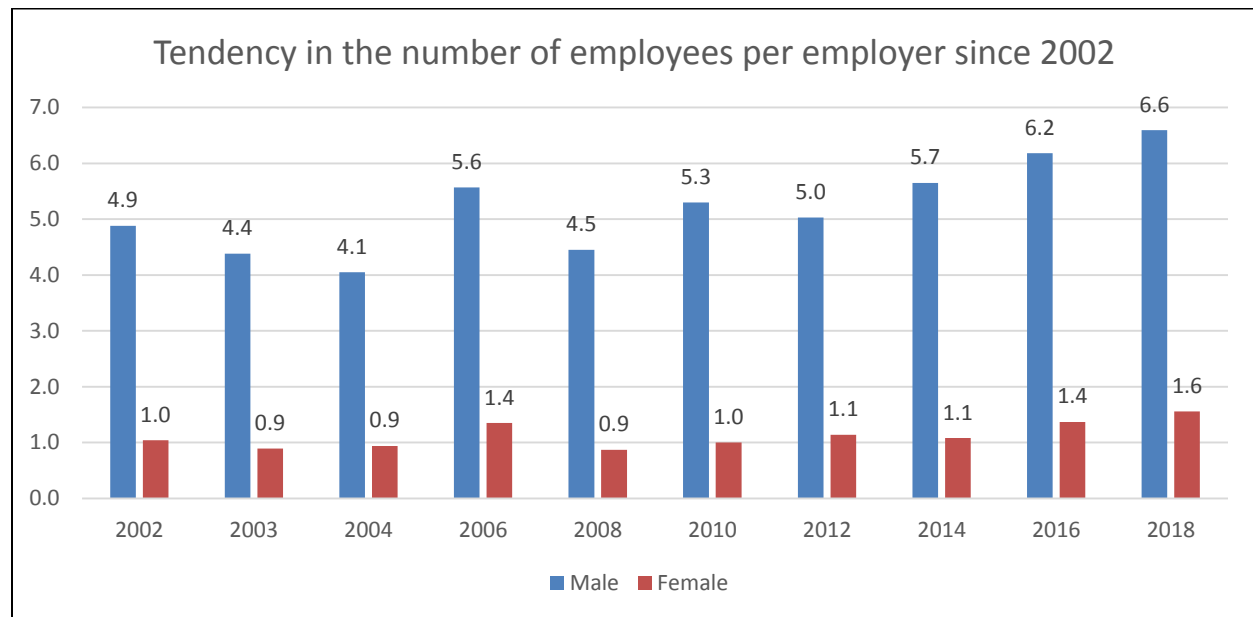
Table 4 groups this data into the various regions.

TABLE 4

Average number of employees per employer per region		
Regions	Male	Female
Erongo	2.69	0.31
Hardap	5.68	1.60
Karas	4.18	1.39
Khomas	5.68	1.48
Kunene	5.22	1.35
Omaheke	7.90	1.88
Oshikoto	9.75	1.38
Otjondjupa	8.75	1.70
National	6.60	1.50

Graph 6 illustrates the trend in the number of permanent employees per employer since 2002:

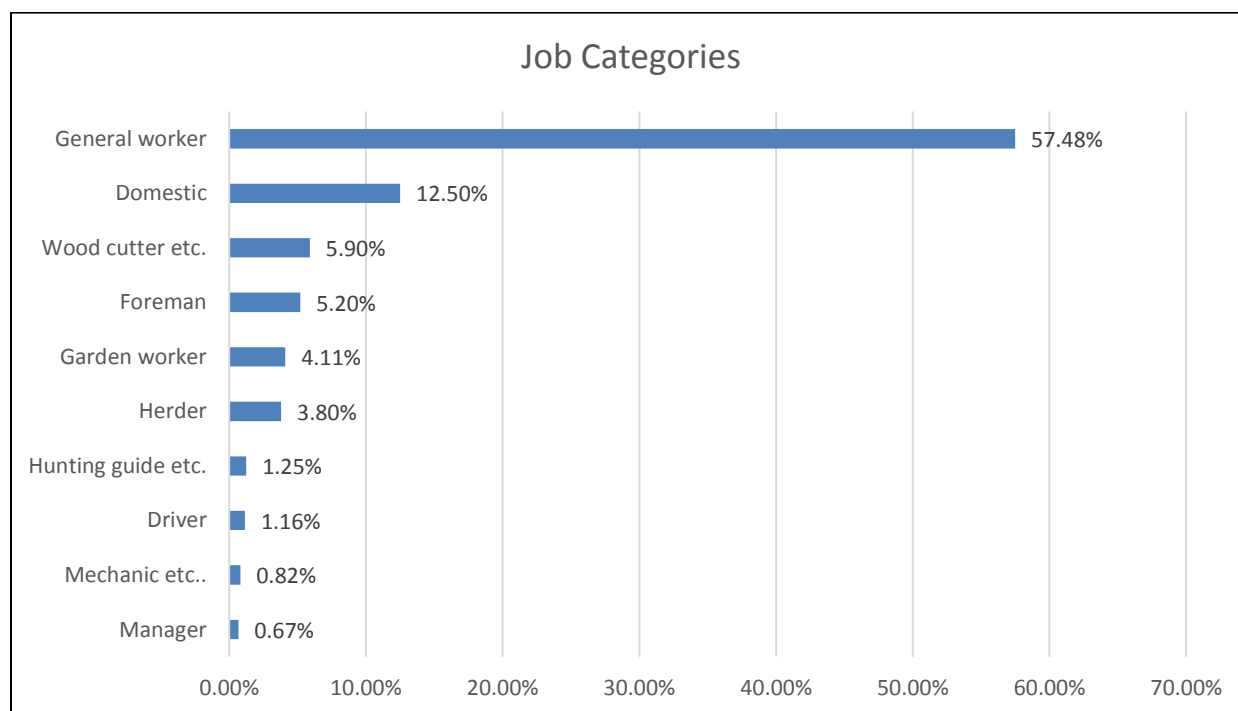
GRAPH 6



8.3. Job categories:

8.3.1 Percentage employees in different job categories:

Graph 7 shows the percentage of the top 10 job categories of employees:

GRAPH 7

“General Worker” is by far the biggest job category for employees on farms in Namibia. The majority (92.88%) of employees in this survey fall within the 10 categories shown in graph 7.

8.3.2 Average hourly cash wage of employees within different job categories in 2017/18:

Table 5 shows the average normal working hours, hourly cash wage and monthly cash wage of permanent employees within different job categories:

TABLE 5

Job categories	Permanent employees	Average normal hours/ week	Average cash wage/ hour	Average cash wage/ month
Manager	22	43	40.76	7633.99
Foreman	171	45	12.64	2421.89
General worker	1890	45	8.20	1571.87
Herder	125	45	7.76	1481.14
Gardener	135	42	8.58	1549.54
Driver	38	45	9.36	1797.08
Mechanic	27	45	12.78	2469.76
Wood cutter	194	45	12.70	2476.31
Hunting guide	41	43	13.02	2407.82
Chef	12	45	12.55	2419.87
Domestic worker	411	40	8.64	1485.13
Other	58	40	11.59	2140.86

8.3.3 Comparison of the hourly cash wage of different job categories:

Table 6 compares the different hourly cash wages of certain job categories of permanent employees between 2010 and 2018:

