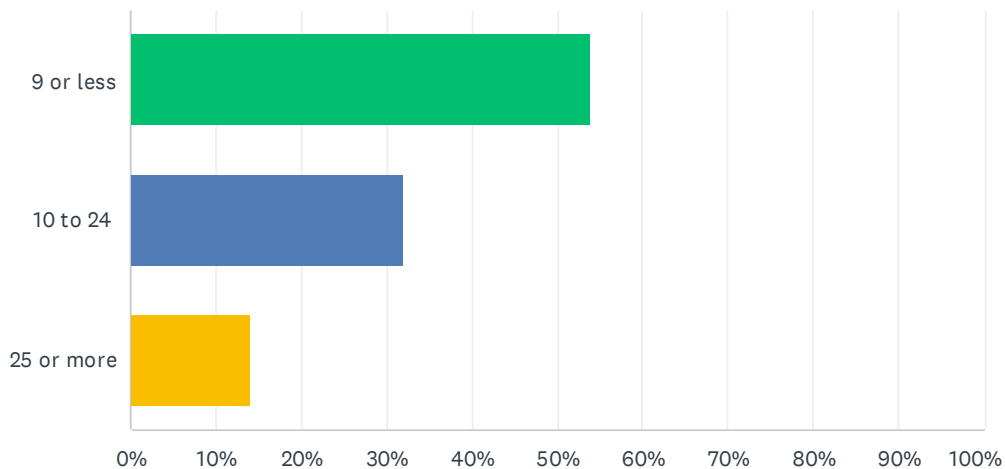


Q1 Over the past twelve months, on average, how many employees did you employ per month?

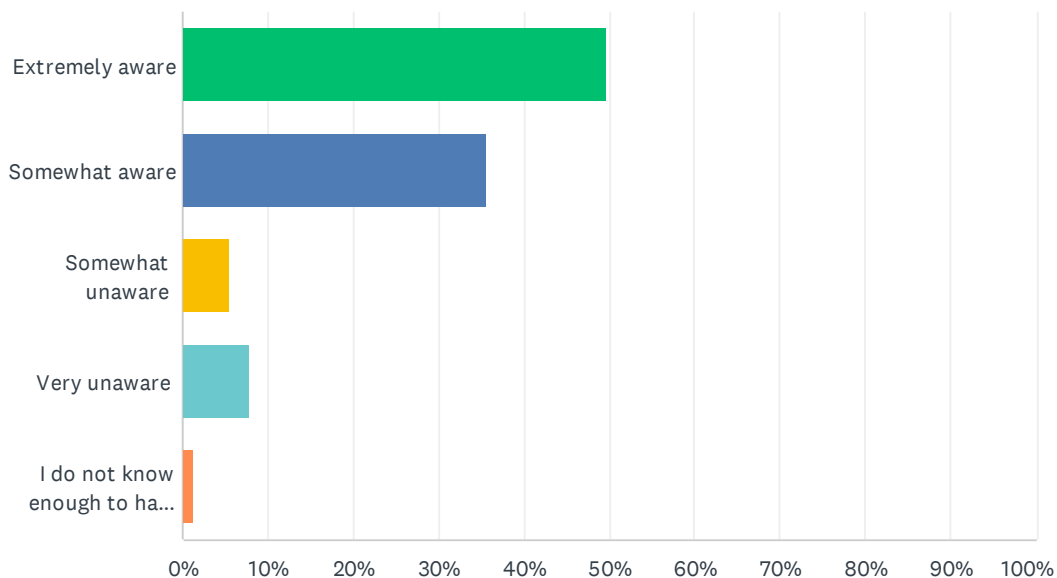
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
9 or less	53.99%	88
10 to 24	31.90%	52
25 or more	14.11%	23
TOTAL		163

Q2 Are you aware of the regulatory change which now compels all employers with ten or more employees to comply with the Affirmative Action Act (AAA) and Employment Services Act (ESA)?

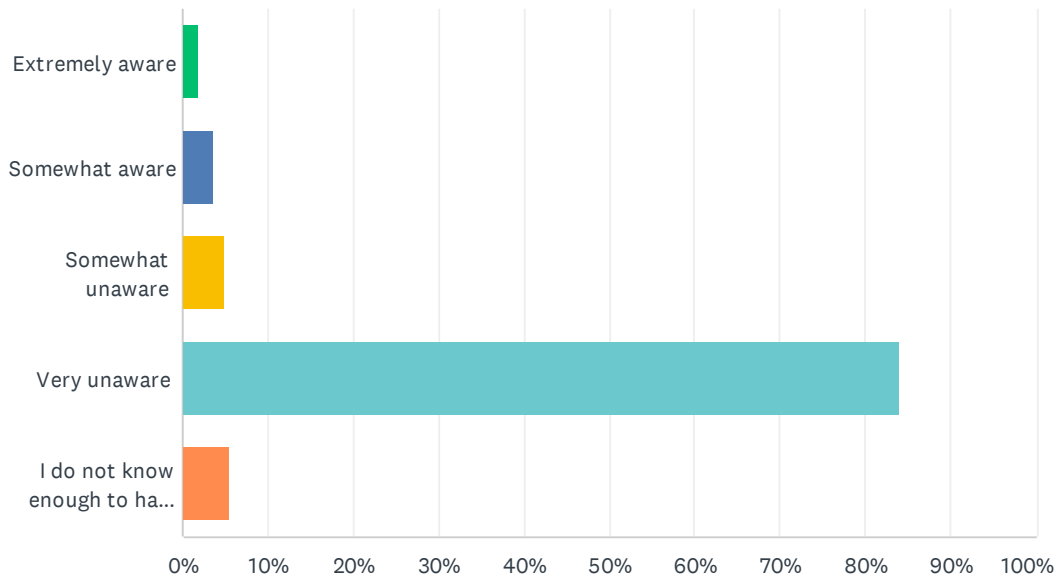
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely aware	49.69%	81
Somewhat aware	35.58%	58
Somewhat unaware	5.52%	9
Very unaware	7.98%	13
I do not know enough to have an opinion	1.23%	2
TOTAL		163

Q3 Are you aware of any consultations with Namibian business before the above-mentioned regulations were gazetted in September 2022?

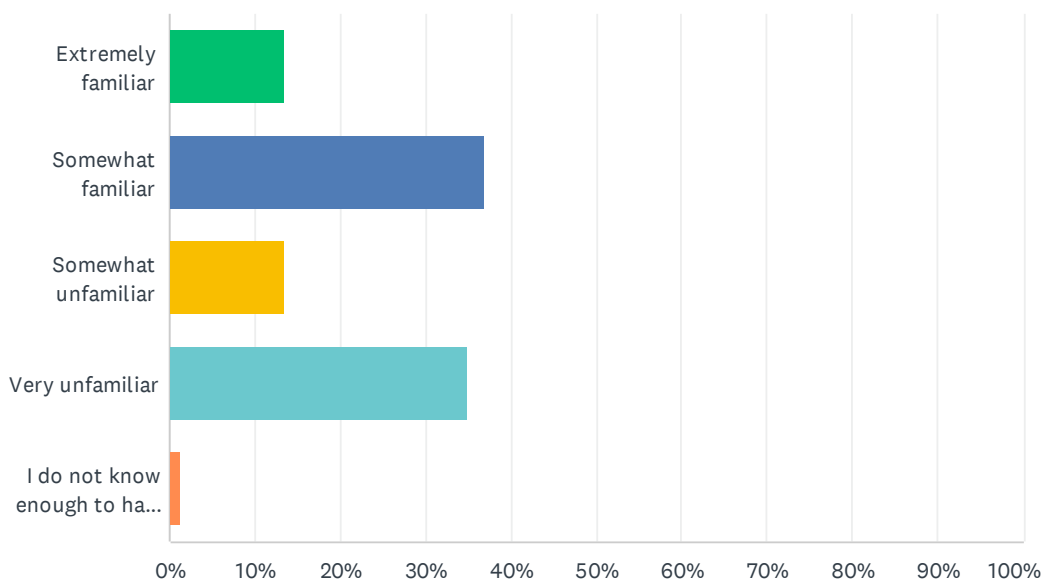
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES
Extremely aware	1.84% 3
Somewhat aware	3.68% 6
Somewhat unaware	4.91% 8
Very unaware	84.05% 137
I do not know enough to have an opinion	5.52% 9
TOTAL	163

Q4 Are you familiar with all the duties of an employer under the AAA?

