Namibia Statistic Agency

2023 Namibia Population and Housing Census
Release of Labour Force statistics

By: Onesmus Shalonda

29 January 2025

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Presentation Outline

- ✓Introduction
- ✓Overview 19th ICLS
- ✓Key Concepts and Definitions
- ✓Results
- ✓Conclusions

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Introduction

- ✓2023 Labour Force statistics are based on the adopted 19th ICLS (resolution I) which was adopted in October 2013.
- ✓The 2023 PHC LF report is limited to **employment** and **unemployment** statistics.
- ✓ It excludes on job types, working conditions, and Informal employment that a Labour Force Survey (LFS) would produce.
- ✓The 2023 PHC Labour statistics also provide households level information at EA, locality and constituency level, which the normal LFS cannot provide.
- ✓The Labour statistics presented in this report refers to persons aged 15 years and above.

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19th ICLS Resolution I

- ✓Resolution concerning statistics of Work, Employment & Labour underutilization
- ✓Updates previous standards on
  - ✓Statistics of the economically active population, employment, unemployment and underemployment (13thICLS, 1982)
- ✓Sets new framework for work and labour market statistics
  - ✓ Wider range of indicators
  - ✓ New base for labour statistics
- ✓Developed through wide consultation (2008-2013)
- ✓For labour statistics comparisons

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Main changes in the standards

- ✓ New definition of work and forms of work
  - ✓ Own-use production, Employment, Unpaid trainee work, Volunteer work & Other work activities
  - ✓ More comprehensive picture of people's activities and how they maintain their households
- ✓ Resulted narrow definition of employment
  - ✓ Persons exclusively in unpaid forms of work no longer included (Subsistence farming/fishing, volunteers in organizations, unpaid trainees)
- ✓ New indicators of labour underutilization
  - ✓ Time-related underemployment, Unemployment, Potential Labour Force

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Key concepts and Definitions

- ✓**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 (Own-use production, Employment, Unpaid trainee work, Volunteer work, Other work activities)
- ✓**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)
- ✓**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.

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Key concepts and Definitions

- ✓**Labour Force** - Consists of all persons of working age who were either employed or 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.
- ✓**labour underutilization-** refers to the mismatches between labour supply and demand which translates into an unmet need for employment among the population.

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Key concepts and Definitions

- ✓**Unavailable job seekers** - all persons of working age not in employment and not unemployed by the standard definition, who during the reference period, sought employment without being available for employment (perhaps because of family related responsibilities) but expecting to become available in the near future.
- ✓**Discouraged job seekers** - 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.

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RESULTS

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Classification of WAP

Working Age Population (15+ years)
1,876,122

Labour Force
1,008,875 (53.8%)

Not in Labour Force
867,247 (46.2%)

Employed
546,805 (63.1%)

Unemployed
320,442 (36.9%)

Potential labour force entrants
341,931 (33.9%)

Do not want a job
666,944 (66.1%)

Combined Unemployed Rate &Potential labour force
662,373 (54.8%)

The official unemployment rate stands at 36.9 %, an increase of 3.5 percentage in 2023 compared to 2018 LFS