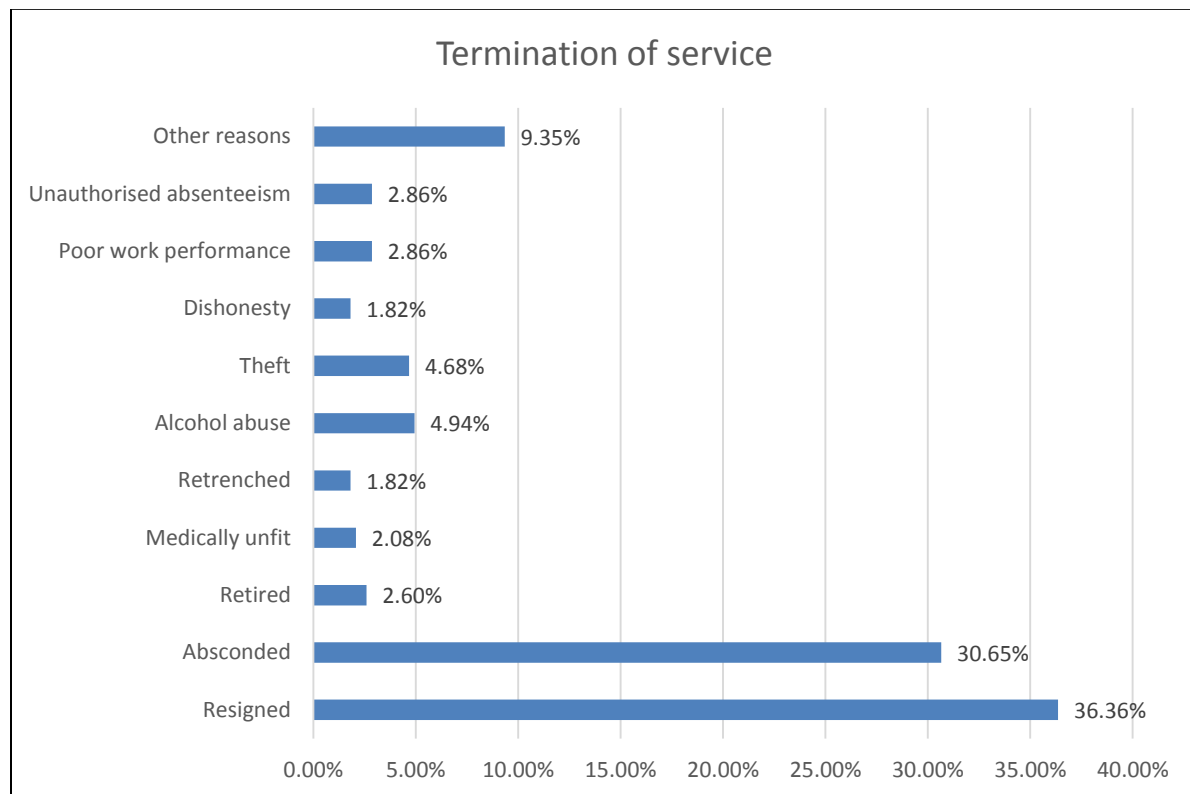
TABLE 6

Job categories	2010	% change 2010 to 2012	2012	% change 2012 to 2014	2014	% change 2014 to 2016	2016	% change 2016 to 2018	2018
Foreman	7.6	-31.58	5.2	86.73	9.71	17.51	11.41	10.78	12.64
General worker	4.25	16.47	4.95	21.41	6.01	14.81	6.90	18.84	8.20
Herder	4.34	11.98	4.86	17.90	5.73	12.74	6.46	18.73	7.67
Gardener	4.57	6.35	4.86	15.23	5.6	25.18	7.01	22.39	8.58
Wood cutter,	5.31	-5.27	5.03	-3.78	4.84	21.90	5.90	115.25	12.70
Domestic worker	4.79	28.39	6.15	5.20	6.47	12.83	7.30	18.36	8.64

8.4 Termination of service

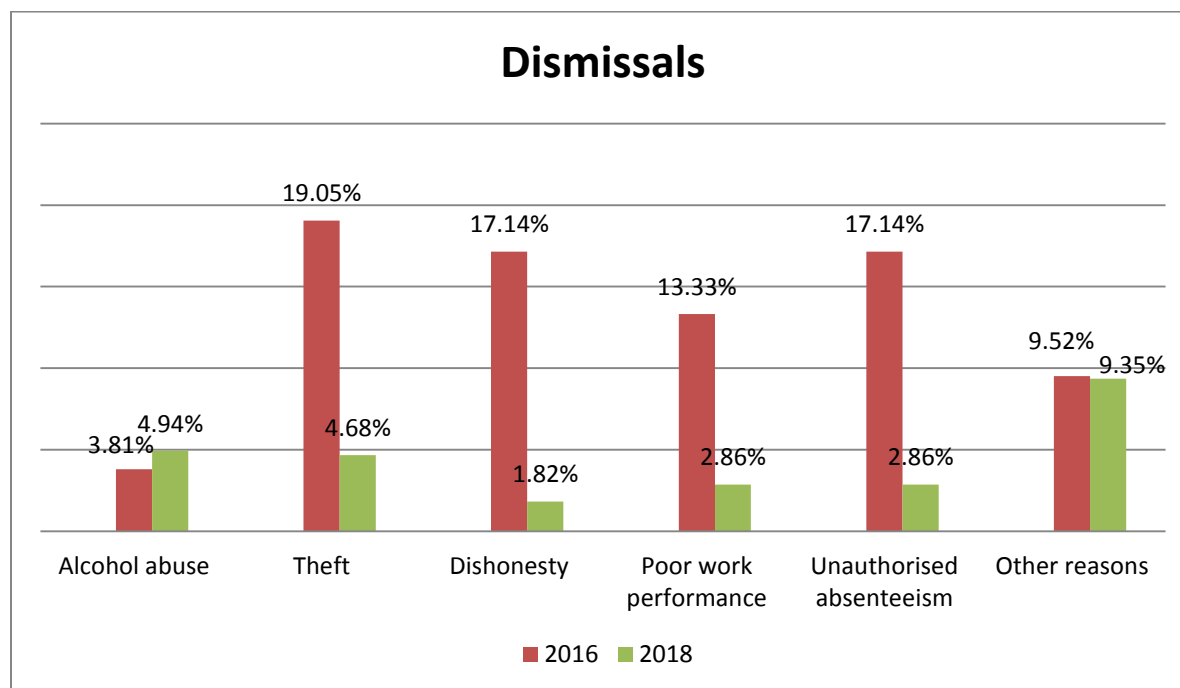
A total of 385 farm workers left their place of work within the survey period according to the respondents. This figure represents 11.71% of all employees in the survey in comparison with 12.47% in the 2016 Wage Survey. Graph 8 differentiates between the reasons for these terminations.

GRAPH 8



Most of the terminations of jobs are employee-driven and mainly consist of resignations and workplace desertion. 47.79% of all job terminations during the 2017/2018 financial year were due to dismissals. Graph 9 distinguishes between the different reasons for dismissals as well as the percentage employees concerned in comparison with the 2016 statistics.

GRAPH 9



8.5 Service period:

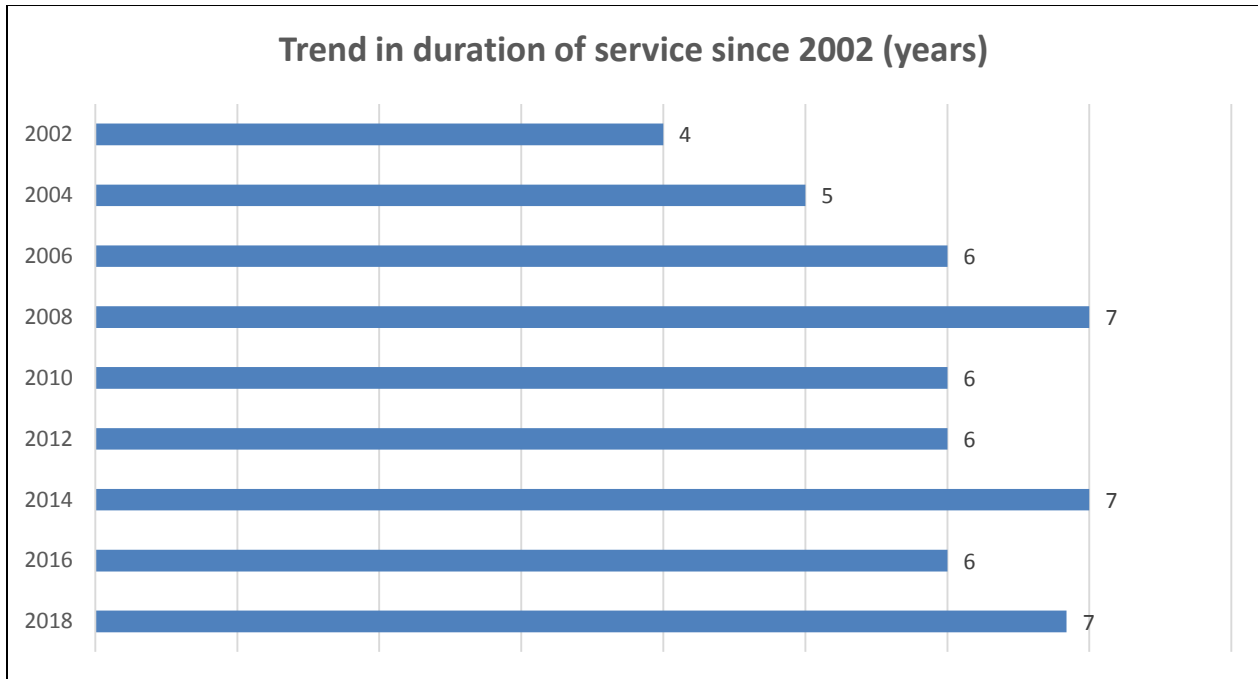
The average employment period of permanent employees in Namibia is 6.84 years. Table 7 shows the average employment period of permanent employees in the various regions.