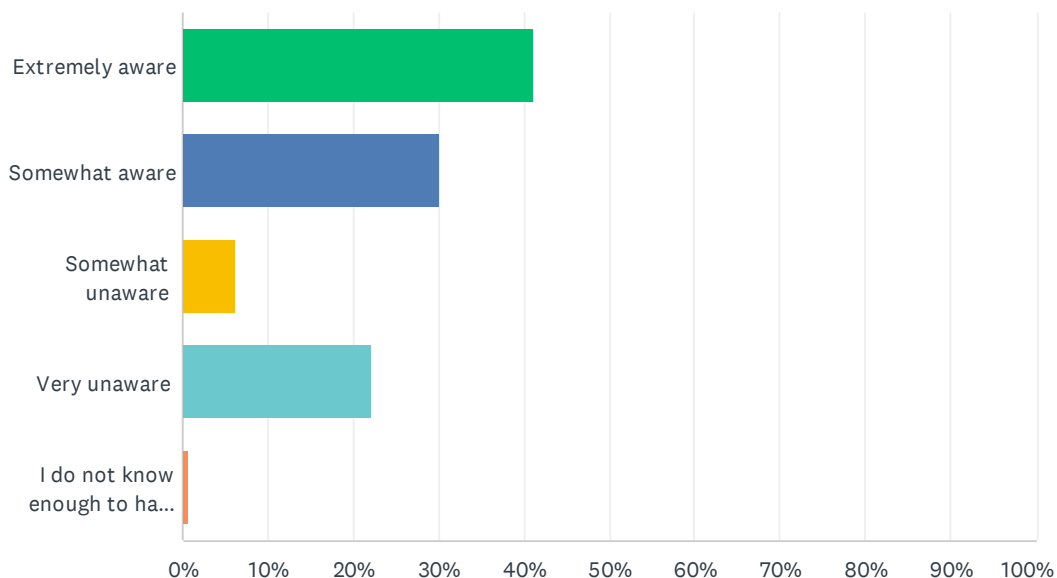
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely familiar	13.50%	22
Somewhat familiar	36.81%	60
Somewhat unfamiliar	13.50%	22
Very unfamiliar	34.97%	57
I do not know enough to have an opinion	1.23%	2
TOTAL		163

Q5 Are you aware that, under the ESA, an employer with ten or more employees may not fill any vacancy or new position unless same is reported to the Employment Services Bureau and may not fill such vacancy or a new position without considering in good faith any suitably-qualified job-seeker referred by that Bureau?

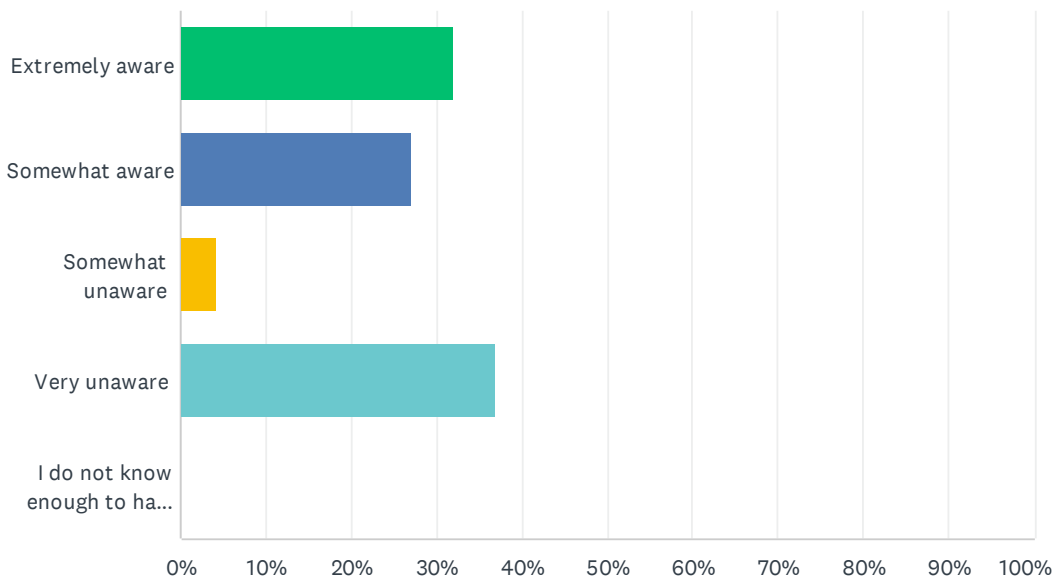
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely aware	41.10%	67
Somewhat aware	30.06%	49
Somewhat unaware	6.13%	10
Very unaware	22.09%	36
I do not know enough to have an opinion	0.61%	1
TOTAL		163

Q6 Are you aware that non-compliance with the AAA or ESA is a criminal offence punishable by direct imprisonment?

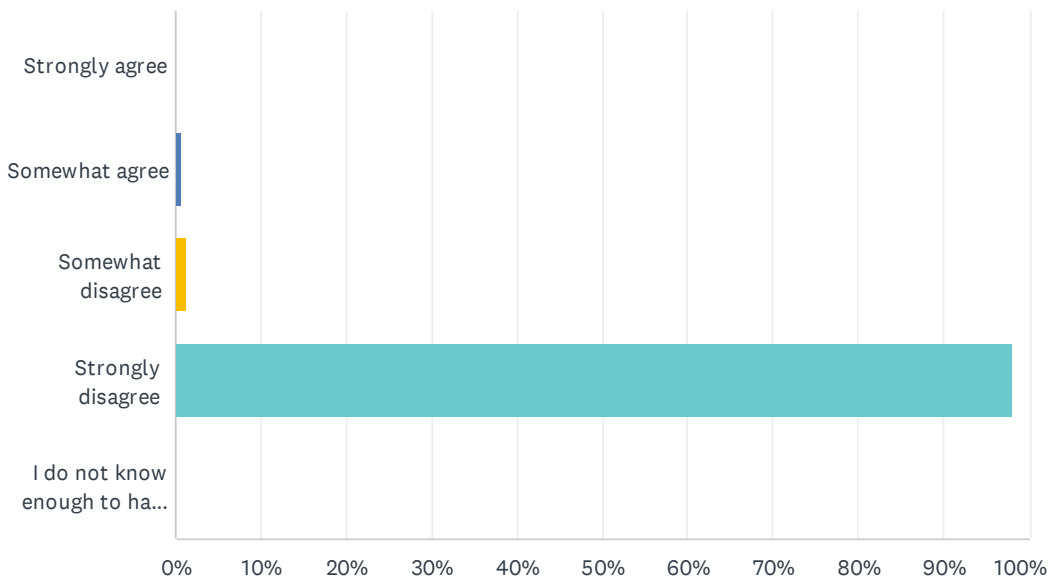
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely aware	31.90%	52
Somewhat aware	26.99%	44
Somewhat unaware	4.29%	7
Very unaware	36.81%	60
I do not know enough to have an opinion	0.00%	0
TOTAL		163

Q7 Do you agree or disagree that Government should regulate private sector in filling vacancies and new positions?

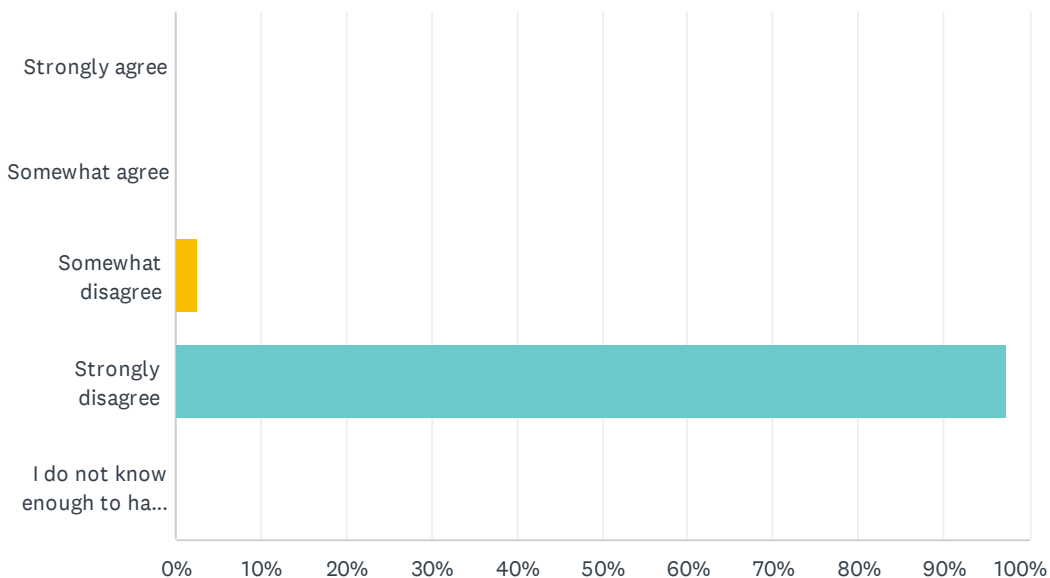
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Somewhat agree	0.61%	1
Somewhat disagree	1.23%	2
Strongly disagree	98.16%	160
I do not know enough to have an opinion	0.00%	0
TOTAL		163

Q8 Do you agree or disagree that business owners should be punishable by criminal sanction for not considering in “good faith” the candidates recommended by Government?