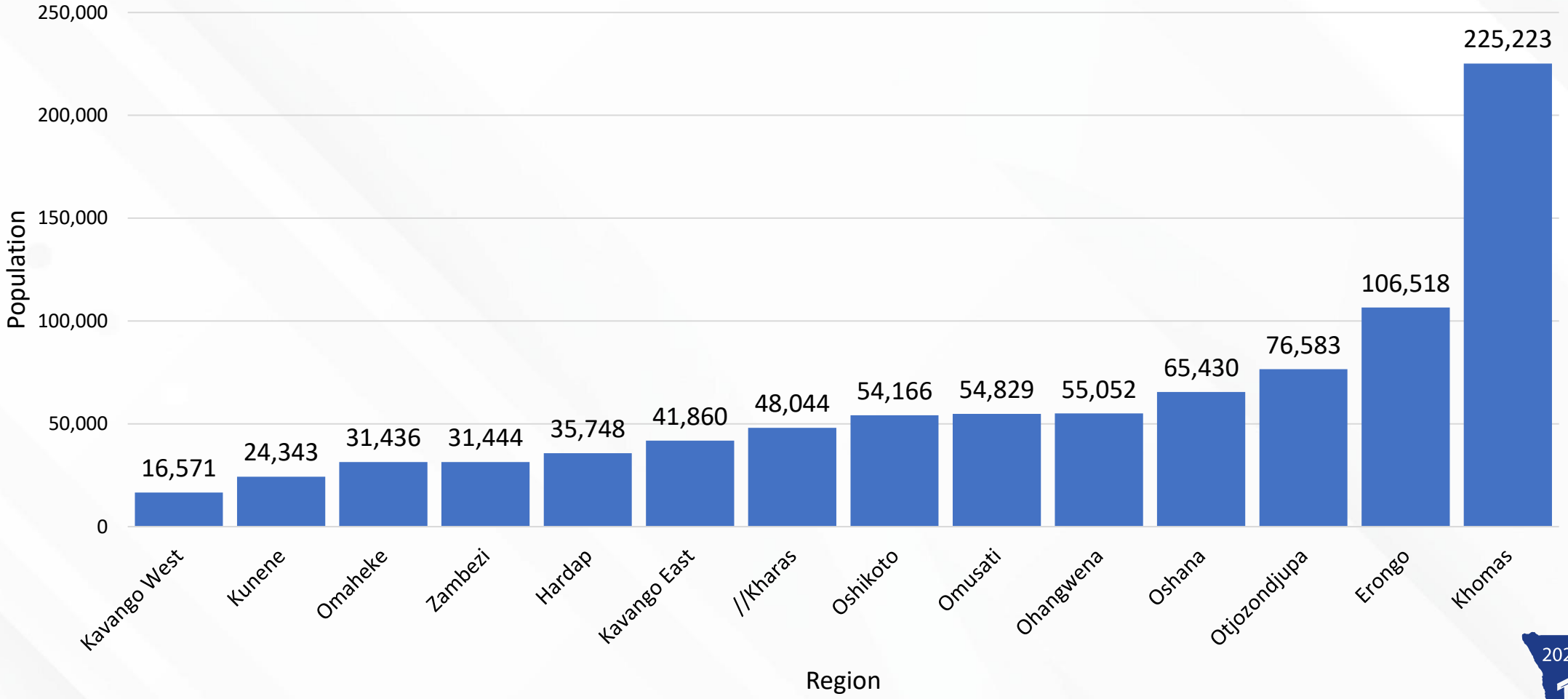
ILO hierarchy – employed first then Unemployed and the remainder is the "out of labour Force" including the potential labour Force.

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Population in Labour Force

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Distribution of Population in Labour Force by region



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Labour Force Participation Rate by Area



