



Republic of Namibia



# 2023 Population and Housing Census

## Labour Force Report



# 2023 POPULATION AND HOUSING CENSUS LABOUR FORCE REPORT



## VISION

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“To be a high performing and sustainable institution in quality statistics and spatial data delivery for research, planning, and decision making”



## MISSION

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“Leveraging on partnerships and innovative technologies, to produce and disseminate relevant, quality, timely statistics and spatial data that are fit-for-purpose”



## CORE VALUES

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Integrity  
Excellent Performance  
Professionalism  
Accountability  
Partnerships  
Customer-focused

# FOREWORD

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The first full-scale Labour Force Survey (LFS) in Namibia was carried out in 1997 under the National Household Survey Programme, launched after the Government endorsed the Five-Year Plan for the Development of Statistics in 1993. Since then, nine Labour Force Surveys (1997, 2000, 2004, 2008, 2012, 2013, 2014, 2016 and 2018) have been conducted in the country at regular intervals of every four years up to 2012 then from there annually up to 2014. The 2016 and 2018 LFS were conducted bi-annually.

In the wake of financial constraints and the disruptive effects of the COVID-19 pandemic, Namibia faced a hiatus in its Labour Force Surveys, with the last one conducted in 2018. However, recognizing the critical need for up-to-date labour market data, the Namibia Statistics Agency took proactive measures. In 2023, a comprehensive Labour Force module was incorporated into the Population and Housing Census (PHC) to expedite the generation of labour market insights. This innovative approach ensures the timely availability of crucial indicators for assessing Namibia's labour market dynamics.

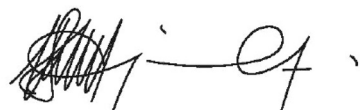
This document unveils the pivotal insights derived from the census labour force module, aiming to serve as a valuable resource for a diverse audience. It is poised to offer guidance to planners, policymakers, researchers, analysts, and the wider public, empowering them to make informed decisions. By shedding light on crucial labour market dynamics, these findings can effectively inform strategic planning processes, moreover, the labour force results offer a succinct overview of essential employment and unemployment indicators. This overview serves as a benchmark for evaluating Namibia's progress towards its multifaceted developmental objectives, particularly those centered around job creation initiatives.

This report addresses diverse topics to cater the needs of users seeking labour statistics at national, SADC, AU, and ILO levels. Notably, it features a dedicated section summarizing SADC indicators, offering a succinct overview of standard employment and unemployment metrics. This facilitates the evaluation of Namibia's progress towards both national and regional developmental goals, particularly those concerning job creation. Additionally, it incorporates new indicators such as Labour underutilization, potential labour force, minimum labour migration indicators, and functionality limitations. These additions enrich the analysis, offering deeper insights into the intricacies of Namibia's labour landscape.

Furthermore, the anonymized micro-level and metadata for this report will be accessible through the NSA website at <http://www.nsa.org.na>. This accessibility empowers the public and individuals interested in conducting further analysis to leverage these datasets effectively. By enabling such access, Namibia ensures that the resources allocated to conduct this census yield maximum benefit for the country, fostering transparency and data-driven decision-making.

I would like to extend our heartfelt gratitude and appreciation to all the stakeholders whose support was instrumental in the successful execution of the census. Particularly, our gratitude goes to the users and producers as well as respondents for their valuable inputs.

It is our sincere hope that this report provides informative information for all users, to support evidence-based planning for the development of Namibia.

A handwritten signature in black ink, appearing to read 'Alex Shimuafeni', written in a cursive style.

ALEX SHIMUAFENI

STATISTICIAN GENERAL & CEO

# Table of Contents

FOREWORD .....	iii
LIST OF TABLES .....	vii
LIST OF FIGURES .....	x
LIST OF ACRONYMS .....	xi
Executive summary .....	xii
<b>Section 1: Methodology</b> .....	<b>1</b>
1.1 Introduction .....	1
1.2 Strength and limitations .....	1
1.3 Disaggregation of statistics .....	3
1.4 Target population .....	3
1.5 Concepts and definitions .....	3
1.6 Key Aspects of the Working Age in Namibia.....	5
<b>Section 2: Demographic Characteristics</b> .....	<b>6</b>
2.1 Introduction .....	6
2.2 Population size .....	6
2.3 Age Dependency Ratio .....	7
<b>Section 3: Working Age Population</b> .....	<b>8</b>
3.1 Introduction .....	8
3.2 Classification and Distribution of Working-Age Population .....	10
3.3 Labour Force .....	10
3.4 Labour Force Participation Rate (LFPR) .....	13
3.5 Population outside the labour force .....	15
3.6 Own-use production work.....	19
<b>Section 4: Employment</b> .....	<b>24</b>
4.1 Introduction .....	24
4.2 Distribution of Employed Persons.....	24
4.3 Employment to Population Ratio (EPR).....	25
4.4 Highest Educational Attainment of the Employed .....	26
4.5 Occupation.....	26
4.6 Industry.....	27
4.7 Manufacturing employment (SDG-9) .....	28
4.8 Agriculture, Forestry & fishing employment (SDG-2).....	29
4.9 Status in Employment .....	33
4.10 Employed persons with disability .....	34
4.11 Monthly gross salary/income .....	36
<b>Section 5: Unemployment</b> .....	<b>38</b>

5.1 Introduction .....	38
5.2 Unemployment rate .....	38
5.3 Potential Labour Force.....	41
5.4 Combined Rate of Unemployment and Potential Labour Force (CRUPLF) .....	43
<b>Section 6: Youth (15-34) Economic Activity Status.....</b>	<b>46</b>
6.1 Introduction .....	46
6.2 Distribution of the youth .....	46
6.3 Youth in labour Force Participation Rate .....	47
6.4 Youth in Employment .....	47
6.5 Youth Unemployment .....	50
6.6 Combined Rate of Unemployment and Potential Labour Force (CRUPLF) .....	52
6.7 Youth Not in Education and Not in Employment or Training (NEET).....	52
6.8 Youth aged 15 to 17 years.....	53
<b>Annex.....</b>	<b>57</b>
1. Youth aged 15 to 24 years.....	57
2. Labour force indicators by region and constituency .....	59
3. ILO questions on economic characteristics for Population Censuses .....	62

# LIST OF TABLES

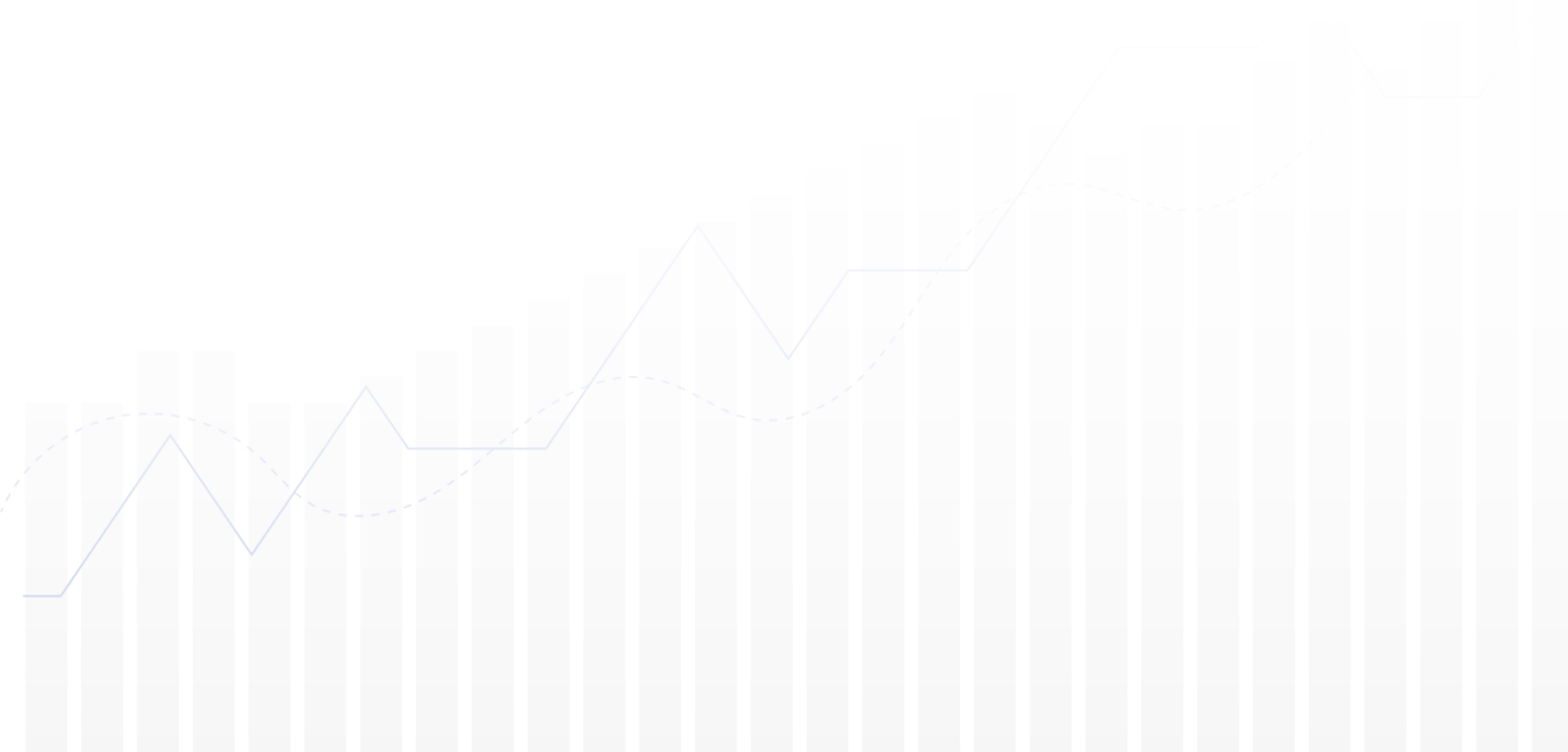
<b>Table 0.1:</b> Selected Key Indicators of the Labour Market by Urban/Rural and Sex .....	xi
<b>Table 2.1:</b> Number and Percentage Distribution of population by Area and Sex .....	6
<b>Table 2.2:</b> Age Dependency ratio .....	7
<b>Table 3.1:</b> Number and Percentage Distribution of the Working-age population (15 years and above) by area and sex .....	9
<b>Table 3.2:</b> Distribution of the Labour force (15 years and above) by Area and Sex .....	11
<b>Table 3.3:</b> Number and Percentage Distribution of persons in the labour force, by Age group, Urban/Rural and Sex .....	12
<b>Table 3.4:</b> Labour force participation rate (LFPR) for population (Age 15 year and above) by Area and Sex .....	14
<b>Table 3.5:</b> Labour force participation rate for population (Age 15 year and above) by Age group and Sex... 14	
<b>Table 3.6:</b> Number and Percentage Distribution of population (Age 15 year and above) outside labour force by Area and Sex .....	15
<b>Table 3.7:</b> Percentage share of population (Age 15 year and above) outside labour force by Area and Sex..16	
<b>Table 3.8:</b> Number and Percentage Distribution of Population (Age 15 year and above) outside labour force by Age group, Urban/Rural and Sex .....	17
<b>Table 3.9:</b> Population (Age 15 year and above) Outside Labour Force by Reason, Urban/Rural and Sex .....	18
<b>Table 3.10:</b> Number and Percentage Distribution of Subsistence Foodstuff producers/ Own use Production of Foodstuff by Area and Sex.....	20
<b>Table 3.11:</b> Percentage share of Subsistence foodstuff producers/ Own use Production of Foodstuff (15 Years and above) by Area and Sex .....	21
<b>Table 3.12:</b> Number and Percentage Distribution of Own use Production of Goods population (15 years and above) by Area and Sex .....	22
<b>Table 3.13:</b> Percentage share of population for Own use Production of Goods by Area and Sex.....	23
<b>Table 4.1:</b> Number and percentage Distribution of Employed population by Age group and Sex .....	25
<b>Table 4.2:</b> Employment to population ratio (EPR) by Area and Sex.....	25
<b>Table 4.3:</b> Distribution of the employed population by highest level of education completed and Sex.....	26
<b>Table 4.4:</b> Number and Percentage Distribution of Employed Population by Occupation and Sex .....	27
<b>Table 4.5:</b> Female share of employment in senior and middle management by highest level of education completed .....	27
<b>Table 4.6:</b> Number and Percentage Distribution of Employed Population by Industry and Sex .....	28
<b>Table 4.7:</b> Number and Percentage Share of Population employed in Manufacturing Industry by Area and Sex .....	29
<b>Table 4.8:</b> Number and Percentage Share of Population employed in Agriculture, Forestry & fishing Industry by Area and Sex.....	30
<b>Table 4.9:</b> Number and Percentage Share of Population employed in Agriculture Industry by Area and Sex .....	31
<b>Table 4.10:</b> Number and Percentage Share of Population employed in Forestry Industry by Area and Sex..	32
<b>Table 4.11:</b> Number and Percentage Share of Population employed in Fishing Industry by Area and Sex....	33
<b>Table 4.12:</b> Number and Percentage Distribution of the employed population by status in employment and Sex .....	33

Table 4.13: Number and Percentage Share of Employed Population with disability by Area and Sex.....	34
Table 4.14: Number and Percentage Share of Employed Population with disability by Age group and Sex.....	35
<b>Table 4.15:</b> Number and Percentage Share of Employed Population with disability by Highest level of education completed and Sex .....	35
<b>Table 4.16:</b> Number and percentage Distribution of Employed Population by Gross Monthly Income/ salary brackets and Sex .....	36
<b>Table 4.17:</b> Number and percentage Distribution of Employed population (60 + years) by Employment Status and Sex .....	37
<b>Table 5.1:</b> Unemployment rate by Area and Sex.....	39
<b>Table 5.2:</b> Unemployment rate by Age group and Sex .....	41
<b>Table 5.3:</b> Unemployment rate by Highest level of education completed and Sex.....	41
<b>Table 5.4:</b> Number and percentage Distribution of Potential Labour Force population by Area and Sex.....	42
<b>Table 5.5:</b> Number and percentage Distribution of Potential Labour Force population by Age-group and Sex .....	42
<b>Table 5.6:</b> Composition of the Potential Labour Force population by Area .....	43
<b>Table 5.7:</b> Combined Rate of Unemployment and Potential Labour Force (RUPLF) by Area and Sex .....	44
<b>Table 6.1:</b> Distribution of youth population (15-34 years) by Age Group, Urban/Rural and Sex .....	46
<b>Table 6.2:</b> Youth Labour Force Participation Rate by Area and Sex .....	47
<b>Table 6.3:</b> Youth Employment-to-Population Ratio by Area and Sex.....	48
<b>Table 6.4:</b> Number and Percentage Distribution of Employed youth by Occupation and Sex .....	48
<b>Table 6.5:</b> Number and Percentage Distribution of Employed youth by Industry and Sex .....	49
<b>Table 6.6:</b> Number and Percentage Share of employed Youth in Agriculture, forestry, and fishing Industry by Area .....	50
<b>Table 6.7:</b> Youth unemployment rate by Area and Sex .....	51
<b>Table 6.8:</b> Combined Rate of Unemployment and Potential Labour Force (RUPLF) for Youth by Sex.....	52
<b>Table 6.9:</b> Number and Percentage Distribution of Youths (15-34 years) Not in Employment, Education or Training (NEET) by Age Group and Sex.....	53
<b>Table 6.10:</b> Number and Percentage Distribution of Youths (15-34 years) Not in Employment, Education or Training (NEET) by Area and Sex .....	53
<b>Table 6.11:</b> Number and percentage Distribution of Employed population (15-17 years) by Area and Sex ..	54
<b>Table 6.12:</b> Unemployed Rate (15-17 years) by Area and Sex.....	55
<b>Table 6.13:</b> Number and Percentage Distribution of Youths (15-17 years) Not in Employment, Education or Training (NEET) by Highest Level of Education completed and Sex.....	55
<b>Table 6.14:</b> Number and Percentage Distribution of Youths (15-17 years) Not in Employment, Education or Training (NEET) by Area and Sex .....	56

# LIST OF FIGURES

---

<b>Figure 2.1:</b> Percentage Distribution of Population by Urban/Rural and Sex .....	7
<b>Figure 3.1:</b> Classification of the Namibian Working-Age Population.....	8
<b>Figure 3.2:</b> Percentage Distribution of the working-age population (15 year and above) by Urban/Rural and Sex .....	10
<b>Figure 3.3:</b> Percentage distribution of the labour force by Age group and Urban/Rural .....	13
<b>Figure 3.4:</b> Percentage Distribution of Population Outside Labour Force by Reason.....	19
<b>Figure 4.1:</b> Distribution of employed population by Urban/Rural and Sex .....	24
<b>Figure 5.1:</b> Unemployment rate by Urban/Rural and Sex (2018 NLFS and 2023 PHC).....	38
<b>Figure 5.2:</b> Unemployment rates by Region and Sex.....	40
<b>Figure 5.3:</b> Combined Rate of Unemployment and Potential Labour Force (RUPLF) by Urban/Rural and Sex.....	44
<b>Figure 5.4:</b> Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Age Group.....	45
<b>Figure 5.5:</b> Combined Rate of Unemployment and Potential Labour Force by Age Group and Sex.....	45
<b>Figure 6.1:</b> The Youth unemployment rates by Region and Sex.....	51



# LIST OF ACRONYMS

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<b>AU</b>	African Union
<b>CRN</b>	Census Reference Night
<b>CRUPLE</b>	Combined Rate of Unemployment and the Potential Labour Force
<b>CTA</b>	Chief Technical Advisor
<b>DSS</b>	Demographic and Social Statistics
<b>DRCC</b>	Deputy Regional Census Coordinator
<b>EA</b>	Enumeration area
<b>EMT</b>	Executive Management Team
<b>EPR</b>	Employment to Population Ratio
<b>GIS</b>	Geographical Information System
<b>GPS</b>	Geographical Positioning System
<b>ICLS</b>	International Conference of Labour Statisticians
<b>ILO</b>	International Labour Organization
<b>KILM</b>	Key Indicators of the Labour Market
<b>LFPR</b>	Labour force participation rate
<b>LFS</b>	Labour Force Survey
<b>LU</b>	Labour Underutilization
<b>MLIREC</b>	Ministry of Labour, Industrial Relations and Employment Creation
<b>NASCO</b>	Namibia Standard Occupation Classification
<b>NDP</b>	National Development Programme
<b>NEET</b>	Not in Education, Employment or Training
<b>NLFS</b>	Namibia Labour Force Survey
<b>NSA</b>	Namibia Statistics Agency
<b>NSS</b>	National Statistics System
<b>NHIES</b>	Namibia Households Income and Expenditure Survey
<b>PHC</b>	Population and Housing Census
<b>RCC</b>	Regional Census Coordinator
<b>SADC</b>	Southern Africa Development Community
<b>SDGs</b>	Sustainable Development Goals
<b>SG</b>	Statistician-General
<b>SIC</b>	Standard Industry Classification
<b>SSD</b>	Social Statistics Division
<b>SFO</b>	Surveys and Field Operations
<b>TIFF</b>	Tagged Image File Format
<b>TS</b>	Team Supervisor
<b>UNFPA</b>	United Nations Population Fund
<b>UR</b>	Unemployment rate
<b>WAP</b>	Working Age Population

## EXECUTIVE SUMMARY

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This report presents the key findings of the Labour Force statistics based on the 2023 Population and Housing Census (PHC). The findings are on individuals aged fifteen (15) years and above (Working-age population) who were present in Namibia on the census reference night (CRN) of 24 September 2023.

The working age population (WAP) is defined as individuals aged 15 years and above, which aligns with international standards that Namibia has adopted through ILO conventions. This adoption ensures that Namibia's labor force data is compatible with global norms, facilitating international comparisons.

The labour Force module integrated into the 2023 PHC questionnaire was designed as per the 19th International Conference of Labour Statisticians (ICLS) Census recommendations by the International Labour Organization (ILO). The highlights of the estimated WAP in each economic status are shown in the table below.

For international comparisons, analysis in this report covers persons aged 15 years and above. The highlights of the estimated number of people aged 15 years and above in each economic status are shown in the table below.

The working-age population (15 years or older) was estimated at 1,876,122 in 2023. The labour force was 867,247 and the Youth labour force was estimated at 455,030.

The population outside the labour force was 1,008,875 in 2023. Of this population, 341,931 were the estimated potential labour force.

The employed population was estimated at 546,805. The employment-to-population ratio (whereby population comprises of all persons 15 years and above) was 29.1 percent. The male and female employment to population ratio was 33.4 percent and 25.2 percent, respectively.

Of the 867,247 persons in the labor force, 320,442 were unemployed, resulting in an unemployment rate of 36.9 percent. This represents an increase from the 33.4 percent unemployment rate recorded in the 2018 Labour Force Survey. Of the total unemployed population, 38.0 percent were in rural areas and 36.4 percent were in urban areas. The male unemployment rate was estimated at 34.6 percent and that of females was 39.6 percent.

The youth (15 to 34 years old) unemployment rate was estimated at 44.1 percent a decrease from 46.1 percent recorded in the 2018 Labour Force Survey. The male youth unemployment rate was lower for males at 44.0 percent compared to that of females at 48.2 percent.

The combined rate of unemployment and potential labor force (CRUPLF) refers to the proportion of the working-age population that is either unemployed or underutilized, including those who are not actively seeking employment but are available and willing to work. The overall CRUPLF was estimated at 54.8 percent, with the rate for youth reaching 61.4 percent.. It was higher for females at 59.6 percent and 50.6 percent for males.

**Table 0.1: Selected Key Indicators of the Labour Market by Urban/Rural and Sex**

Indicators	Total	Male	Female	Urban	Rural
Total Population	3,022,401	1,474,224	1,548,177	1,512,685	1,509,716
Working Age Population 15 + years	1,876,122	899,589	976,533	1,009,408	866,714
Employed	546,805	300,794	246,011	367,519	179,286
Unemployed	320,442	158,929	161,513	210,583	109,859
Labour Force	867,247	459,723	407,524	578,102	289,145
Potential Labour Force	341,931	149,369	192,562	138,599	203,332
Extended Labour Force	1,209,178	609,092	600,086	716,701	492,477
<b>Rates</b>					
Labour Force Participation Rate	46.2	51.1	41.7	57.3	33.4
Employment to Population Ratio	29.1	33.4	25.2	36.4	20.7
Unemployment Rate	36.9	34.6	39.6	36.4	38.0
CRUPLF	54.8	50.6	59.0	48.7	63.6
<b>Youth (15 -34 Years)</b>					
Youth	1,018,529	504,089	514,440	581,078	449,857
Youth Employed	252,886	141,165	111,721	159,584	93,302
Youth Unemployed	202,144	98,151	103,993	136,603	65,541
Youth Labour Force	455,030	239,316	215,714	296,187	158,843
Youth Extended Labour Force	654,485	328,064	326,421	385,866	268,619
Youth Potential Labour Force	199,455	88,748	110,707	89,679	109,776
<b>Youth (15 -34 Years) Rates</b>					
Youth Labour Force Participation Rate	44.7	47.5	41.9	51.0	35.3
Youth Employment to Population Ratio	24.8	28.0	21.7	27.5	20.7
Youth Unemployment Rate	44.4	41.0	48.2	46.1	41.3
Youth CRUPLF	61.4	57.0	65.8	58.6	65.3

### 1.1 Introduction

The Cabinet resolution of 10th/02.07.13/007 delegated the NSA to conduct on an annual basis the Labour Force Survey (LFS), to provide timely and accurate labour statistics for planning. The NSA has, however not conducted the LFS for the past four years due to the lack of funds, as the last survey was conducted in 2018.

Therefore, given that Namibia was lagging behind in the provision of up-to-date Labour market indicators, the NSA took advantage of the implementation of the 2023 Population and Housing Census (PHC) to incorporate a component of the Labour Force. The aim was to generate labour market indicators to measure the labour market dynamics in Namibia and to inform national and sectoral planning. The module adopted international standards, particularly the 19th International Conference of Labour Statisticians (ICLS) resolutions that redefine economically active population, employment, and unemployment in the labour market statistics. In addition, the module also used the International Labour Organization's (ILO) model questions on economic characteristics to collect these particular information.

The 2023 PHC adopted the de facto method, which is the enumeration of all persons in the country during a particular point in time, known as the Census Reference Night (CRN) of 24 September 2023. The census enumeration was conducted over three weeks from 18 September 2023 to 06 October 2023, with a further extension to 05 November 2023. The household listing exercise was conducted during the first week (18 -23 September 2023), and subsequently, the enumeration of all individuals, housing units, and Institutions was conducted from 24 September – 05 November 2024.

The enumeration was conducted in 8,738 Enumeration Areas (EAs) by a staff complement of 12,644 distributed nationwide across all 14 regions. Amongst the information collected, the 2023 PHC collected data on the labour market activities of persons aged fifteen (15) years and above, who were present in Namibia on the CRN. The 2023 PHC data collection was conducted with three forms, namely Form A (which was administered in Private/Conventional Households), Form B (which was administered in educational hostels, prisons, orphanage shelters, etc.) and Form C (which was administered to special populations including hospitals in-patients, hotel residents, homeless persons, travellers, etc.). Data on Labor Force was only collected in Form A and B, but not in Form C. As a result, the Working Age Population (WAP) presented in this report refers to persons aged 15 years and above who were enumerated with Form A and B.

### 1.2 Strength and limitations

#### 1.2.1 Strengths

The strength of the 2023 Labour Statistics is the adoption of the 19th ICLS (resolution I) which was adopted in October 2013. The 19th ICLS aims to update the 13th ICLS of 1982 standards used in our previous Labour Force publications, on statistics of the economically active population, employment, and unemployment by setting up a new framework on statistics of work, employment, and labour underutilization. This framework was developed through a wider consultation with Member States (Mostly United Nations members)

from 2008 to 2013 and builds on good practices (19th ICLS, 2013). The Labour statistics using 19th ICLS recommendations from the 2023 PHC serve as a foundation for comparisons for future LFS.

### **Why the need for ICLS revision?**

The revision was necessitated to address the following:

- i. Limitations of unemployment statistics (2003 job crisis; 2008 financial crisis)
  - o The 2003 U.S. job crisis followed the early 2000s recession driven by the dot-com bubble burst and 9/11 attacks, with slow job growth and a 'jobless recovery.' The 2008 financial crisis, caused by the housing market collapse and risky mortgage lending, led to a global recession, widespread job losses, and economic instability.
  - o Both crises revealed limitations in unemployment statistics, as individuals who stop job-seeking are excluded despite being available for work. Without additional labour underutilization measures, low unemployment rates can misrepresent economic well-being of a country.
- ii. Provide measures of labour underutilization, beyond unemployment
  - o Labour underutilization includes the (1) employed population including time related underemployment, (2) unemployed, and (3) those outside the labour force (potential labor force). It provides measures to capture labour underutilization across all three groups, not just the unemployed.
- iii. Recognise and provide a framework for the measurement of all work, paid and unpaid.
- iv. Facilitate integration of labour statistics with other domains (e.g. measure all labour inputs for System of National Account purposes)
  - o The 19th ICLS provides a definition for work. The concept of work is aligned with the General production boundary as defined in the System of National Accounts 2008 (2008 SNA) and its concept of economic unit that distinguishes between:
    - market units (i.e. corporations, quasi-corporations and household unincorporated market enterprises ;
    - non-market units (i.e. government and non-profit institutions serving households); and
    - households that produce goods or services for own final use.
- v. Address the gap between data required for policy-making and existing concepts.
- vi. Address gaps between concepts and measurement in practice.
- vii. Special emphasis is placed on illustrating how to capture the labour force status of the population, and separately identify own-use producers in agriculture/fishing (where relevant).

#### **1.2.2 Limitations**

The Labour Force module in the 2023 PHC included only basic questions due to space and time constraints. Hence, the labour force statistics presented in this report are only limited to the employment and unemployment statistics. Labour market activities that are not so obvious, and less common, were not captured with a limited set of questions. However, other information about job types, working conditions, hours worked, and informal employment, employment were not collected during the 2023 census and thus does not form part of the content of this report.