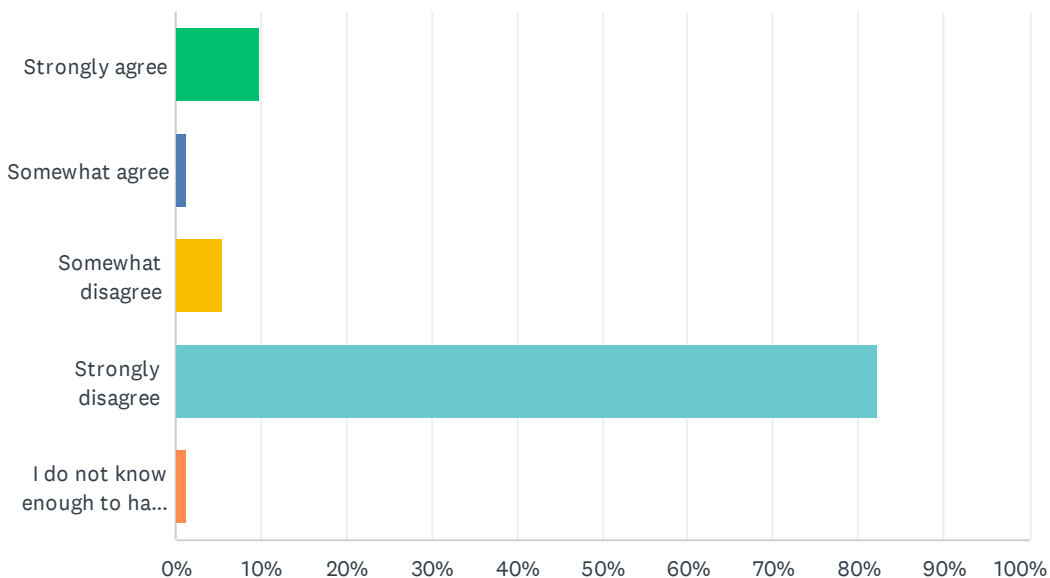
Answered: 162 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	0.00%	0
Somewhat agree	0.00%	0
Somewhat disagree	2.47%	4
Strongly disagree	97.53%	158
I do not know enough to have an opinion	0.00%	0
TOTAL		162

Q9 Do you agree or disagree the system of compelling employers to register with the Employment Services Bureau and to first consider the Bureau's recommended candidates will reduce unemployment?

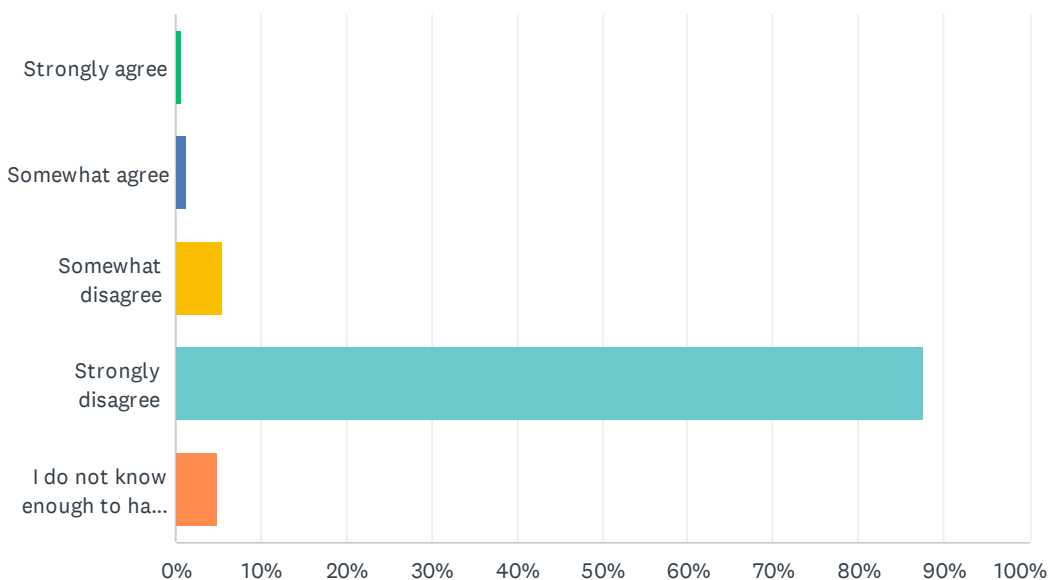
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	9.82%	16
Somewhat agree	1.23%	2
Somewhat disagree	5.52%	9
Strongly disagree	82.21%	134
I do not know enough to have an opinion	1.23%	2
TOTAL		163

Q10 With the appointment of the current Employment Services Board, which board advised on the reduction of the threshold from 25 to 10 employees, the Minister of Labour stated: “[the]reduction in the threshold will help capture the informal economy operators and will result in the increase of employees registered on the Namibia Integrated Employment Information System (NIEIS), which will lead to an increase in the notifications of vacancies, as well as an increase in the placement of job-seekers”. Do you agree or disagree that it is beneficial for the informal economy operators to be “captured” in the mandatory Employment Information System whereby Government recommended candidates must receive first option of employment by informal business operators?

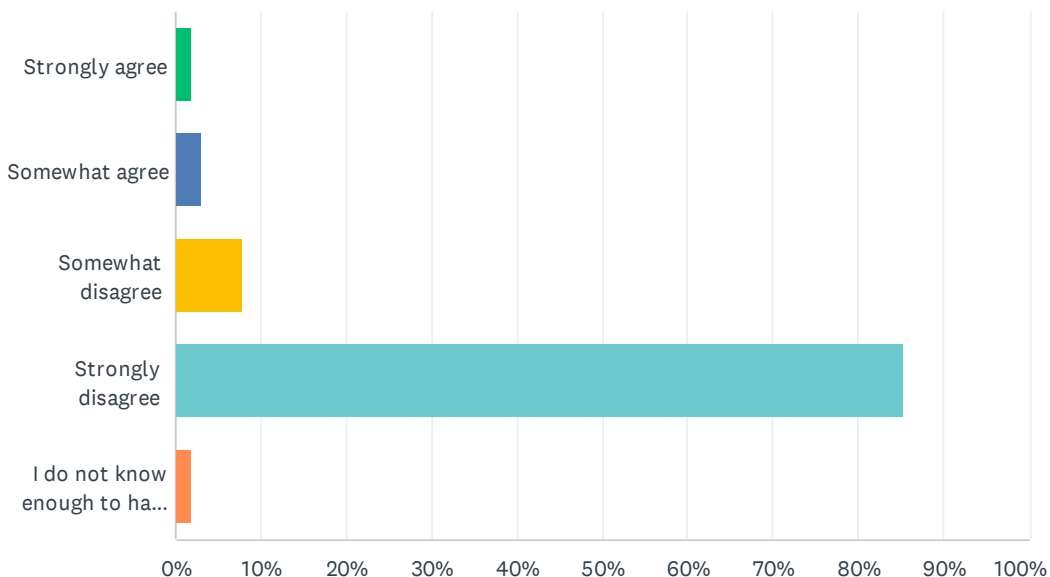
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	0.61%	1
Somewhat agree	1.23%	2
Somewhat disagree	5.52%	9
Strongly disagree	87.73%	143
I do not know enough to have an opinion	4.91%	8
TOTAL		163

Q11 Do you agree or disagree that an “increase in the notifications of vacancies, as well as an increase in the placement of job-seekers” on the government operated Employment Information System will reduce unemployment in Namibia?