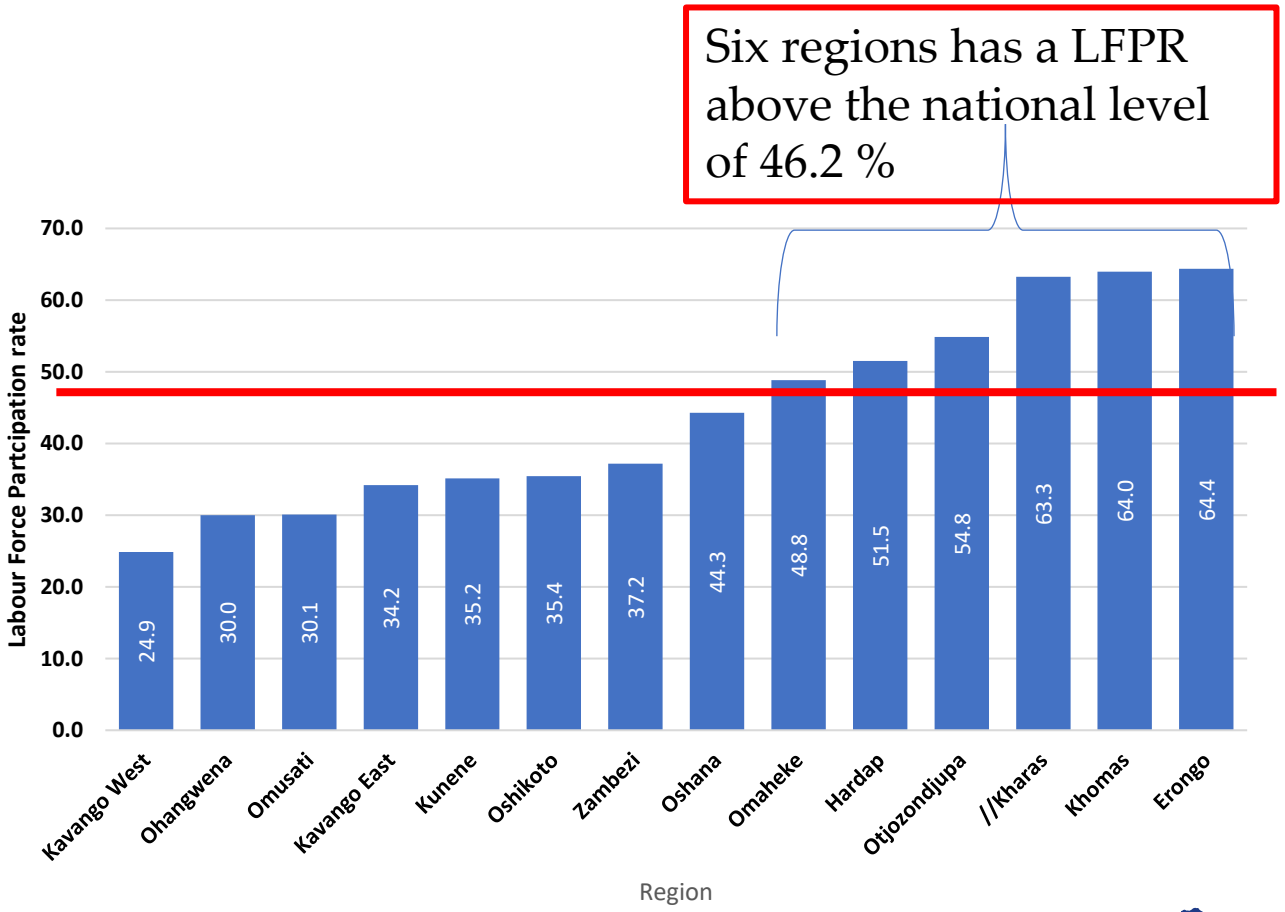
= 46.2 %



= 56.3 %



= 33.0 %

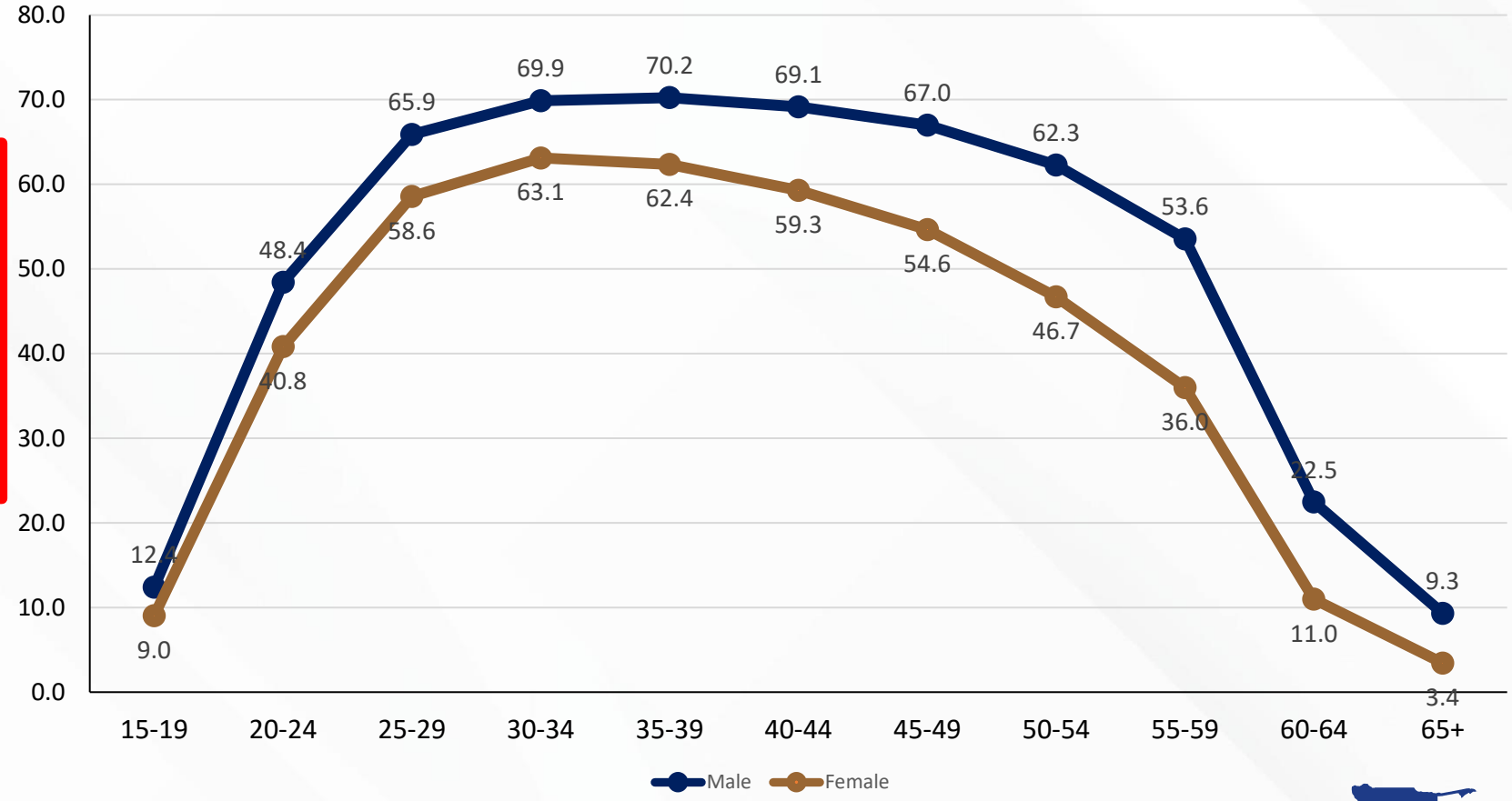


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Labour Force Participation Rate by Age-group and Sex

The lowest LFPR is observed amongst the young (15-19) and the elderly (60 + years).

The LFPR is higher amongst males than females.



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Employed Population characteristics

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Employment to Population Ratio by region