TABLE 7

		Permanent employees	
		Number of employees	Average employment period
REGIONS	Erongo	38	8.58
	Hardap	382	4.97
	Karas	341	4.48
	Khomas	516	7.44
	Kunene	151	7.22
	Omaheke	577	7.29
	Oshikoto	84	4.90
	Otjozondjupa	1144	7.74
	Namibia	2938	6.84

Graph 10 shows the trend in the employment period of permanent workers in Namibia since 2002:

GRAPH 10



8.6 Sick leave:

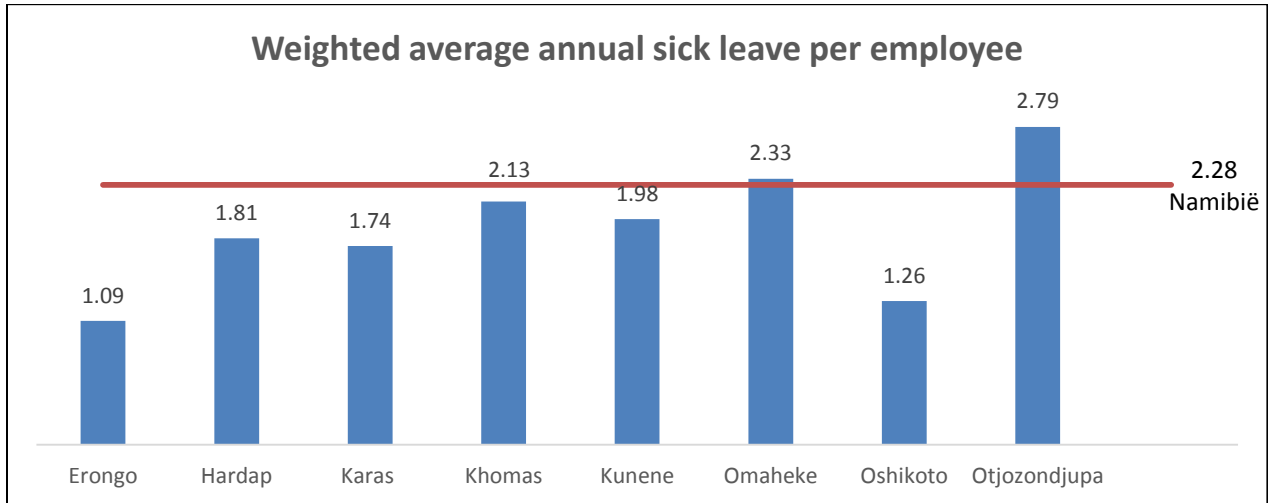
Table 8 shows the number of permanent employees who took sick leave during the year as well as the averages per employee per region.

TABLE 8

		No of employees who took sick leave	Total days sick leave taken	Average days sick leave taken	Total no of employees per region	Weighted average sick leave taken per employee
REGIONS	Erongo	12	37	3.08	34	1.09
	Hardap	132	710	5.38	392	1.81
	Karas	80	486	6.08	279	1.74
	Khomas	186	997	5.36	467	2.13
	Kunene	45	273	6.07	138	1.98
	Omaheke	228	1176	5.16	504	2.33
	Oshikoto	23	97	4.22	77	1.26
	Otjozondjupa	458	2922	6.38	1047	2.79
	National	1164	6705	5.76	2938	2.28

The weighted average number of sick leave days taken by permanent employees during the survey year is shown in graph 11:

GRAPH 11



The weighted average number of sick leave days per permanent worker amounts to 2.28 days.

9. REMUNERATION

The monetary remuneration package of employees in the commercial agricultural sector consists of various components and combinations thereof:

- A cash wage; and
- one (or a combination) of the following components:
 - cash allowance;
 - farm produced foods (in kind);
 - rations bought from a shop and given by the employer to the employee in kind;
 - keeping livestock and/or cultivating land.

9.1 Basic cash wage and working hours:

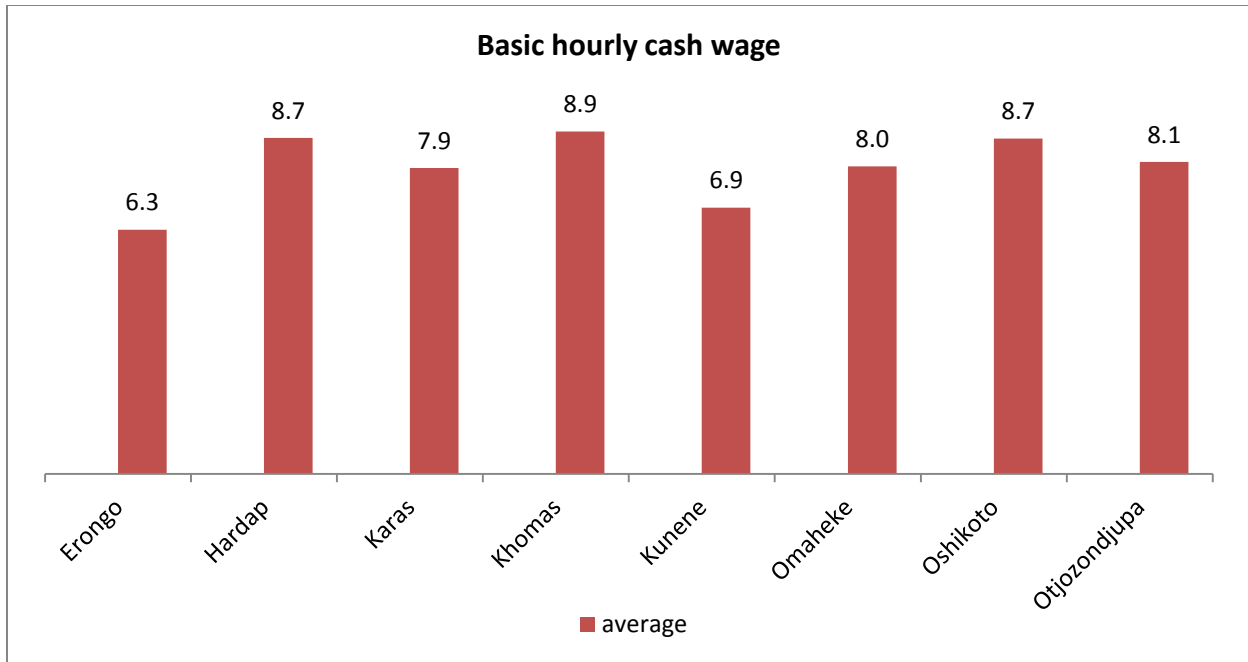
Table 9 shows the basic average cash remuneration and working hours of permanent agricultural employees in this survey. Remuneration and hours worked, reflected as averages, can however be skewed by very high or very low values and to remove this skewing, a median value was also included in the table.

TABLE 9

Category	Average	Median
Normal hours worked per week	43.3	45
Cash wage per hour	N\$8.21	N\$7.34
Cash wage per month	N\$1 538	N\$1 431

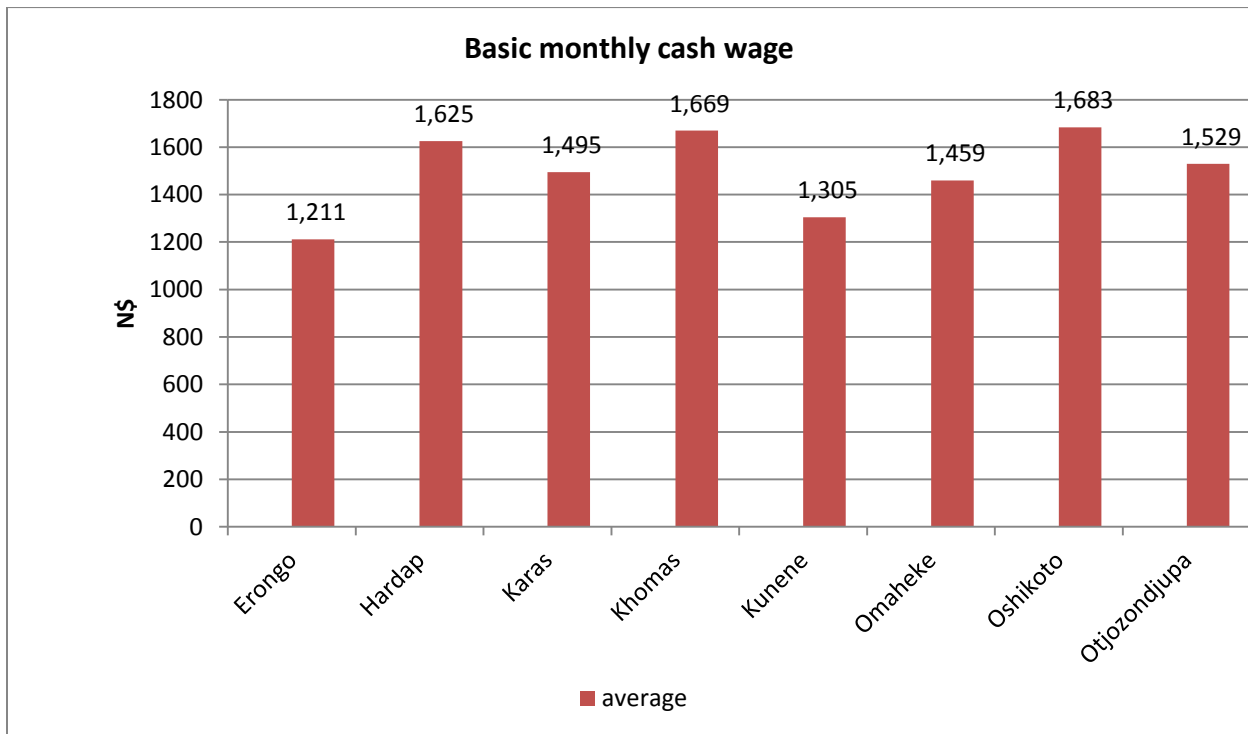
Graph 12 shows the average basic cash wage per hour for permanent employees in the regions:

