

Employment

5. What is the type of job that you currently do? (Check only one)
- a. 1 Administrative and Office bound
 - b. 2 One-on-one teaching (or tutoring) with different individuals during drop-in sessions
 - c. 3 involve in training
 - d. 4 research
 - e. 5 Other:
6. What similarities do you share with the majority of the colleagues with whom you work? (Check all that apply)
- a. 1 same gender as colleagues
 - b. 2 same race or ethnic background as colleagues
 - c. 3 same languages as colleagues
 - d. 4 same socio-economic background as colleagues
 - e. 5 live in same neighborhood as colleagues
 - f. 6 same or similar work background as colleagues
 - g. 7 same or similar educational background as colleagues
7. Which of the following represent your challenges to job opportunities (advancement?) (Check all that apply)
- 1. Qualification
 - 2. Skills as a result to previous jobs
 - 3. Promotion
 - 4. The slow pace of town development

Appendix B. Interview

I would like to know just a little about you, so as to be able to make cross-sectional references to the issues that I am investigating. Please answer the following questions.

1. Please indicate your name:

2. In which of the following age groups do you fall?

Younger than 25 26 - 29 30 - 34 35 - 39 40 - 49 50 - and above

3. What is your highest educational qualification?

4. Are you currently employed or unemployed ?

EDUCATION

1. What is Adult education according to your understanding?

2. Why should education continue further after Grade Ten/matric?

3. Do you think adults should to go to school?

4. Which form of school do you as an adult prefers, should you happen to go to school again? (Choose only one)

Classroom/full time . Part time, after work, distance on-line

5. Are there any Adult Education centers in your area?

Yes No

6. Do the Ovahimba and Ovazemba attend them?

Yes how many?

No why not?

Employment

7. How are job skills learning transferred from one position to another? (Choose only one)

a. Training

b. Workshops

c. Mentoring

8. How are job skills learning transferred from person to another? (Choose only one)

- a. Training
- b. Workshops
- c. Mentoring

9. In what language do you communicate in work?

- a. English
- b. Otjizemba/Otjihimba
- c. Afrikaans
- d. others

Testing understanding of the concept “Marginalization”

10. Have you heard of the word “Marginalisation” or being marginalized before?

Yes No

11. What is the common name used of the word Marginalisation or being marginalised in your community?

a. What does that mean?

12. Do you see yourself as put in an economic /social disadvantaged situation?

13. In what ways are you economic /social disadvantaged?

14. What put you in this economic /social disadvantaged situation?

15. How can the economic /social disadvantaged be supported?

16. Do you see yourself as put in an economic /social disadvantaged situation?

17. Is it true that the Ovahimba and Ovazemba are economic /social disadvantaged?

19. In your opinion between men and women, who are more economic /social disadvantaged?

Men? or Women?

20. Why do you think men/ women are more economic /social disadvantaged?

Education and Employment advancement

21. Tell us about your education and employment experience?
22. What employment opportunities of education would you like to have?
23. What other work opportunity would you like to have in your town?
24. Recently a lot of developments are happening in Opuwo, what is your comment?
25. What impact do these factors have on your community at large?
26. Who should address this situation?
27. Do the Ovahimba and Ovazemba participate in all activities of the community?
28. What are the most common causes of conflict between Ovahimba and Ovazemba and people of other tribes in your community?

Educational Experiences

29. Talk to me about your experiences of growing up within this community. Have you attended school? And who in your immediate and extended family attended school?
30. Who were the individuals that you found the most helpful whilst being a school pupil? Parents or teachers or a friend or a specific individual in the community.
31. Explain why you view this individual identified as helpful to your educational experience?
32. While you were in your formative years, who in this community did you know who attained a high level of education?
33. How were these people perceived by other community members?
34. Tell me about your experiences of attending school. When did leave school? What were the factors/problems that contributed to your decision to discontinue your schooling?
 - a. at home
 - b. at school
 - c. in the socio/economic-political environment?

Employment Experiences

35. After school how did you sustain yourself?
36. If you were employed, where were you employed in the formal sector or informal sector?
37. Tell me about your employment experiences?
38. Are you still employed?
39. For how long did you work?
40. How did unemployment affect your future and that of your family?

Relationship between Formal Education and Employment

41. Reflecting on your experience; is there a relationship between your employment possibility (ties) and you educational achievements? Explain why?
42. Do you have personal experience of employment opportunities being advertised for which you thought that have the knowledge, skills and ability to do the work, yet the educational criteria excluded you from applying for the opportunity?
43. Can you identify other individuals in your community that have had similar experiences?
44. What other problems have you find preventing you from getting a good job?

Adult Educational Opportunities

45. If you have access to opportunities to improve you education what would study towards?
46. What have prevented you from seeking opportunities to improve your educational qualification?
47. Some people believe that the direct relationship between education and employment had been introduced as a mechanism to control who have access to higher levels of employment. Do

you have an opinion on such a view and can you present example/s to support such a view or an example that shows the opposite.

48. What other problems have you find prevented you from attending educational opportunities?

Thank you for your time