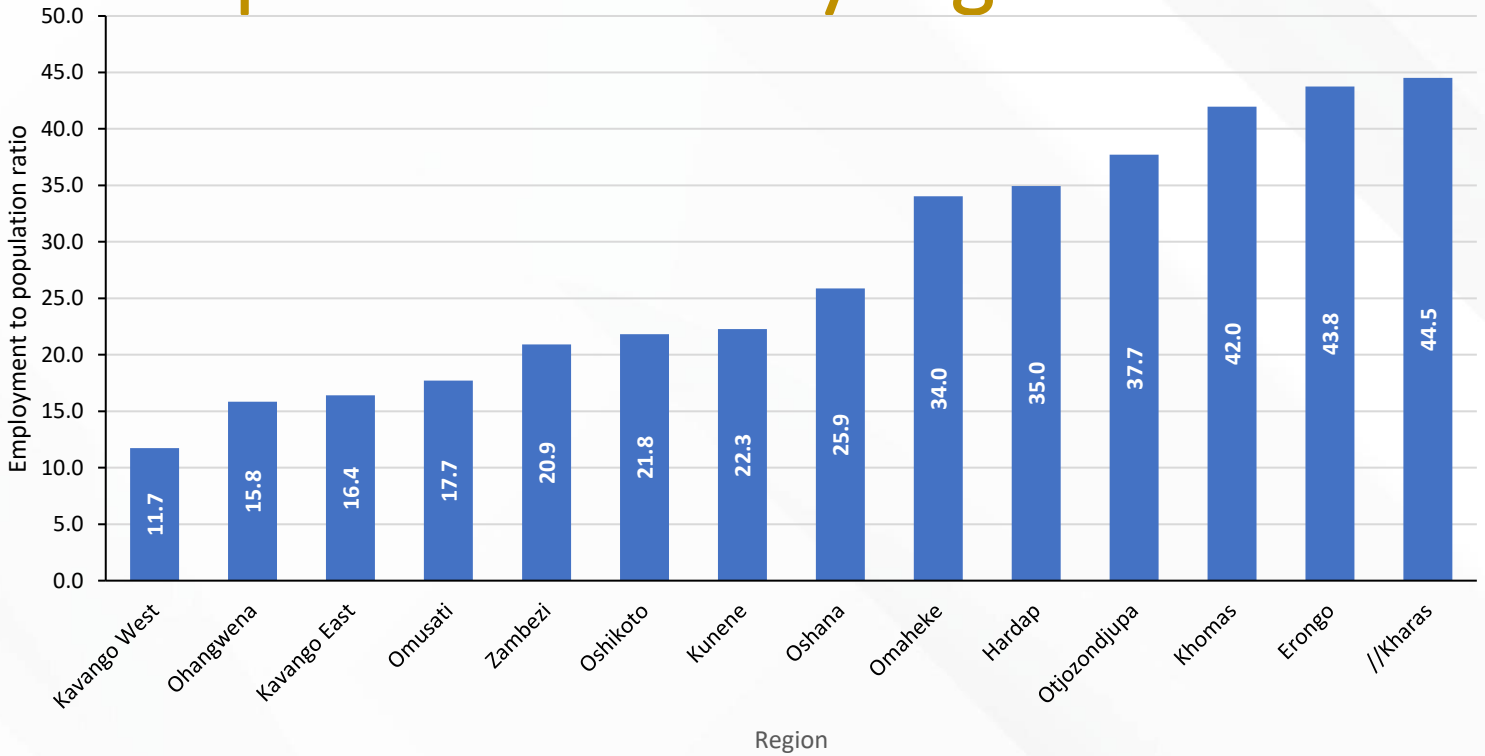
= 29.1 %



= 36.4 %



= 20.7 %

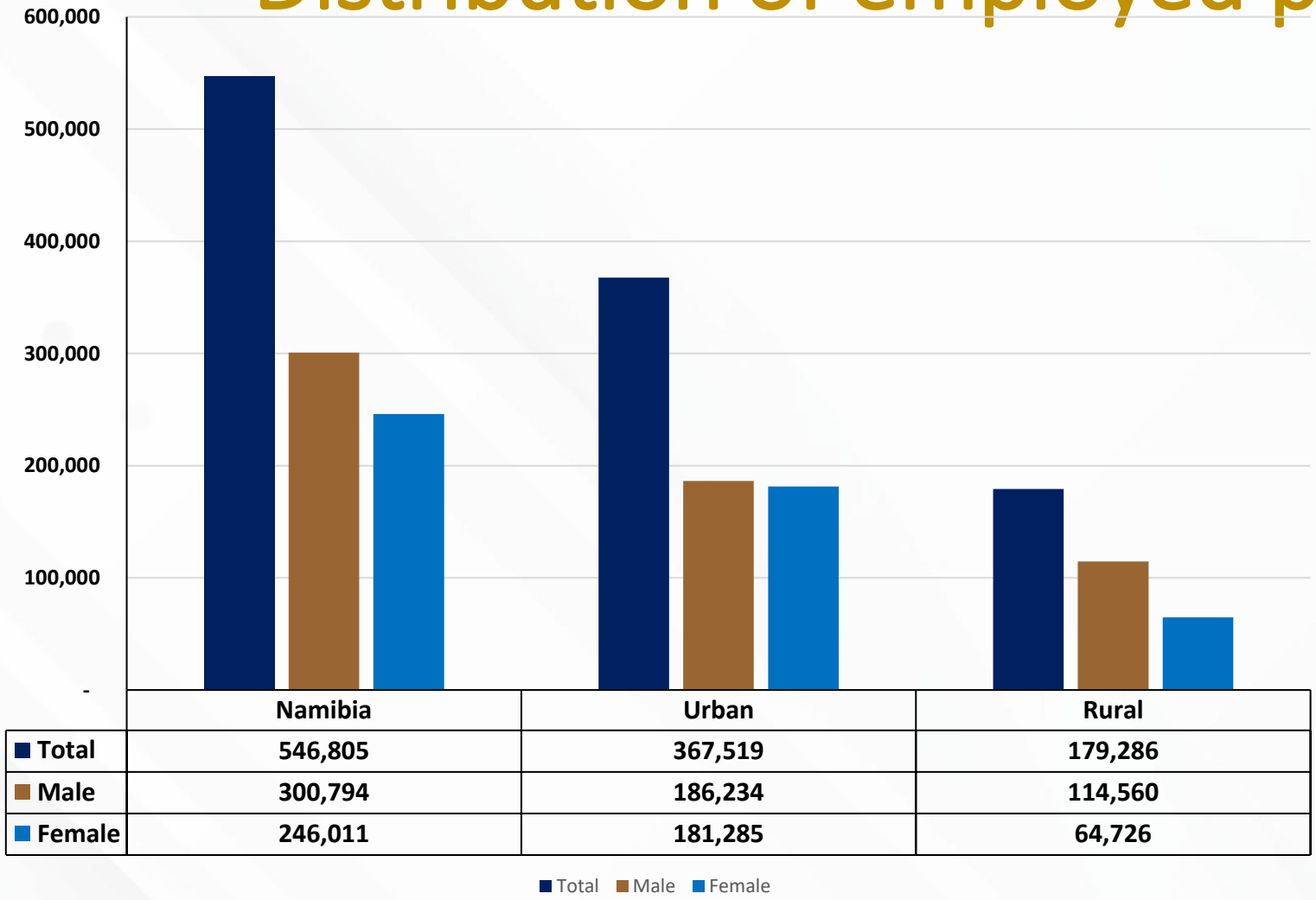


The EPR (employment rate) indicates that 29.1 % of the Namibian working-age population is employed.