GRAPH 12



Graph 13 shows the average cash wage per month of permanent employees in the regions:

GRAPH 13



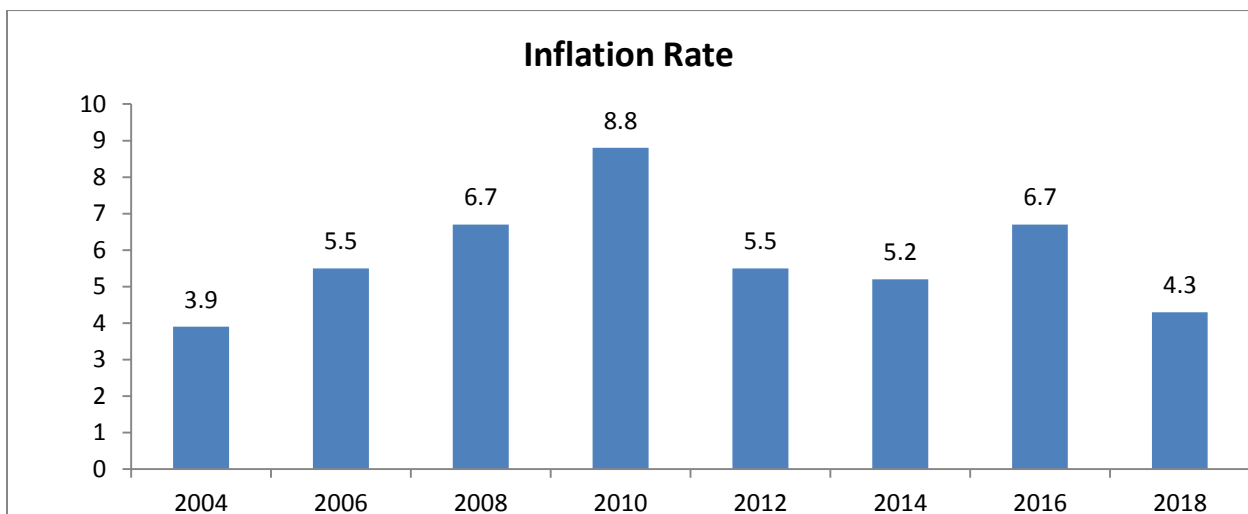
Graph 14 illustrates the trend in the hourly cash wages of permanent employees since 2004:

GRAPH 14



Graph 15 shows the annual inflation rate since 2004 (Source: Namibia Statistics Agency).

GRAPH 15



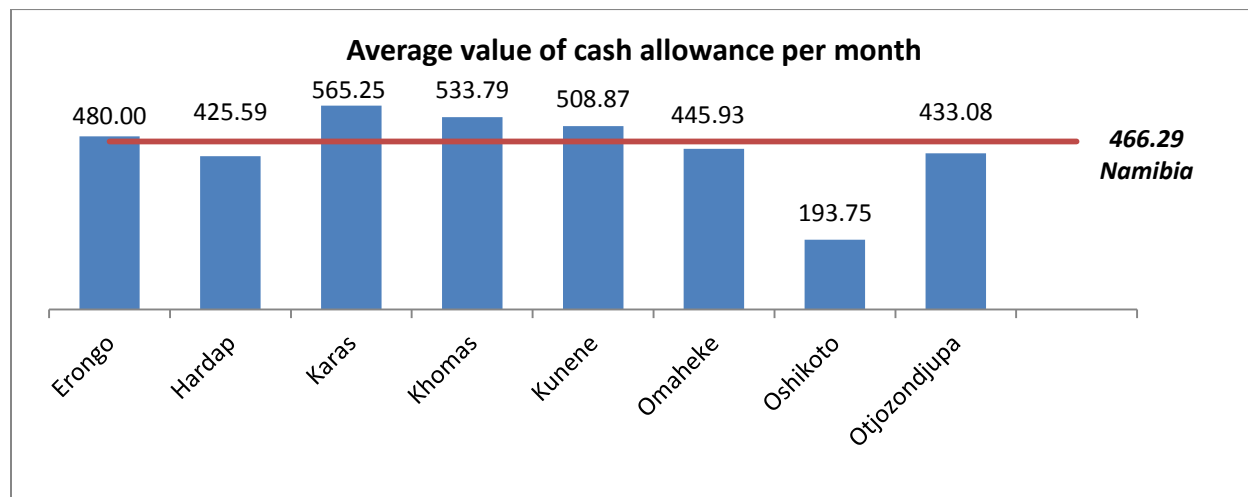
The current minimum wage of N\$4.62 per hour came into force on 01 November 2017. The actual average hourly wage of farm workers according to this survey is N\$8.72 per hour which is 88.74% more than the current minimum wage.

9.2 Cash allowance, rations and keeping animals:

9.2.1 Cash allowance:

23.02% of permanent employees receive a cash allowance (2016 survey – 25.3%) with an average value of N\$466.29. Graph 16 shows the average value (not weighted) of cash allowances for permanent workers in the regions.

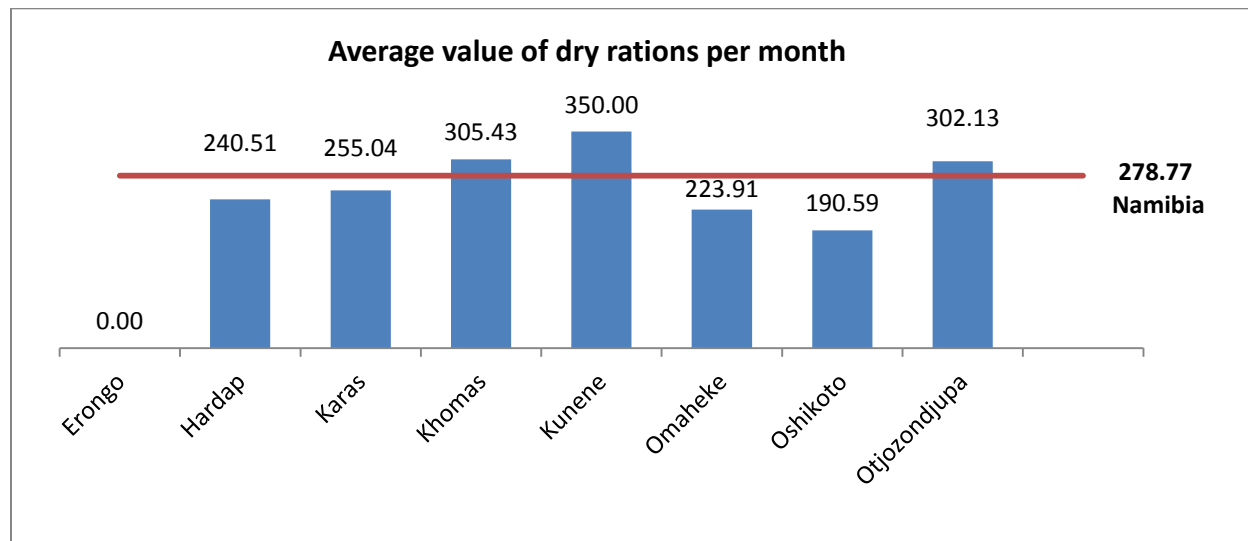
GRAPH 16



9.2.2 Dry rations (Bought from shops and given to employees free of charge):

12.84% of permanent employees represented in this survey receive free rations which employers buy from shops (2016 – 15.86%) with an average monthly value of N\$278.77. These rations include, amongst others, maize meal, sugar, coffee, tea, fish etc. Graph 17 shows the weighted average value of above-mentioned rations for permanent employees in the regions:

GRAPH 17



9.2.3 Farm produced foods:

Farm produced foods in this survey refer generally to meat and milk.

A conservative value of N\$26-00/kg (based on the 2018 average producer prices of mutton, beef and game) was used to determine the value of meat that employees receive as part of their remuneration packages.