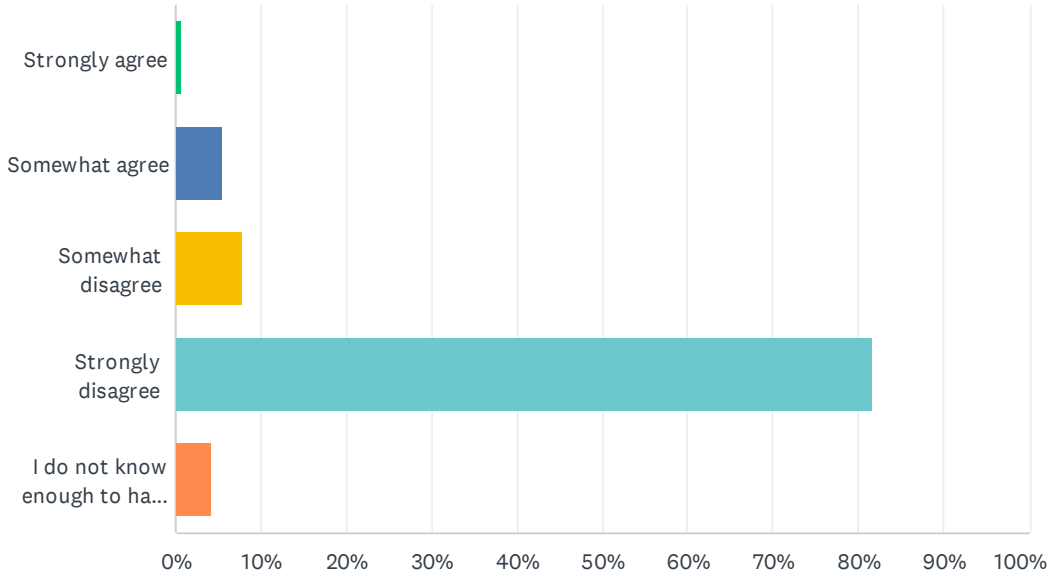
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	1.84% 3
Somewhat agree	3.07% 5
Somewhat disagree	7.98% 13
Strongly disagree	85.28% 139
I do not know enough to have an opinion	1.84% 3
TOTAL	163

Q12 Do you agree or disagree that the compliance requirements under the AAA and ESA serves a justifiable purpose?

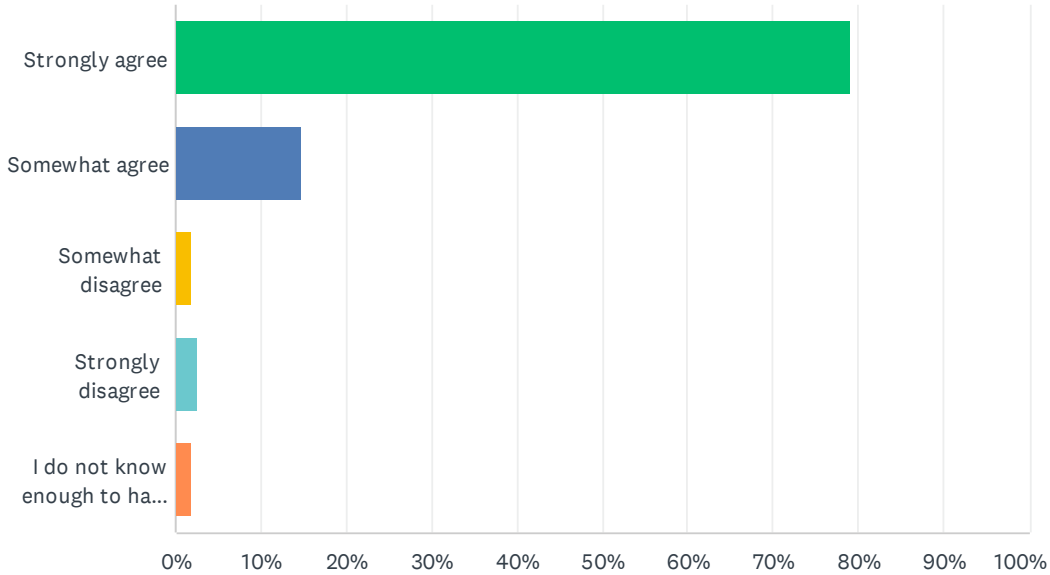
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	0.61% 1
Somewhat agree	5.52% 9
Somewhat disagree	7.98% 13
Strongly disagree	81.60% 133
I do not know enough to have an opinion	4.29% 7
TOTAL	163

Q13 Do you agree or disagree that compliance with the AAA and ESA adds to the cost of doing business?

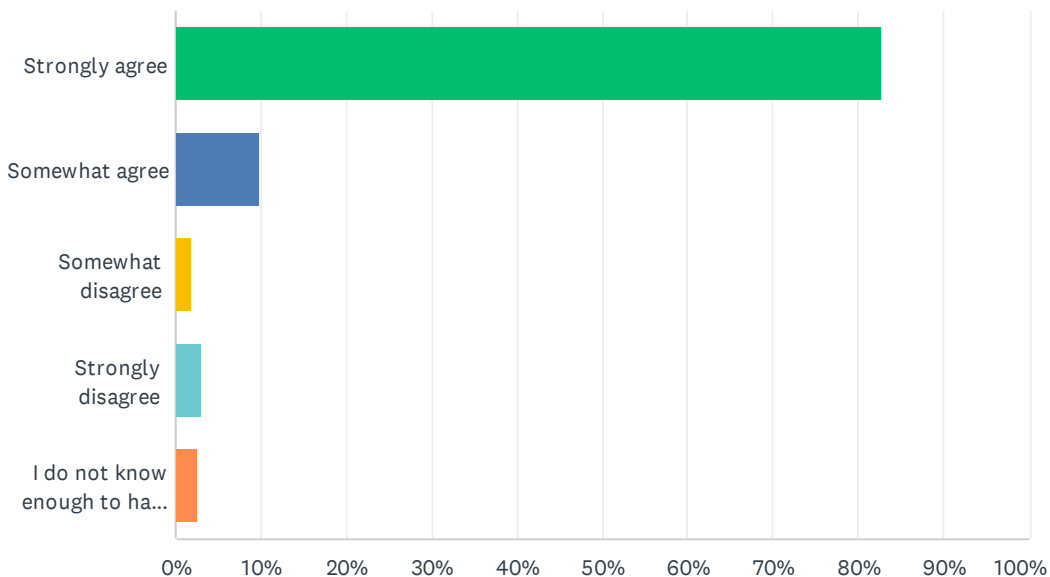
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	79.14%	129
Somewhat agree	14.72%	24
Somewhat disagree	1.84%	3
Strongly disagree	2.45%	4
I do not know enough to have an opinion	1.84%	3
TOTAL		163

Q14 Do you agree or disagree that compliance with the AAA and ESA is an obstacle to grow your business?

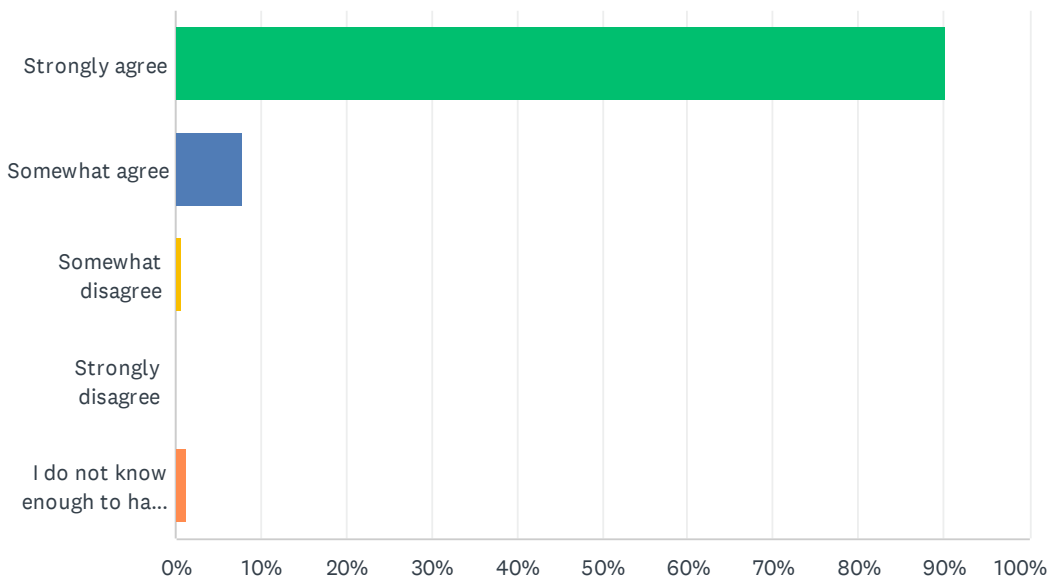
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	82.82%	135
Somewhat agree	9.82%	16
Somewhat disagree	1.84%	3
Strongly disagree	3.07%	5
I do not know enough to have an opinion	2.45%	4
TOTAL		163

Q15 Do you agree or disagree that the system of forced consideration of Government recommended candidates is open to corruption?