The indicators derived from the Labour Force Surveys (LFS) applying the 13th ICLS and those from the 2023 census applying the 19th ICLS cannot be directly compared due to several key differences in their scope, methodologies and geographical coverage.

### 1.3 Disaggregation of statistics

The Census generates complete and diverse data on demographic and socio-economic information at the lowest level possible, which is the household level. Therefore, the 2023 Labour statistics followed through to also provide households level information at Enumeration Area (EA), locality and constituency level, as well as at user-defined areas, of which the normal Labour Force Survey (LFS) can only provide up to regional and national levels.

### 1.4 Target population

The target population for 2023 Labour Statistics is the private households as well as the institutions such as educational hostels, prisons and orphanage shelters, nursing homes, military barracks, hospitals.

### 1.5 Concepts and definitions

**Aged dependency ratio** – is the number of persons aged 65 and above divided by the population aged 15 – 64 years.

**Child dependency ratio** – is the number of children aged 0 -14 years divided by the population aged 15 – 64 years.

**Employment** – is a form of work and refers to activities done to produce goods and services in exchange for pay or profit

**Employed population** – the employed comprise all persons of working age who in the reference/last 7 days were in paid employment (whether at work or with a job but not at work) or self-employment (whether at work or with an enterprise but not at work) for at least one (1) hour.

**Employment-to-Population Ratio** - is defined as the percentage of employed persons in the working-age population and it is considered a yardstick for measuring the overall demand for labour in an economy, as it provides information on the capacity of an economy to generate employment.

**Functional limitation** - refers to restrictions or difficulties in completing specific tasks due to limitations in basic functioning. These limitations affect their basic functioning such as walking, seeing, hearing or memory even if such limitations are improved by the use of assistive devices, a supportive environment or plentiful resources.

**International Conference for Labour Statisticians (ICLS)** - is a global forum organized by the International Labour Organization (ILO) that brings together experts, statisticians, and policymakers from around the world to discuss and establish international standards and guidelines for labour statistics. The ICLS plays a crucial role in shaping the methodologies and definitions used in the collection, analysis, and dissemination of labour market data globally.

**Labour force** - Comprises all persons of either sex who furnish the supply of labour to produce economic goods and services as defined by the United Nations systems of national accounts and balances during a specified time-reference period. It therefore consists of all persons of working age who were either employed or unemployed.

**Labour Force Participation rate** - is defined as the number of persons in the labour force given as a percentage of the working-age population and provides information about the relative size of the supply of labour currently available for the production of goods and services in an economy.

**Labour underutilization** - This refers to the mismatches between labour supply and demand which translates into an unmet need for employment among the population. It considers the employed population (time related underemployment), unemployed population, and those outside the labour force (potential labour force). This means that labour underutilization exists in all three groups and the framework provides measures and indicators to capture labour underutilization in all three groups, and not only that of the unemployed.

**Outside labour force** – Comprises all persons who are not employed and not unemployed which includes young people who are only engaged in studies, women engaged in caregiving, People who worked, lost their job, searched, and then got tired of looking (discouraged) and People who have never worked, and have no intention of working.

**Own-use producers** - Producers of goods/services for their own final use: All persons of working age who, during a short reference period, are engaged in some activity to produce goods/services for their own final use.

**Potential labour force** – comprises all persons who are not employed but ‘potential supply of labour’, those seeking, but not available to work (Unavailable job seekers) and those not seeking, but available and wanting to work (Available potential jobseekers).

**Reference period** - In collecting data on current work activities, all questions relate to a short reference period of a week. This week is taken as comprising the seven calendar days preceding the interview date.

**Subsistence foodstuff producers** - are defined as all persons of working age who, in a short reference period, performed any activity to produce, and/or process for storage, goods from agriculture, fishing, hunting, and gathering, as foodstuff that contribute to the livelihood of the household or family. Subsistence foodstuff producers are a subgroup of persons in their own use production work, and it excludes persons engaged in such production as recreational or leisure activities.

**Unemployed population** – the unemployed comprise all persons of working age who were not employed, who carried out job search activities during a specified recent period, and who were currently available to take up a job should the opportunity to do so arise.

**Unemployment rate** - signals to some extent the underutilization of the labour supply. It reflects the inability of an economy to generate employment for those persons who want to work but are not doing so, even though they are available for employment and actively seeking work. It is thus seen as an indicator of the efficiency and effectiveness of an economy in absorbing its labour force and of the performance of the labour market.

**Work** - Any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.

**Working age population** – It is the set of persons who are of the minimum age for access to the labour market, with the exceptions provided for in national legislation, or the age at which compulsory education ends (19th ICLS, 2013). In Namibia, the minimum age for working-age population is set at 15 years.

**Youth** - Therefore, in the analysis of the survey results at both national and regional levels, the youth will

be defined as above in line with the Namibian, SADC and African Union definitions (15-34). However, for international comparisons, the youth will be defined as persons in the age group 15-24 in line with the United Nations recommendations.

## 1.6 Key Aspects of the Working Age in Namibia

**Minimum Working Age:** The legal minimum age for employment is 15 years. Below this age, individuals are generally considered minors and are prohibited from employment under child labour laws, except in certain family-run businesses or under specific conditions with restricted hours.

**Schooling Obligations:** Namibian law mandates school attendance until age 16, which is meant to balance education with any form of employment for those under 18. This means that after the age of 16, individuals are not subject to compulsory schooling and can fully access the labour market under the provisions of Namibian labour laws, provided that the work is not hazardous and is compliant with national regulations regarding employment of minors.

**child labour** is work that is exploitative, harmful, or deprives children (5 of their rights to education, safety, and well-being). It is distinct from work done by children in acceptable or regulated conditions where the work does not harm their development or education. Namibia's Labour Act sets rules regarding the employment of children to make sure that child employment does not become child labour. Also, participation in non-harmful work can often be good for the child's development.

**The employment of children** is regulated by the Labour Act, which goes even further than the Namibian Constitution in its protections. Children under age 14 are prohibited from being employed at all. This is in line with the International Labour Organisation (ILO) agreement on the minimum age for employment, which Namibia has joined. (Legal Assistance Centre, 2018).

## Section 2 DEMOGRAPHIC CHARACTERISTICS

### 2.1 Introduction

This chapter provides information on the demographic characteristics of the population such as age and sex. These variables were used to describe the demographic profile of the Namibian population.

### 2.2 Population size


Table 2.1 shows the distribution of the total population by sex and area. In 2023, the population was 3,022,401 of which half were in urban areas and the other half were in rural areas. The female population continues to be higher than the male population (1,548,177 females and 1,474,224 males), representing 51.2 percent of the total population compared to 48.8 percent for males. Furthermore, the Khomas region had the highest share of the total population followed by the Ohangwena region with a population of 494,605 and 337,729 respectively. The least populated regions are Omaheke, Hardap and //Kharas with 102,881, 106,680 and 109,893 respectively.

**Table 2.1: Number and Percentage Distribution of population by Area and Sex**

Area	Number			Percent	
	Total	Male	Female	Percent	Percent
<b>Namibia</b>	<b>3,022,401</b>	<b>1,474,224</b>	<b>1,548,177</b>	<b>48.8</b>	<b>51.2</b>
Urban	1,512,685	725,048	787,637	47.9	52.1
Rural	1,509,716	749,176	760,540	49.6	50.4
//Kharas	109,893	55,670	54,223	50.7	49.3
Erongo	240,206	122,322	117,884	50.9	49.1
Hardap	106,680	54,323	52,357	50.9	49.1
Kavango East	218,421	102,310	116,111	46.8	53.2
Kavango West	123,266	59,420	63,846	48.2	51.8
Khomas	494,605	241,085	253,520	48.7	51.3
Kunene	120,762	60,573	60,189	50.2	49.8
Ohangwena	337,729	159,701	178,028	47.3	52.7
Omaheke	102,881	54,346	48,535	52.8	47.2
Omusati	316,671	147,265	169,406	46.5	53.5
Oshana	230,801	106,558	124,243	46.2	53.8
Oshikoto	257,302	127,374	129,928	49.5	50.5
Otjozondjupa	220,811	113,280	107,531	51.3	48.7
Zambezi	142,373	69,997	72,376	49.2	50.8


#### URBAN



 **1,512,685**

#### RURAL

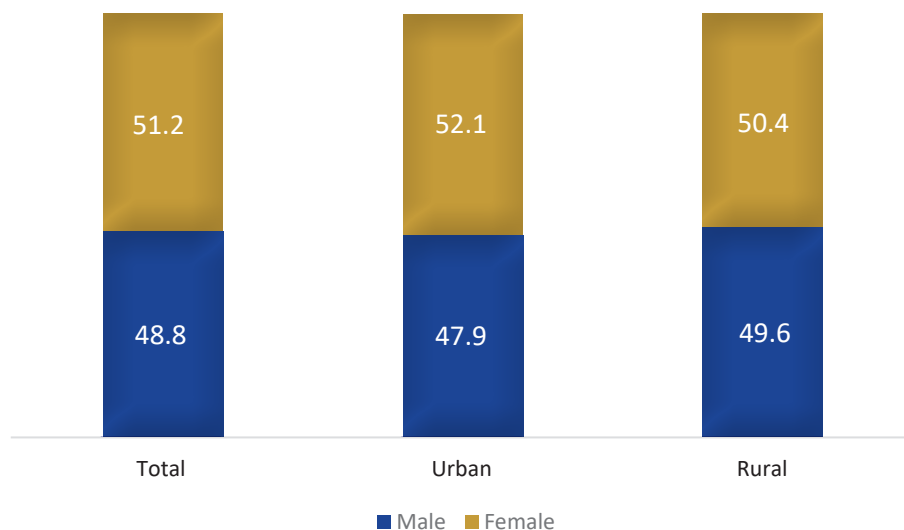


 **1,509,716**

In 2023, the population was **3,022,401** of which half were in urban areas and the other half were in rural areas

Figure 2.1 shows the percentage distribution of the population by Urban/Rural and Sex. At national level there were more females than males at 51.2 percent and 48.8 percent, respectively. This pattern of more females than males was observed in both rural and urban areas.

**Figure 2.1: Percentage Distribution of Population by Urban/Rural and Sex**



### 2.3 Age Dependency Ratio

The age dependency ratio is defined as the ratio of children aged 0-14 and persons aged 65 years and older per 100 persons in the age group of 15-64 years old (core working age group). Namibia has a retirement policy, where at the age of 60 years one can go on retirement. This has an implication on the number of persons who remain in the core working group, which has an impact on the dependency ratio in Namibia.

Table 2.2 compares the two-dependency ratio at two different core working age groups. The result shows that having a retirement policy of age 60 years increase the dependency ratio to about 78 persons for every 100 persons in the core working age group of 15-59 compared to 71 persons for every 100 persons in the core working group of age 15-64. This implies an increase in the dependency ratio by 7 persons if the core-working group is reduced to ages 15-59. Hence, any policy that will reduce the retirement age will increase the dependency ratio and hence increase the burden on the core working group.

**Table 2.2: Age Dependency ratio**

Age 0-14 and 60+ years			Age 0-14 and 65+ years		
Age group	Number	Dependency Ratio	Age group	Number	Dependency Ratio
0-14	1,119,373	66.1	0-14	1,119,373	63.5
60+	206,675	12.2	65+	139,106	7.9
<b>Total</b>	<b>1,326,048</b>	<b>78.2</b>	<b>Total</b>	<b>1,258,479</b>	<b>71.3</b>
Core working group (15-59)	1,696,353		Core working group (15-64)		1,736,922

## Section 3 WORKING AGE POPULATION

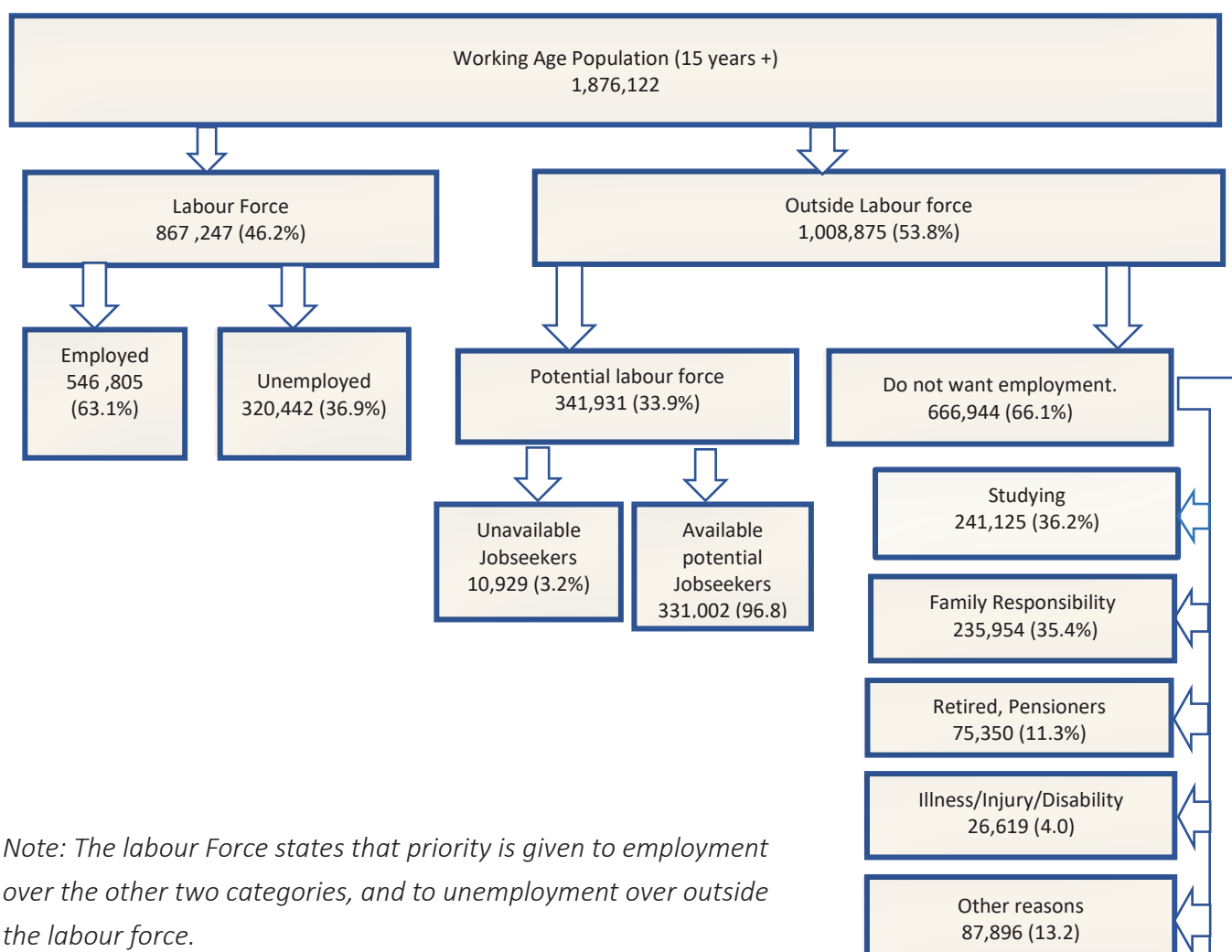
### 3.1 Introduction

This chapter presents information on the working-age population and how it is categorised in the analysis of labour market indicators. The working-age population refers to all persons above a specified minimum age which varies from country to country. In Namibia, the minimum working age is 15 years. From the working age population, three main categories are derived, mainly the employed, unemployed (Labour force) and population outside the Labour force.

### 3.2 Classification and Distribution of Working-Age Population

Figure 3.1 shows the main classification of the working-age population. In 2023, the working-age population was 1,876,122 of which 867,247 were in the Labour Force and 1,008,875 were outside the Labour Force. The category “do not want employment” in the figure below refers to individuals within the working-age population who are not part of the labor force because they are neither employed nor actively seeking employment. These individuals explicitly indicate that they are not interested or available for a job due to various reasons, such as: full-time studies, Retirement, Family responsibilities or caregiving, Health issues, disabilities and Lack of interest in employment amongst others.

**Figure 3.1: Classification of the Namibian Working-Age Population**



*Note: The labour Force states that priority is given to employment over the other two categories, and to unemployment over outside the labour force.*

Table 3.1 presents the number and percentage share of the working-age population (15 years and above) by area and sex. Table 3.1 and Figure 3.2 shows that over half (53.8%) of the working-age population was found in urban areas compared to 46.2 percent in rural areas. The same pattern was observed for both males and females. At the regional level, Khomas had the highest proportion of the working-age population with 18.8 percent while Omaheke had the lowest proportion with 3.4 percent. Furthermore, Khomas had the highest proportion for both males and females with 19.0 and 18.6 percent respectively, while Kavango West had the lowest male working age population with 3.4 percent and Omaheke had the lowest female working age population with 3.0 percent.

**Table 3.1: Number and Percentage Distribution of the Working-age population (15 years and above) by area and sex**

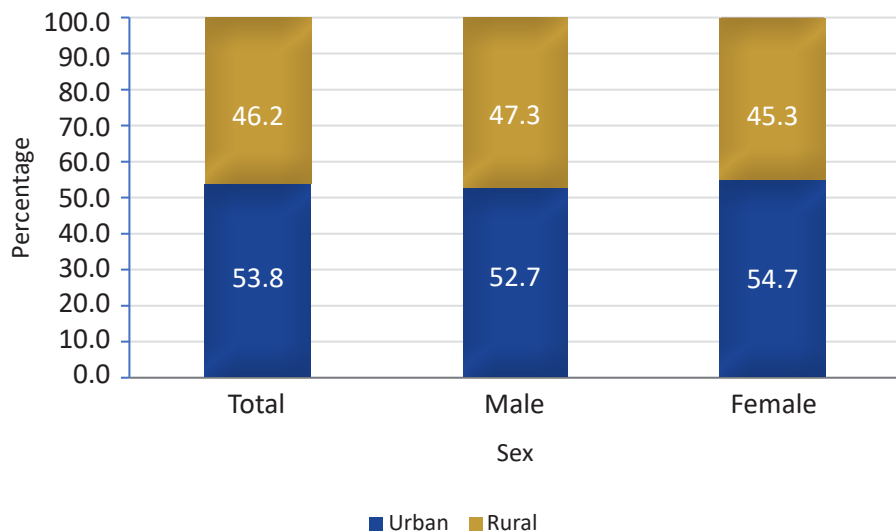
Region	Number			Percentage		
	Total	Male	Female	Total	Male	Female
<b>Namibia</b>	<b>1,876,122</b>	<b>899,589</b>	<b>976,533</b>	<b>100</b>	<b>100</b>	<b>100</b>
Urban	1,008,540	474,092	534,448	53.8	52.7	54.7
Rural	867,582	425,497	442,085	46.2	47.3	45.3
//Kharas	75,940	38,517	37,423	4.0	4.3	3.8
Erongo	165,450	84,697	80,753	8.8	9.4	8.3
Hardap	69,422	35,240	34,182	3.7	3.9	3.5
Kavango East	122,475	54,045	68,430	6.5	6.0	7.0
Kavango West	66,633	30,735	35,898	3.6	3.4	3.7
Khomas	352,147	170,855	181,292	18.8	19.0	18.6
Kunene	69,245	34,763	34,482	3.7	3.9	3.5
Ohangwena	183,391	82,833	100,558	9.8	9.2	10.3
Omaheke	64,355	34,735	29,620	3.4	3.9	3.0
Omusati	182,247	80,332	101,915	9.7	8.9	10.4
Oshana	147,794	65,153	82,641	7.9	7.2	8.5
Oshikoto	152,807	74,689	78,118	8.1	8.3	8.0
Otjozondjupa	139,623	72,317	67,306	7.4	8.0	6.9
Zambezi	84,593	40,678	43,915	4.5	4.5	4.5

**% DISTRIBUTION OF THE WORKING-AGE POPULATION (15 YEARS AND ABOVE) BY AREA**



Figure 3.2 shows the percentage distribution of the working age by Urban/Rural and Sex as presented in table 3.1 above.

**Figure 3.2: Percentage Distribution of the working-age population (15 year and above) by Urban/Rural and Sex**



### 3.3 Labour Force

The labour force consists of two main groups: the employed and the unemployed population. This includes individuals who have a paid job, are running a business (such as a farm or non-farm enterprise), or are contributing family workers within a specific short reference period (past 7 days or an hour). It also includes those who are not currently employed but are actively seeking paid work or business opportunities and are available to take up such opportunities. In essence, the labour force represents the total labour supply in Namibia, encompassing those who are already contributing their labour (the employed) and those who are willing and able to contribute their labour (the unemployed).

Table 3.2 shows the number and percentage distribution of the population in the labour force by area and sex. The proportion of those in the Labour force was high in urban (66.7%) compared to rural (33.3%) areas. The Khomas region had the highest proportion of persons in the labour force, constituting 26.0 percent and Kavango West had the lowest with 1.9 percent. Khomas had the highest proportion for those in the labour force for both males and females with 25.0 and 27.1 percent respectively, while Kavango West had the lowest males and females in the labour force with 1.9 percent for both males and females.

**Table 3.2: Distribution of the Labour force (15 years and above) by Area and Sex**

Area	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
<b>Namibia</b>	<b>867,247</b>	<b>100.0</b>	<b>459,723</b>	<b>100.0</b>	<b>407,524</b>	<b>100.0</b>
Urban	578,102	66.7	289,953	63.1	288,149	70.7
Rural	289,145	33.3	169,770	36.9	119,375	29.3
//Kharas	48,044	5.5	26,356	5.7	21,688	5.3
Erongo	106,518	12.3	58,560	12.7	47,958	11.8
Hardap	35,748	4.1	20,535	4.5	15,213	3.7
Kavango East	41,860	4.8	20,139	4.4	21,721	5.3
Kavango West	16,571	1.9	8,940	1.9	7,631	1.9
Khomas	225,223	26.0	114,866	25.0	110,357	27.1
Kunene	24,343	2.8	14,570	3.2	9,773	2.4
Ohangwena	55,052	6.3	26,637	5.8	28,415	7.0
Omaheke	31,436	3.6	19,735	4.3	11,701	2.9
Omusati	54,829	6.3	26,758	5.8	28,071	6.9
Oshana	65,430	7.5	30,988	6.7	34,442	8.5
Oshikoto	54,166	6.2	29,443	6.4	24,723	6.1
Otjozondjupa	76,583	8.8	44,716	9.7	31,867	7.8
Zambezi	31,444	3.6	17,480	3.8	13,964	3.4

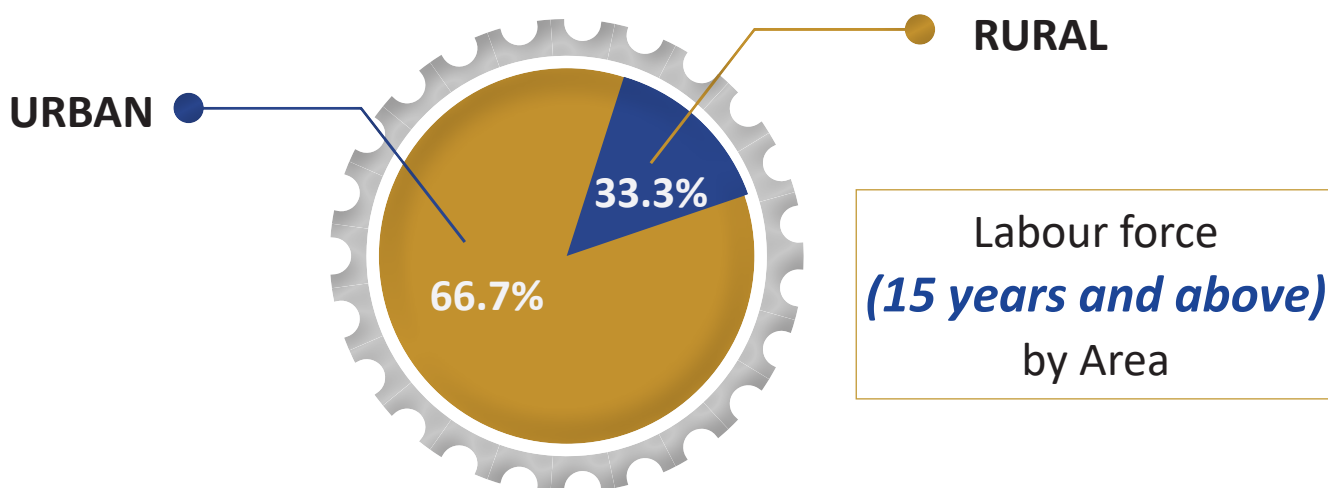


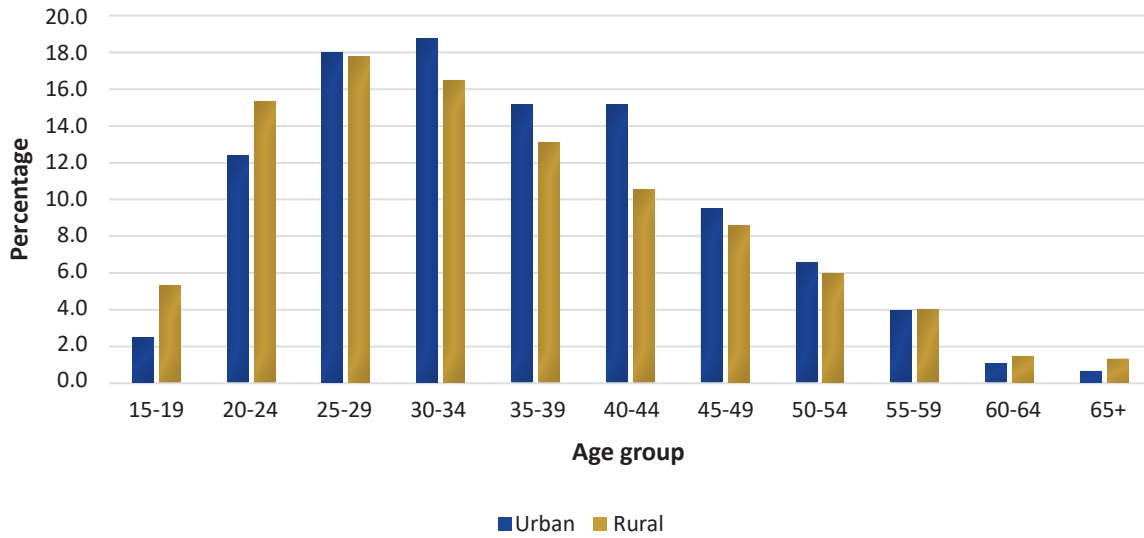
Table 3.3 shows the Number and Percentage distribution of persons in the labour force by Age group, Urban/Rural and sex. Overall, the results indicate that there were more males in the labour force (459,723) compared to females (407,524). Additionally, the labour force was more concentrated in urban areas (573,043) than in rural areas (289,145). Regarding age distribution, the largest segment of the labour force was in the 30-34 age group, followed by the 25-29 age group, with 155,206 and 154,726 persons, respectively. This trend was consistent across both sexes in urban areas whereas in rural areas, the largest segment of labour force was in the 25-29 age group followed by the 30-34 age group.