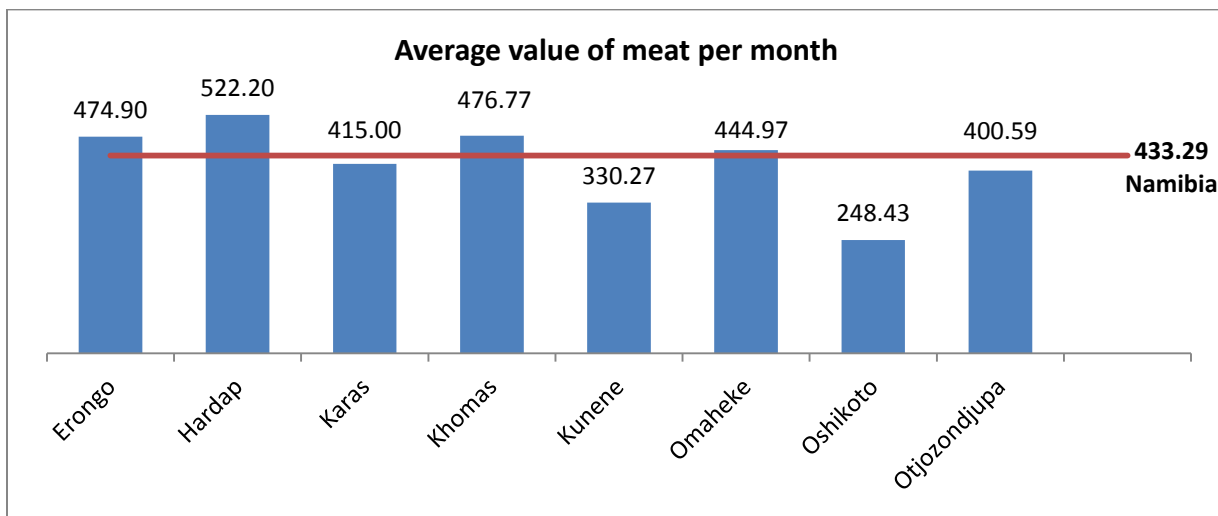
The provision of beef is still in the minority whereas mutton is more popular, especially to the south of the country. Most employees however receive venison.

The price used to determine the value of milk that employees receive is N\$5.82/lit. (source: NamDairies). A unit price of N\$5.40/lit. was used in the 2016 survey.

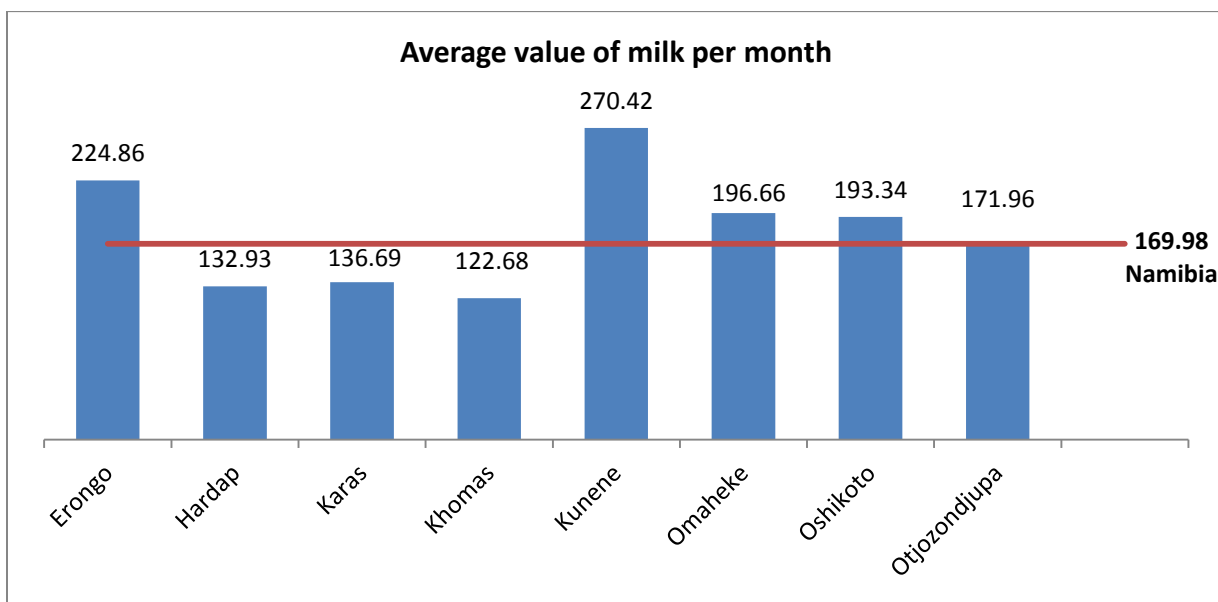
67.92% of permanent employees in this survey receive meat with an average value of N\$433.29 per month and 43.38% permanent employees receive milk with an average value of N\$169.98 per month as part of their remuneration packages. 17.02% permanent employees receive other farm produced foods to the value of N\$66.78 per month. These foods presumably include maize meal, vegetables and fruits.

Graphs 18, 19 and 20 respectively indicate the average values of meat and milk that farm workers receive in this survey as well as other farm produced foods.

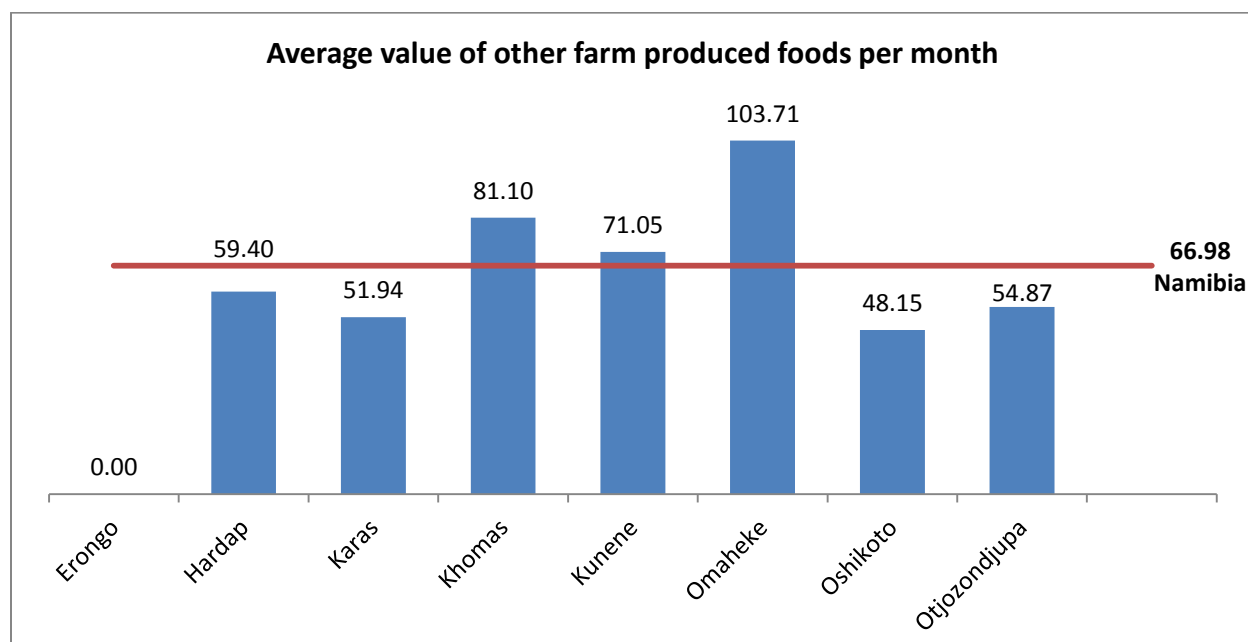
GRAPH 18



GRAPH 19



GRAPH 20



9.2.4 Keeping livestock:

The formula that was used to calculate the cost of employees' livestock is set out in table 10. A conservative value was used in the wage survey and includes only the cost of water and grazing. In many cases employers will also cover the cost of management, lick and animal health costs for employee livestock.

TABLE 10

	N\$/Large stock/Month	Formula of large stock	N\$/animal/month
Cattle	60	1.1	66.00
Small stock	60	0.15	9.00
Other	60	0.93	55.80

Table 11 differentiates between the percentage permanent employees who keep large stock, small stock and other animals such as donkeys, mules & horses.

TABLE 11

% permanent employees		Large stock	Small stock	Other
REGIONS	Erongo	8.33	8.33	33.33
	Hardap	1.19	3.26	14.24
	Karas	0.00	6.35	8.33
	Khomas	10.18	7.96	23.67
	Kunene	3.25	1.63	17.07
	Omaheke	7.93	4.66	17.48
	Oshikoto	4.07	0.00	0.00
	Otjozondjupa	7.75	8.45	7.87
National		6.36	6.29	13.74