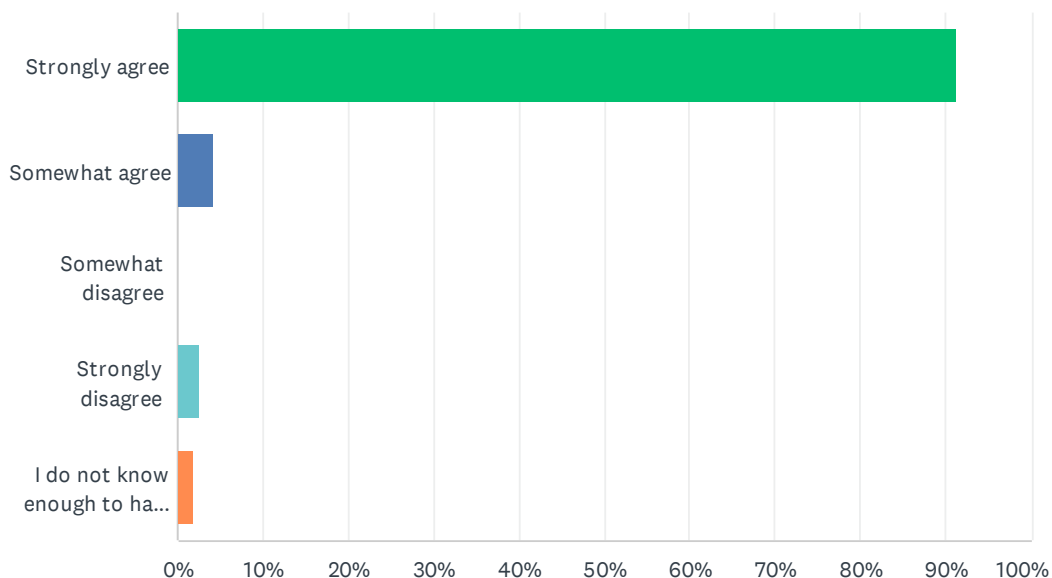
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	90.18%	147
Somewhat agree	7.98%	13
Somewhat disagree	0.61%	1
Strongly disagree	0.00%	0
I do not know enough to have an opinion	1.23%	2
TOTAL		163

Q16 Government recommended candidates must be considered before any other job applicants. Do you agree or disagree that the forced system of considering Government recommended candidates discriminates against job applicants who prefer not to register with the Employment Services Bureau?

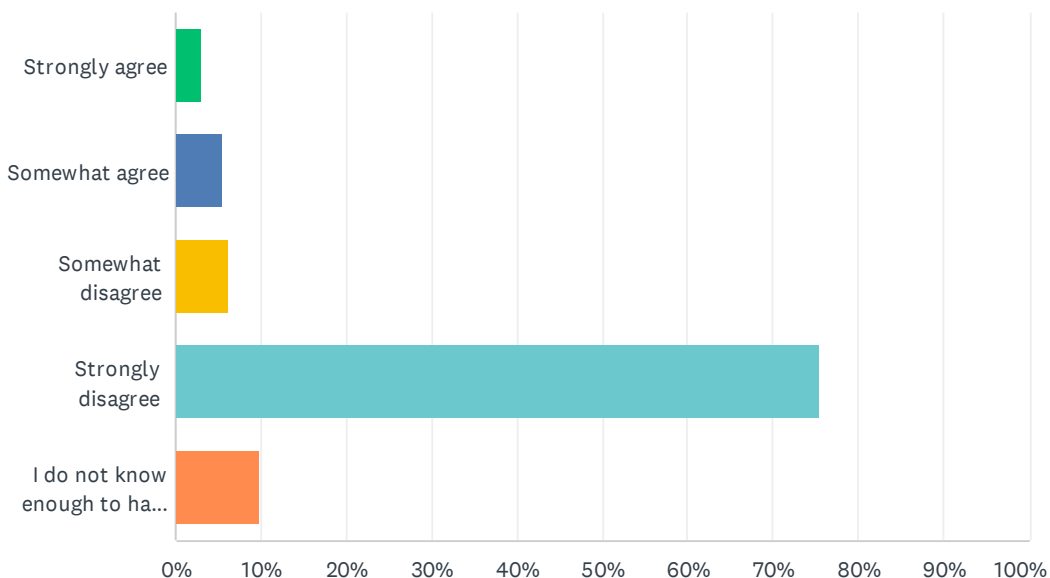
Answered: 162 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	91.36%	148
Somewhat agree	4.32%	7
Somewhat disagree	0.00%	0
Strongly disagree	2.47%	4
I do not know enough to have an opinion	1.85%	3
TOTAL		162

Q17 The ESA also regulates private employment agencies, inter alia placing an onus on them to police compliance of employers with a wide range of laws before they may recommend a potential candidate to an employer. Do you agree or disagree that these requirements on employment agencies are justified?

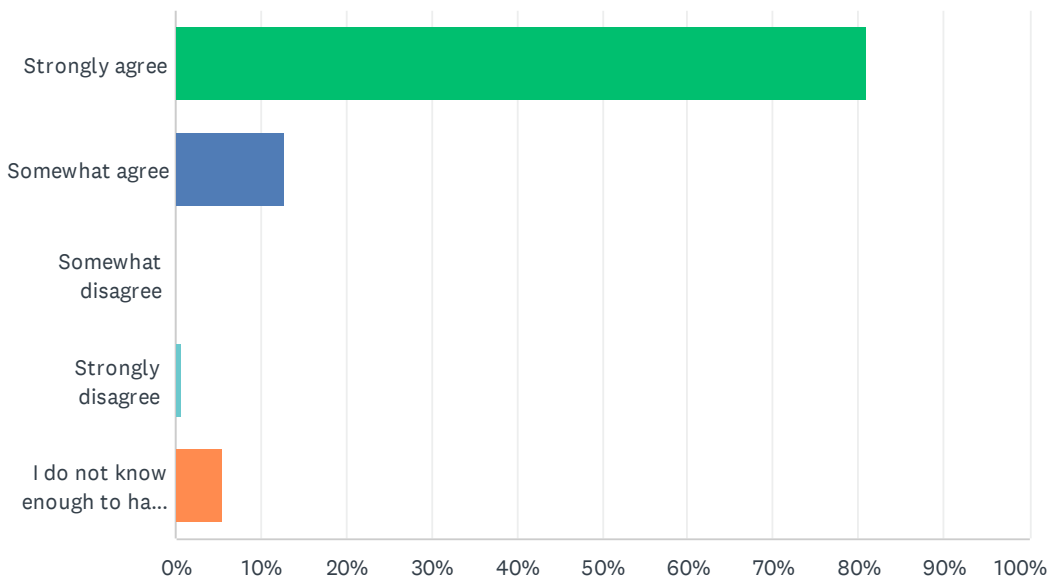
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	3.07%	5
Somewhat agree	5.52%	9
Somewhat disagree	6.13%	10
Strongly disagree	75.46%	123
I do not know enough to have an opinion	9.82%	16
TOTAL		163

Q18 Do you agree or disagree that these requirements on employment agencies is an obstacle to creating employment?

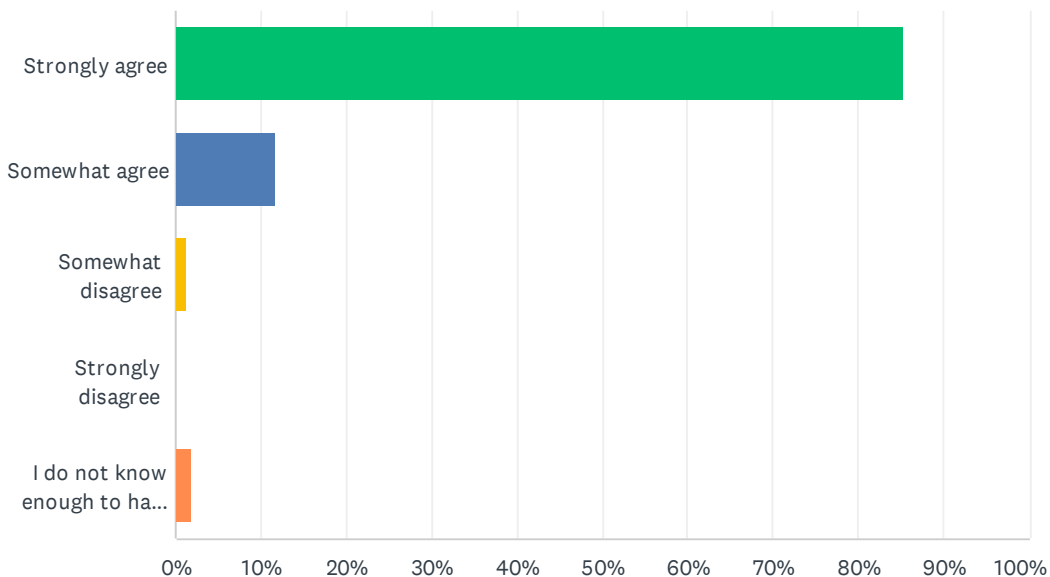
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	80.98%	132
Somewhat agree	12.88%	21
Somewhat disagree	0.00%	0
Strongly disagree	0.61%	1
I do not know enough to have an opinion	5.52%	9
TOTAL		163

Q19 Do you agree or disagree that the forced system of considering Government recommended candidates first is politically motivated?