**Table 3.3: Number and Percentage Distribution of persons in the labour force, by Age group, Urban/Rural and Sex**

Age group	Namibia			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15-19	29,800	17,339	12,461	14,291	7,115	7,323	15,362	10,224	5,138
20-24	115,298	62,730	52,568	70,545	35,297	35,695	44,306	27,433	16,873
25-29	154,726	80,606	74,120	102,378	50,418	52,846	51,462	30,188	21,274
30-34	155,206	78,641	76,565	106,449	51,319	56,174	47,713	27,322	20,391
35-39	124,775	63,997	60,778	86,034	42,434	44,431	37,910	21,563	16,347
40-44	100,654	52,713	47,941	69,516	35,613	34,572	30,469	17,100	13,369
45-49	79,402	43,305	36,097	54,006	29,034	25,447	24,921	14,271	10,650
50-54	54,908	30,290	24,618	37,313	20,370	17,262	17,276	9,920	7,356
55-59	34,296	19,088	15,208	22,541	12,493	10,205	11,598	6,595	5,003
60-64	10,497	6,207	4,290	6,162	3,560	2,656	4,281	2,647	1,634
65+	7,685	4,807	2,878	3,808	2,300	1,538	3,847	2,507	1,340
<b>Total</b>	<b>867,247</b>	<b>459,723</b>	<b>407,524</b>	<b>573,043</b>	<b>287,321</b>	<b>285,722</b>	<b>289,145</b>	<b>169,770</b>	<b>119,375</b>
<i>Percentage</i>									
15-19	3.4	3.8	3.1	2.5	2.5	2.6	5.3	6.0	4.3
20-24	13.3	13.6	12.9	12.3	12.3	12.5	15.3	16.2	14.1
25-29	17.8	17.5	18.2	17.9	17.5	18.5	17.8	17.8	17.8
30-34	17.9	17.1	18.8	18.6	17.9	19.7	16.5	16.1	17.1
35-39	14.4	13.9	14.9	15.0	14.8	15.6	13.1	12.7	13.7
40-44	11.6	11.5	11.8	12.1	12.4	12.1	10.5	10.1	11.2
45-49	9.2	9.4	8.9	9.4	10.1	8.9	8.6	8.4	8.9
50-54	6.3	6.6	6.0	6.5	7.1	6.0	6.0	5.8	6.2
55-59	4.0	4.2	3.7	3.9	4.3	3.6	4.0	3.9	4.2
60-64	1.2	1.4	1.1	1.1	1.2	0.9	1.5	1.6	1.4
65+	0.9	1.0	0.7	0.7	0.8	0.5	1.3	1.5	1.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Figure 3.3 shows the percentage distribution of persons in the labour force by age group and Urban/Rural. The results indicate that in urban areas, the percentage of persons in the labour force increases from the age group 15-19 until 30-34 where it reaches the peak, then declines from the age group 35-39 until 65 years and above. Similarly, in rural areas, the percentage of persons in the labour force also increases from the age group 15-19 until the age group 25-29 and starts declining from the age group 30-34 until the age group 65 and above. It is also worth noting that the percentage of persons in the labour force in rural areas surpasses that of urban areas in the age group 15-19, 20-24 and for persons aged 60 years and above. Percentage of persons in the labour force in urban areas surpasses those rural areas from the age group of 25-29 to age group of 50-54.

**Figure 3.3: Percentage distribution of the labour force by Age group and Urban/Rural**



### 3.4 Labour Force Participation Rate (LFPR)

The labour force participation rate (LFPR) measures the proportion of the labour force in relation to the working-age population. It is a ratio of the labour force to the working-age population expressed as a percentage.

Table 3.4 presents LFPR for population (Age 15 year and above) by Area and Sex. The overall LFPR was 46.2 percent. Males had a higher participation rate at 51.1 percent compared to females at 41.7 percent, an indication that men are more available for employment, than women. The urban participation was higher than that of the rural at 56.3 percent and 33.0 percent, respectively. The pattern of higher participation rates for males than females was observed in both rural and urban areas.

**Table 3.4: Labour force participation rate (LFPR) for population (Age 15 year and above) by Area and Sex**

Area	Total			Male			Female		
	Labour Force	Working Age	LFPR %	Labour Force	Working Age	LFPR %	Labour Force	Working Age	LFPR %
<b>Namibia</b>	<b>867,247</b>	<b>1,876,122</b>	<b>46.2</b>	<b>459,723</b>	<b>899,589</b>	<b>51.1</b>	<b>407,524</b>	<b>976,533</b>	<b>41.7</b>
Urban	578,102	1,026,484	56.3	289,953	486,007	59.7	288,149	540,477	53.3
Rural	289,145	876,544	33.0	169,770	431,584	39.3	119,375	444,960	26.8
//Kharas	48,044	75,940	63.3	26,356	38,517	68.4	21,688	37,423	58.0
Erongo	106,518	165,450	64.4	58,560	84,697	69.1	47,958	80,753	59.4
Hardap	35,748	69,422	51.5	20,535	35,240	58.3	15,213	34,182	44.5
Kavango East	41,860	122,475	34.2	20,139	54,045	37.3	21,721	68,430	31.7
Kavango West	16,571	66,633	24.9	8,940	30,735	29.1	7,631	35,898	21.3
Khomas	225,223	352,147	64.0	114,866	170,855	67.2	110,357	181,292	60.9
Kunene	24,343	69,245	35.2	14,570	34,763	41.9	9,773	34,482	28.3
Ohangwena	55,052	183,391	30.0	26,637	82,833	32.2	28,415	100,558	28.3
Omaheke	31,436	64,355	48.8	19,735	34,735	56.8	11,701	29,620	39.5
Omusati	54,829	182,247	30.1	26,758	80,332	33.3	28,071	101,915	27.5
Oshana	65,430	147,794	44.3	30,988	65,153	47.6	34,442	82,641	41.7
Oshikoto	54,166	152,807	35.4	29,443	74,689	39.4	24,723	78,118	31.6
Otjozondjupa	76,583	139,623	54.8	44,716	72,317	61.8	31,867	67,306	47.3
Zambezi	31,444	84,593	37.2	17,480	40,678	43.0	13,964	43,915	31.8

Table 3.5 shows the age-specific labour force participation rate for population (Age 15 year and above) by Age group and Sex. As one would expect, the youngest group, those aged 15 to 19 years (LFPR 10.7%) and the older group aged 65 years and above (LFPR 5.7%) have the lowest LFPR. This is because the young ones are mostly still at school and not economically active, while the older group is in retirement and not available to work, hence not economically active either.

**Table 3.5: Labour force participation rate for population (Age 15 year and above) by Age group and Sex**

Age group	Total			Male			Female		
	Labour force	Working age	LFPR %	Labour force	Working age	LFPR %	Labour force	Working age	LFPR %
15-19	29,800	277,567	10.7	17,339	139,707	12.4	12,461	137,860	9.0
20-24	115,298	258,255	44.6	62,730	129,514	48.4	52,568	128,741	40.8
25-29	154,726	248,851	62.2	80,606	122,307	65.9	74,120	126,544	58.6
30-34	155,206	233,856	66.4	78,641	112,561	69.9	76,565	121,295	63.1
35-39	124,775	188,583	66.2	63,997	91,112	70.2	60,778	97,471	62.4
40-44	100,654	157,092	64.1	52,713	76,242	69.1	47,941	80,850	59.3
45-49	79,402	130,712	60.7	43,305	64,652	67.0	36,097	66,060	54.6
50-54	54,908	101,351	54.2	30,290	48,631	62.3	24,618	52,720	46.7
55-59	34,296	77,918	44.0	19,088	35,639	53.6	15,208	42,279	36.0
60-64	10,497	66,601	15.8	6,207	27,616	22.5	4,290	38,985	11.0
65+	7,685	135,336	5.7	4,807	51,608	9.3	2,878	83,728	3.4
<b>Total</b>	<b>867,247</b>	<b>1,876,122</b>	<b>46.2</b>	<b>459,723</b>	<b>899,589</b>	<b>51.1</b>	<b>407,524</b>	<b>976,533</b>	<b>41.7</b>

### 3.5 Population outside the labour force

This section presents the population outside the labour force, encompassing persons who were not employed but were actively seeking work but were not available (perhaps because of family related responsibilities) but expecting to become available in the near future, those who were available for work but not actively seeking, and those neither seeking nor available but desiring employment, and those who have chosen not to seek employment. It provides an analysis of the size, composition, and distribution of this population outside the labour force. Additionally, it explores the underlying reasons for their non-participation in the labour force.

Table 3.6 shows the number and percentage distribution of the population (Age 15 year and above) outside the labour force by area and sex. The population outside the labour force was estimated at 1,008,875 of this 57.3 percent were in rural areas and 42.7 percent were in urban areas. In terms of sex distribution, Khomas, Ohangwena and Omusati have the highest share of males and females that are out of labour force with Omaheke recording the least.

**Table 3.6: Number and Percentage Distribution of population (Age 15 year and above) outside labour force by Area and Sex**

Area	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
<b>Namibia</b>	<b>1,008,875</b>	<b>100</b>	<b>439,866</b>	<b>100</b>	<b>569,009</b>	<b>100</b>
Urban	430,710	42.7	184,247	41.9	246,463	43.3
Rural	578,165	57.3	255,619	58.1	322,546	56.7
//Kharas	27,896	2.8	12,161	2.8	15,735	2.8
Erongo	58,932	5.8	26,137	5.9	32,795	5.8
Hardap	33,674	3.3	14,705	3.3	18,969	3.3
Kavango East	80,615	8.0	33,906	7.7	46,709	8.2
Kavango West	50,062	5.0	21,795	5.0	28,267	5.0
Khomas	126,924	12.6	55,989	12.7	70,935	12.5
Kunene	44,902	4.5	20,193	4.6	24,709	4.3
Ohangwena	128,339	12.7	56,196	12.8	72,143	12.7
Omaheke	32,919	3.3	15,000	3.4	17,919	3.1
Omusati	127,418	12.6	53,574	12.2	73,844	13.0
Oshana	82,364	8.2	34,165	7.8	48,199	8.5
Oshikoto	98,641	9.8	45,246	10.3	53,395	9.4
Otjozondjupa	63,040	6.2	27,601	6.3	35,439	6.2
Zambezi	53,149	5.3	23,198	5.3	29,951	5.3

Table 3.7 shows the percentage share of the population (Age 15 year and above) outside the labour force over the total working age by area and sex. The share of the population outside labour force is 53.8 percent of the working age population. Females had the highest share of 58.3 percent compared to males with 48.9 percent. The results further indicate that the percentage share of the population outside labour force was high in rural areas (66.7%) compared to urban areas (42.7%). A similar trend was observed with sex distribution. Kavango West had the highest share of 71 percent while Erongo region had the lowest share of 35.6 percent.

**Table 3.7: Percentage share of population (Age 15 year and above) outside labour force by Area and Sex**

Area	Population Outside Labour Force			Working Age Population			Percent		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>Namibia</b>	<b>1,008,875</b>	<b>439,866</b>	<b>569,009</b>	<b>1,876,122</b>	<b>899,589</b>	<b>976,533</b>	<b>53.8</b>	<b>48.9</b>	<b>58.3</b>
Urban	430,710	184,247	246,463	1,009,408	474,588	534,820	42.7	38.8	46.1
Rural	578,165	255,619	322,546	866,714	425,001	441,713	66.7	60.1	73.0
//Kharas	27,896	12,161	15,735	75,940	38,517	37,423	36.7	31.6	42.0
Erongo	58,932	26,137	32,795	165,450	84,697	80,753	35.6	30.9	40.6
Hardap	33,674	14,705	18,969	69,422	35,240	34,182	48.5	41.7	55.5
Kavango East	80,615	33,906	46,709	122,475	54,045	68,430	65.8	62.7	68.3
Kavango West	50,062	21,795	28,267	66,633	30,735	35,898	75.1	70.9	78.7
Khomas	126,924	55,989	70,935	352,147	170,855	181,292	36.0	32.8	39.1
Kunene	44,902	20,193	24,709	69,245	34,763	34,482	64.8	58.1	71.7
Ohangwena	128,339	56,196	72,143	183,391	82,833	100,558	70.0	67.8	71.7
Omaheke	32,919	15,000	17,919	64,355	34,735	29,620	51.2	43.2	60.5
Omusati	127,418	53,574	73,844	182,247	80,332	101,915	69.9	66.7	72.5
Oshana	82,364	34,165	48,199	147,794	65,153	82,641	55.7	52.4	58.3
Oshikoto	98,641	45,246	53,395	152,807	74,689	78,118	64.6	60.6	68.4
Otjozondjupa	63,040	27,601	35,439	139,623	72,317	67,306	45.2	38.2	52.7
Zambezi	53,149	23,198	29,951	84,593	40,678	43,915	62.8	57.0	68.2

Table 3.8 shows the percentage distribution of the population outside the labour force by sex and age groups. The age group 15-19 years had the highest share of the population outside the labour force at 24.6 percent followed by the age group 20-24 years at 14.2 percent. The age group 55-59 years had the least share of the population outside the labour force at 4.3 percent.

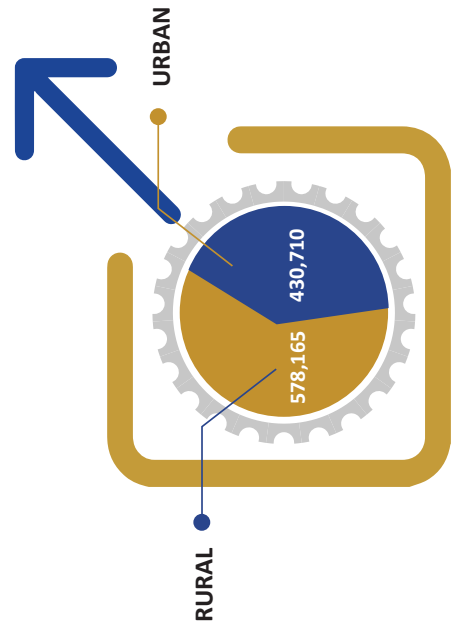
**Table 3.8: Number and Percentage Distribution of Population (Age 15 year and above) outside labour force by Age group, Urban/Rural and Sex**

Age group	Total			Male			Female		
	Total	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural
15-19	247,767	119,869	127,898	122,368	55,064	67,304	125,399	64,805	60,594
20-24	142,957	76,959	65,998	66,784	33,518	33,266	76,173	43,441	32,732
25-29	94,125	45,414	48,711	41,701	19,066	22,635	52,424	26,348	26,076
30-34	78,650	34,453	44,197	33,920	13,911	20,009	44,730	20,542	24,188
35-39	63,808	26,037	37,771	27,115	10,747	16,368	36,693	15,290	21,403
40-44	56,438	21,410	35,028	23,529	8,998	14,531	32,909	12,412	20,497
45-49	51,310	18,127	33,183	21,347	7,738	13,609	29,963	10,389	19,574
50-54	46,443	16,051	30,392	18,341	6,728	11,613	28,102	9,323	18,779
55-59	43,622	15,238	28,384	16,551	6,053	10,498	27,071	9,185	17,886
60-64	56,104	20,380	35,724	21,409	8,297	13,112	34,695	12,083	22,612
65+	127,651	36,772	90,879	46,801	14,127	32,674	80,850	22,645	58,205
<b>Total</b>	<b>1,008,875</b>	<b>430,710</b>	<b>578,165</b>	<b>439,866</b>	<b>184,247</b>	<b>255,619</b>	<b>569,009</b>	<b>246,463</b>	<b>322,546</b>
Age group	Percentages								
15-19	24.6	27.8	22.1	27.8	29.9	26.3	22.0	26.3	18.8
20-24	14.2	17.9	11.4	15.2	18.2	13.0	13.4	17.6	10.1
25-29	9.3	10.5	8.4	9.5	10.3	8.9	9.2	10.7	8.1
30-34	7.8	8.0	7.6	7.7	7.6	7.8	7.9	8.3	7.5
35-39	6.3	6.0	6.5	6.2	5.8	6.4	6.4	6.2	6.6
40-44	5.6	5.0	6.1	5.3	4.9	5.7	5.8	5.0	6.4
45-49	5.1	4.2	5.7	4.9	4.2	5.3	5.3	4.2	6.1
50-54	4.6	3.7	5.3	4.2	3.7	4.5	4.9	3.8	5.8
55-59	4.3	3.5	4.9	3.8	3.3	4.1	4.8	3.7	5.5
60-64	5.6	4.7	6.2	4.9	4.5	5.1	6.1	4.9	7.0
65+	12.7	8.5	15.7	10.6	7.7	12.8	14.2	9.2	18.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Table 3.9 shows the distribution of the population (Age 15 year and above) outside the labour force by reason Urban/Rural and Sex. The total number of persons outside the labour force was 1,008,875, of which 430,710 were found in urban areas while 578,165 were in rural areas. The most common reason for persons being outside the labour force was Family/household responsibility followed by studying.

**Table 3.9: Population (Age 15 year and above) Outside Labour Force by Reason, Urban/Rural and Sex**

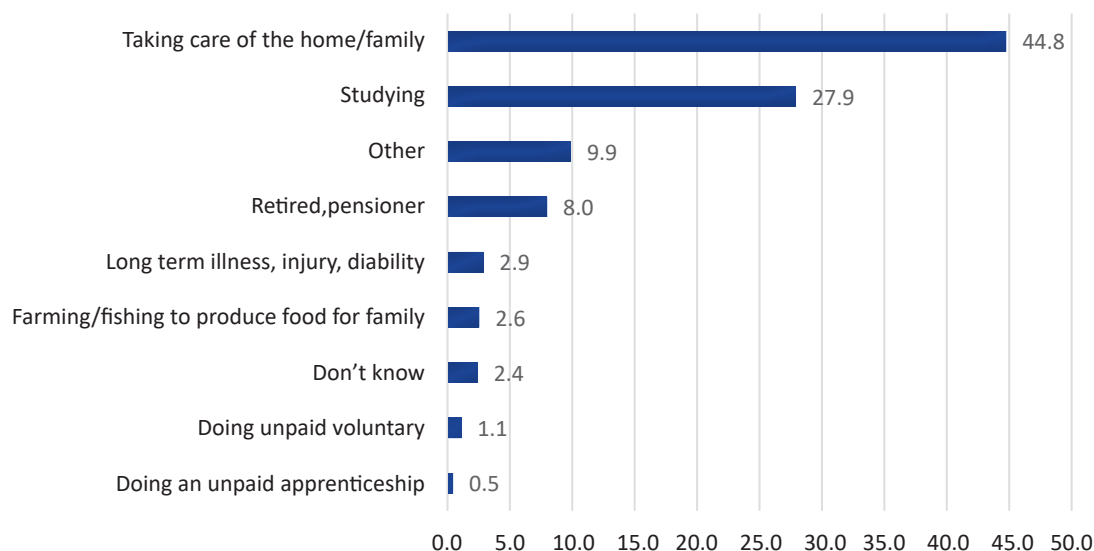
Reason	Total		Urban		Rural	
	Total	Female	Total	Female	Total	Female
Taking care of the home/family	451,545	293,718	153,438	101,864	298,107	191,854
Studying	281,626	145,576	162,976	90,070	118,650	55,506
Doing an unpaid apprenticeship	4,556	1,799	1,952	859	2,604	940
Farming or fishing to produce food for family	25,737	9,906	1,773	659	23,964	9,247
Doing unpaid voluntary	11,241	3,921	3,124	1,234	8,117	2,687
Retired, pensioner	80,663	47,987	34,565	19,892	46,098	28,095
Long term illness, injury, disability	29,211	13,320	10,641	4,780	18,570	8,540
Other	99,847	42,675	49,522	21,686	50,325	20,989
Don't know	24,449	10,107	12,719	5,419	11,730	4,688
<b>Total</b>	<b>1,008,875</b>	<b>569,009</b>	<b>430,710</b>	<b>246,463</b>	<b>578,165</b>	<b>322,546</b>



The total number of persons outside the labour force was **1,008,875**, of which **430,710** were found in urban areas while **578,165** were in rural areas

Figure 3.4 shows the percentage distribution of the population outside labour force by reason. Of the total population outside labour force, 44.8 percent reported that they were taking care of their home/family and 27.9 percent were in school/training. The least reported reason for being outside the labour force was doing an unpaid apprenticeship at 0.5 percent. This result provides insights into the diverse factors influencing labour force participation and sheds light on the socioeconomic dynamics in urban and rural areas of Namibia.

**Figure 3.4: Percentage Distribution of Population Outside Labour Force by Reason**



### 3.6 Own-use production work

Own-use production work is defined as activities performed to produce goods or provide services intended for final use by the producer, their household, and/or family. This is a form of work but not considered employment, as it is distinct from the other forms of work. Notably, this form of work was previously classified as part of the employed group under the 13th ICLS. Own-use production work is one of the five forms of work, alongside employment work, unpaid trainee work, volunteer work, and other work activities. Own-use production has two (2) subgroups (a) Subsistence foodstuff producers/ Own use Production of Foodstuff and (b) Own use production of goods.

#### 3.6.1 Subsistence foodstuff producers/ Own use Production of Foodstuff

Subsistence foodstuff producers are defined as all persons of working age who, in a short reference period, performed any activity to produce, and/or process for storage, goods from agriculture, fishing, hunting and gathering, as foodstuff that contribute to the livelihood of the household or family. It excludes persons engaged in such production as recreational or leisure activities. Subsistence foodstuff producers are a subgroup of persons in own use production work .

The Table 3.10 shows the Number and Percentage Distribution of Subsistence Foodstuff producers/ Own use Production of Foodstuff by Area and Sex. Most of these people (90.8%) were found in rural areas and only 9.2 percent were found in urban areas. The concentration of own-use food producers was higher in rural areas for both sexes. In terms of regional distribution, Omusati had the highest proportion of own-use foodstuff

producers at 22.9 percent, closely followed by Ohangwena at 22.8 percent, while //Kharas region had the lowest proportion of own-use foodstuff producers with 0.3 percent.

**Table 3.10: Number and Percentage Distribution of Subsistence Foodstuff producers/ Own use Production of Foodstuff by Area and Sex**

Area	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
<b>Namibia</b>	<b>554,270</b>	<b>100</b>	<b>254,484</b>	<b>100</b>	<b>299,786</b>	<b>100</b>
Urban	50,838	9.2	22,829	9.0	28,009	9.3
Rural	503,432	90.8	231,655	91.0	271,777	90.7
//Kharas	1,903	0.3	1,070	0.4	833	0.3
Erongo	3,331	0.6	1,817	0.7	1,514	0.5
Hardap	3,363	0.6	1,853	0.7	1,510	0.5
Kavango East	41,334	7.5	18,069	7.1	23,265	7.8
Kavango West	43,336	7.8	19,652	7.7	23,684	7.9
Khomas	6,250	1.1	3,115	1.2	3,135	1.0
Kunene	12,888	2.3	6,000	2.4	6,888	2.3
Ohangwena	126,203	22.8	57,317	22.5	68,886	23.0
Omaheke	5,146	0.9	2,920	1.1	2,226	0.7
Omusati	126,690	22.9	55,338	21.7	71,352	23.8
Oshana	61,354	11.1	27,443	10.8	33,911	11.3
Oshikoto	88,398	15.9	42,918	16.9	45,480	15.2
Otjozondjupa	9,314	1.7	5,037	2.0	4,277	1.4
Zambezi	24,760	4.5	11,935	4.7	12,825	4.3

Table 3.11 shows the Percentage share of Subsistence foodstuff producers/ Own use Production of Foodstuff (15 Years and above) by Area and Sex. The results indicate that overall, 29.5 percent of the working age population were subsistence food producers. The proportion of subsistence female food producers was higher (30.7%) compared to their male counterparts (28.3%). Moreover, a high proportion (58.1%) of these producers were found in rural areas, compared to only 5.0 percent in urban areas. This trend was observed across both sexes. Regionally, Omusati had the highest proportion of subsistence food producers at 69.0 percent, followed by Ohangwena at 68.3 percent, while Khomas had the lowest proportion at 1.8 percent.

**Table 3.11: Percentage share of Subsistence foodstuff producers/ Own use Production of Foodstuff (15 Years and above) by Area and Sex**

Area	Total			Male			Female		
	Own use foodstuff producer	Working age	Rate	Own use foodstuff producer	Working age	Rate	Own use foodstuff producer	Working age	Rate
<b>Namibia</b>	<b>554,270</b>	<b>1,876,122</b>	<b>29.5</b>	<b>254,484</b>	<b>899,589</b>	<b>28.3</b>	<b>299786</b>	<b>976,533</b>	<b>30.7</b>
Urban	50,838	1,009,408	5.0	22,829	474,588	4.8	28,009	534,820	5.2
Rural	503,432	866,714	58.1	231,655	425,001	54.5	271,777	441,713	61.5
//Kharas	1,903	75,940	2.5	1,070	38,517	2.7	833	37,423	2.2
Erongo	3,331	165,450	2.0	1,817	84,697	2.1	1,514	80,753	1.8
Hardap	3,363	69,422	4.7	1,853	35,240	5.1	1,510	34,182	4.4
Kavango East	41,334	122,475	33.3	18,069	54,045	32.7	23,265	68,430	33.7
Kavango West	43,336	66,633	64.5	19,652	30,735	62.9	23,684	35,898	65.8
Khomas	6,250	352,147	1.8	3,115	170,855	1.8	3,135	181,292	1.7
Kunene	12,888	69,245	18.3	6,000	34,763	16.9	6,888	34,482	19.7
Ohangwena	126,203	183,391	68.3	57,317	82,833	68.5	68,886	100,558	68.2
Omaheke	5,146	64,355	7.9	2,920	34,735	8.2	2,226	29,620	7.5
Omusati	126,690	182,247	69.0	55,338	80,332	68.2	71,352	101,915	69.6
Oshana	61,354	147,794	40.8	27,443	65,153	41.0	33,911	82,641	40.6
Oshikoto	88,398	152,807	56.8	42,918	74,689	56.1	45,480	78,118	57.5
Otjozondjupa	9,314	139,623	6.6	5,037	72,317	6.8	4,277	67,306	6.3
Zambezi	24,760	84,593	28.9	11,935	40,678	28.8	12,825	43,915	29.0

### 3.6.2 Own use production of goods

Own use production of goods is defined as work done to produce goods for use by the persons household or family members living in other households. These work can involve a range of activities such as hunting, making furniture, clothing, building or maintaining property, collection water, fuel including firewood etc. Own use production of goods is also a subgroup of persons in own use production work .

Table 3.12 presents the Number and Percentage Distribution of Own use Production of Goods population (15 years and above) by Area and Sex . The results indicate that a significant majority of own-use producers were in rural areas (90.6%) compared to urban areas (9.4%). A similar pattern, as noted in the previous table, shows that the highest concentration of own-use goods production was in Omusati region, closely followed by Ohangwena region, with 22.4 percent and 22.3 percent respectively. In contrast, the //Kharas region had the lowest proportion, accounting for only 0.4 percent.

