



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY
FACULTY OF COMMERCE, HUMAN SCIENCES, AND EDUCATION**

DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES

QUALIFICATION: BACHELOR OF EMPLOYMENT AND LABOUR RELATIONS DEGREE	
QUALIFICATION CODE: 08BERLH	LEVEL: 8
COURSE CODE: LEC812S	COURSE NAME: LABOUR ECONOMICS
SESSION: NOVEMBER 2025	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

2nd OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER	Ms Martha Namutuwa
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INSTRUCTIONS
<ol style="list-style-type: none">1. Answer ALL the questions.2. Write clearly and neatly.3. Number the answers clearly.

THIS EXAMINATION PAPER CONSISTS OF 4 PAGES INCLUDING THE COVER PAGE.

READ THE QUESTIONS BELOW CAREFULLY AND ANSWER ALL OF THEM.

SECTION A

40 Marks

Question 1

1.1 Explain productivity and discuss its various forms with the aid of the formulae? **10 Marks**

1.2 Discuss the reasons for studying labour economics and what critical information does it provides? **10 Marks**

1.3 Explain the Market Supply of Labour when the wage rate increases with the aid of a diagramme? **10 Marks**

1.4 Discuss several reasons that causes wage differentials in the labour Market? **10 Marks**

Question 2

Read the Namibian newspaper extract below and answer the questions that follow.

“High Unemployment: Do What’s Right, Namibia”.

As a qualified unemployed nurse, I and many Namibians, particularly the youth, are going through turbulent times. Media reports on the country’s unemployment crisis have left many Namibians wondering about this sad reality. The statistics are alarming. We are ranked the second most unequal country in the world, following South Africa. More than half of Namibia’s voting population are experiencing the harsh reality of unemployment and numerous challenges that hinder their growth and development.

This will have an impact on this year’s election. On Independence Day last year, unemployed young people took to the streets to protest joblessness. The same happened this year. In August last year, Namibia experienced a poor turnout on Heroes Day. This is an indication that many Namibians are tired of empty promises. History has not solved any serious issue, like hunger, poverty, or joblessness. It is a well-known fact that our country is not divided by tribalism or gender issues; we are divided by socio-economic inequalities, poverty, a high unemployment rate, corruption and the mismanagement of resources. Unemployment reduces people’s social capital and participation, cutting them off from networks and relations which is the bridge to re-employment. It is bad that many Namibians live in shacks, while others are homeless, and many are poor and unable to afford a home. There are many challenges in addressing the unemployment rate in Namibia. Let’s turn those challenges into opportunities and turn our words into practice. Political philosopher Frantz Fanon once said each generation must discover its own mission, “fulfil it or betray it”.

Everything falls or rises on leadership. As a youth activist, I am optimistic that Namibia has the potential to achieve a more than 70% employment rate. We have the right population, and the country is blessed with an abundance of riches below and above ground. I also believe if I can help resolve some of the issues affecting me and my people in any way even by 1%, then I must do so. I therefore submit that we should have an employment creation conference. The government, private sectors, young people, labour experts, communities, traditional authorities, religious leaders and political leaders should sit in one chamber for at least for two weeks to craft a new social contract for economic growth and employment creation. Furthermore, there is a need to learn from other countries’ employment creation initiatives. This would give Namibia pointers on how to tackle the unemployment challenge. For example, Argentina has a successful job guarantee programme, so there is a lot we can learn from that country. Singapore is another country we should learn from. Together we will be able to realise our full potential as a nation. Young people don’t lose hope, the future looks promising. In conclusion, the state has a big responsibility to create a conducive environment for economic growth and job creation.

Professor Lumumba once said if young Africans have one duty, it is to irritate those in power in such an organised manner that they have no choice but to do what is right. Adopted from (The Namibian, 31 March 2024, Alfeus Hamundja)

2.1 Analyse the Namibian article above identify and discuss the two types of unemployment that is being narrated and what are their consequences. In addition, explain the other three types of unemployment you learned? **20 Marks**

2.2 Explain why the individual employee or employer have no equal power to solve labour relations issues, in addition identify the mechanism that can be put in place to protect employees according to the International Labour Organisation and international labour standards? **20 Marks**

2.3 Discuss the determination of wages in the Monopsony and Dual labour markets? **10 Marks**

2.4 Explain the factors that affect the Market labour demand? **10 Marks**

[TOTAL MARKS 100]