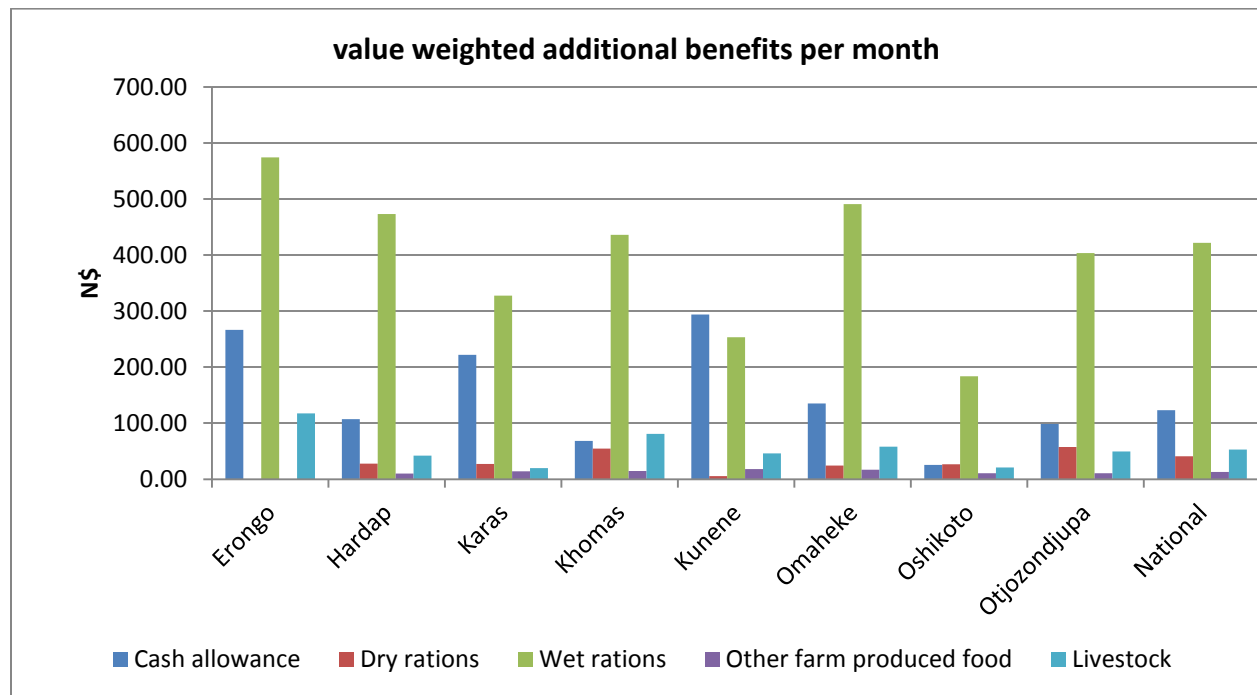
Table 12 shows the average value of keeping livestock per permanent employee who is allowed to keep livestock:

TABLE 12

Ave value/permanent employee		Large stock	Small stock	Other
REGIONS	Erongo	420.00	117.00	218.55
	Hardap	120.00	276.55	222.04
	Karas	0.00	98.44	164.74
	Khomas	313.04	155.00	153.84
	Kunene	180.00	112.50	223.20
	Omaheke	397.06	55.35	136.15
	Oshikoto	516.00	0.00	0.00
	Otjozondjupa	228.36	200.34	187.91
National		295.95	164.63	172.95

Graph 21 shows the average weighted value of cash allowances, rations and the livestock of employees in the different regions:

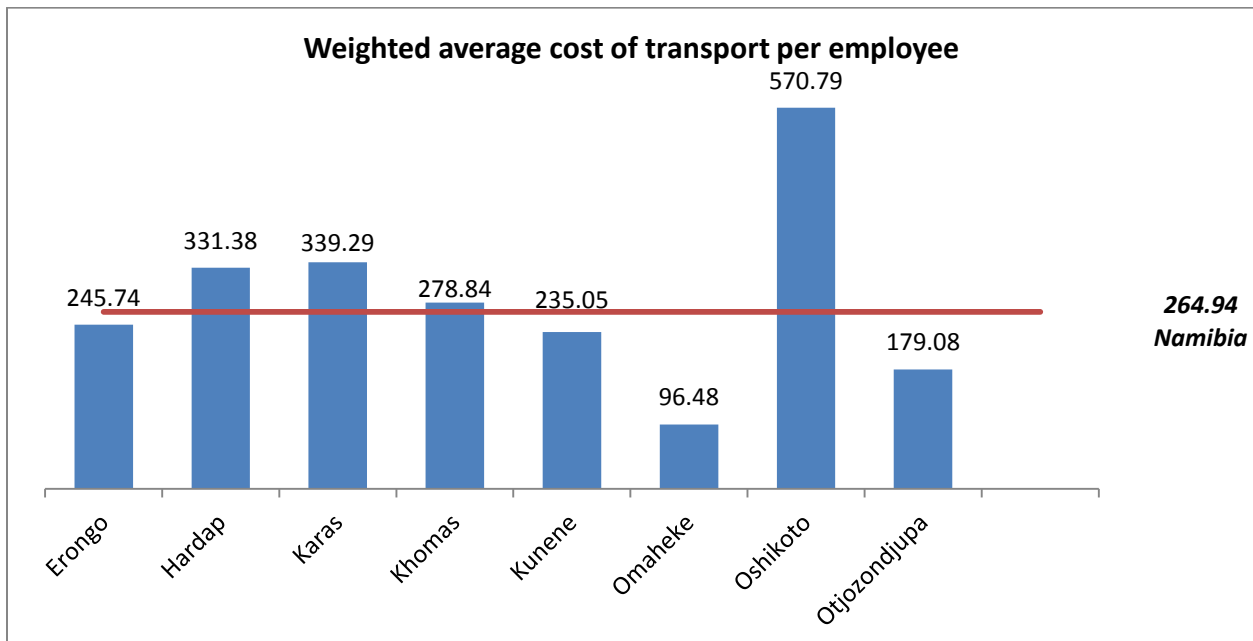
GRAPH 21



9.3 Free transport:

The total cost per employee to transfer school children to town for free, and the free transportation of the employees and their dependants to medical facilities in Namibia and the various regions are shown in the following graph. The cost of transportation is calculated at a tariff of N\$5.25 per kilometre. (Source: AA tariff).

GRAPH 22



62.25% of respondents in this survey (2016 – 71.58%) indicated that they provide free transport for school going children of employees to and from schools and hostels. 88.50% of the employers in this survey indicated that they provide free transport for employees to clinics and hospitals (2016 – 96.09%).

9.4 Housing:

9.4.1 Housing types

Respondents of the 2018 wage survey indicated that there are a total of 2448 employee houses on the land where they conduct their farming activities. This brings the average number of houses to 6.12 per employer. The average size of these houses is 42.24m² with an average of 2.5 rooms per house. These figures do not include wash- and toilet facilities. 86.23% of the above-mentioned houses are built with bricks. The 2016 figure for brick houses was 84.72%.

9.4.2 Wash-and toilet facilities

43.71% of the above-mentioned employees' houses have own wash- and toilet facilities, whilst there are also shared ablution blocks available for the rest.

9.4.3 Cost of housing:

The average cost of housing is calculated as follows:

- The average valuation price of a typical farm worker's house with shower, toilet and covered veranda is approximately N\$3400 per square meter. (This figure is based on information that was obtained from a local valuator);

- The average value of houses are determined by multiplying the valuation per square meter with the average total square meters of employee houses;
- The annual rental value is calculated at 8% of the total value of a house;

Table 13 reflects the value of housing per employee.

TABLE 13

	Average m2	Cost per m2	Value per house	8% of value	Value per employee per month
Erongo	40.55	3 400.00	137,870	11,029	919.13
Hardap	41.43	3 400.00	140,862	11,268	939.08
Karas	31.69	3 400.00	107,746	8,619	718.31
Khomas	49.91	3 400.00	169,694	13,575	1131.29
Kunene	40.09	3 400.00	136,306	10,904	908.71
Omaheke	36.32	3 400.00	123,488	9,879	823.25
Oshikoto	41.38	3 400.00	140,692	11,255	937.95
Otjizondjupa	45.17	3 400.00	153,578	12,286	1023.85
National	42.24	3 400.00	143,616	11,489	957.44

9.4.4 Cost of electricity supply:

A total of 69.91% employee households in this survey are provided with electricity at their homes which is mainly supplied through Nampower, Erongo Red and Cenored. 25.87% of households have access to solar power. A total of 15.7% of the above-mentioned employers recover a part of the costs from the employees to the average value of N\$71.70 per month per employee.

A total of 89.84% employee households in this survey have also access to- and consumes fire wood on a daily base at no cost. The average value of this additional benefit of farm employees is estimated at N\$450.00 per month per employee.

9.5 Total monthly remuneration packages:

All employees do not receive the same benefits as part of their total remuneration packages and therefore it is necessary to use a weighted average principal to ensure that the analysis is not skewed.

The total remuneration packages of employees who are represented in this survey are summarized in tables 14 and 15.