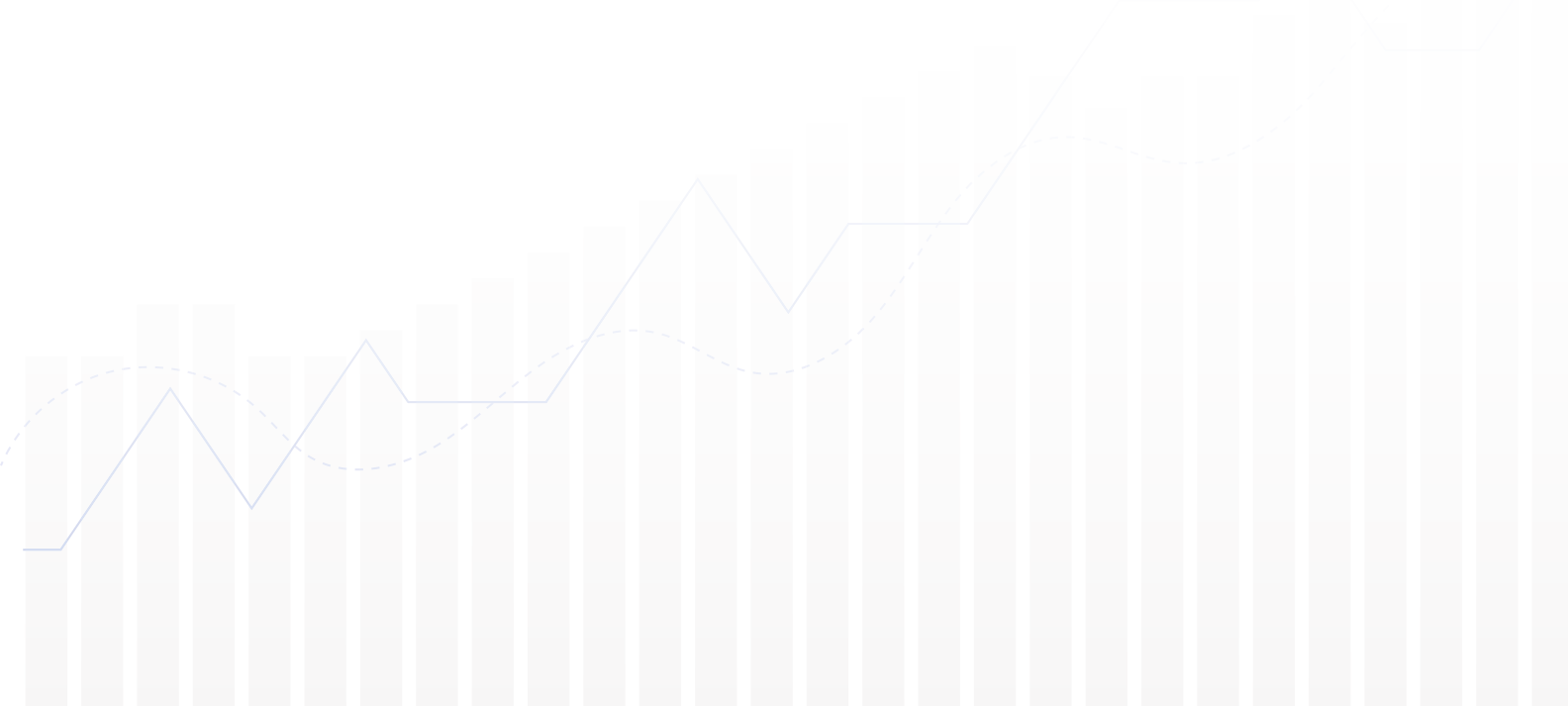
**Table 3.12: Number and Percentage Distribution of Own use Production of Goods population (15 years and above) by Area and Sex**

Area	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Namibia	569,190	100	263,049	100	306,141	100
Urban	53,570	9.4	24,338	9.3	29,232	9.5
Rural	515,620	90.6	238,711	90.7	276,909	90.5
//Kharas	2,454	0.4	1,444	0.5	1,010	0.3
Erongo	4,102	0.7	2,302	0.9	1,800	0.6
Hardap	4,208	0.7	2,440	0.9	1,768	0.6
Kavango East	42,574	7.5	18,622	7.1	23,952	7.8
Kavango West	44,698	7.9	20,229	7.7	24,469	8.0
Khomas	7,130	1.3	3,654	1.4	3,476	1.1
Kunene	14,551	2.6	6,913	2.6	7,638	2.5
Ohangwena	126,669	22.3	57,539	21.9	69,130	22.6
Omaheke	7,012	1.2	4,133	1.6	2,879	0.9
Omusati	127,777	22.4	56,036	21.3	71,741	23.4
Oshana	61,903	10.9	27,710	10.5	34,193	11.2
Oshikoto	89,259	15.7	43,414	16.5	45,845	15.0
Otjozondjupa	10,903	1.9	6,006	2.3	4,897	1.6
Zambezi	25,950	4.6	12,607	4.8	13,343	4.4

Table 3.13 shows the Percentage share of population for Own use Production of Goods by Area and Sex. The results reveal a trend similar to that observed in the previous table regarding foodstuff producers. Overall, 30.3 percent of the working-age population is engaged in own-use production of goods. A significant proportion of these individuals were in rural areas, with 59.5 percent compared to 5.3 percent in urban areas. This trend was consistent across both sexes, with a higher proportion of females involved in Own use Production of Goods in both urban and rural areas. The result further indicates that the Omusati region had the highest proportion followed by Ohangwena with 70.1percent and 69.1 respectively, while Khomas region had the least proportion, accounting for only 2.0 percent.

**Table 3.13: Percentage share of population for Own use Production of Goods by Area and Sex**

Area	Total			Male			Female		
	Own use production of goods	Working age	Rate	Own use production of goods	Working age	Rate	Own use production of goods	Working age	Rate
Namibia	569,190	1,876,122	30.3	263,049	899,589	29.2	306,141	976,533	31.3
Urban	53,570	1,009,408	5.3	24,338	474,588	5.1	29,232	534,820	5.5
Rural	515,620	866,714	59.5	238,711	425,001	56.2	276,909	441,713	62.7
//Kharas	2,454	75,940	3.2	1,444	38,517	3.7	1,010	37,423	2.7
Erongo	4,102	165,450	2.5	2,302	84,697	2.7	1,800	80,753	2.2
Hardap	4,208	69,422	6.1	2,440	35,240	6.9	1,768	34,182	5.2
Kavango East	42,574	122,475	34.8	18,622	54,045	34.5	23,952	68,430	35.0
Kavango West	44,698	66,633	67.1	20,229	30,735	65.8	24,469	35,898	68.2
Khomas	7,130	352,147	2.0	3,654	170,855	2.1	3,476	181,292	1.9
Kunene	14,551	69,245	21.0	6,913	34,763	19.9	7,638	34,482	22.2
Ohangwena	126,669	183,391	69.1	57,539	82,833	69.5	69,130	100,558	68.7
Omaheke	7,012	64,355	10.9	4,133	34,735	11.9	2,879	29,620	9.7
Omusati	127,777	182,247	70.1	56,036	80,332	69.8	71,741	101,915	70.4
Oshana	61,903	147,794	41.9	27,710	65,153	42.5	34,193	82,641	41.4
Oshikoto	89,259	152,807	58.4	43,414	74,689	58.1	45,845	78,118	58.7
Otjozondjupa	10,903	139,623	7.8	6,006	72,317	8.3	4,897	67,306	7.3
Zambezi	25,950	84,593	30.7	12,607	40,678	31.0	13,343	43,915	30.4



## Section 4 EMPLOYMENT

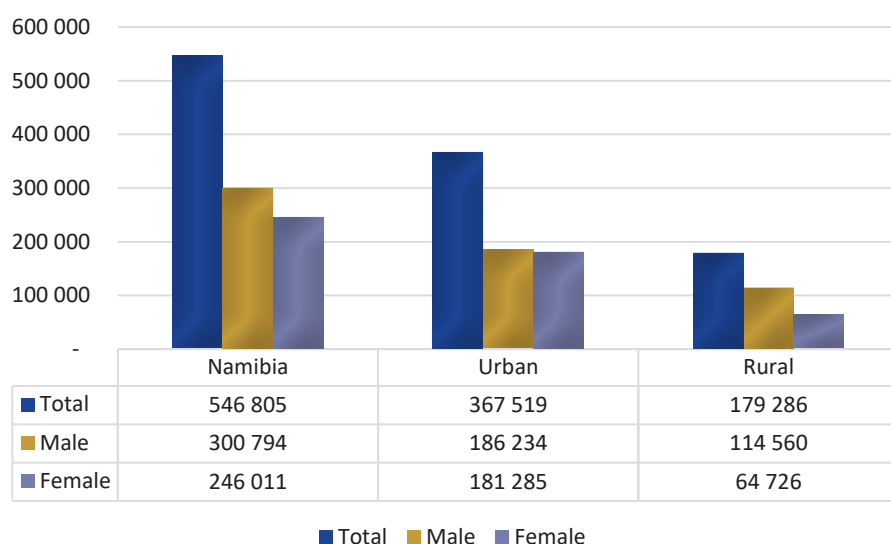
### 4.1 Introduction

This section presents information on the characteristics of the employed population. The employed population comprises all persons of working age who in the short reference period were either in paid employment, self-employment, or contributing family workers.

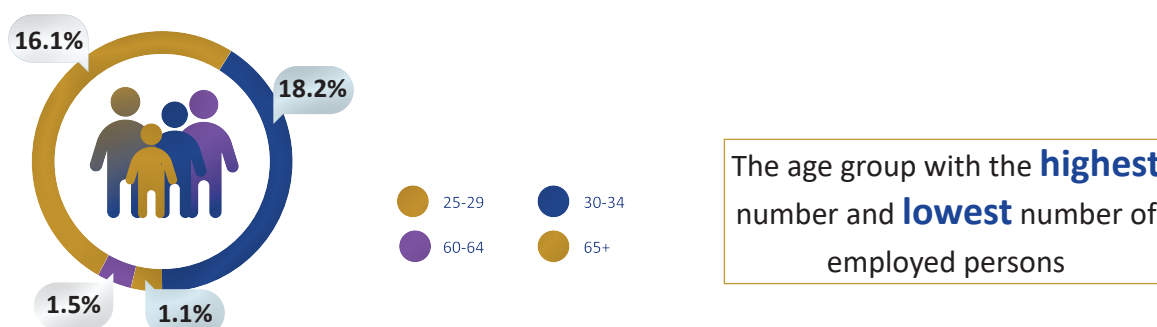
### 4.2 Distribution of Employed Persons

Figure 4.1 presents the distribution of employed persons by sex, as well as by urban and rural areas. The results show that the total number of the employed population in Namibia is 546,805 of this 300,794 were males and 246,011 were females. It is worth noting that more males compared to females were employed in both urban and rural areas.

**Figure 4.1: Distribution of employed population by Urban/Rural and Sex**



The results on the employed population provide valuable insights into the composition of the employed workforce in Namibia, which can inform labour market policies and initiatives aimed at promoting employment opportunities for all age groups and sex. Table 4.1 shows Namibia's employment distribution across different age groups and sex. The age group with the highest number of employed persons was 30-34 years, followed by 25-29 years with 18.2 percent and 16.1 percent respectively. Employment generally decreases with increase in age, with the lowest numbers observed in the older age groups (60-64 and 65+).



**Table 4.1: Number and percentage Distribution of Employed population by Age group and Sex**

Age group	Total		Male		Female	
	Employed	Percent	Employed	Percent	Employed	Percent
15-19	12,596	2.3	8,639	2.9	3,957	1.6
20-24	52,923	9.7	32,133	10.7	20,790	8.5
25-29	88,086	16.1	48,368	16.1	39,718	16.1
30-34	99,281	18.2	52,025	17.3	47,256	19.2
35-39	83,887	15.3	44,505	14.8	39,382	16
40-44	69,842	12.8	37,367	12.4	32,475	13.2
45-49	56,438	10.3	31,034	10.3	25,404	10.3
50-54	41,816	7.6	22,852	7.6	18,964	7.7
55-59	27,643	5.1	15,118	5	12,525	5.1
60-64	8,223	1.5	4,941	1.6	3,282	1.3
65+	6,070	1.1	3,812	1.3	2,258	0.9
<b>Total</b>	<b>546,805</b>	<b>100</b>	<b>300,794</b>	<b>100</b>	<b>246,011</b>	<b>100</b>

### 4.3 Employment to Population Ratio (EPR)

Table 4.2 shows the employment to Population Ratio (EPR) by Area and Sex. The overall EPR stands at 29.1 percent. A closer look at the rural and urban distribution reveals that urban areas had a higher EPR of 36.4 percent compared to 20.7 percent in rural areas. The EPR for males is 33.48 percent, while it is notably lower for females at 25.2 percent. The regional distribution further highlights the uneven distribution of employment across the country, with //Kharas region reporting the highest EPR of 44.5 percent, while Kavango West had the lowest EPR of 11.7 percent.

**Table 4.2 Employment to population ratio (EPR) by Area and Sex**

Area	Total			Male			Female		
	Employed	Working Age	EPR %	Employed	Working Age	EPR %	Employed	Working Age	EPR %
<b>Namibia</b>	<b>546,805</b>	<b>1,876,122</b>	<b>29.1</b>	<b>300,794</b>	<b>899,589</b>	<b>33.4</b>	<b>246,011</b>	<b>976,533</b>	<b>25.2</b>
Urban	367,519	1,009,408	36.4	186,234	474,588	39.2	181,285	534,820	33.9
Rural	179,286	866,714	20.7	114,560	425,001	27.0	64,726	441,713	14.7
//Kharas	33,798	75,940	44.5	19,513	38,517	50.7	14,285	37,423	38.2
Erongo	72,411	165,450	43.8	41,166	84,697	48.6	31,245	80,753	38.7
Hardap	24,264	69,422	35.0	14,640	35,240	41.5	9,624	34,182	28.2
Kavango East	20,099	122,475	16.4	10,339	54,045	19.1	9,760	68,430	14.3
Kavango West	7,821	66,633	11.7	4,777	30,735	15.5	3,044	35,898	8.5
Khomas	147,800	352,147	42.0	75,514	170,855	44.2	72,286	181,292	39.9
Kunene	15,424	69,245	22.3	10,112	34,763	29.1	5,312	34,482	15.4
Ohangwena	29,050	183,391	15.8	13,571	82,833	16.4	15,479	100,558	15.4
Omaheke	21,905	64,355	34.0	14,840	34,735	42.7	7,065	29,620	23.9
Omusati	32,297	182,247	17.7	15,622	80,332	19.4	16,675	101,915	16.4
Oshana	38,223	147,794	25.9	17,708	65,153	27.2	20,515	82,641	24.8
Oshikoto	33,358	152,807	21.8	18,785	74,689	25.2	14,573	78,118	18.7
Otjozondjupa	52,652	139,623	37.7	33,203	72,317	45.9	19,449	67,306	28.9
Zambezi	17,703	84,593	20.9	11,004	40,678	27.1	6,699	43,915	15.3

## 4.4 Highest Educational Attainment of the Employed

Education significantly influences employment opportunities, with disparities between sexes in terms of educational attainment within the employed population.

Table 4.3 provides information on the education level of employed persons by education attainment, categorized by sex. The results show that of the people that were employed the highest number was recorded among those who attained secondary school, (294,807), while the lowest was recorded among those who have informal education (1,733). More males than females were recorded in all levels of education attainment except for tertiary education.

**Table 4.3 Distribution of the employed population by highest level of education completed and Sex**

Highest level of education completed	Total	Male		Female	
		Number	Number	Number	Number
None	45,608	8.3	33,250	12,358	
Informal	1,733	0.3	964	769	
Primary School	61,939	11.3	43,310	18,629	
Secondary School	294,807	53.9	155,063	139,744	
Technical/Vocational	14,487	2.6	10,741	3,746	
Tertiary Education	110,228	20.2	46,350	63,878	
Other (Specify__)	2,065	0.4	921	1,144	
Don't Know	15,938	2.9	10,195	5,743	
<b>Total</b>	<b>546,805</b>	<b>100</b>	<b>300,794</b>	<b>246,011</b>	

## 4.5 Occupation

Occupation is a person's principal task or job in his/her workplace. Namibia Standard Classification of Occupations (NASCO-96) based on the ISCO-88 was used to classify occupations in their right groups.

Table 4.4 provides an overview of the employed population by their main occupation and sex. The Results shows that the highest proportion of the employed population are in 'Elementary occupations' at 21.8 percent, and this is similar trend found in most countries in SADC. This is followed by the service and sales workers' occupation group at 13.4 percent. Females were notably prevalent in these occupation groups as compared to males. A larger proportion of males than that of females is observed among the Craft and related trade workers; Skilled agriculture, forestry and fishery workers; Plant and machine operators, and assemblers; and Armed forces. The Armed forces occupations represented the least share at 3.4 percent.

**Table 4.4: Number and Percentage Distribution of Employed Population by Occupation and Sex**

Occupation	Total		Male		Female	
	Number	%	Number	%	Number	%
Managers	47,174	8.6	23,988	8.0	23,186	9.4
Professionals	68,541	12.5	28,405	9.4	40,136	16.3
Technicians and associate professionals	50,393	9.2	22,735	7.6	27,658	11.2
Clerical support workers	28,482	5.2	9,328	3.1	19,154	7.8
Service and sales workers	73,294	13.4	28,589	9.5	44,705	18.2
Skilled agricultural, forestry and fishery workers	53,934	9.9	43,267	14.4	10,667	4.3
Craft and related trades workers	63,812	11.7	51,226	17.0	12,586	5.1
Plant and machine operators, and assemblers	23,566	4.3	22,127	7.4	1,439	0.6
Elementary occupations	118,947	21.8	58,711	19.5	60,236	24.5
Armed forces occupations	18,642	3.4	12,405	4.1	6,237	2.5
Not elsewhere classified	20	0.0	13	0.0	7	0.0
<b>Total</b>	<b>546,805</b>	<b>100</b>	<b>300,794</b>	<b>100</b>	<b>246,011</b>	<b>100</b>

Senior and senior management include Legislators and Senior Officials, Corporate Managers, and General Managers be it in agriculture, manufacturing, retail trade, restaurant, cleaning, and other business services.

Table 4.5 indicates the share of females in senior and middle management job positions out of the total employed population. The result indicates that most females in these positions are those who had no tertiary education with 52.0 percent followed by those who had completed Secondary School with 50.3 percent. The lowest proportion was observed among females who had only completed Technical/Vocational educational level with 32.5 percent.

**Table 4.5: Female share of employment in senior and middle management by highest level of education completed**

Highest level of education completed	Female in management position	Total employment in Management position	Percent
None	620	1,736	35.7
Informal	39	81	48.1
Primary School	626	1,828	34.2
Secondary School	12,282	24,399	50.3
Technical/Vocational	334	1,028	32.5
Tertiary Education	8,691	16,710	52.0
Other	107	232	46.1
Don't Know	487	1,160	42.0
<b>Total</b>	<b>23,186</b>	<b>47,174</b>	<b>49.1</b>

## 4.6 Industry

The classification of the employed population by industry is important in analyzing the labour market of any given country. The broad structure of the ISIC revision 4 was used to classify the employed population.

Table 4.6 shows the Number and Percentage Distribution of Employed Population by Industry and Sex. The 'Agriculture, forestry, and fishing' industry is the largest, accounting for 16.1 percent of the workforce, with a predominantly male workforce at 23.1 percent compared to 7.6 percent for females. Other significant sectors are Wholesale and retail trade; repair of motor vehicles and motorcycles, Manufacturing, and Administrative and support service activities which employed 10.0, 9.8, and 9.3 percent of all workers respectively.

**Table 4.6: Number and Percentage Distribution of Employed Population by Industry and Sex**

Industry	Both Sexes		Male		Female	
	Number	%	Number	%	Number	%
Agriculture, forestry, and fishing	88,277	16.1	69,624	23.1	18,653	7.6
Mining and quarrying	14,337	2.6	11,900	4.0	2,437	1.0
Manufacturing	53,491	9.8	35,386	11.8	18,105	7.4
Electricity, gas, steam, and air conditioning supply	1,601	0.3	1,210	0.4	391	0.2
Water supply; sewerage, waste management, and remediation activities	2,379	0.4	1,553	0.5	826	0.3
Construction	28,661	5.2	26,671	8.9	1,990	0.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	54,618	10.0	24,544	8.2	30,074	12.2
Transportation and storage	18,137	3.3	15,969	5.3	2,168	0.9
Accommodation and food service activities	29,324	5.4	7,486	2.5	21,838	8.9
Information and communication	8,164	1.5	4,461	1.5	3,703	1.5
Financial and insurance activities	16,691	3.1	6,254	2.1	10,437	4.2
Real estate activities	1,011	0.2	454	0.2	557	0.2
Professional, scientific, and technical activities	15,736	2.9	7,357	2.4	8,379	3.4
Administrative and support service activities	50,884	9.3	26,967	9.0	23,917	9.7
Public administration and defence; compulsory social security	36,012	6.6	19,337	6.4	16,675	6.8
Education	38,209	7.0	11,854	3.9	26,355	10.7
Human health and social work activities	18,448	3.4	4,987	1.7	13,461	5.5
Arts, entertainment, and recreation	3,175	0.6	1,694	0.6	1,481	0.6
Other service activities	24,064	4.4	10,573	3.5	13,491	5.5
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	43,149	7.9	12,286	4.1	30,863	12.5
Activities of extraterritorial organizations and bodies	401	0.1	209	0.1	192	0.1
Not elsewhere classified	36	0.0	18	0.0	18	0.0
<b>Total</b>	<b>546,805</b>	<b>100</b>	<b>300,794</b>	<b>100</b>	<b>246,011</b>	<b>100</b>

#### 4.7 Manufacturing employment (SDG-9)

Manufacturing employment as a percentage of the total employed population is an important indicator under SDG-9, which focuses on building resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation. It is significant because manufacturing is often seen as a driver of economic growth, technological innovation, and employment opportunities.

Table 4.7 shows that at national level, 53,491 persons were employed in manufacturing, making up 9.8 percent of the total employed population. In urban areas, males dominated the sector with 11.8 percent compared to 7.4 percent for females. Rural areas were lowest with 5.7 percent for males and 5.2 percent for females. At the regional level, the highest employment in manufacturing was observed in Erongo at 16.7 percent, while the lowest was in Kavango West with 5.7 percent.

**Table 4.7: Number and Percentage Share of Population employed in Manufacturing Industry by Area and Sex**

Area	Total			Male			Female		
	Manufacturing	Total employed	%	Manufacturing	Total employed	%	Manufacturing	Total employed	%
<b>Namibia</b>	<b>53,491</b>	<b>546,805</b>	<b>9.8</b>	<b>35,386</b>	<b>300,794</b>	<b>11.8</b>	<b>18,105</b>	<b>246,011</b>	<b>7.4</b>
Urban	43,539	367,519	11.8	28,831	186,234	15.5	14,708	181,285	8.1
Rural	9,952	179,286	5.6	6,555	114,560	5.7	3,397	64,726	5.2
//Kharas	2,143	33,798	6.3	1,219	19,513	6.2	924	14,285	6.5
Erongo	12,076	72,411	16.7	7,658	41,166	18.6	4,418	31,245	14.1
Hardap	2,292	24,264	9.4	1,598	14,640	10.9	694	9,624	7.2
Kavango East	1,407	20,099	7.0	937	10,339	9.1	470	9,760	4.8
Kavango West	448	7,821	5.7	290	4,777	6.1	158	3,044	5.2
Khomas	15,627	147,800	10.6	10,955	75,514	14.5	4,672	72,286	6.5
Kunene	921	15,424	6.0	604	10,112	6.0	317	5,312	6.0
Ohangwena	1,856	29,050	6.4	1,051	13,571	7.7	805	15,479	5.2
Omaheke	1,711	21,905	7.8	1,263	14,840	8.5	448	7,065	6.3
Omusati	2,275	32,297	7.0	1,219	15,622	7.8	1,056	16,675	6.3
Oshana	3,777	38,223	9.9	2,350	17,708	13.3	1,427	20,515	7.0
Oshikoto	2,715	33,358	8.1	1,755	18,785	9.3	960	14,573	6.6
Otjozondjupa	5,086	52,652	9.7	3,742	33,203	11.3	1,344	19,449	6.9
Zambezi	1,157	17,703	6.5	745	11,004	6.8	412	6,699	6.2

#### 4.8 Agriculture, Forestry & fishing employment (SDG-2)

Agriculture, forestry, and fishing employment as a percentage of the total employed population is a key indicator under SDG-2, which focuses on ending hunger, achieving food security, improving nutrition, and promoting sustainable agriculture. It highlights the significance of these sectors in providing livelihoods, especially in rural and developing areas, and reflects their role in food production and environmental sustainability.

Table 4.8 shows the Number and Percentage Share of Population employed in Agriculture, Forestry & fishing Industry by Area and Sex. The results show that, at the national level, 16.1 percent of the employed population worked in this industry. Among them, a larger proportion were males (23.1%) compared to females (7.6%). The proportion of people employed in this industry was significantly higher in rural areas (38.6%) compared to urban areas with 5.2 percent. Within rural areas, males dominated the sector, accounting for 50.6 percent of employment, while females represented 17.4 percent. The Omaheke region had the highest proportion of people employed in the agriculture, forestry, and fishing industry, followed by the Kunene region with 39.0 percent and 36.5 percent, respectively. In contrast, the Khomas region had the lowest share at 4.3 percent.

**Table 4.8: Number and Percentage Share of Population employed in Agriculture, Forestry & fishing Industry by Area and Sex**

Area	Total			Male			Female		
	Agriculture, Forestry & Fishing	Total employed	%	Agriculture, Forestry & Fishing	Total employed	%	Agriculture, Forestry & Fishing	Total employed	%
<b>Namibia</b>	<b>88,277</b>	<b>546,805</b>	<b>16.1</b>	<b>69,624</b>	<b>300,794</b>	<b>23.1</b>	<b>18,653</b>	<b>246,011</b>	<b>7.6</b>
Urban	19,025	367,519	5.2	11,665	186,234	6.3	7,360	181,285	4.1
Rural	69,252	179,286	38.6	57,959	114,560	50.6	11,293	64,726	17.4
//Kharas	11,964	33,798	35.4	7,391	19,513	37.9	4,573	14,285	32.0
Erongo	8,776	72,411	12.1	5,904	41,166	14.3	2,872	31,245	9.2
Hardap	5,876	24,264	24.2	5,214	14,640	35.6	662	9,624	6.9
Kavango East	2,477	20,099	12.3	1,752	10,339	16.9	725	9,760	7.4
Kavango West	2,280	7,821	29.2	1,872	4,777	39.2	408	3,044	13.4
Khomas	6,323	147,800	4.3	4,743	75,514	6.3	1,580	72,286	2.2
Kunene	5,632	15,424	36.5	5,000	10,112	49.4	632	5,312	11.9
Ohangwena	3,102	29,050	10.7	2,551	13,571	18.8	551	15,479	3.6
Omaheke	8,542	21,905	39.0	7,791	14,840	52.5	751	7,065	10.6
Omusati	5,753	32,297	17.8	4,386	15,622	28.1	1,367	16,675	8.2
Oshana	2,618	38,223	6.8	1,850	17,708	10.4	768	20,515	3.7
Oshikoto	6,195	33,358	18.6	5,055	18,785	26.9	1,140	14,573	7.8
Otjozondjupa	14,462	52,652	27.5	12,510	33,203	37.7	1,952	19,449	10.0
Zambezi	4,277	17,703	24.2	3,605	11,004	32.8	672	6,699	10.0

Table 4.9 shows the Number and Percentage Share of Population employed in Agriculture Industry by Area and Sex. The results show that, at the national level, 13.0 percent of the employed population worked in this industry. Among them, a larger proportion were males (19.1%) compared to females (5.6%). The proportion of people employed in this industry was significantly higher in rural areas (34.0%) compared to urban areas with 2.8 percent.

**Table 4.9: Number and Percentage Share of Population employed in Agriculture Industry by Area and Sex**

Area	Total			Male			Female		
	Agriculture	Total employed	%	Agriculture	Total employed	%	Agriculture	Total employed	%
<b>Namibia</b>	<b>71,144</b>	<b>546,805</b>	<b>13.0</b>	<b>57,437</b>	<b>300,794</b>	<b>19.1</b>	<b>13,707</b>	<b>246,011</b>	<b>5.6</b>
Urban	10,121	367,519	2.8	6,709	186,234	3.6	3,412	181,285	1.9
Rural	61,023	179,286	34.0	50,728	114,560	44.3	10,295	64,726	15.9
//Kharas	10,198	33,798	30.2	6,527	19,513	33.4	3,671	14,285	25.7
Erongo	3,315	72,411	4.6	2,801	41,166	6.8	514	31,245	1.6
Hardap	5,716	24,264	23.6	5,089	14,640	34.8	627	9,624	6.5
Kavango East	2,261	20,099	11.2	1,617	10,339	15.6	644	9,760	6.6
Kavango West	2,155	7,821	27.6	1,792	4,777	37.5	363	3,044	11.9
Khomas	5,762	147,800	3.9	4,391	75,514	5.8	1,371	72,286	1.9
Kunene	3,220	15,424	20.9	2,876	10,112	28.4	344	5,312	6.5
Ohangwena	2,891	29,050	10.0	2,395	13,571	17.6	496	15,479	3.2
Omaheke	8,079	21,905	36.9	7,363	14,840	49.6	716	7,065	10.1
Omusati	5,533	32,297	17.1	4,250	15,622	27.2	1,283	16,675	7.7
Oshana	2,437	38,223	6.4	1,743	17,708	9.8	694	20,515	3.4
Oshikoto	5,778	33,358	17.3	4,710	18,785	25.1	1,068	14,573	7.3
Otjondjupa	10,489	52,652	19.9	8,976	33,203	27.0	1,513	19,449	7.8
Zambezi	3,310	17,703	18.7	2,907	11,004	26.4	403	6,699	6.0

Table 4.10 shows the Number and Percentage Share of Population employed in Forestry Industry by Area and Sex. The results show that, at the national level, 1.6 percent of the employed population worked in this industry. Among them, a larger proportion were males (2.5%) compared to females (0.5%). The proportion of people employed in this industry was significantly higher in rural areas (4.0%) compared to urban areas with 0.4 percent.