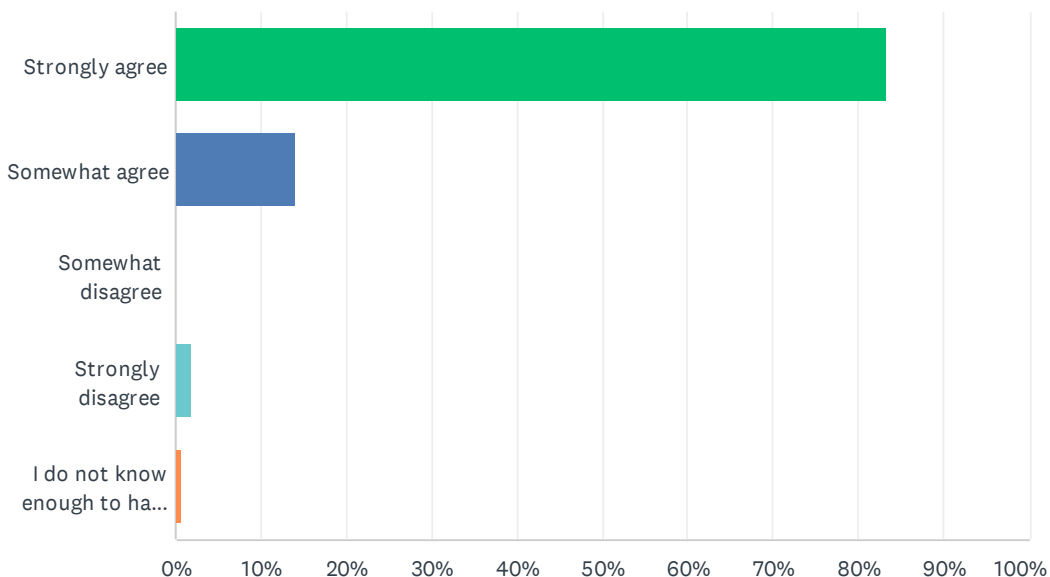
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	85.28%	139
Somewhat agree	11.66%	19
Somewhat disagree	1.23%	2
Strongly disagree	0.00%	0
I do not know enough to have an opinion	1.84%	3
TOTAL		163

Q20 Do you agree or disagree that the forced system of considering Government recommended candidates first is for the purpose of creating the impression amongst job-seekers that Government is the provider of employment?

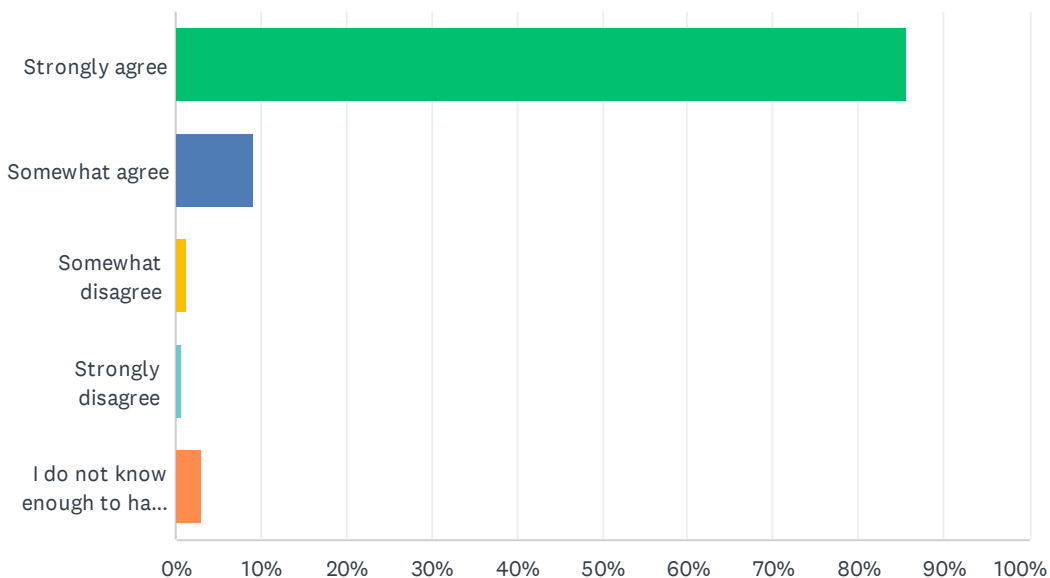
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	83.44%	136
Somewhat agree	14.11%	23
Somewhat disagree	0.00%	0
Strongly disagree	1.84%	3
I do not know enough to have an opinion	0.61%	1
TOTAL		163

Q21 Do you agree or disagree that the forced system of considering Government recommended candidates first is for the purpose of advancing a system of cadre employment / favouritism?

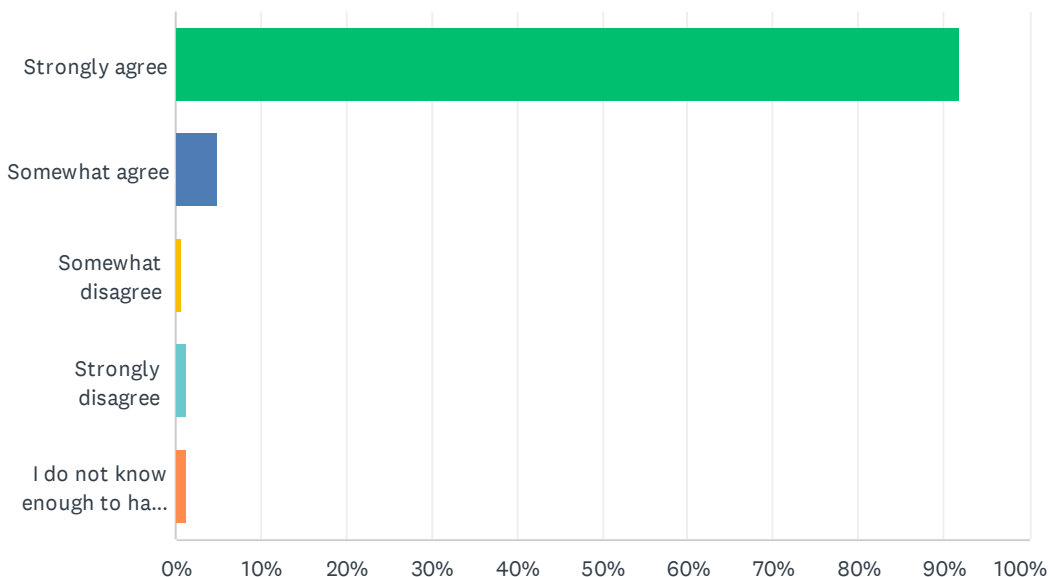
Answered: 162 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	85.80%	139
Somewhat agree	9.26%	15
Somewhat disagree	1.23%	2
Strongly disagree	0.62%	1
I do not know enough to have an opinion	3.09%	5
TOTAL		162

Q22 Do you agree or disagree that, in complying with the system of giving preference to Government recommended candidates, Government should also be held liable for damages suffered resulting from false information provided by registered candidates on their CV's?