TABLE 14 – Monthly monetary remuneration

	Cash wage	Cash allowance	Dry rations	Wet rations	Other farm produce	Total equivalent monetary remuneration
Erongo	1,211.76	266.67	0	574.14	0	2,052.56
Hardap	1,625.80	107.34	27.83	473.01	10.22	2,244.25
Karas	1,495.20	222.06	27.33	327.69	13.81	2,086.09
Khomas	1,669.50	68.5	54.73	435.9	14.71	2,243.31
Kunene	1,305.10	293.74	5.69	253.33	17.91	1,875.79
Omaheke	1,459.51	135.13	24.01	491.1	16.92	2,126.67
Oshikoto	1,683.60	25.2	26.34	183.83	10.57	1,929.55
Otjozondjupa	1,529.90	98.75	57.7	403.39	10.48	2,100.21
National	1,529.90	123.08	41.04	422.09	13.04	2,138.17

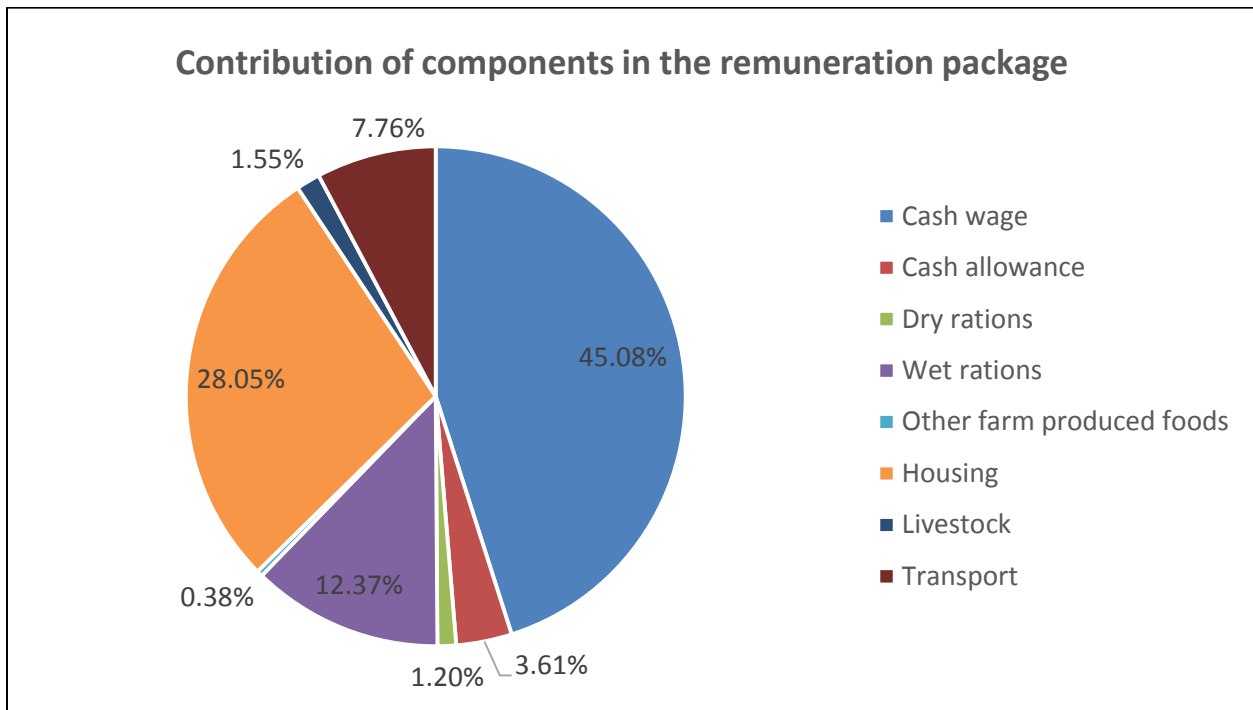
TABLE 15 –Total monthly remuneration packages

	Total monetary remuneration	Value of free housing	Value of free grazing for livestock	Free transport	Total remuneration package
Erongo	2,052.56	919.13	117.62	245.74	3,855.03
Hardap	2,244.25	939.98	42.08	331.38	3,556.78
Karas	2,086.09	718.31	19.98	339.29	3,163.67
Khomas	2,243.31	1131.29	80.62	278.84	3,734.07
Kunene	1,875.79	908.71	45.79	235.05	3,065.34
Omaheke	2,126.67	823.25	57.85	96.48	3,104.25
Oshikoto	1,929.55	937.95	20.98	570.79	3,958.65
Otjozondjupa	2,100.21	1023.85	49.42	179.08	3,352.57
National	2,138.17	957.44	52.96	264.94	3,413.51

It must be noted that the calculated total remuneration package per month does not include bonuses, clothing, medicine, school- and hostel fees, pension and social security contributions as well as water and energy (wood/ electricity) costs. These mentioned items are a cost to employers and form part of the employees' benefits.

Graph 23 shows the percentage to which the different components contribute within the total remuneration package of employees in this survey.

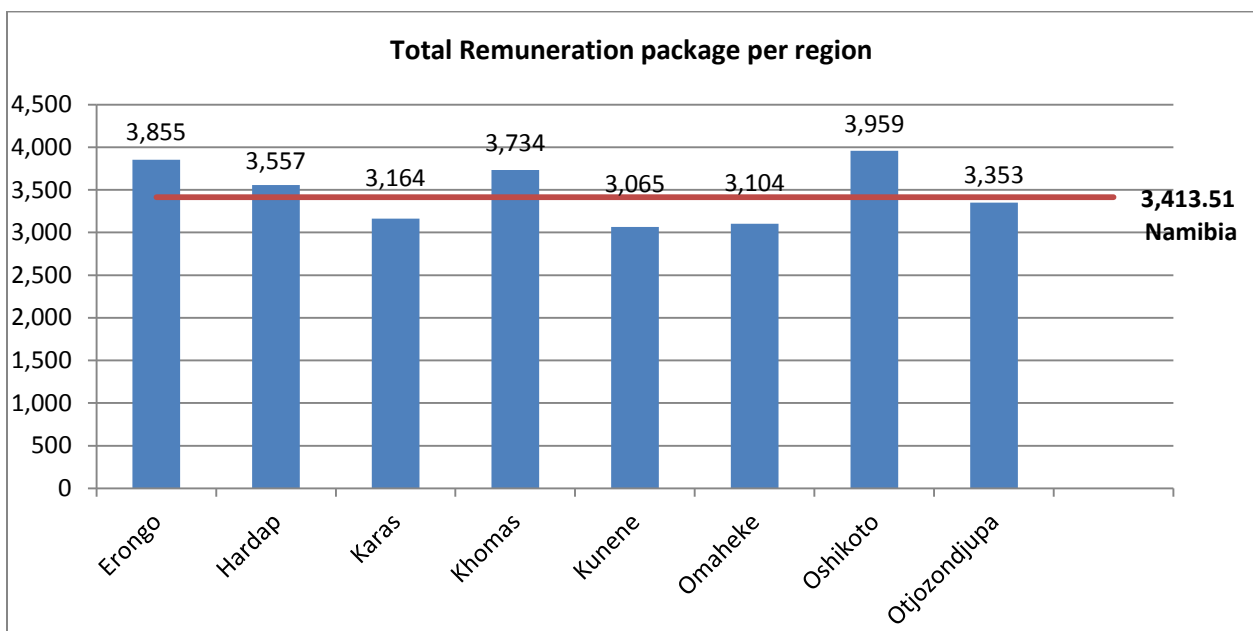
GRAPH 23



The total remuneration package of employees represented in this survey amounts to N\$3 413.51 per month (2016 - N\$3 320.64).

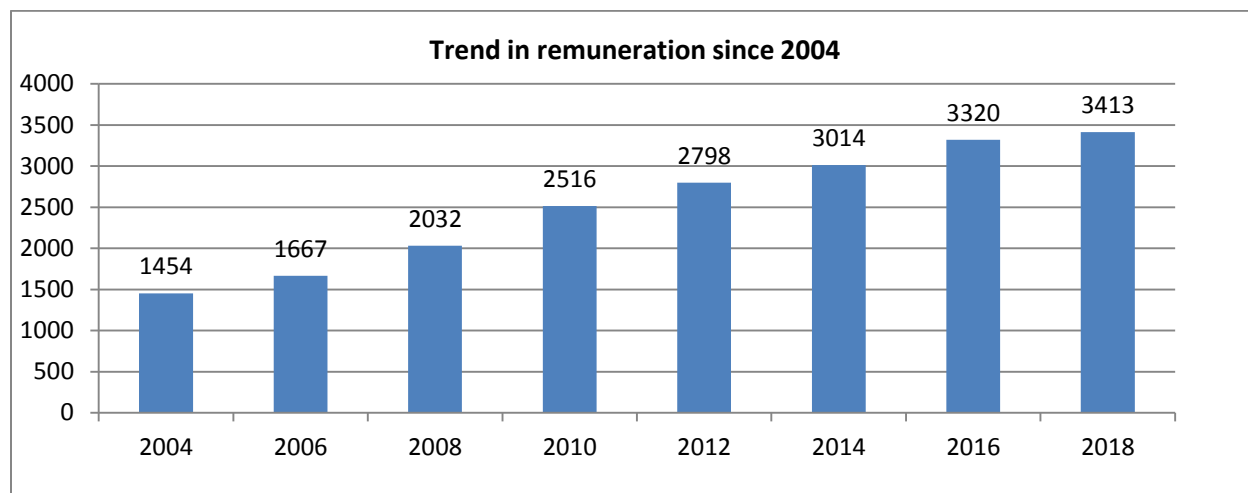
Graph 24 makes a comparison between the value of the total monthly remuneration package of employees in Namibia and the various regions.