**Table 4.10: Number and Percentage Share of Population employed in Forestry Industry by Area and Sex**

Area	Total			Male			Female		
	Forestry	Total employed	%	Forestry	Total employed	%	Forestry	Total employed	%
<b>Namibia</b>	<b>8,742</b>	<b>546,805</b>	<b>1.6</b>	<b>7,403</b>	<b>300,794</b>	<b>2.5</b>	<b>1,339</b>	<b>246,011</b>	<b>0.5</b>
Urban	1,531	367,519	0.4	936	186,234	0.5	595	181,285	0.3
Rural	7,211	179,286	4.0	6,467	114,560	5.6	744	64,726	1.1
//Kharas	53	33,798	0.2	34	19,513	0.2	19	14,285	0.1
Erongo	176	72,411	0.2	120	41,166	0.3	56	31,245	0.2
Hardap	117	24,264	0.5	95	14,640	0.6	22	9,624	0.2
Kavango East	144	20,099	0.7	92	10,339	0.9	52	9,760	0.5
Kavango West	90	7,821	1.2	63	4,777	1.3	27	3,044	0.9
Khomas	408	147,800	0.3	245	75,514	0.3	163	72,286	0.2
Kunene	2,402	15,424	15.6	2,118	10,112	20.9	284	5,312	5.3
Ohangwena	151	29,050	0.5	116	13,571	0.9	35	15,479	0.2
Omaheke	446	21,905	2.0	417	14,840	2.8	29	7,065	0.4
Omusati	121	32,297	0.4	78	15,622	0.5	43	16,675	0.3
Oshana	103	38,223	0.3	48	17,708	0.3	55	20,515	0.3
Oshikoto	378	33,358	1.1	320	18,785	1.7	58	14,573	0.4
Otjozondjupa	3,929	52,652	7.5	3,500	33,203	10.5	429	19,449	2.2
Zambezi	224	17,703	1.3	157	11,004	1.4	67	6,699	1.0

Table 4.11 shows the Number and Percentage Share of Population employed in Fishing Industry by Area and Sex. The results show that, at the national level, 1.5 percent of the employed population worked in this industry. Among them, a larger proportion were males (1.6%) compared to females (1.5%). The proportion of people employed in this industry was significantly higher in urban areas (2.0%) compared to rural areas with 0.6 percent.

**Table 4.11: Number and Percentage Share of Population employed in Fishing Industry by Area and Sex**

Area	Total			Male			Female		
	Fishing	Total employed	%	Fishing	Total employed	%	Fishing	Total employed	%
<b>Namibia</b>	<b>8,391</b>	<b>546,805</b>	<b>1.5</b>	<b>4,784</b>	<b>300,794</b>	<b>1.6</b>	<b>3,607</b>	<b>246,011</b>	<b>1.5</b>
Urban	7,373	367,519	2.0	4,020	186,234	2.2	3,353	181,285	1.8
Rural	1,018	179,286	0.6	764	114,560	0.7	254	64,726	0.4
//Kharas	1,713	33,798	5.1	830	19,513	4.3	883	14,285	6.2
Erongo	5,285	72,411	7.3	2,983	41,166	7.2	2,302	31,245	7.4
Hardap	43	24,264	0.2	30	14,640	0.2	13	9,624	0.1
Kavango East	72	20,099	0.4	43	10,339	0.4	29	9,760	0.3
Kavango West	35	7,821	0.4	17	4,777	0.4	18	3,044	0.6
Khomas	153	147,800	0.1	107	75,514	0.1	46	72,286	0.1
Kunene	10	15,424	0.1	6	10,112	0.1	4	5,312	0.1
Ohangwena	60	29,050	0.2	40	13,571	0.3	20	15,479	0.1
Omaheke	17	21,905	0.1	11	14,840	0.1	6	7,065	0.1
Omusati	99	32,297	0.3	58	15,622	0.4	41	16,675	0.2
Oshana	78	38,223	0.2	59	17,708	0.3	19	20,515	0.1
Oshikoto	39	33,358	0.1	25	18,785	0.1	14	14,573	0.1
Otjozondjupa	44	52,652	0.1	34	33,203	0.1	10	19,449	0.1
Zambezi	743	17,703	4.2	541	11,004	4.9	202	6,699	3.0

## 4.9 Status in Employment

Table 4.12 shows that most of the employed population, (84.7%), were classified as employees. Notably, there were slightly more males (85.5%) compared to females (83.6%) in the employees' category. Own-account workers made up the second highest of the workforce, with 50,564 (9.2%) persons; among them, females (11.0%) outnumber males (7.8%).

**Table 4.12: Number and Percentage Distribution of the employed population by status in employment and Sex**

Employment status	Total		Male		Female	
	Number	%	Number	%	Number	%
Employee	462,996	84.7	257,250	85.5	205,746	83.6
Paid apprentice, intern	5,372	1.0	3,359	1.1	2,013	0.8
Employer (with hired employees)	15,228	2.8	10,597	3.5	4,631	1.9
Own-account worker (without hired employees)	50,564	9.2	23,444	7.8	27,120	11.0
Helper (without pay) in a family business	8,828	1.6	4,151	1.4	4,677	1.9
Don't Know	3,817	0.7	1,993	0.7	1,824	0.7
<b>Total</b>	<b>546,805</b>	<b>100</b>	<b>300,794</b>	<b>100</b>	<b>246,011</b>	<b>100</b>

## 4.10 Employed persons with disability

Compared to the general population, persons with disability face significant challenges in carrying out everyday tasks and activities. To determine persons with disability, the 2023 Population and Housing Census adopted the Washington Group's question set on six (6) functionality domains: seeing, hearing, walking, cognition, self-care, and communication. Respondents were asked to indicate whether they had some difficulties, a lot of difficulties, or could not do at all in performing specific tasks even with the aid of assistive devices, a supportive environment, or ample resources, and those who reported experiencing more difficulties or cannot do at all in at least two of the six (6) domains were classified as persons with disability.

Table 4.13 Number and Percentateg Share Employed Population with disability by Area and Sex over total employed. The results indicate that a higher proportion of these persons was found in rural areas compared to urban areas, with 2.8 percent and 2.0 percent, respectively. This trend was also observed in the sex distribution, where both male and female with disability were more prevalent in rural areas than in urban areas.

**Table 4.13: Number and Percentateg Share of Employed Population with disability by Area and Sex**

Area	Total			Male			Female		
	Employed	Total employed	%	Employed	Total employed	%	Employed	Total employed	%
<b>Namibia</b>	<b>12,508</b>	<b>546,805</b>	<b>2.3</b>	<b>6,142</b>	<b>300,794</b>	<b>2.0</b>	<b>6,366</b>	<b>246,011</b>	<b>2.6</b>
Urban	7,424	367,519	2.0	3,136	186,234	1.7	4,288	181,285	2.4
Rural	5,084	179,286	2.8	3,006	114,560	2.6	2,078	64,726	3.2
//Kharas	633	33,798	1.9	306	19,513	1.6	327	14,285	2.3
Erongo	1,460	72,411	2.0	709	41,166	1.7	751	31,245	2.4
Hardap	601	24,264	2.5	334	14,640	2.3	267	9,624	2.8
Kavango East	608	20,099	3.0	290	10,339	2.8	318	9,760	3.3
Kavango West	293	7,821	3.7	146	4,777	3.1	147	3,044	4.8
Khomas	2,711	147,800	1.8	1,167	75,514	1.5	1,544	72,286	2.1
Kunene	505	15,424	3.3	292	10,112	2.9	213	5,312	4.0
Ohangwena	690	29,050	2.4	295	13,571	2.2	395	15,479	2.6
Omaheke	840	21,905	3.8	511	14,840	3.4	329	7,065	4.7
Omusati	805	32,297	2.5	316	15,622	2.0	489	16,675	2.9
Oshana	784	38,223	2.1	295	17,708	1.7	489	20,515	2.4
Oshikoto	708	33,358	2.1	389	18,785	2.1	319	14,573	2.2
Otjozondjupa	1,325	52,652	2.5	790	33,203	2.4	535	19,449	2.8
Zambezi	545	17,703	3.1	302	11,004	2.7	243	6,699	3.6

Table 4.14 presents the Number and Percentage Share of Employed Population with disability by Age group and Sex over total employed. Overall, the percentage share of employed persons with disability was observed in the age group of 65+, followed by the age group of 60-64, with 9.0 percent and 5.8 percent respectively. Additionally, the results indicate that the percent share of persons with disability is notably higher amongst females compared to males with 2.6 percent and 2.0 percent respectively.

**Table 4.14: Number and Percentage Share of Employed Population with disability by Age group and Sex**

Age group	Total			Male			Female		
	Employed	Total Employed	Percent	Employed	Total Employed	Percent	Employed	Total Employed	Percent
15-19	205	12,596	1.6	127	8,639	1.5	78	3,957	2.0
20-24	714	52,923	1.3	418	32,133	1.3	296	20,790	1.4
25-29	1,102	88,086	1.3	530	48,368	1.1	572	39,718	1.4
30-34	1,436	99,281	1.4	674	52,025	1.3	762	47,256	1.6
35-39	1,460	83,887	1.7	705	44,505	1.6	755	39,382	1.9
40-44	1,639	69,842	2.3	768	37,367	2.1	871	32,475	2.7
45-49	1,784	56,438	3.2	825	31,034	2.7	959	25,404	3.8
50-54	1,758	41,816	4.2	847	22,852	3.7	911	18,964	4.8
55-59	1,388	27,643	5.0	671	15,118	4.4	717	12,525	5.7
60-64	474	8,223	5.8	268	4,941	5.4	206	3,282	6.3
65+	548	6,070	9.0	309	3,812	8.1	239	2,258	10.6
<b>Total</b>	<b>12,508</b>	<b>546,805</b>	<b>2.3</b>	<b>6142</b>	<b>300,794</b>	<b>2.0</b>	<b>6366</b>	<b>246,011</b>	<b>2.6</b>

Table 4.15 presents the Number and Percentage Share of Employed Population with disability by Highest level of education completed and Sex. The results show that a significant proportion of these persons had secondary education (48.2%) as their highest level, followed by those with primary education at 19.1 percent. A similar pattern is observed across both sexes. Notably, 13.8 percent of these persons had attained tertiary education.

**Table 4.15: Number and Percentage Share of Employed Population with disability by Highest level of education completed and Sex**

Highest level of education completed	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
None	1,684	13.5	1,190	19.4	494	7.8
Informal	107	0.9	51	0.8	56	0.9
Primary School	2,387	19.1	1,418	23.1	969	15.2
Secondary School	6,031	48.2	2,543	41.4	3,488	54.8
Technical/Vocational	198	1.6	125	2.0	73	1.1
Tertiary Education	1,730	13.8	582	9.5	1,148	18.0
Other	33	0.3	11	0.2	22	0.3
Don't Know	338	2.7	222	3.6	116	1.8
<b>Total</b>	<b>12,508</b>	<b>100</b>	<b>6,142</b>	<b>100</b>	<b>6,366</b>	<b>100</b>

## 4.11 Monthly gross salary/income

Table 4.16 shows Number and percentage Distribution of Employed Population by Gross Monthly Income/ salary brackets and Sex.. In general, there was a high proportion of employed persons who earned a gross monthly salary/wage of N\$1,000 or less followed by those who earned a gross monthly salary/wage over a N\$1,000 to N\$2000 with 17.9 and 16.2 percent respectively. It is also worth noting that only less than 3 percent of employed person who earned over N\$40,000. The same trend was observed with sex distribution whereby a high proportion of both male and female earned from less than N\$1,000 to N\$2,000 and only a small proportion amongst both sexes earned over N\$40,000.

**Table 4.16: Number and percentage Distribution of Employed Population by Gross Monthly Income/salary brackets and Sex**

Gross monthly income/salary/wage	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
N\$1,000 or less	97,785	17.9	49,336	16.4	48,449	19.7
N\$1,001-N\$2,000	88,348	16.2	51,438	17.1	36,910	15.0
N\$2,001-N\$3,000	59,971	11.0	34,436	11.4	25,535	10.4
N\$3,001-N\$5,000	56,106	10.3	32,571	10.8	23,535	9.6
N\$5,001-N\$10,000	50,135	9.2	29,632	9.9	20,503	8.3
N\$10,001-N\$15,000	32,882	6.0	17,594	5.8	15,288	6.2
N\$15,001-N\$20,000	28,655	5.2	13,742	4.6	14,913	6.1
N\$20,001-N\$25,000	18,588	3.4	8,488	2.8	10,100	4.1
N\$25,001-N\$30,000	10,859	2.0	5,718	1.9	5,141	2.1
N\$30,001-N\$40,000	9,258	1.7	5,289	1.8	3,969	1.6
N\$40,001-N\$50,000	5,545	1.0	3,267	1.1	2,278	0.9
N\$50,001 and more	8,780	1.6	5,831	1.9	2,949	1.2
Refused	18,229	3.3	9,196	3.1	9,033	3.7
Don't know	61,664	11.3	34,256	11.4	27,408	11.1
<b>Total</b>	<b>546,805</b>	<b>100</b>	<b>300,794</b>	<b>100</b>	<b>246,011</b>	<b>100</b>

### Employed Population by Gross Monthly Income/salary brackets



Table 4.17 presents the number of employed persons who are 60 years and above by sex and their status of employment. Most of these persons were males (8,752) compared to females (5,540). The result further indicates that the majority of these persons were employees (7,971) followed by own-account workers without paid employees (3,140) and Employers with hired employees (2,174).

**Table 4.17: Number and percentage Distribution of Employed population (60 + years) by Employment Status and Sex**

Employment status	Total	Percent	Male	Percent	Female	Percent
Employee	7,971	55.8	5,167	59.0	2,804	50.6
Employer (with hired employees)	2,174	15.2	1,628	18.6	546	9.9
Own-account worker (without hired employees)	3,140	22.0	1,475	16.9	1,665	30.1
Helper (without pay)	714	5.0	338	3.9	376	6.8
Don't Know	294	2.1	145	1.7	149	2.7
<b>Total</b>	<b>14,292</b>	<b>100</b>	<b>8,752</b>	<b>100</b>	<b>5,540</b>	<b>100</b>

## Section 5 UNEMPLOYMENT

### 5.1 Introduction

Unemployment is a labour market situation in which individuals who are not in employment are actively seeking work/business opportunities and make themselves available for work during a specified short reference period. Actively seeking work implies taking steps to look for work (including consulting friends/relatives, advertising one's skills, visiting factories, applying for financial assistance with the viewing to starting a business, etc.).

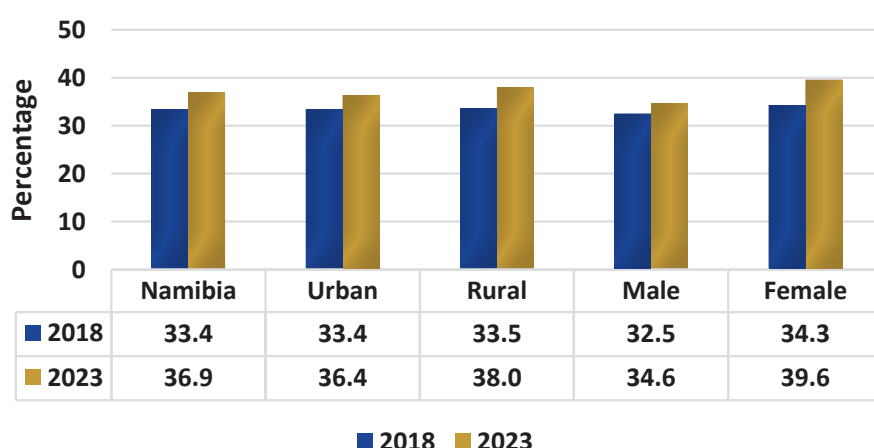
This section describes the socio-demographic characteristics of the unemployed population such as Sex, Age, Rural/Urban, regional, and Education attainment. In addition, it presents the unemployment rate for various sub-categories.

### 5.2 Unemployment rate

The unemployment rate is expressed as a percentage of the unemployed population to the total labour force. The unemployment rate is widely regarded as one of the key labour market indicators and a good measure of employment creation and participation in economic activities in the country. A lower unemployment rate signifies an economy having the capacity to absorb available people of working age, while a higher rate signifies an economy that is unable to absorb available people of working age.

Figure 5.1 shows that the unemployment rate increased from 33.4 percent in 2018 to 36.9 percent in 2023. A similar trend is observed in urban and rural areas, and among males and females.

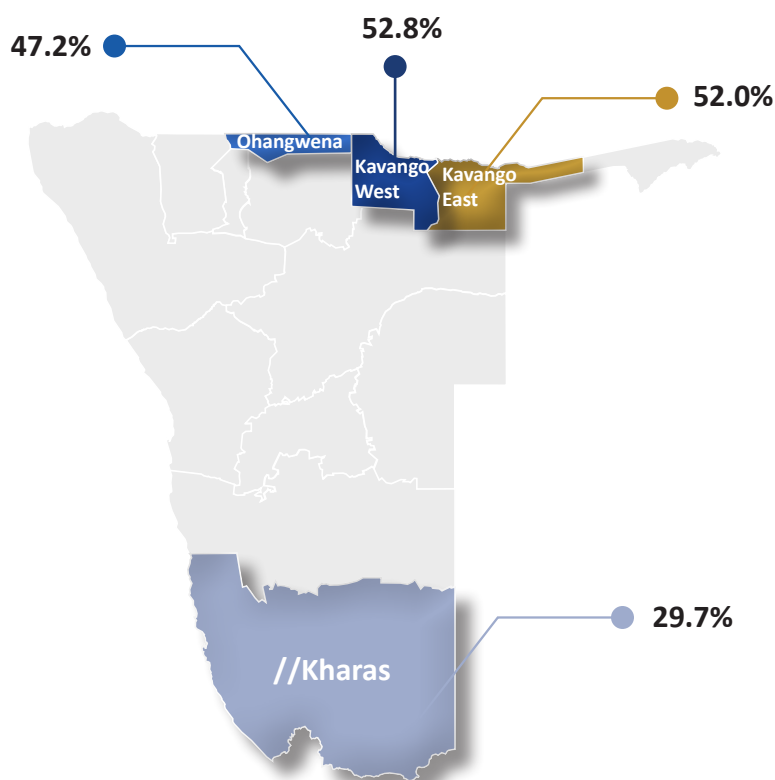
**Figure 5.1: Unemployment rate by Urban/Rural and Sex (2018 NLFS and 2023 PHC)**



The result of the regional unemployment rate presented in Table 5.1 below showed that the rate was highest in Kavango West (52.8%), Kavango East (52.0%) and Ohangwena (47.2%) regions. The lowest unemployment rate was recorded in //Kharas region with 29.7 percent. Furthermore, generally the unemployment rate was higher for females than males for all regions except in Ohangwena, Omusati, and Oshana.

**Table 5.1: Unemployment rate by Area and Sex**

Area	Total			Male			Female		
	Unemployed	Labour Force	Rate	Unemployed	Labour Force	Rate	Unemployed	Labour Force	Rate
Namibia	320,442	867,247	36.9	158,929	459,723	34.6	161,513	407,524	39.6
Urban	210,583	578,102	36.4	103,719	289,953	35.8	106,864	288,149	37.1
Rural	109,859	289,145	38.0	55,210	169,770	32.5	54,649	119,375	45.8
//Kharas	14,246	48,044	29.7	6,843	26,356	26.0	7,403	21,688	34.1
Erongo	34,107	106,518	32.0	17,394	58,560	29.7	16,713	47,958	34.8
Hardap	11,484	35,748	32.1	5,895	20,535	28.7	5,589	15,213	36.7
Kavango East	21,761	41,860	52.0	9,800	20,139	48.7	11,961	21,721	55.1
Kavango West	8,750	16,571	52.8	4,163	8,940	46.6	4,587	7,631	60.1
Khomas	77,423	225,223	34.4	39,352	114,866	34.3	38,071	110,357	34.5
Kunene	8,919	24,343	36.6	4,458	14,570	30.6	4,461	9,773	45.6
Ohangwena	26,002	55,052	47.2	13,066	26,637	49.1	12,936	28,415	45.5
Omaheke	9,531	31,436	30.3	4,895	19,735	24.8	4,636	11,701	39.6
Omusati	22,532	54,829	41.1	11,136	26,758	41.6	11,396	28,071	40.6
Oshana	27,207	65,430	41.6	13,280	30,988	42.9	13,927	34,442	40.4
Oshikoto	20,808	54,166	38.4	10,658	29,443	36.2	10,150	24,723	41.1
Otjozondjupa	23,931	76,583	31.2	11,513	44,716	25.7	12,418	31,867	39.0
Zambezi	13,741	31,444	43.7	6,476	17,480	37.0	7,265	13,964	52.0



**Highest** Unemployment rate in Kavango West, Kavango East and Ohangwena Regions, **Lowest** Unemployment rate in //Kharas Region

Figure 5.2 shows the spatial distribution of unemployment rates by sex across different regions as presented by Table 5.1 above.

**Figure 5.2: Unemployment rates by Region and Sex**

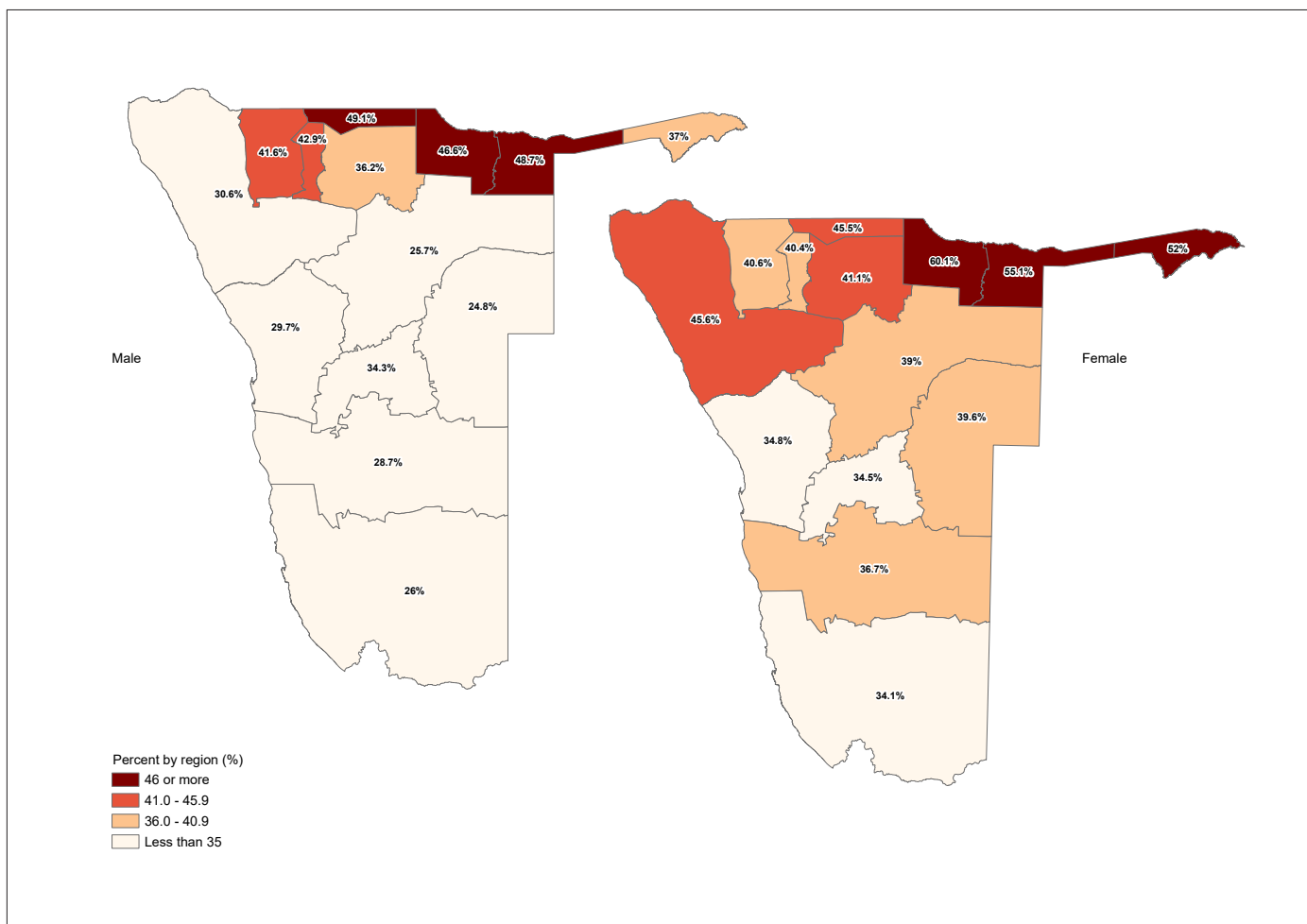
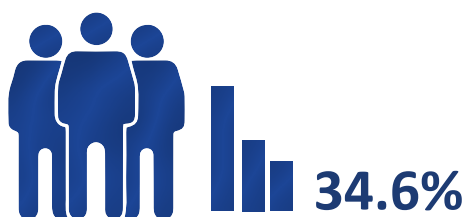


Table 5.2 shows that the unemployment rates are notably higher among younger persons, particularly in the 15-19 age group, where the unemployment rate reaches 57.7 percent. The Unemployment rates decrease significantly with age, dropping to 19.4 percent for those 55-59 years and it slightly increased for those 60-64 years and 65 years and above. Females generally experience higher unemployment rates across most age groups compared to males, with the total female unemployment rate at 39.6 percent versus 34.6 percent for males.



Female unemployment rate at **39.6%** versus **34.6%** for males.

**Table 5.2: Unemployment rate by Age group and Sex**

Age group	Total			Male			Female		
	Unemployed	Labour Force	Rate	Unemployed	Labour Force	Rate	Unemployed	Labour Force	Rate
15-19	17,204	29,800	57.7	8,700	17,339	50.2	8,504	12,461	68.2
20-24	62,375	115,298	54.1	30,597	62,730	48.8	31,778	52,568	60.5
25-29	66,640	154,726	43.1	32,238	80,606	40	34,402	74,120	46.4
30-34	55,925	155,206	36	26,616	78,641	33.8	29,309	76,565	38.3
35-39	40,888	124,775	32.8	19,492	63,997	30.5	21,396	60,778	35.2
40-44	30,812	100,654	30.6	15,346	52,713	29.1	15,466	47,941	32.3
45-49	22,964	79,402	28.9	12,271	43,305	28.3	10,693	36,097	29.6
50-54	13,092	54,908	23.8	7,438	30,290	24.6	5,654	24,618	23
55-59	6,653	34,296	19.4	3,970	19,088	20.8	2,683	15,208	17.6
60-64	2,274	10,497	21.7	1,266	6,207	20.4	1,008	4,290	23.5
65+	1,615	7,685	21	995	4,807	20.7	620	2,878	21.5
<b>Total</b>	<b>320,442</b>	<b>867,247</b>	<b>36.9</b>	<b>158,929</b>	<b>459,723</b>	<b>34.6</b>	<b>161,513</b>	<b>407,524</b>	<b>39.6</b>

Table 5.3 presents the unemployment rates by highest level of education completed and sex. The results show that people with primary education have the highest unemployment rate (42.6%) followed by those with secondary education with an unemployment rate (41.2%). It is worth noting that those with tertiary education have the lowest unemployment rate of 17.7 percent.