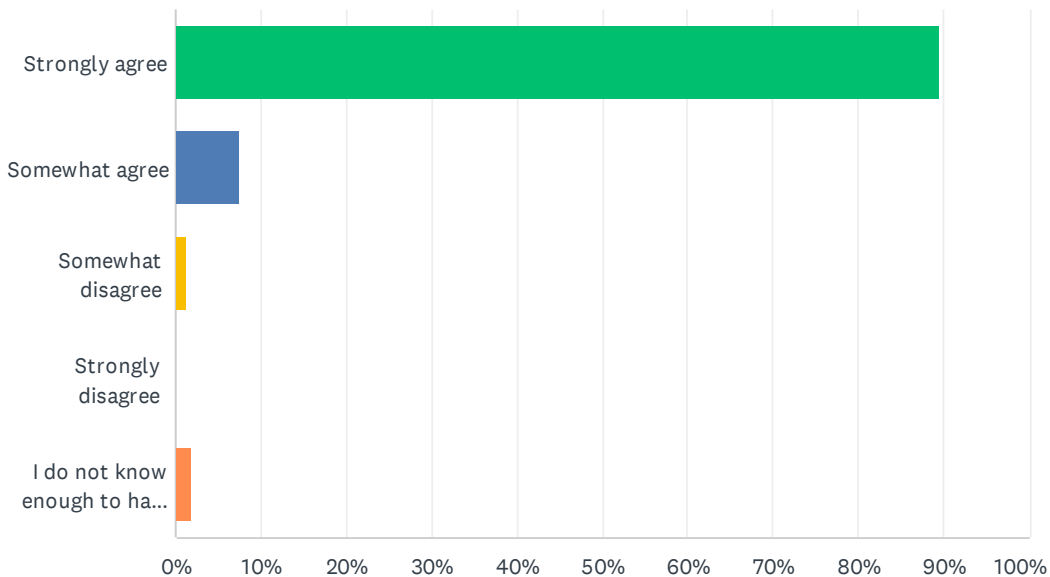
Answered: 161 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	91.93%	148
Somewhat agree	4.97%	8
Somewhat disagree	0.62%	1
Strongly disagree	1.24%	2
I do not know enough to have an opinion	1.24%	2
TOTAL		161

Q23 Do you agree or disagree that the Employment Services Bureau could manipulate the recommendation of candidates, by for instance not providing details of all qualifying candidates in order to improve the chances of employment of certain registered candidates above others, or by recommending the best skilled candidates to only personally preferred employers?

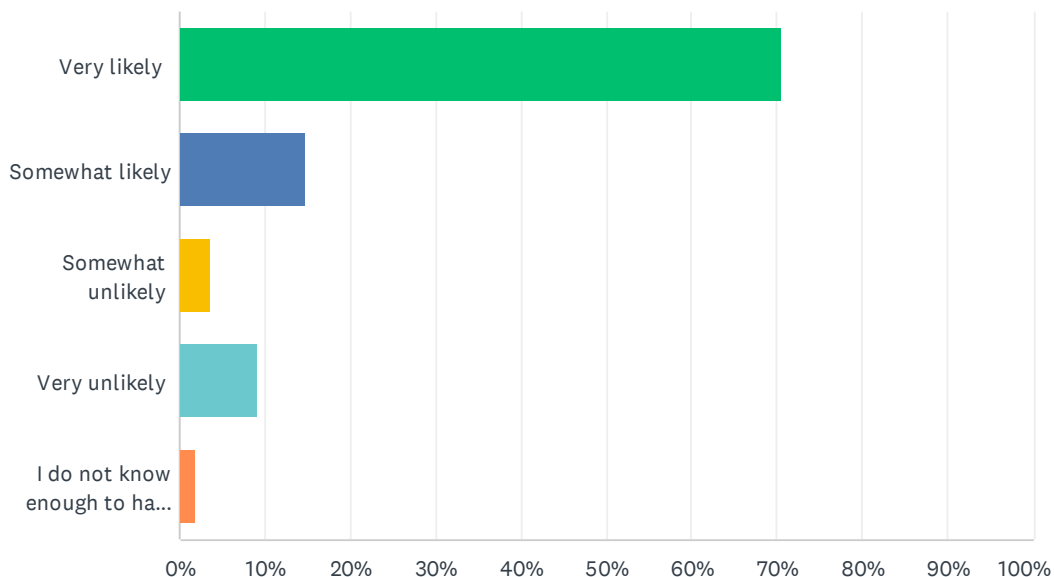
Answered: 162 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly agree	89.51%	145
Somewhat agree	7.41%	12
Somewhat disagree	1.23%	2
Strongly disagree	0.00%	0
I do not know enough to have an opinion	1.85%	3
TOTAL		162

Q24 How likely is it that your business will seek ways not to be regarded as “relevant employer” and “designated employer”, by for instance reducing the number of employees, or establishing multiple business entities to split your staff component?

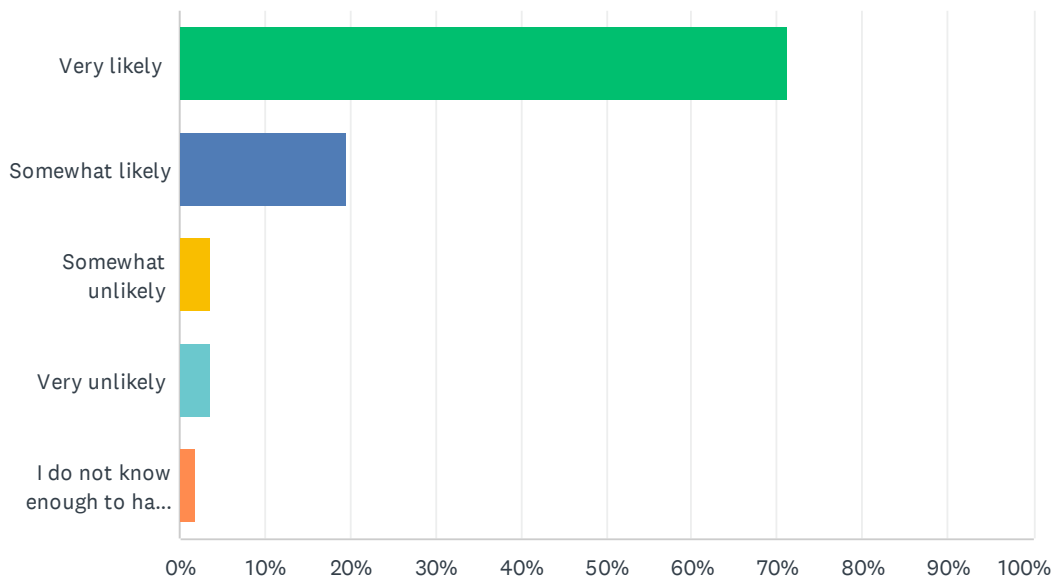
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very likely	70.55%	115
Somewhat likely	14.72%	24
Somewhat unlikely	3.68%	6
Very unlikely	9.20%	15
I do not know enough to have an opinion	1.84%	3
TOTAL		163

Q25 How likely are the above-mentioned regulatory changes to deter you from establishing a new business entity?

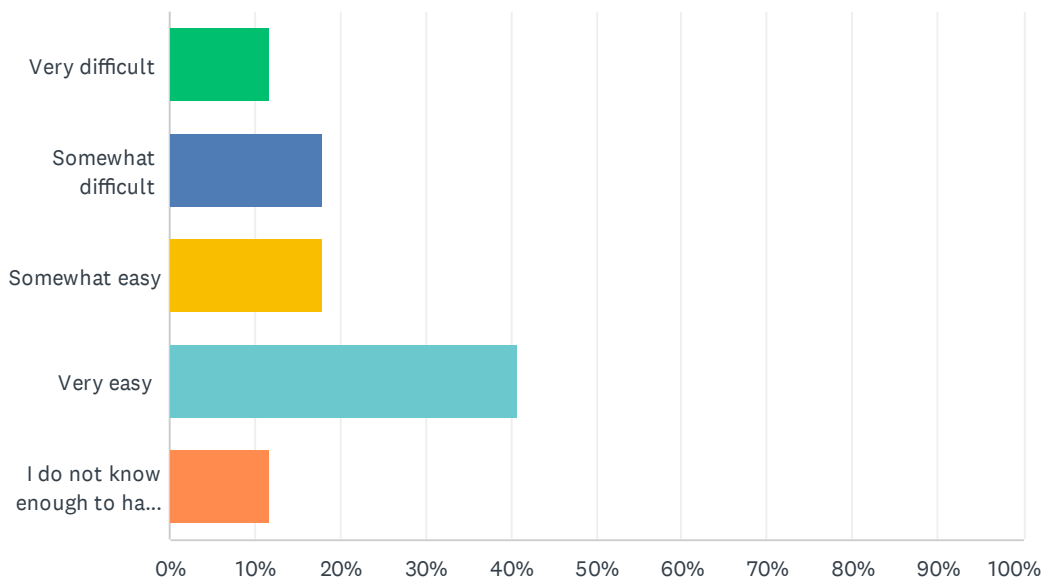
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very likely	71.17%	116
Somewhat likely	19.63%	32
Somewhat unlikely	3.68%	6
Very unlikely	3.68%	6
I do not know enough to have an opinion	1.84%	3
TOTAL		163

Q26 Have you in the past found it difficult to find suitable employees through means of recruitment other than through the Employment Services Bureau?