GRAPH 24



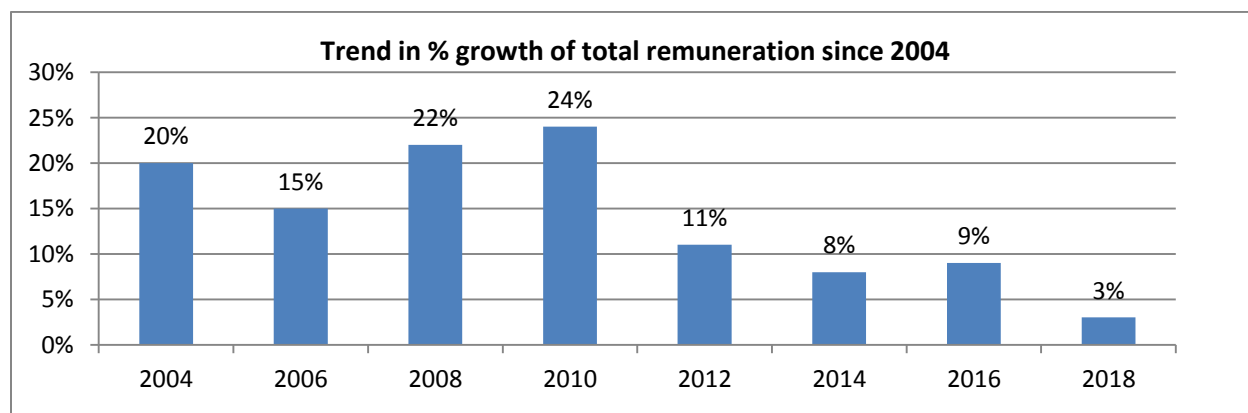
Graph 25 shows the values of the total monthly remuneration packages of employees since 2004:

GRAPH 25



Graph 26 illustrates the nominal growth in the value of total remuneration packages of permanent employees since 2004:

GRAPH 26



The change in the trend of the monetary remuneration component within the total remuneration package since 2000 is expressed in table 16 below as follows:

TABLE 16

Year	Cash	Rations	Total
2000	41%	25%	66%
2002	37%	25%	63%
2004	41%	22%	63%
2006	39%	21%	60%
2008	34%	19%	53%
2010	35%	16%	51%
2012	34%	18%	52%
2014	41%	21%	62%
2016	39%	16%	55%
2018	44%	18%	62%

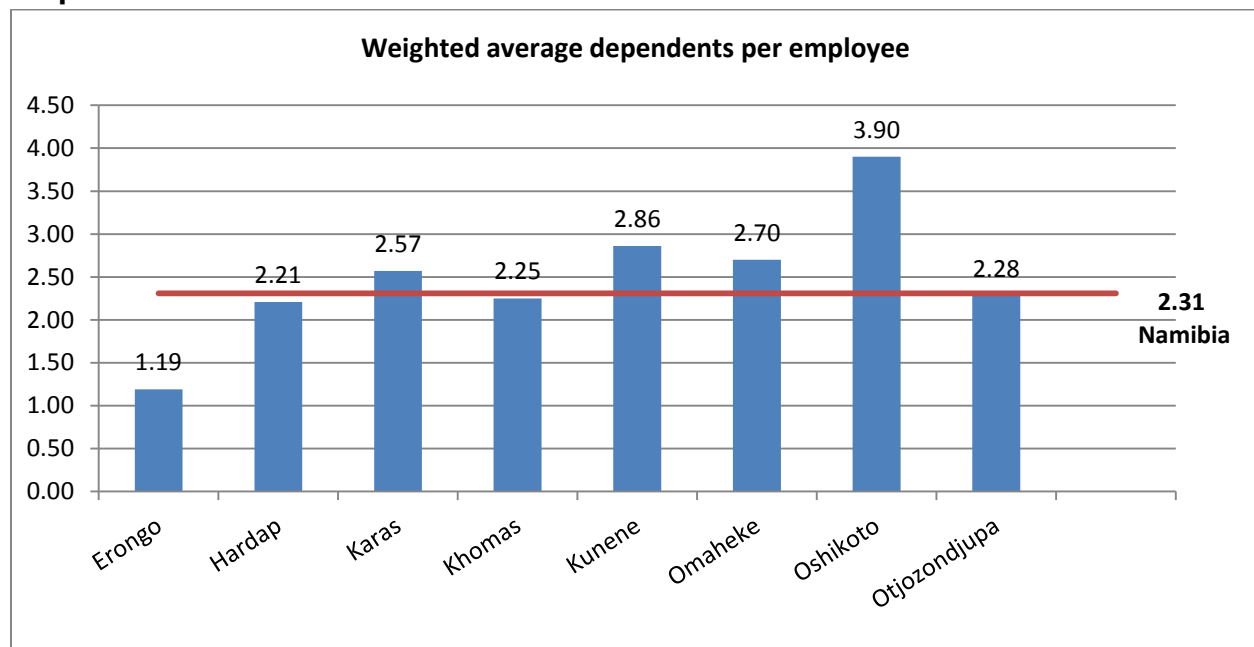
From the above table it can be seen that for 2018 the monetary component of employees' remuneration comprises 62%, whilst the non-monetary component of employees' remuneration, such as housing, transport and employee livestock, comprises 38% of an employee's total remuneration package.

10. DEPENDANTS OF PERMANENT EMPLOYEES

A total of 64.93% of all permanent employees in this survey have their dependents living on farms with them (2016 – 63.83%). Dependents are categorized as spouses, toddlers, children of school going age and other dependents such as pensioners and disabled persons.

Graph 27 shows the weighted average dependents per permanent employee on farms where these workers are employed. The national figure is 2.31 dependents per permanent employee. In 2016 this figure was 1.68.

Graph 27



11. BONUSES

93.75% of employers provide bonuses to their employees. Employers indicated that the following principles were used to determine cash bonuses:

61.33% - 13th cheques

50.13% - Merit-based

17.86% - Based on financial success of the business

12. SALARY INCREASE

87% of employers in this survey indicated that their employees receive annual salary increases with an average increase of 14%.

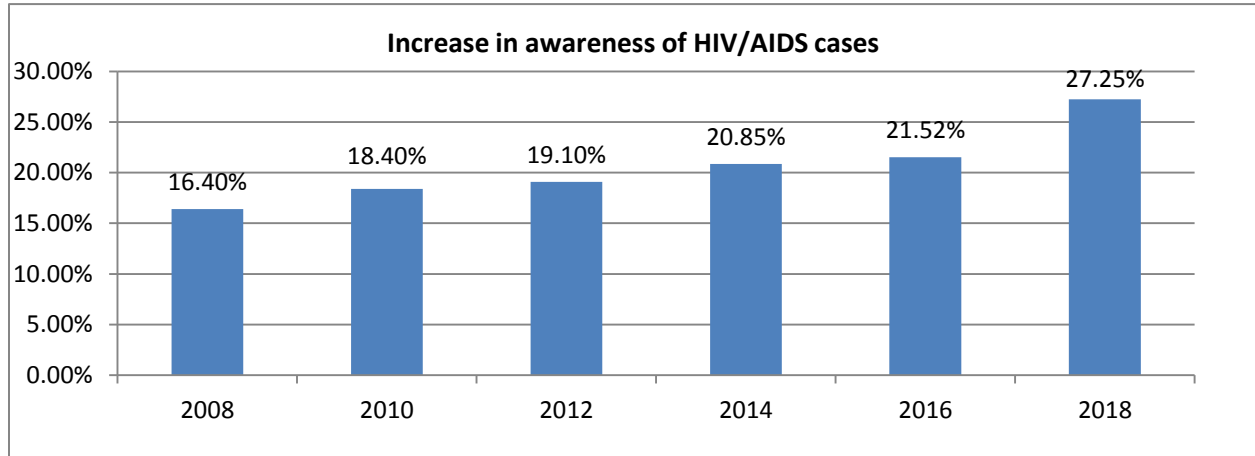
13. EMPLOYEE HEALTH AND SAFETY

- **HIV/AIDS**

27.25% employers in this survey indicated that they are aware of HIV/AIDS cases amongst their workforce and their dependents. This awareness increased over the past 10 years with 11% as indicated in graph 29.

Where HIV/AIDS incidents occurred, 99.08% employers specified that the relevant persons received counseling and treatment.

GRAPH 29



- **Tuberculosis**

11.75% employers are aware of TB cases amongst their workforce and their dependents. 98% of these employers indicated that the relevant employees or dependents are receiving treatment.

- **Health screening**

35.75% of employers indicated that their employees received health screening over the reporting period.

- **Injuries on duty**

There was a huge improvement and decrease in injuries on duty compared to the previous wage report. 9.5% of employers reported a total of 38 injuries on duty during the period under review (79 in 2016). Of these injuries 28 were treated on the farm and 10 were treated at a hospital. Only 1% of employers (5% in 2016) indicated that they submitted Employees Compensation claims during this reporting period.

14. UNIONS

Employers indicated that only 64 of the 2918 permanent employees in this survey are members of a registered workers' union which brings the union representation of farm workers to 2.18%.

15. ALCOHOL AND SUBSTANCE ABUSE

36.25% employers reported cases of alcohol and substance abuse that occurred amongst their employees within the reporting period.

16. PENSIONERS

According to this survey, 109 pensioners/disabled persons live on farms and are supported by the owners through various ways. The financial support that owners/ex-employers give these pensioners range from cash allowances to wet & dry rations and the keeping of livestock. They also receive support in terms of housing and transport as well as water and electricity/wood supply.

END OF REPORT

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