**Table 5.3: Unemployment rate by Highest level of education completed and Sex**

Highest level of education completed	Total			Male			Female		
	Unemployed	Labour force	Rate	Unemployed	Labour force	Rate	Unemployed	Labour force	Rate
None	26,821	72,429	37.0	14,950	48,200	31.0	11,871	24,229	49.0
Informal	1,053	2,786	37.8	508	1,472	34.5	545	1,314	41.5
Primary School	45,952	107,891	42.6	25,675	68,985	37.2	20,277	38,906	52.1
Secondary School	206,669	501,476	41.2	98,478	253,541	38.8	108,191	247,935	43.6
Technical/Vocational	8,379	22,866	36.6	5,621	16,362	34.4	2,758	6,504	42.4
Tertiary Education	23,669	133,897	17.7	8,759	55,109	15.9	14,910	78,788	18.9
Other	420	2,485	16.9	147	1,068	13.8	273	1,417	19.3
Don't Know	7,479	23,417	31.9	4,791	14,986	32.0	2,688	8,431	31.9
<b>Total</b>	<b>320,442</b>	<b>867,247</b>	<b>36.9</b>	<b>158,929</b>	<b>459,723</b>	<b>34.6</b>	<b>161,513</b>	<b>407,524</b>	<b>39.6</b>

### 5.3 Potential Labour Force

Potential labour force is defined as all persons of working age who, during the reference period (past 7 days preceding the interview date), were neither in employment nor in unemployment, this category includes:

- Unavailable jobseekers: These are persons of working age not in employment and not unemployed, who during the reference period, sought employment without being available for employment due to specific reasons but expecting to become available soon (the next two weeks from the interview date).
- Available potential jobseekers: These comprise all persons of working age not in employment but not considered unemployed who, during the reference period, did not seek employment (perhaps because they were tired of doing so or did not believe there are jobs to match their current skill), but wanted employment and were available.

Table 5.4 shows the Number and percentage Distribution of Potential Labour Force population by Area and Sex. The total population under the potential labour force was 341,931. The number of females was higher than males. At the regional level, Ohangwena had the highest potential labour force (12.7%) while //Kharas had the lowest potential labour force (2.5%).

**Table 5.4: Number and percentage Distribution of Potential Labour Force population by Area and Sex**

Area	Namibia		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
<b>Namibia</b>	<b>341,931</b>	<b>100</b>	<b>149,369</b>	<b>100</b>	<b>192,562</b>	<b>100</b>
Urban	138,599	40.5	57,593	38.6	81,006	42.1
Rural	203,332	59.5	91,776	61.4	111,556	57.9
//Kharas	8,401	2.5	3498	2.3	4903	2.5
Erongo	18,045	5.3	7785	5.2	10260	5.3
Hardap	10,758	3.1	4516	3.0	6242	3.2
Kavango East	24,750	7.2	10162	6.8	14588	7.6
Kavango West	17,957	5.3	7570	5.1	10387	5.4
Khomas	40,779	11.9	17,925	12.0	22,854	11.9
Kunene	15,046	4.4	6706	4.5	8340	4.3
Ohangwena	43,401	12.7	19,274	12.9	24127	12.5
Omaheke	12,130	3.5	5392	3.6	6738	3.5
Omusati	43,249	12.6	19146	12.8	24103	12.5
Oshana	30,849	9.0	13,360	8.9	17489	9.1
Oshikoto	31,537	9.2	14991	10.0	16546	8.6
Otjondjupa	21,262	6.2	8842	5.9	12420	6.4
Zambezi	23,767	7.0	10202	6.8	13565	7.0

Table 5.5 shows that the potential labour force was notably higher among younger persons, particularly in the 20-24 age group (18.9%), and the lowest is among the older ages of 65 years and above (2.3%).

**Table 5.5: Number and percentage Distribution of Potential Labour Force population by Age-group and Sex**

Age Group	Namibia		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
<b>15-19</b>	36,923	10.8	18,085	12.1	18,838	9.8
<b>20-24</b>	64,751	18.9	28,917	19.4	35,834	18.6
<b>25-29</b>	52,706	15.4	22,823	15.3	29,883	15.5
<b>30-34</b>	45,075	13.2	18,923	12.7	26,152	13.6
<b>35-39</b>	35,981	10.5	14,830	9.9	21,151	11.0
<b>40-44</b>	31,180	9.1	12,722	8.5	18,458	9.6
<b>45-49</b>	26,557	7.8	11,067	7.4	15,490	8.0
<b>50-54</b>	19,141	5.6	8,148	5.5	10,993	5.7
<b>55-59</b>	13,075	3.8	5,724	3.8	7,351	3.8
<b>60-64</b>	8,519	2.5	3,920	2.6	4,599	2.4
<b>65+</b>	8,023	2.3	4,210	2.8	3,813	2.0
<b>Total</b>	<b>341,931</b>	<b>100</b>	<b>149,369</b>	<b>100</b>	<b>192,562</b>	<b>100</b>

Table 5.6 shows the composition of the potential labour force by area. The table shows that 96.8 percent of the potential labour force population were not seeking but available for work (Available potential Job Seekers) and 3.2 percent were seeking but not available for work (Unavailable Job Seekers). In all regions and urban/rural areas, the percent share of Available potential job seekers was higher than that of unavailable job seekers.

**Table 5.6: Composition of the Potential Labour Force population by Area**

Area	Potential Labour Force	Unavailable Job Seekers		Available potential Job Seekers	
	Number	Number	Percent	Number	Percent
<b>Namibia</b>	<b>341,931</b>	<b>10,929</b>	<b>3.2</b>	<b>331,002</b>	<b>96.8</b>
Urban	138,599	6,299	4.5	132,300	95.5
Rural	203,332	4,630	2.3	198,702	97.7
//Kharas	8,401	413	4.9	7,988	95.1
Erongo	18,045	910	5.0	17,135	95.0
Hardap	10,758	423	3.9	10,335	96.1
Kavango East	24,750	627	2.5	24,123	97.5
Kavango West	17,957	376	2.1	17,581	97.9
Khomas	40,779	2,188	5.4	38,591	94.6
Kunene	15,046	359	2.4	14,687	97.6
Ohangwena	43,401	1,136	2.6	42,265	97.4
Omaheke	12,130	383	3.2	11,747	96.8
Omusati	43,249	953	2.2	42,296	97.8
Oshana	30,849	1,114	3.6	29,735	96.4
Oshikoto	31,537	871	2.8	30,666	97.2
Otjozondjupa	21,262	735	3.5	20,527	96.5
Zambezi	23,767	441	1.9	23,326	98.1

#### 5.4 Combined Rate of Unemployment and Potential Labour Force (CRUPLF)

The combined rate of unemployment and potential labour force indicator shows the extent of unmet need for employment for the unemployed and the potential labour force. It reflects the unemployment situation in Namibia, including discouraged job seekers who have ceased searching for work after an unsuccessful period. This is common in many developing economies like Namibia, where employment opportunities are limited. The indicator is obtained by using the formula below.

$$CRUPLF = \frac{Unemployed + Potential Labour Force}{Labour Force + Potential Labour Force(extended Labour Force)} * 100$$

Figure 5.3 shows the combined rate of unemployment and potential labour force by Urban/Rural and sex. The Combined Rate of Unemployment and Potential Labour Force was 54.8 percent. The male Combined Rate was 50.6 percent compared to 59.0 percent for females. Rural areas had a higher combined rate than urban areas at 63.6 percent and 48.7 percent, respectively.

**Figure 5.3: Combined Rate of Unemployment and Potential Labour Force (RUPLF) by Urban/Rural and Sex**

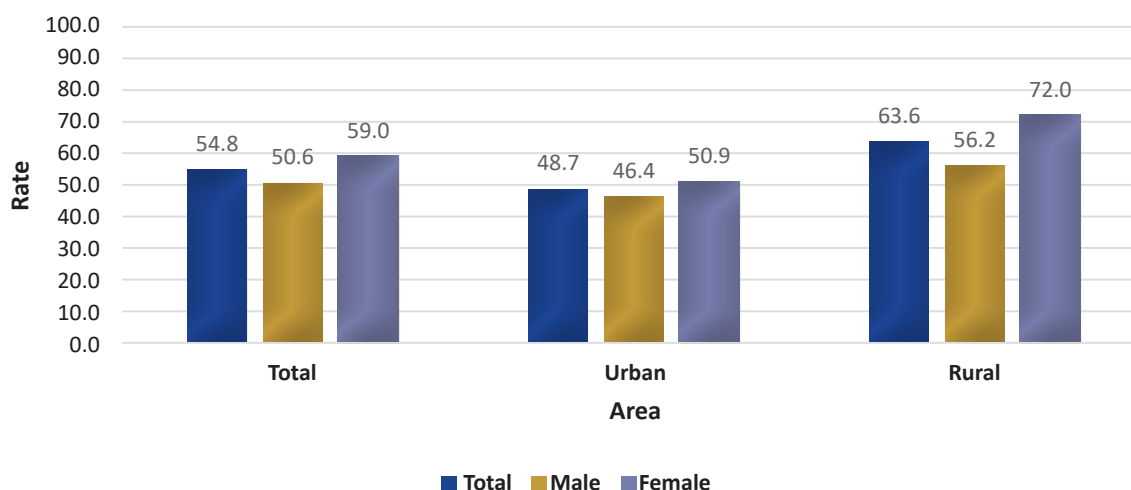


Table 5.7 shows that the highest combined rate of unemployment and the potential labour force was in Kavango West at 77.3 percent, while the region with the lowest RUPLF was //Kharas with 40.1 percent.

**Table 5.7: Combined Rate of Unemployment and Potential Labour Force (RUPLF) by Area and Sex**

Area	Total			Male			Female		
	UR+PLF	ELF	RUPLF	UR+PLF	ELF	RUPLF	UR+PLF	ELF	RUPLF
<b>Namibia</b>	<b>662,373</b>	<b>1,209,178</b>	<b>54.8</b>	<b>308,298</b>	<b>609,092</b>	<b>50.6</b>	<b>354,075</b>	<b>600,086</b>	<b>59.0</b>
Urban	349,182	716,701	48.7	161,312	347,546	46.4	187,870	369,155	50.9
Rural	313,191	492,477	63.6	146,986	261,546	56.2	166,205	230,931	72.0
//Kharas	22,647	56,445	40.1	10,341	29,854	34.6	12,306	26,591	46.3
Erongo	52,152	124,563	41.9	25,179	66,345	38.0	26,973	58,218	46.3
Hardap	22,242	46,506	47.8	10,411	25,051	41.6	11,831	21,455	55.1
Kavango East	46,511	66,610	69.8	19,962	30,301	65.9	26,549	36,309	73.1
Kavango West	26,707	34,528	77.3	11,733	16,510	71.1	14,974	18,018	83.1
Khomas	118,202	266,002	44.4	57,277	132,791	43.1	60,925	133,211	45.7
Kunene	23,965	39,389	60.8	11,164	21,276	52.5	12,801	18,113	70.7
Ohangwena	69,403	98,453	70.5	32,340	45,911	70.4	37,063	52,542	70.5
Omaheke	21,661	43,566	49.7	10,287	25,127	40.9	11,374	18,439	61.7
Omusati	65,781	98,078	67.1	30,282	45,904	66.0	35,499	52,174	68.0
Oshana	58,056	96,279	60.3	26,640	44,348	60.1	31,416	51,931	60.5
Oshikoto	52,345	85,703	61.1	25,649	44,434	57.7	26,696	41,269	64.7
Otjozondjupa	45,193	97,845	46.2	20,355	53,558	38.0	24,838	44,287	56.1
Zambezi	37,508	55,211	67.9	16,678	27,682	60.2	20,830	27,529	75.7

**Note:** UR=unemployment rate, PLF=Potential Labour Force, ELF=Extended Labour Force, RUPLF= Combined rate of Unemployment Rate and Potential Labour Force

Figure 5.4 shows the combined rate of unemployment and potential labour force by rural/urban and age group. The Combined Rate of Unemployment and Potential Labour Force was higher in rural areas than in urban areas across all the age groups, except in the age groups 15-19 and 20-24.

**Figure 5.4: Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Age Group**

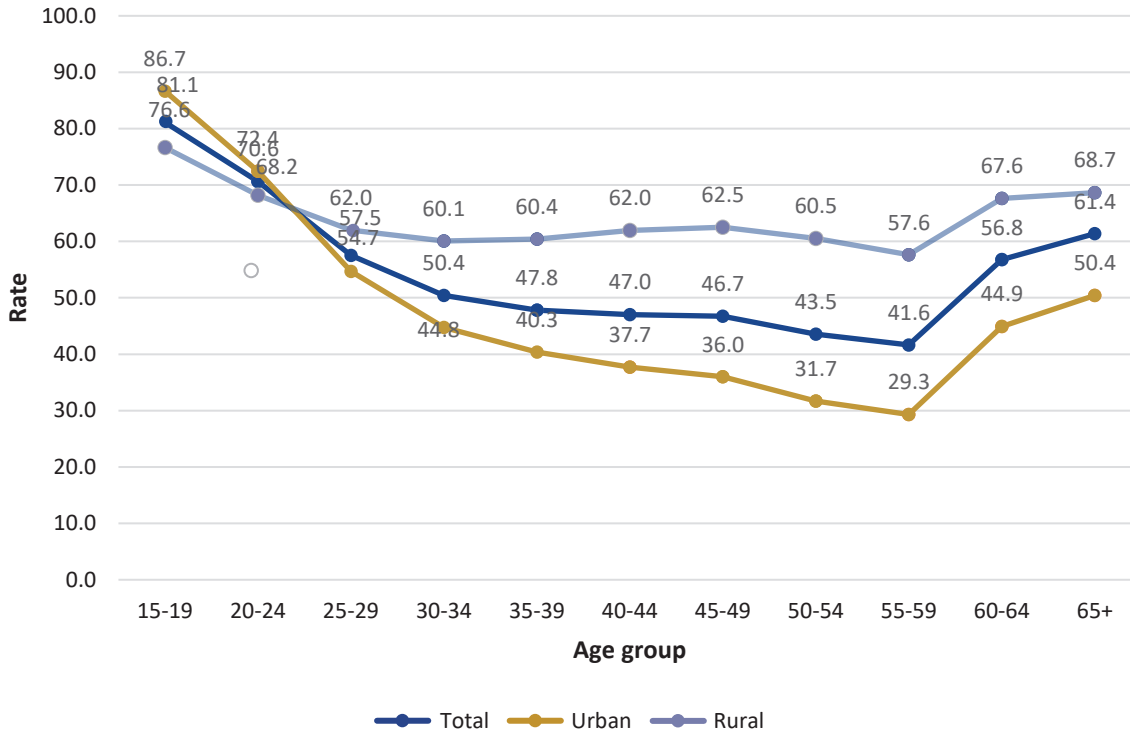
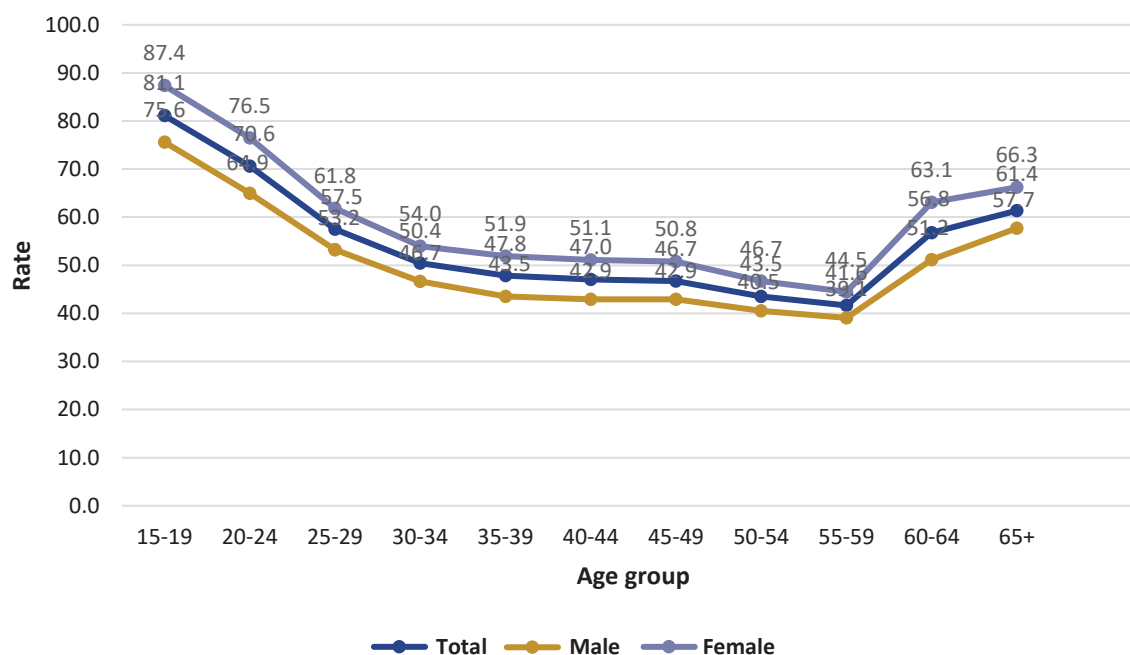


Figure 5.5 shows the combined rate of unemployment plus potential labour force by age group and sex. The Combined Rate of Unemployment and Potential Labour Force was higher in younger ages and lower in older ages for both males and females. The rate was higher for females than males in all age groups.

**Figure 5.5: Combined Rate of Unemployment and Potential Labour Force by Age Group and Sex**



## 6.1 Introduction

This chapter presents the employment and unemployment characteristics of Namibian youth. At country level, a youth is defined as a person in the age group 15 - 34 years of age. However, for international comparison, a youth is defined as a person in the age group 15 -24 years and indicators for this age group are presented in appendices. This international definition of youth also coincide with Namibia's Compulsory school going age.

## 6.2 Distribution of the youth

The economic activity status of Namibian youth by the five-year age group and area is presented in Table 6.1. There were 1,018,529 youth aged 15 to 34 in Namibia, of which, 252,886 were employed, 202,144 were unemployed and 563,499 were out of the labour force. This means that the labour force in these age groups totals 576,624 persons, giving a labour force participation rate (LFPR) of 44.7 percent as indicated in Table 6.2.

**Table 6.1: Distribution of youth population (15-34 years) by Age Group, Urban/Rural and Sex**

Age-group	Namibia			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>All Youth</b>									
15-19	277,567	139,707	137,860	134,325	62,196	72,129	143,242	77,511	65,731
20-24	258,255	129,514	128,741	148,239	69,032	79,207	110,016	60,482	49,534
25-29	248,851	122,307	126,544	148,817	69,568	79,249	100,034	52,739	47,295
30-34	233,856	112,561	121,295	141,972	65,233	76,739	91,884	47,328	44,556
<b>Total</b>	<b>1,018,529</b>	<b>504,089</b>	<b>514,440</b>	<b>573,353</b>	<b>266,029</b>	<b>307,324</b>	<b>445,176</b>	<b>238,060</b>	<b>207,116</b>
<b>Employed</b>									
15-19	12,596	8,639	3,957	3,982	1,975	2,007	8,614	6,664	1,950
20-24	52,923	32,133	20,790	28,358	14,694	13,664	24,565	17,439	7,126
25-29	88,086	48,368	39,718	57,551	28,680	28,871	30,535	19,688	10,847
30-34	99,281	52,025	47,256	69,693	33,692	36,001	29,588	18,333	11,255
<b>Total</b>	<b>252,886</b>	<b>141,165</b>	<b>111,721</b>	<b>159,584</b>	<b>79,041</b>	<b>80,543</b>	<b>93,302</b>	<b>62,124</b>	<b>31,178</b>
<b>Unemployed</b>									
15-19	17,204	8,700	8,504	10,456	5,140	5,316	6,748	3,560	3,188
20-24	62,375	30,597	31,778	42,634	20,603	22,031	19,741	9,994	9,747
25-29	66,640	32,238	34,402	45,713	21,738	23,975	20,927	10,500	10,427
30-34	55,925	26,616	29,309	37,800	17,627	20,173	18,125	8,989	9,136
<b>Total</b>	<b>202,144</b>	<b>98,151</b>	<b>103,993</b>	<b>136,603</b>	<b>65,108</b>	<b>71,495</b>	<b>65,541</b>	<b>33,043</b>	<b>32,498</b>
<b>Outside Labour Force</b>									
15-19	247,767	122,368	125,399	119,869	55,064	64,805	127,898	67,304	60,594
20-24	142,957	66,784	76,173	76,959	33,518	43,441	65,998	33,266	32,732
25-29	94,125	41,701	52,424	45,414	19,066	26,348	48,711	22,635	26,076
30-34	78,650	33,920	44,730	34,453	13,911	20,542	44,197	20,009	24,188
<b>Total</b>	<b>563,499</b>	<b>264,773</b>	<b>298,726</b>	<b>276,695</b>	<b>121,559</b>	<b>155,136</b>	<b>286,804</b>	<b>143,214</b>	<b>143,590</b>

### 6.3 Youth in Labour Force Participation Rate

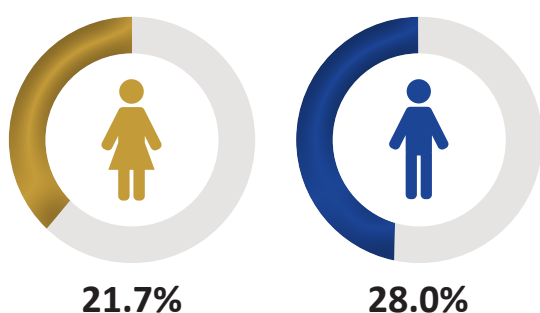
Table 6.2 shows the labour force participation rate by sex and area. The overall youth labour force participation rate was 44.7 percent. Males had a higher participation rate at 47.5 percent as compared to females at 41.9 percent. The urban participation was higher than that of the rural at 51.7 percent and 35.7 percent, respectively. The pattern of higher participation rates for males than females was observed in all regions.

**Table 6.2: Youth Labour Force Participation Rate by Area and Sex**

Area	Total			Male			Female		
	Labour Force	Total youth	Rate	Labour Force	Total youth	Rate	Labour Force	Total youth	Rate
<b>Namibia</b>	<b>455,030</b>	<b>1,018,529</b>	<b>44.7</b>	<b>239,316</b>	<b>504,089</b>	<b>47.5</b>	<b>215,714</b>	<b>514,440</b>	<b>41.9</b>
Urban	296,187	573,353	51.7	144,149	266,029	54.2	152,038	307,324	49.5
Rural	158,843	445,176	35.7	95,167	238,060	40.0	63,676	207,116	30.7
//Kharas	24,133	39,588	61.0	13,189	20,122	65.5	10,944	19,466	56.2
Erongo	52,640	86,201	61.1	28,066	43,255	64.9	24,574	42,946	57.2
Hardap	17,486	34,241	51.1	9,847	17,420	56.5	7,639	16,821	45.4
Kavango East	23,114	71,887	32.2	10,635	33,003	32.2	12,479	38,884	32.1
Kavango West	9,548	37,813	25.3	4,954	18,216	27.2	4,594	19,597	23.4
Khomas	115,196	199,541	57.7	57,050	94,664	60.3	58,146	104,877	55.4
Kunene	12,965	37,613	34.5	7,681	19,035	40.4	5,284	18,578	28.4
Ohangwena	31,178	100,131	31.1	15,480	50,151	30.9	15,698	49,980	31.4
Omaheke	17,153	34,487	49.7	10,911	18,749	58.2	6,242	15,738	39.7
Omusati	29,848	91,710	32.5	15,391	46,159	33.3	14,457	45,551	31.7
Oshana	34,374	80,617	42.6	16,476	37,334	44.1	17,898	43,283	41.4
Oshikoto	30,264	80,513	37.6	17,030	43,363	39.3	13,234	37,150	35.6
Otjozondjupa	40,174	76,138	52.8	23,379	39,296	59.5	16,795	36,842	45.6
Zambezi	16,957	48,049	35.3	9,227	23,322	39.6	7,730	24,727	31.3

### 6.4 Youth in Employment

Table 6.3 shows the youth employment-to-population ratio by sex and area. The overall youth employment-to-population ratio was 24.8 percent with males at 28.0 percent and females at 21.7 percent. The ratio for urban areas was higher than that of rural areas at 27.8 percent and 20.0 percent, respectively. The region with the highest youth employment-to-population ratio was //Kharasat 37.9 percent while Kavango West had the lowest at 10.6 percent. In all the regions except in Ohangwena, the youth employment to population ratio was higher for males than females.



Youth employment-to-population ratio was **24.8** % with males at **28.0** % and females at **21.7** %

**Table 6.3: Youth Employment-to-Population Ratio by Area and Sex**

Area	Total			Male			Female		
	Employed	Working Age	EPR	Employed	Working Age	EPR	Employed	Working Age	EPR
<b>Namibia</b>	<b>252,886</b>	<b>1,018,529</b>	<b>24.8</b>	<b>141,165</b>	<b>504,089</b>	<b>28.0</b>	<b>111,721</b>	<b>514,440</b>	<b>21.7</b>
Urban	159,584	573,353	27.8	79,041	266,029	29.7	80,543	307,324	26.2
Rural	93,302	445,176	21.0	62,124	238,060	26.1	31,178	207,116	15.1
//Kharas	14,997	39,588	37.9	8,830	20,122	43.9	6,167	19,466	31.7
Erongo	31,209	86,201	36.2	17,550	43,255	40.6	13,659	42,946	31.8
Hardap	10,456	34,241	30.5	6,384	17,420	36.6	4,072	16,821	24.2
Kavango East	9,159	71,887	12.7	4,496	33,003	13.6	4,663	38,884	12.0
Kavango West	4,001	37,813	10.6	2,438	18,216	13.4	1,563	19,597	8.0
Khomas	64,238	199,541	32.2	32,197	94,664	34.0	32,041	104,877	30.6
Kunene	7,360	37,613	19.6	4,929	19,035	25.9	2,431	18,578	13.1
Ohangwena	15,201	100,131	15.2	7,360	50,151	14.7	7,841	49,980	15.7
Omaheke	11,056	34,487	32.1	7,884	18,749	42.1	3,172	15,738	20.2
Omusati	16,867	91,710	18.4	8,753	46,159	19.0	8,114	45,551	17.8
Oshana	17,400	80,617	21.6	8,204	37,334	22.0	9,196	43,283	21.2
Oshikoto	17,458	80,513	21.7	10,389	43,363	24.0	7,069	37,150	19.0
Otjondjupa	25,078	76,138	32.9	16,369	39,296	41.7	8,709	36,842	23.6
Zambezi	8,406	48,049	17.5	5,382	23,322	23.1	3,024	24,727	12.2

Table 6.4 presents the Number and Percentage Distribution of Employed youth by Occupation and Sex. The table reveals that most youth (59,555) were employed in Elementary occupations, followed by 'Services and sales' workers (38,894), and armed forces recorded the lowest with 6,182 youths.

**Table 6.4: Number and Percentage Distribution of Employed youth by Occupation and Sex**

Occupation	Total		Male		Female	
	Number	%	Number	%	Number	%
Managers	17,362	48.6	8,430	48.6	8,932	51.4
Professionals	28,814	38.1	10,991	38.1	17,823	61.9
Technicians and associate professionals	21,659	43.9	9,499	43.9	12,160	56.1
Clerical support	15,458	32.2	4,972	32.2	10,486	67.8
Service and sales	38,894	37.4	14,544	37.4	24,350	62.6
Skilled agriculture	28,122	84.9	23,863	84.9	4,259	15.1
Craft and related trade workers	28,340	83.1	23,555	83.1	4,785	16.9
Plant and machine operators	8,490	92.9	7,891	92.9	599	7.1
Elementary occupation	59,555	55.4	33,001	55.4	26,554	44.6
Armed forces occupation	6,182	71.4	4,414	71.4	1,768	28.6
Not elsewhere classified	10	50.0	5	50.0	5	50.0
<b>Total</b>	<b>252,886</b>	<b>55.8</b>	<b>141,165</b>	<b>55.8</b>	<b>111,721</b>	<b>44.2</b>

Table 6.5 shows the number and percentage distribution of employed youth by industry and sex. About 18.8 percent of the youths were employed in Agriculture, forestry and fishing sectors, followed by Wholesale and retail trade (11.2%). In addition, males dominate both the agriculture, forestry and fishing as well as Manufacturing sectors with about 27.9 and 10.8 percent respectively, while females were more dominant in the Wholesale and retail trade (14.2%) and private households (14.5%).