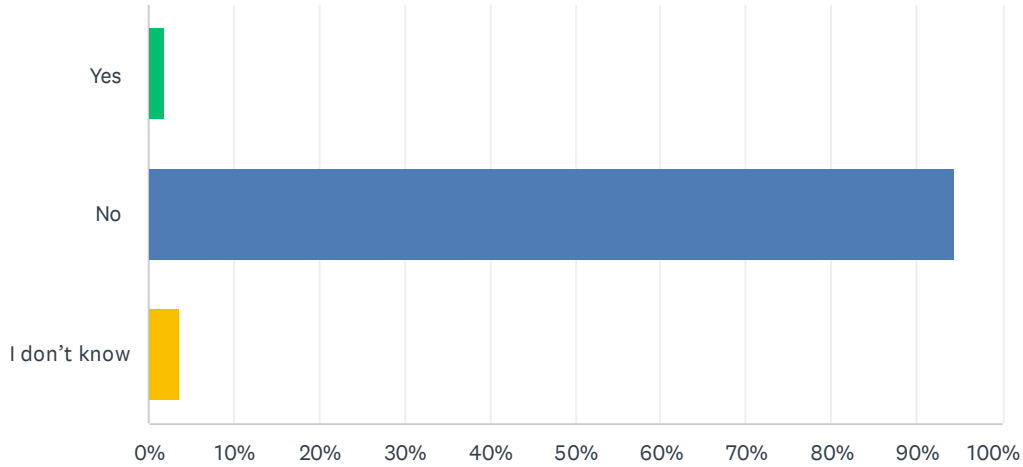
Answered: 162 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very difficult	11.73%	19
Somewhat difficult	17.90%	29
Somewhat easy	17.90%	29
Very easy	40.74%	66
I do not know enough to have an opinion	11.73%	19
TOTAL		162

Q27 Have you in the past appointed candidates that were recommended by the Employment Services Bureau?

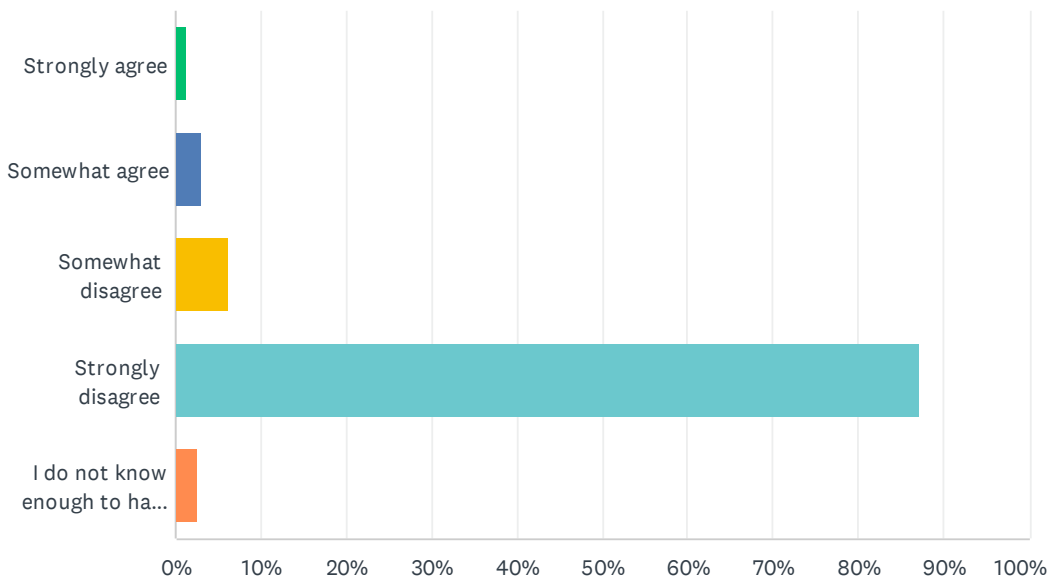
Answered: 161 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	1.86% 3
No	94.41% 152
I don't know	3.73% 6
TOTAL	161

Q28 Do you agree or disagree that the mandatory use of the Employment Services Bureau will simplify the recruitment process in your organisation?

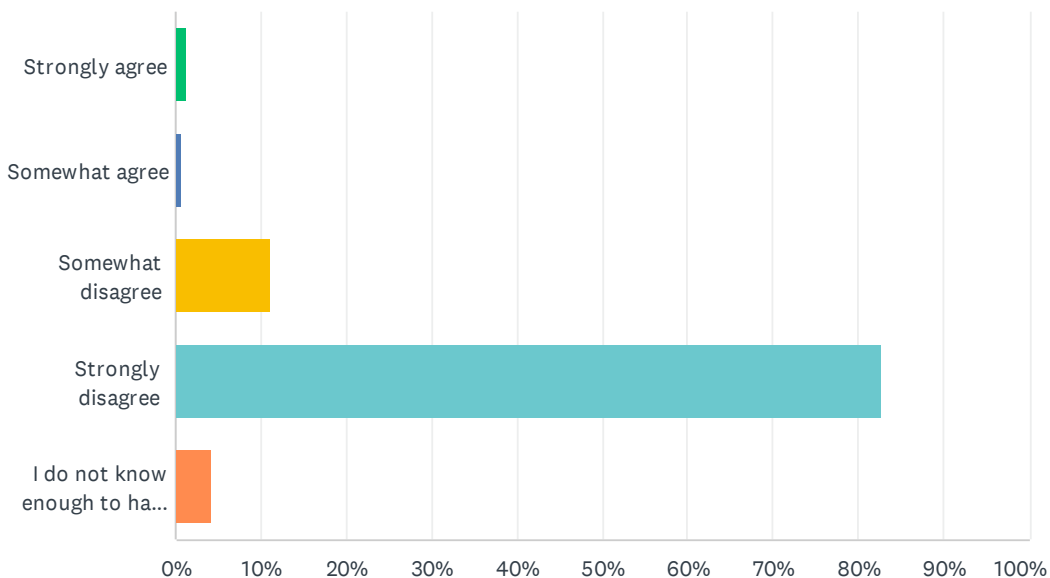
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	1.23% 2
Somewhat agree	3.07% 5
Somewhat disagree	6.13% 10
Strongly disagree	87.12% 142
I do not know enough to have an opinion	2.45% 4
TOTAL	163

Q29 Do you agree or disagree that the mandatory use of the Employment Services Bureau will enable you to appoint better skilled / qualified employees?

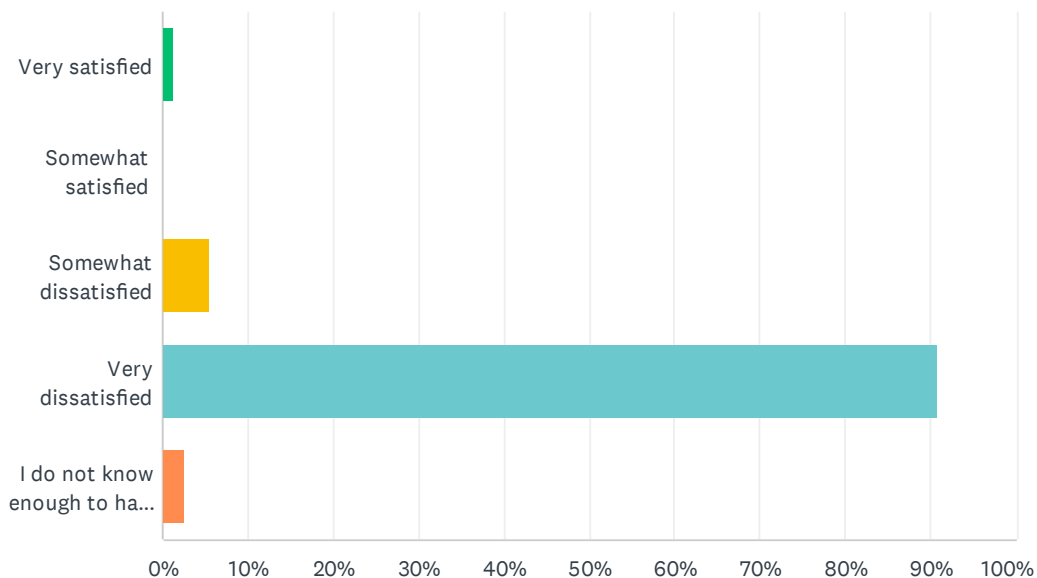
Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly agree	1.23% 2
Somewhat agree	0.61% 1
Somewhat disagree	11.04% 18
Strongly disagree	82.82% 135
I do not know enough to have an opinion	4.29% 7
TOTAL	163

Q30 In general, are you satisfied that the threshold of employees employed to be designated as “relevant employer” and “designated employers” has been reduced from 25 to 10?

Answered: 163 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	1.23%	2
Somewhat satisfied	0.00%	0
Somewhat dissatisfied	5.52%	9
Very dissatisfied	90.80%	148
I do not know enough to have an opinion	2.45%	4
TOTAL		163