**Table 6.5: Number and Percentage Distribution of Employed youth by Industry and Sex**

Economic Activity	Total		Male		Female	
	Number	%	Number	%	Number	%
Agriculture, forestry, and fishing	47,515	18.8	39,389	27.9	8,126	7.3
Mining and quarrying	5,831	2.3	4,712	3.3	1,119	1.0
Manufacturing	22,813	9.0	15,254	10.8	7,559	6.8
Electricity, gas, steam, and air-con	607	0.2	463	0.3	144	0.1
Water supply: sewerage, waste management	788	0.3	527	0.4	261	0.2
Construction	12,901	5.1	12,004	8.5	897	0.8
Wholesale and retail trade	28,405	11.2	12,544	8.9	15,861	14.2
Transportation and storage	6,862	2.7	5,964	4.2	898	0.8
Accommodation and food service activities	14,665	5.8	3,862	2.7	10,803	9.7
Information and communication	3,993	1.6	2,096	1.5	1,897	1.7
Financial and insurance activities	7,291	2.9	2,749	1.9	4,542	4.1
Real estate activities	363	0.1	172	0.1	191	0.2
Professional, scientific, and technical	6,777	2.7	3,078	2.2	3,699	3.3
Administrative and support service	21,086	8.3	12,103	8.6	8,983	8.0
Public administration and defence; compulsory social security	11,803	4.7	6,411	4.5	5,392	4.8
Education	15,109	6.0	4,115	2.9	10,994	9.8
Human health and social work activity	8,461	3.3	2,022	1.4	6,439	5.8
Arts, entertainment, and recreation	1,644	0.7	826	0.6	818	0.7
Other service activities	11,641	4.6	4,867	3.4	6,774	6.1
Activities of households as employee	24,162	9.6	7,926	5.6	16,236	14.5
Activities of extraterritorial organization	143	0.1	71	0.1	72	0.1
Not elsewhere classified	26	0.0	10	0.0	16	0.0
<b>Total</b>	<b>252,886</b>	<b>100</b>	<b>141,165</b>	<b>100</b>	<b>111,721</b>	<b>100</b>

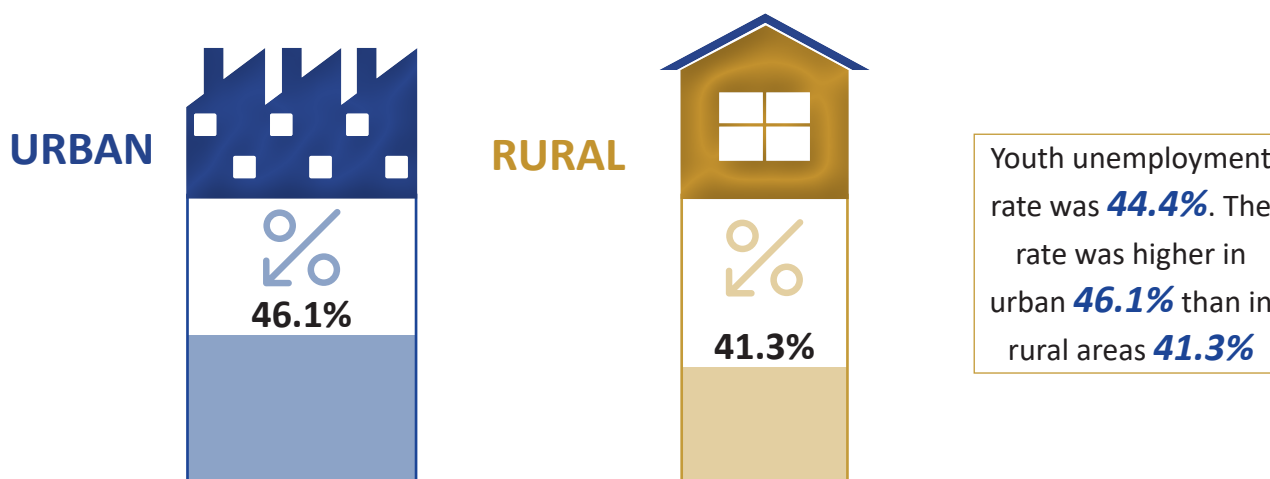
Table 6.6 shows the number and percentage distribution of employed youth by the agriculture, forestry, and fishing industry by area. About 15.7 percent of the youths were employed in Agriculture and 2.0 and 1.1 percent were employed in forestry and fishing sectors respectively. The agriculture and forestry employed more youth in rural areas than in urban areas.

**Table 6.6: Number and Percentage Share of employed Youth in Agriculture, forestry, and fishing Industry by Area**

Area	Employed Youth	Agriculture		Forestry		Fishing	
		Number	Percent	Number	Percent	Number	Percent
<b>Namibia</b>	<b>252,886</b>	<b>39,626</b>	<b>15.7</b>	<b>5,089</b>	<b>2.0</b>	<b>2,800</b>	<b>1.1</b>
Urban	159,584	4,557	2.9	654	0.4	2,378	1.5
Rural	93,302	35,069	37.6	4,435	4.8	422	0.5
//Kharas	14,997	5,006	33.4	17	0.1	609	4.1
Erongo	31,209	1,751	5.6	77	0.2	1,638	5.2
Hardap	10,456	2,584	24.7	56	0.5	10	0.1
Kavango East	9,159	1,134	12.4	51	0.6	31	0.3
Kavango West	4,001	1,280	32.0	52	1.3	18	0.4
Khomas	64,238	2,618	4.1	156	0.2	57	0.1
Kunene	7,360	1,665	22.6	1,427	19.4	5	0.1
Ohangwena	15,201	2,189	14.4	61	0.4	20	0.1
Omaheke	11,056	4,550	41.2	314	2.8	4	0.0
Omusati	16,867	3,813	22.6	46	0.3	37	0.2
Oshana	17,400	1,479	8.5	25	0.1	22	0.1
Oshikoto	17,458	3,747	21.5	204	1.2	10	0.1
Otjozondjupa	25,078	5,741	22.9	2,509	10.0	18	0.1
Zambezi	8,406	2,069	24.6	94	1.1	321	3.8

## 6.5 Youth Unemployment

Table 6.7 presents the unemployment rate for youth across different regions. The total youth unemployment rate was 44.4 percent. The rate was higher in urban (46.1%) than in rural areas (41.3%). There are significant variations in the unemployment rates across different regions. Omaheke had a relatively lower unemployment rate of 35.5 percent, while Kavango East had a much higher rate of 60.4 percent. It is worth noting that the rates vary widely between regions, suggesting that localized economic factors play a significant role in determining employment prospects for the youth.

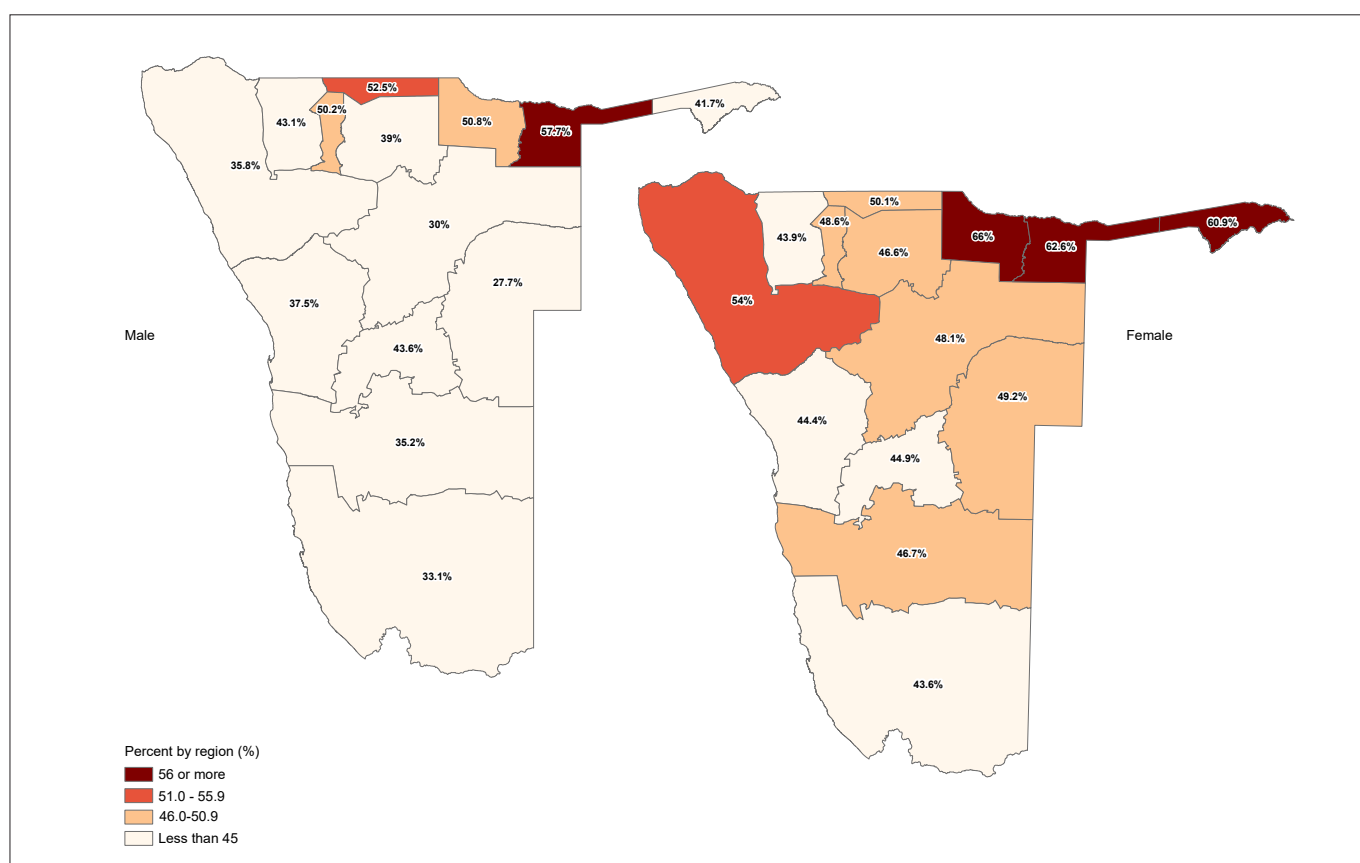


**Table 6.7: Youth unemployment rate by Area and Sex**

Area	Total			Male			Female		
	Unempl oyed	Labour Force	Rate	Unempl oyed	Labour Force	Rate	Unempl oyed	Labour Force	Rate
<b>Namibia</b>	<b>202,144</b>	<b>455,030</b>	<b>44.4</b>	<b>98,151</b>	<b>239,316</b>	<b>41.0</b>	<b>103,993</b>	<b>215,714</b>	<b>48.2</b>
Urban	136,603	296,187	46.1	65,108	144,149	45.2	71,495	152,038	47.0
Rural	65,541	158,843	41.3	33,043	95,167	34.7	32,498	63,676	51.0
//Kharas	9,136	24,133	37.9	4,359	13,189	33.1	4,777	10,944	43.6
Erongo	21,431	52,640	40.7	10,516	28,066	37.5	10,915	24,574	44.4
Hardap	7,030	17,486	40.2	3,463	9,847	35.2	3,567	7,639	46.7
Kavango East	13,955	23,114	60.4	6,139	10,635	57.7	7,816	12,479	62.6
Kavango West	5,547	9,548	58.1	2,516	4,954	50.8	3,031	4,594	66.0
Khomas	50,958	115,196	44.2	24,853	57,050	43.6	26,105	58,146	44.9
Kunene	5,605	12,965	43.2	2,752	7,681	35.8	2,853	5,284	54.0
Ohangwena	15,977	31,178	51.2	8,120	15,480	52.5	7,857	15,698	50.1
Omaheke	6,097	17,153	35.5	3,027	10,911	27.7	3,070	6,242	49.2
Omusati	12,981	29,848	43.5	6,638	15,391	43.1	6,343	14,457	43.9
Oshana	16,974	34,374	49.4	8,272	16,476	50.2	8,702	17,898	48.6
Oshikoto	12,806	30,264	42.3	6,641	17,030	39.0	6,165	13,234	46.6
Otjozondjupa	15,096	40,174	37.6	7,010	23,379	30.0	8,086	16,795	48.1
Zambezi	8,551	16,957	50.4	3,845	9,227	41.7	4,706	7,730	60.9

Figure 6.1 shows the spatial distribution of youth unemployment rates by sex across different regions as presented by table 6.6 above.

**Figure 6.1: The Youth unemployment rates by Region and Sex**



## 6.6 Combined Rate of Unemployment and Potential Labour Force (CRUPLF)

Table 6.8 shows the combined rate of unemployment and potential labour force for youth by sex. This indicates the extent of the unmet need for employment for the unemployed and the potential labour force. Overall, the combined rate of unemployment rate and potential labour force stood at 61.4 percent. Female youth recorded a higher rate 65.8 percent than male youth with 57.0 percent.

**Table 6.8: Combined Rate of Unemployment and Potential Labour Force (RUPLF) for Youth by Sex**

Area	Total			Male			Female		
	UR+PLF	ELF	RUPLF	UR+PLF	ELF	RUPLF	UR+PLF	ELF	RUPLF
<b>Namibia</b>	<b>401,599</b>	<b>654,485</b>	<b>61.4</b>	<b>186,899</b>	<b>328,064</b>	<b>57.0</b>	<b>214,700</b>	<b>326,421</b>	<b>65.8</b>
Urban	226,282	385,866	58.6	102,035	181,076	56.3	124,270	204,949	60.6
Rural	175,317	268,619	65.3	84,864	146,988	57.7	90,430	121,472	74.4
//Kharas	14,168	29,165	48.6	6,397	15,227	42.0	7,771	13,938	55.8
Erongo	32,024	63,233	50.6	15,023	32,573	46.1	17,001	30,660	55.5
Hardap	13,045	23,501	55.5	5,906	12,290	48.1	7,139	11,211	63.7
Kavango East	29,002	38,161	76.0	12,380	16,876	73.4	16,622	21,285	78.1
Kavango West	15,902	19,903	79.9	6,904	9,342	73.9	8,998	10,561	85.2
Khomas	78,382	142,620	55.0	36,645	68,842	53.2	41,737	73,778	56.6
Kunene	14,545	21,905	66.4	6,665	11,594	57.5	7,880	10,311	76.4
Ohangwena	40,007	55,208	72.5	19,681	27,041	72.8	20,326	28,167	72.2
Omaheke	13,126	24,182	54.3	5,998	13,882	43.2	7,128	10,300	69.2
Omusati	35,559	52,426	67.8	17,622	26,375	66.8	17,937	26,051	68.9
Oshana	35,477	52,877	67.1	16,553	24,757	66.9	18,924	28,120	67.3
Oshikoto	30,001	47,459	63.2	15,419	25,808	59.7	14,582	21,651	67.4
Otjozondjupa	27,892	52,970	52.7	12,093	28,462	42.5	15,799	24,508	64.5
Zambezi	22,469	30,875	72.8	9,613	14,995	64.1	12,856	15,880	81.0

*Note: UR=Unemployment rate, PLF=Potential Labour Force, ELF=Extended Labour Force, RUPLF=Combined rate of Unemployment Rate and Potential Labour Force.*

## 6.7 Youth Not in Education and Not in Employment or Training (NEET)

Youth NEET is a widely used indicator for formulating policies aimed at offering suitable places in education or training as well as determining the participation age for economic activity for young people. Furthermore, youth NEET is used to help young people find sustainable employment such as the expansion of the apprenticeship scheme, and formulating reforms to technical education and improved career advice. In Addition, governments use it for implementing strategic funding in various schemes aimed at improving the education outcomes for disadvantaged young people and those with learning difficulties or disabilities. The NEET rate is defined as the percentage of youth aged 15-34 years who are not in employment and not in education or training.

Table 6.9 shows the number and percentage distribution of youth who were not in employment, education, or training (NEET) by sex. Results show that of the total 1,018,529 youths, 41.9 percent were NEET. There were more female Youths (44.1%) in NEET than males (39.7%). The rate was particularly high for the age group 25 – 34, averaging over 53.0 percent, and lowest (16.9%) for the age group 15 – 19. Females between the age group of 25 – 29 reported the highest percentage of female youth NEET.

**Table 6.9: Number and Percentage Distribution of Youths (15-34 years) Not in Employment, Education or Training (NEET) by Age Group and Sex**

Age group	NEET			Total Youth			Percentage		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15-19	47,012	23,373	23,639	277,567	139,707	137,860	16.9	16.7	17.1
20-24	122,315	57,849	64,466	258,255	129,514	128,741	47.4	44.7	50.1
25-29	132,774	61,875	70,899	248,851	122,307	126,544	53.4	50.6	56.0
30-34	124,992	57,206	67,786	233,856	112,561	121,295	53.4	50.8	55.9
<b>Total</b>	<b>427,093</b>	<b>200,303</b>	<b>226,790</b>	<b>1,018,529</b>	<b>504,089</b>	<b>514,440</b>	<b>41.9</b>	<b>39.7</b>	<b>44.1</b>

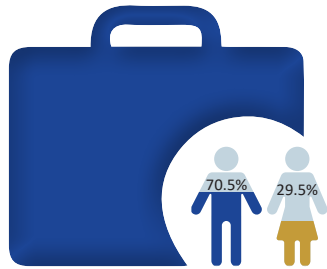
Table 6.10 indicates Youth NEET by area and sex. The NEET proportion was higher in rural (47.7%) than in urban areas (37.5%). Kunene region reported the highest proportion (56.4%) of youth in NEET, while Khomas reported the least (34.2%). Female youth reported the highest NEET with 44.1 percent as compared to male youth with 39.7 percent. This trend was similar across regions, with the highest (62.8%) female youth in NEET recorded in Kunene Region.

**Table 6.10: Number and Percentage Distribution of Youths (15-34 years) Not in Employment, Education or Training (NEET) by Area and Sex**

Region	NEET			Total Youth			Percentages		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
<b>Namibia</b>	<b>427,093</b>	<b>200,303</b>	<b>226,790</b>	<b>1,018,529</b>	<b>504,089</b>	<b>514,440</b>	<b>41.9</b>	<b>39.7</b>	<b>44.1</b>
Urban	214,864	98,015	116,849	573,353	266,029	307,324	37.5	36.8	38.0
Rural	212,229	102,288	109,941	445,176	238,060	207,116	47.7	43.0	53.1
Kharas	16,676	7,529	9,147	39,588	20,122	19,466	42.1	37.4	47.0
Erongo	33,377	15,958	17,419	86,201	43,255	42,946	38.7	36.9	40.6
Hardap	15,980	7,301	8,679	34,241	17,420	16,821	46.7	41.9	51.6
Kavango East	31,162	12,757	18,405	71,887	33,003	38,884	43.3	38.7	47.3
Kavango West	17,794	7,527	10,267	37,813	18,216	19,597	47.1	41.3	52.4
Khomas	68,207	32,908	35,299	199,541	94,664	104,877	34.2	34.8	33.7
Kunene	21,219	9,545	11,674	37,613	19,035	18,578	56.4	50.1	62.8
Ohangwena	43,284	21,433	21,851	100,131	50,151	49,980	43.2	42.7	43.7
Omaheke	16,086	7,400	8,686	34,487	18,749	15,738	46.6	39.5	55.2
Omusati	39,500	19,625	19,875	91,710	46,159	45,551	43.1	42.5	43.6
Oshana	30,871	15,068	15,803	80,617	37,334	43,283	38.3	40.4	36.5
Oshikoto	36,104	18,832	17,272	80,513	43,363	37,150	44.8	43.4	46.5
Otjozondjupa	32,902	14,352	18,550	76,138	39,296	36,842	43.2	36.5	50.4
Zambezi	23,931	10,068	13,863	48,049	23,322	24,727	49.8	43.2	56.1

## 6.8 Youth aged 15 to 17 years.

Table 6.11 indicates that 3,982 of persons aged 15 to 17 years are employed of which 70.5 percent are males and 29.5 percent are females. More of these persons are employed in rural areas with about 73.5 percent compared to those employed in urban areas with 26.5 percent.



**3,982** persons aged 15 to 17 years are employed of which **70.5%** are males and **29.5%** are females

**Table 6.11: Number and percentage Distribution of Employed population (15-17 years) by Area and Sex**

Area	Total		Male		Female	
	Employed	percent	Employed	Percent	Employed	percent
<b>Namibia</b>	<b>3,982</b>	<b>100</b>	<b>2,809</b>	<b>100</b>	<b>1,173</b>	<b>100</b>
Urban	1,054	26.5	502	17.9	552	47.1
Rural	2,928	73.5	2,307	82.1	621	52.9
//Kharas	61	1.5	46	1.6	15	1.3
Erongo	175	4.4	105	3.7	70	6.0
Hardap	113	2.8	83	3.0	30	2.6
Kavango East	115	2.9	66	2.3	49	4.2
Kavango West	94	2.4	66	2.3	28	2.4
Khomas	346	8.7	185	6.6	161	13.7
Kunene	161	4.0	117	4.2	44	3.8
Ohangwena	545	13.7	419	14.9	126	10.7
Omaheke	194	4.9	151	5.4	43	3.7
Omusati	738	18.5	590	21.0	148	12.6
Oshana	292	7.3	196	7.0	96	8.2
Oshikoto	530	13.3	418	14.9	112	9.5
Otjozondjupa	353	8.9	247	8.8	106	9.0
Zambezi	265	6.7	120	4.3	145	12.4

Table 6.12 presents the unemployment rate for persons aged 15-17 years old. The overall unemployment rate for this age group was 56.9 percent. Female unemployment was notably higher at 67.6 percent compared to their male counterparts at 49.9 percent. The data also indicates that most unemployed youths were in urban areas, where the unemployment rate reached 72.4 percent, in contrast to 45.9 percent in rural areas. The Regional distribution indicates that Kavango East had the highest unemployment rate at 80.3 percent, followed closely by Kavango West at 75. percent. A similar trend was observed for both sexes in these two regions.



The overall unemployment rate for persons aged 15-17 years old was **56.9%**

**Table 6.12: Unemployed Rate (15-17 years) by Area and Sex**

Area	Total			Male			Female		
	Unemployed	Labour force	Rate	Unemployed	Labour force	Rate	Unemployed	Labour force	Rate
<b>Namibia</b>	<b>5,247</b>	<b>9,229</b>	<b>56.9</b>	<b>2,799</b>	<b>5,608</b>	<b>49.9</b>	<b>2,448</b>	<b>3,621</b>	<b>67.6</b>
Urban	2,760	3,814	72.4	1,411	1,913	73.8	1,349	1,901	71.0
Rural	2,487	5,415	45.9	1,388	3,695	37.6	1,099	1,720	63.9
//Kharas	161	222	72.5	87	133	65.4	74	89	83.1
Erongo	409	584	70.0	192	297	64.6	217	287	75.6
Hardap	209	322	64.9	132	215	61.4	77	107	72.0
Kavango East	470	585	80.3	211	277	76.2	259	308	84.1
Kavango West	283	377	75.1	155	221	70.1	128	156	82.1
Khomas	890	1,236	72.0	460	645	71.3	430	591	72.8
Kunene	346	507	68.2	204	321	63.6	142	186	76.3
Ohangwena	457	1,002	45.6	278	697	39.9	179	305	58.7
Omaheke	243	437	55.6	137	288	47.6	106	149	71.1
Omusati	372	1,110	33.5	208	798	26.1	164	312	52.6
Oshana	312	604	51.7	171	367	46.6	141	237	59.5
Oshikoto	367	897	40.9	212	630	33.7	155	267	58.1
Otjozondjupa	464	817	56.8	243	490	49.6	221	327	67.6
Zambezi	264	529	49.9	109	229	47.6	155	300	51.7

Table 6.13 presents information about Youth (15-17 years) who were Not in Education, Employment, or Training (NEET) by Highest Level of Education completed at Sex. The results indicate that the majority (74.7%) of these youths have not completed any level of education, with females (80.8%) being more affected than males (70.8%). The second largest proportion consists of youths with unknown educational status (63.3%).

**Table 6.13: Number and Percentage Distribution of Youths (15-17 years) Not in Employment, Education or Training (NEET) by Highest Level of Education completed and Sex**

Highest level of education completed	NEET			Population			Percentage		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
None	5,691	3,276	2,415	7,619	4,629	2,990	74.7	70.8	80.8
Informal	51	21	30	264	137	127	19.3	15.3	23.6
Primary School	7,519	4,192	3,327	58,753	34,849	23,904	12.8	12.0	13.9
Secondary School	4,093	1,723	2,370	103,089	45,256	57,833	4.0	3.8	4.1
Technical/Vocational	10	8	2	104	76	28	9.6	10.5	7.1
Tertiary Education	3	1	2	65	24	41	4.6	4.2	4.9
Other (Specify__)	2	1	1	10	7	3	20.0	14.3	33.3
Don't Know	612	354	258	967	589	378	63.3	60.1	68.3
<b>Total</b>	<b>17,981</b>	<b>9,576</b>	<b>8,405</b>	<b>170,871</b>	<b>85,567</b>	<b>85,304</b>	<b>10.5</b>	<b>11.2</b>	<b>9.9</b>

Table 6.14 indicates Youth (15-17 years) NEET by area and sex. The NEET proportion was higher in rural (12.9%) than in urban areas (7.8%). Kunene region reported the highest proportion (33.2%) of youth in NEET, while Oshana reported the least (6.0%). Male youth (15-17 years) reported the highest NEET with 11.2 percent as compared to female youth with 9.9 percent. This trend was similar across regions.

**Table 6.14: Number and Percentage Distribution of Youths (15-17 years) Not in Employment, Education or Training (NEET) by Area and Sex**

Area	Total			Male			Female		
	NEET	15-17		NEET	15-17		NEET	15-17	
		Population	%		Population	%		Population	%
<b>Namibia</b>	<b>17,981</b>	<b>170,871</b>	<b>10.5</b>	<b>9,576</b>	<b>85,567</b>	<b>11.2</b>	<b>8,405</b>	<b>85,304</b>	<b>9.9</b>
Urban	6,211	79,372	7.8	3,050	36,865	8.3	3,161	42,507	7.4
Rural	11,770	91,499	12.9	6,526	48,702	13.4	5,244	42,797	12.3
//Kharas	578	4,944	11.7	325	2,453	13.2	253	2,491	10.2
Erongo	734	10,648	6.9	365	4,984	7.3	369	5,664	6.5
Hardap	854	5,827	14.7	479	2,923	16.4	375	2,904	12.9
Kavango East	1,375	15,620	8.8	627	7,662	8.2	748	7,958	9.4
Kavango West	1,030	8,890	11.6	516	4,616	11.2	514	4,274	12.0
Khomas	1,551	20,812	7.5	832	10,060	8.3	719	10,752	6.7
Kunene	2,355	7,094	33.2	1,229	3,661	33.6	1,126	3,433	32.8
Ohangwena	1,986	23,294	8.5	1,201	11,977	10.0	785	11,317	6.9
Omaheke	1,011	5,296	19.1	540	2,717	19.9	471	2,579	18.3
Omusati	1,641	21,203	7.7	950	10,864	8.7	691	10,339	6.7
Oshana	716	11,845	6.0	412	5,704	7.2	304	6,141	5.0
Oshikoto	1,412	15,466	9.1	866	8,207	10.6	546	7,259	7.5
Otjozondjupa	1,814	11,606	15.6	877	5,626	15.6	937	5,980	15.7
Zambezi	924	8,326	11.1	357	4,113	8.7	567	4,213	13.5

## 1. Youth aged 15 to 24 years.

### A1.1 Economic activity of youth aged 15 to 24 years by sex and area

Age groups	Namibia			Urban			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
All Youth 15-24 years									
15-19	277,567	139,707	137,860	134,196	62,120	72,076	143,371	77,587	65,784
20-24	258,255	129,514	128,741	147,903	68,801	79,102	110,352	60,713	49,639
<b>Total</b>	<b>535,822</b>	<b>269,221</b>	<b>266,601</b>	<b>282,099</b>	<b>130,921</b>	<b>151,178</b>	<b>253,723</b>	<b>138,300</b>	<b>115,423</b>
Employed									
15-19	12,596	8,639	3,957	3,982	1,975	2,007	8,614	6,664	1,950
20-24	52,923	32,133	20,790	28,358	14,694	13,664	24,565	17,439	7,126
<b>Total</b>	<b>65,519</b>	<b>40,772</b>	<b>24,747</b>	<b>32,340</b>	<b>16,669</b>	<b>15,671</b>	<b>33,179</b>	<b>24,103</b>	<b>9,076</b>
Unemployed									
15-19	17,204	8,700	8,504	10,456	5,140	5,316	6,748	3,560	3,188
20-24	62,375	30,597	31,778	42,634	20,603	22,031	19,741	9,994	9,747
<b>Total</b>	<b>79,579</b>	<b>39,297</b>	<b>40,282</b>	<b>53,090</b>	<b>25,743</b>	<b>27,347</b>	<b>26,489</b>	<b>13,554</b>	<b>12,935</b>
Outside labour force									
15-19	247,767	122,368	125,399	119,758	55,005	64,753	128,009	67,363	60,646
20-24	142,957	66,784	76,173	76,911	33,504	43,407	66,046	33,280	32,766
<b>Total</b>	<b>390,724</b>	<b>189,152</b>	<b>201,572</b>	<b>196,669</b>	<b>88,509</b>	<b>108,160</b>	<b>194,055</b>	<b>100,643</b>	<b>93,412</b>

### A1.2 Various labour statistics for youth aged 15 to 24 by sex and age group

Age group	Labour Force Participation rate			Employment to population ratio			Unemployment rate		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15-19	10.7	12.4	9.0	4.5	6.2	2.9	57.7	50.2	68.2
20-24	44.6	48.4	40.8	20.5	24.8	16.1	54.1	48.8	60.5
<b>Total</b>	<b>27.1</b>	<b>29.7</b>	<b>24.4</b>	<b>12.2</b>	<b>15.1</b>	<b>9.3</b>	<b>54.8</b>	<b>49.1</b>	<b>61.9</b>

### A1.3 Unemployment rate for youths aged 15 to 24 by region and sex

Area	Total			Male			Female		
	Unemployed	Labour Force	Rate	Unemployed	Labour Force	Rate	Unemployed	Labour Force	Rate
<b>Namibia</b>	<b>79,579</b>	<b>145,098</b>	<b>54.8</b>	<b>39,297</b>	<b>80,069</b>	<b>49.1</b>	<b>40,282</b>	<b>65,029</b>	<b>61.9</b>
Urban	53,090	85,430	62.1	25,743	42,412	60.7	27,347	43,018	63.6
Rural	26,489	59,668	44.4	13,554	37,657	36.0	12,935	22,011	58.8
//Kharas	3,519	6,760	52.1	1,756	3,850	45.6	1,763	2,910	60.6
Erongo	7,990	14,428	55.4	4,025	7,837	51.4	3,965	6,591	60.2
Hardap	3,108	5,887	52.8	1,564	3,413	45.8	1,544	2,474	62.4
Kavango East	5,429	7,306	74.3	2,494	3,441	72.5	2,935	3,865	75.9
Kavango West	2,438	3,588	67.9	1,145	1,968	58.2	1,293	1,620	79.8
Khomas	19,854	32,530	61.0	9,622	16,257	59.2	10,232	16,273	62.9
Kunene	2,529	4,762	53.1	1,270	2,899	43.8	1,259	1,863	67.6
Ohangwena	6,232	11,161	55.8	3,216	6,065	53.0	3,016	5,096	59.2
Omaheke	2,734	6,515	42.0	1,370	4,246	32.3	1,364	2,269	60.1
Omusati	4,819	10,883	44.3	2,498	6,302	39.6	2,321	4,581	50.7
Oshana	6,123	10,555	58.0	3,048	5,406	56.4	3,075	5,149	59.7
Oshikoto	5,101	11,003	46.4	2,738	6,799	40.3	2,363	4,204	56.2
Otjozondjupa	6,250	13,641	45.8	3,025	8,338	36.3	3,225	5,303	60.8
Zambezi	3,453	6,079	56.8	1,526	3,248	47.0	1,927	2,831	68.1

## 2. Labour force indicators by region and constituency.

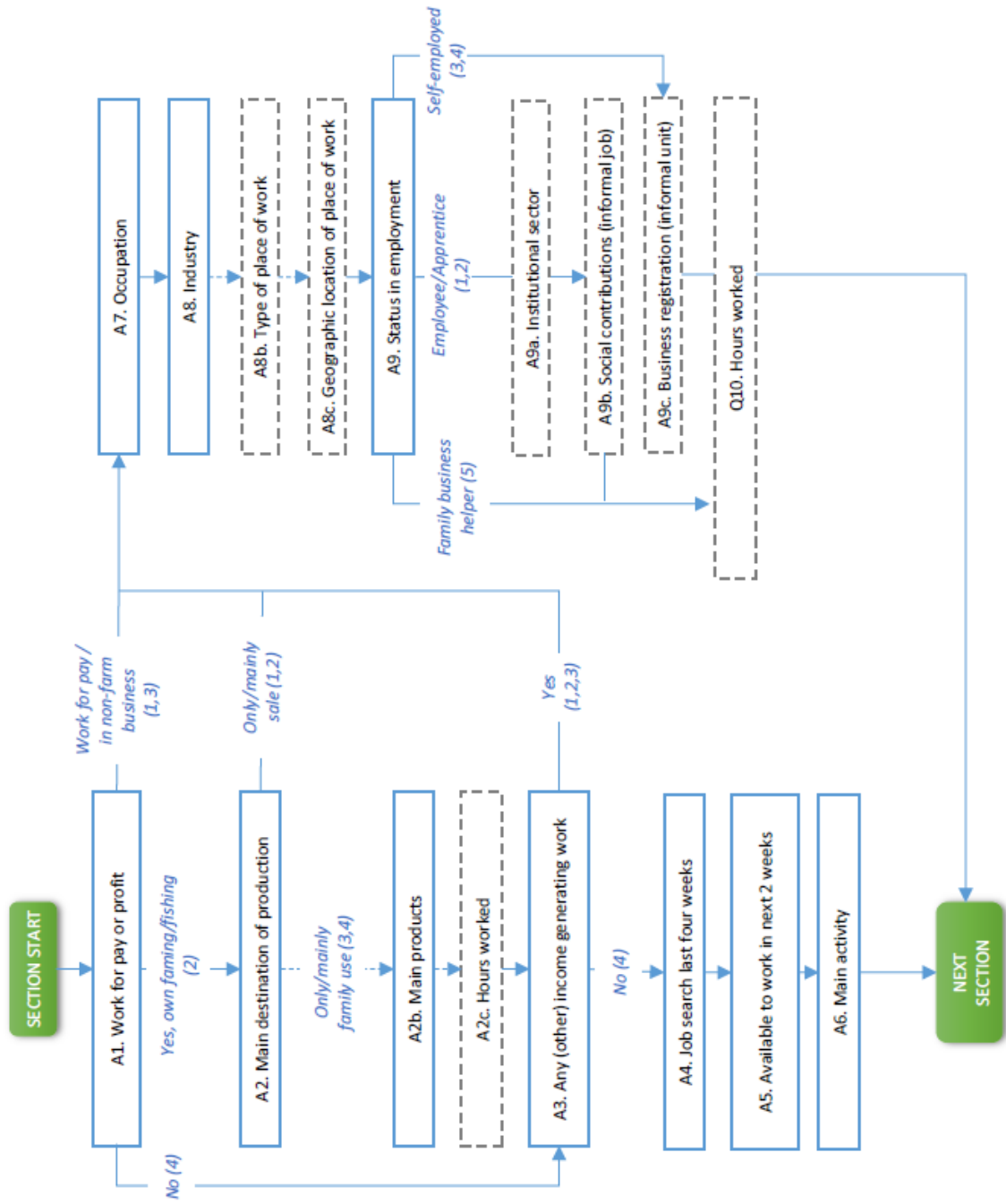
Region	Population (15 years and above)				Youth (15-34) years		
	Unemployment rate (UR)	Combined UR & PLF	EPR	LFPR	Youth Unemployment Rate	Combined UR & PLF	NEET Rate
<b>//Kharas</b>	<b>29.7</b>	<b>40.1</b>	<b>44.5</b>	<b>63.3</b>	<b>37.9</b>	<b>48.6</b>	<b>42.1</b>
!Nami #Nûs	24.8	32.7	53.9	71.7	34.2	43.1	32.0
Berseba	39.8	58.5	24.3	40.4	50.9	67.3	58.2
Karasburg East	33.6	47.2	34.0	51.2	42.5	55.4	48.1
Karasburg West	34.0	40.8	53.1	80.4	40.4	47.6	48.1
Keetmanshoop Rural	13.5	33.4	48.1	55.6	16.6	37.5	41.7
Keetmanshoop Urban	33.6	44.3	36.2	54.6	42.8	53.5	39.5
Oranjemund	23.9	30.0	60.3	79.2	32.4	39.6	33.0
<b>Erongo</b>	<b>32.0</b>	<b>41.9</b>	<b>43.8</b>	<b>64.4</b>	<b>40.7</b>	<b>50.6</b>	<b>38.7</b>
Arandis	32.9	43.5	38.8	57.8	40.3	50.6	32.8
Daures	28.9	51.4	30.4	42.8	31.3	50.6	43.8
Karibib	36.9	50.1	35.8	56.8	42.5	55.3	44.2
Omaruru	26.6	38.5	43.2	58.9	31.5	44.4	39.7
Swakopmund	31.7	40.7	44.4	65.0	40.3	49.4	39.1
Walvis Bay Rural	34.6	42.6	46.4	70.9	44.9	53.1	40.4
Walvis Bay Urban	29.8	38.3	48.3	68.8	40.1	49.5	34.5
<b>Hardap</b>	<b>32.1</b>	<b>47.8</b>	<b>35.0</b>	<b>51.5</b>	<b>40.2</b>	<b>55.5</b>	<b>46.7</b>
Aranos	26.8	48.1	35.1	48.0	34.5	55.2	51.6
Daweb	22.6	41.1	38.3	49.6	25.6	45.9	37.7
Gibeon	29.3	54.6	29.8	42.2	38.4	62.3	53.2
Mariental Rural	33.2	48.0	39.5	59.2	40.1	54.9	49.3
Mariental Urban	31.1	45.7	38.4	55.7	40.9	55.6	44.5
Rehoboth East Urban	43.0	55.0	28.9	50.7	51.1	62.1	49.7
Rehoboth Rural	23.5	45.2	35.2	46.0	29.4	51.1	48.5
Rehoboth West Urban	25.1	35.5	40.3	53.9	33.4	43.0	33.3
<b>Kavango east</b>	<b>52.0</b>	<b>69.8</b>	<b>16.4</b>	<b>34.2</b>	<b>60.4</b>	<b>76.0</b>	<b>43.3</b>
Mashare	54.4	75.4	13.5	29.5	55.6	75.7	46.8
Mukwe	63.9	78.4	10.8	29.8	71.8	83.6	54.0
Ndiyona	65.2	84.7	7.6	21.8	73.2	88.5	47.6
Ndonga Linena	52.5	78.2	12.4	26.1	60.9	82.2	55.1
Rundu Rural	64.3	82.0	8.5	23.9	71.0	84.9	49.5
Rundu Urban	47.3	63.2	20.9	39.6	56.7	71.4	37.8
<b>Kavango West</b>	<b>52.8</b>	<b>77.3</b>	<b>11.7</b>	<b>24.9</b>	<b>58.1</b>	<b>79.9</b>	<b>47.1</b>
Kapako	66.5	86.5	6.8	20.4	73.1	89.4	47.2
Mankumpi	38.3	66.7	14.4	23.4	41.5	68.0	48.2
Mpungu	47.0	74.8	13.1	24.7	49.3	75.4	52.2
Musese	67.3	81.3	10.0	30.4	71.7	82.9	51.5
Ncamagoro	61.2	83.0	10.8	27.8	62.8	82.5	58.9
Ncuncuni	51.0	79.1	9.7	19.8	59.1	82.1	46.2

Nkurenkuru	36.4	64.6	19.8	31.2	45.6	72.9	32.4
Tondoro	50.7	76.2	11.7	23.8	55.6	78.4	48.9
<b>Khomas</b>	<b>34.4</b>	<b>44.4</b>	<b>42.0</b>	<b>64.0</b>	<b>44.2</b>	<b>55.0</b>	<b>32.4</b>
John Pandeni	32.1	43.3	41.6	61.3	41.5	53.4	29.6
Katutura Central	37.7	47.7	37.5	60.2	48.1	58.2	37.0
Katutura East	36.1	46.4	38.1	59.6	45.6	55.9	34.3
Khomasdal	30.1	40.3	42.9	61.4	39.6	50.6	29.9
Moses //Garoeb	48.4	58.2	34.0	65.9	56.4	66.2	47.9
Samora Machel	41.5	50.5	39.6	67.7	50.1	59.4	38.1
Tobias Hainyeko	49.3	57.5	34.1	67.3	57.3	65.3	43.4
Windhoek East	6.6	13.8	61.8	66.1	12.3	23.1	12.8
Windhoek Rural	20.8	33.5	50.6	63.9	28.2	42.2	36.3
Windhoek West	13.9	25.1	50.7	58.9	22.9	37.9	99.7
<b>Kunene</b>	<b>36.6</b>	<b>60.8</b>	<b>22.3</b>	<b>35.2</b>	<b>43.2</b>	<b>66.4</b>	<b>9.3</b>
Epupa	72.9	90.3	4.0	14.7	<b>80.7</b>	<b>93.5</b>	76.3
Kamanjab	13.8	29.6	52.2	60.6	<b>16.9</b>	<b>33.8</b>	39.3
Khorixas	33.6	56.7	27.4	41.2	<b>40.7</b>	<b>62.2</b>	44.5
Opuwo Rural	61.0	85.2	7.0	17.9	<b>65.2</b>	<b>87.1</b>	66.8
Opuwo Urban	44.4	67.9	15.9	28.6	<b>52.8</b>	<b>74.6</b>	57.2
Outjo	30.9	47.2	36.6	53.0	<b>36.4</b>	<b>51.7</b>	45.4
Sesfontein	48.8	69.9	18.3	35.7	<b>55.9</b>	<b>74.7</b>	60.5
<b>Ohangwena</b>	<b>47.2</b>	<b>70.5</b>	<b>15.8</b>	<b>30.0</b>	<b>51.2</b>	<b>72.5</b>	<b>43.2</b>
Eenhana	38.4	62.4	21.4	34.8	47.0	68.5	37.2
Endola	46.0	68.9	16.4	30.4	51.0	71.5	39.5
Engela	55.1	72.4	16.2	36.1	59.6	75.2	49.1
Epembe	52.2	78.4	10.5	21.9	49.6	75.9	45.3
Ohangwena	51.4	70.1	17.1	35.2	54.4	72.2	41.9
Okongo	41.8	66.4	18.3	31.4	42.7	65.3	48.1
Omulonga	48.3	75.6	11.2	21.6	52.5	76.5	44.8
Omundaungilo	56.1	83.4	8.2	18.7	56.8	82.7	49.6
Ondobe	52.7	74.0	13.5	28.6	57.2	76.5	38.4
Ongenga	37.2	64.4	19.7	31.4	42.0	66.4	40.5
Oshikango	49.8	71.1	17.4	34.7	55.6	74.6	49.9
Oshikunde	49.3	76.3	10.2	20.1	49.0	76.1	39.4
<b>Omaheke</b>	<b>30.3</b>	<b>49.7</b>	<b>34.0</b>	<b>48.8</b>	<b>35.5</b>	<b>54.3</b>	<b>46.6</b>
Aminius	31.0	52.2	32.7	47.3	<b>33.0</b>	<b>53.9</b>	50.8
Epukiro	31.6	54.0	27.9	40.8	<b>33.6</b>	<b>53.8</b>	51.1
Gobabis	35.7	50.6	34.4	53.5	<b>44.7</b>	<b>59.2</b>	44.7
Kalahari	15.6	38.7	39.5	46.8	<b>20.4</b>	<b>44.6</b>	39.6
Okorukambe	18.4	39.4	44.2	54.1	<b>23.0</b>	<b>44.2</b>	45.7
Otjombinde	43.5	63.9	23.3	41.2	<b>47.0</b>	<b>64.8</b>	51.9
Otjinene	28.3	50.6	33.0	46.1	<b>28.7</b>	<b>50.6</b>	50.1
<b>Omusati</b>	<b>41.1</b>	<b>67.1</b>	<b>17.7</b>	<b>30.1</b>	<b>43.5</b>	<b>67.8</b>	<b>43.1</b>
Anamulenge	45.9	74.5	12.5	23.0	51.6	76.9	40.1
Elim	39.8	64.9	17.4	28.9	39.6	62.4	37.8
Etayi	50.8	77.9	10.5	21.3	52.7	78.8	48.0

Ogongo	42.1	69.9	15.5	26.8	43.3	69.3	44.3
Okahao	33.0	59.3	22.9	34.2	32.2	56.8	38.5
Okalongo	56.2	77.6	11.3	25.8	60.5	79.3	45.3
Onesi	50.6	74.4	13.2	26.7	53.3	75.4	50.1
Oshikuku	35.1	60.6	23.2	35.8	40.6	64.9	35.4
Otamanzi	30.4	63.0	19.5	28.0	27.9	58.4	46.4
Outapi	42.6	63.5	21.3	37.1	48.0	67.6	42.3
Ruacana	26.4	57.8	26.4	35.8	26.7	57.3	41.0
Tsandi	43.3	68.1	16.5	29.1	44.4	67.1	45.9
<b>Oshana</b>	<b>41.6</b>	<b>60.3</b>	<b>25.9</b>	<b>44.3</b>	<b>49.4</b>	<b>67.1</b>	<b>38.3</b>
Okaku	43.3	66.0	18.7	32.9	49.2	69.8	45.8
Okatana	41.6	64.0	23.5	40.2	46.9	67.0	40.3
Okatyali	51.7	75.1	16.5	34.2	49.3	70.6	55.0
Ompundja	43.4	73.8	14.1	24.9	41.8	69.4	57.4
Ondangwa Rural	45.2	67.3	18.7	34.1	51.3	70.9	41.3
Ondangwa Urban	36.4	50.2	36.8	57.9	44.0	58.1	34.5
Ongwediva	37.8	59.2	25.7	41.3	48.9	70.6	26.6
Oshakati East	47.5	61.6	27.8	52.8	56.7	70.0	42.3
Oshakati West	42.0	56.5	29.2	50.4	50.6	64.7	39.5
Uukwiyu	47.9	75.7	11.9	22.8	51.4	77.2	54.7
Uuvudhiya	28.3	61.9	24.5	34.2	26.7	57.1	51.8
<b>Oshikoto</b>	<b>38.4</b>	<b>61.1</b>	<b>21.8</b>	<b>35.4</b>	<b>42.3</b>	<b>63.2</b>	<b>44.8</b>
Eengondi	43.1	69.9	15.3	26.8	39.9	65.8	44.3
Guinas	24.0	45.3	39.3	51.7	28.2	50.2	45.9
Nehale lya Mpingana	29.5	56.1	28.7	40.7	27.1	52.1	48.0
Okankolo	49.7	79.9	8.9	17.8	51.3	79.3	49.3
Olukonda	46.4	64.9	20.2	37.7	52.0	68.6	45.3
Omuntele	40.2	68.7	15.1	25.3	36.8	63.5	51.4
Omuthiyagwiipundi	38.2	59.7	21.5	34.8	41.9	61.5	45.0
Onayena	39.1	71.8	13.8	22.6	42.6	72.1	44.2
Oniipa	39.3	58.5	23.1	38.1	45.5	63.0	42.5
Onyaanya	47.2	74.6	12.1	23.0	48.8	74.6	47.4
Tsumeb	36.6	49.3	35.4	55.8	45.9	58.7	39.8
<b>Otjozondjupa</b>	<b>31.2</b>	<b>46.2</b>	<b>37.7</b>	<b>54.8</b>	<b>37.6</b>	<b>52.7</b>	<b>43.2</b>
Grootfontein	24.6	41.5	42.9	56.9	32.1	50.3	42.7
Okahandja	35.6	46.6	38.9	60.4	44.4	55.1	42.0
Okakarara	40.5	57.8	26.8	45.1	41.9	57.5	46.7
Omatako	12.3	30.5	51.2	58.4	13.5	31.5	33.6
Otavi	26.4	40.7	43.5	59.1	32.3	47.9	43.4
Otjiwarongo	35.0	46.0	37.9	58.3	43.9	55.0	40.7
Tsumkwe	41.7	72.2	15.5	26.6	44.7	75.2	64.5
<b>Zambezi</b>	<b>43.7</b>	<b>67.9</b>	<b>20.9</b>	<b>37.2</b>	<b>50.4</b>	<b>72.8</b>	<b>49.8</b>
Judea Lyabboloma	56.1	79.7	12.1	27.7	59.2	81.5	55.8
Kabbe North	37.0	64.8	23.8	37.9	37.5	64.7	50.4
Kabbe South	24.3	56.3	29.8	39.3	29.2	60.4	54.7
Katima Mulilo Rural	40.6	67.1	20.3	34.2	45.1	69.6	52.3
Katima Mulilo Urban	44.1	62.8	25.7	46.0	55.2	72.6	42.8
Kongola	50.6	77.0	15.2	30.8	57.7	81.5	56.2
Linyanti	62.7	83.7	10.5	28.2	63.9	83.8	62.4
Sibbinda	48.3	73.9	15.1	29.2	51.1	75.3	50.8
<b>Namibia</b>	<b>36.9</b>	<b>54.8</b>	<b>29.1</b>	<b>46.2</b>	<b>44.4</b>	<b>61.4</b>	<b>41.9</b>

### 3. ILO questions on economic characteristics for Population Censuses

#### 4.1 Model question flow chart



## 4.2 Model question sequence

### FOR PERSONS OF WORKING AGE [N+]

**A1.** Last week, from (DAY) to (DAY), did (...) do any of the following...?

1. Work for someone else for pay ([as employee, labourer, apprentice]) → A7
2. Work in (...) own/family farming or fishing
3. Work in any other kind of business activity → A7
4. None of the above → A3

**A2.** Are the farming or animal products that (...) (are/is) working on intended...?

1. Only for sale → A7
2. Mainly for sale → A7
3. Mainly for family consumption
4. Only for family consumption

**A2b.** What are the main (products/animals) that (...) (are/is) working on?

(WRITE MAIN GOODS –e.g. [maize, rice, apples, oranges, cattle, sheep, fresh water fish])

\_\_\_\_\_

[OPTIONAL A2c.] Last week, how many hours did (...) spend working on this activity?

\_\_\_\_\_

**A3.** Last week, did (...)...?

1. Do any (other) activity to generate an income, even for 1 hour (e.g. [casual work, odd jobs, make things to sell, provide services for pay,...]) → A7
2. Have a paid job or business activity, but (were/was) temporarily absent → A7
3. Help without pay in a family business → A7
4. Did not do any income generating activity, not even for one hour.

**A4.** In the last 4 weeks, did (...) look for a paid job or try to start a business?

1. YES
2. NO

**A5.** If a job or business opportunity became available, could (...) start working [within the next 2 weeks]?

1. YES
2. NO

**A6.** Which of the following best describes what (...) (are/is) mainly doing at present?

1. Taking care of the home/family → NEXT SECTION

2. Studying → NEXT SECTION
3. Doing an unpaid apprenticeship, internship → NEXT SECTION
4. Farming or fishing to produce food for the family → NEXT SECTION
5. Doing unpaid voluntary, community, charity work → NEXT SECTION
6. Retired, pensioner → NEXT SECTION
7. Long term illness, injury, disability → NEXT SECTION
8. Other (specify: \_\_\_\_\_) → NEXT SECTION

### FOR PERSONS EMPLOYED

**A7.** What kind of work (do/does) (...) do in (his/her) main job/business?

*(Write the occupation title and main tasks and duties –e.g [Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Primary school teacher –teach children to read and write])*

**OCCUPATION TITLE:** \_\_\_\_\_

**MAIN TASKS AND DUTIES:** \_\_\_\_\_

**A8.** What is the main activity of the place where (...) work(s)?

*(Write the main activity of establishment and main products or services provided –eg. [Police Department –public safety; Restaurant –preparing and serving meals; Transport company – long distance transport of goods])*

**MAIN ACTIVITY:** \_\_\_\_\_

**MAIN GOODS OR SERVICES:** \_\_\_\_\_

**[OPTIONAL A8b.]** (Do/Does) (...) typically work...?

1. From home →A9
2. At a fixed location outside the home
3. Without a fixed location

**[OPTIONAL A8c.]** In which [ADMINISTRATIVE UNIT] is (...) place of work located?

1. THIS [ADMINISTRATIVE UNIT]
2. ANOTHER [ADMINISTRATIVE UNIT]: \_\_\_\_\_
- [3. ANOTHER COUNTRY]: \_\_\_\_\_
9. DON'T KNOW

**A9. (Do/Does) (...) work as...?**

1. Employee... →
2. Paid apprentice, intern... →

**[OPTIONAL A9a.]**

- a. in government, public company
- b. in a private business, farm
- c. in a non-profit organization
- d. in a household (as domestic worker)
- e. in a foreign embassy, international org.

3. Employer (with hired employees) → Q9c
4. Own-account worker (without hired employees) → Q9c
5. Helper (without pay) in a family business → Q10

**[OPTIONAL A9b.]** Does (...) employer pay contributions to [NAME OF NATIONAL PENSION FUND, HEALTH INSURANCE] on (...) behalf?

1. YES → Q10
2. NO → Q10
9. DON'T KNOW → Q10

**[OPTIONAL A9c.]** Is (...) business registered in the [NAME OF NATIONAL BUSINESS REGISTER]?

1. YES
2. NO
9. DON'T KNOW

**[OPTIONAL A10.]** Last week, how many hours did (...) spend working in this job/business?

\_\_\_\_\_

**Extension for CAPI applications**

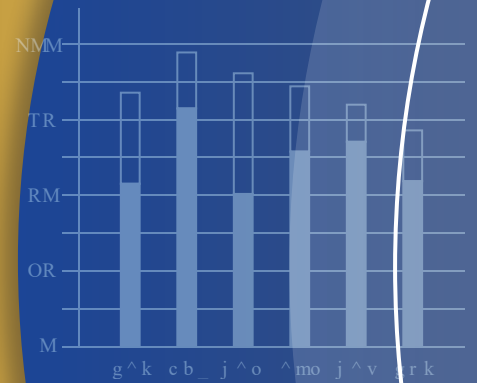
**ASK IF (A1=1,3,4)**

**A11.** Last week, did (...) do any of the following activities to produce food mainly for consumption by the household...

*READ & MARK ALL THAT APPLY*

- a. Farming or growing food in a plot or kitchen garden
- b. Raising or tending farm animals (examples)
- c. [Fishing, fish farming, collecting shellfish]
- d. [Hunting or gathering wild foods (examples)]





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