The EPR is higher in urban areas than in rural areas.

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Distribution of employed population



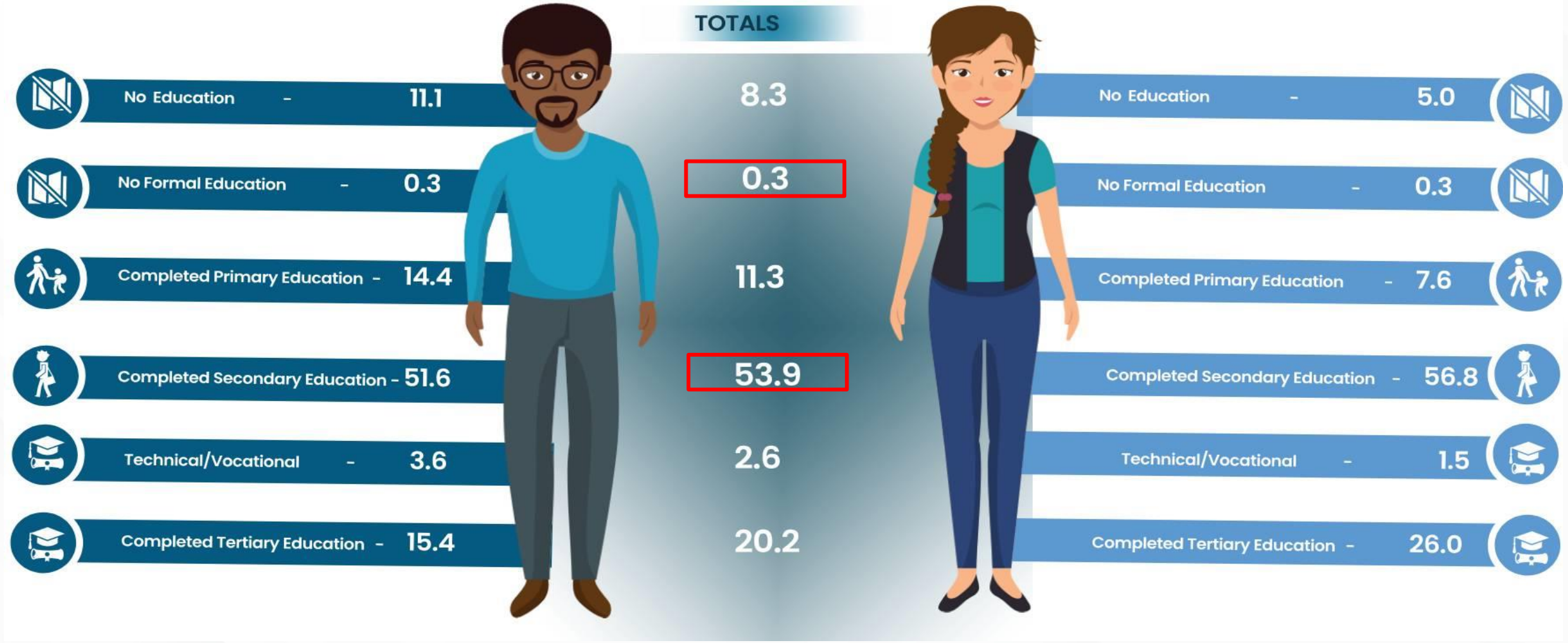
	Namibia	Urban	Rural
Total	546,805	367,519	179,286
Male	300,794	186,234	114,560
Female	246,011	181,285	64,726

- ✓ More employed persons in urban areas than in rural areas.
- ✓ More males compared to females were employed in both urban and rural areas.

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Employed population by Highest level of education and sex

Employed population by Highest level of education



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
Total	**546,805**	**100**	**300,794**	**100**	**246,011**	**100**

The largest share of the employed population (21.8%) works in 'Elementary Occupations,' a trend common across most SADC countries.

More males than females are found in trades, skilled agriculture, and machine operation roles

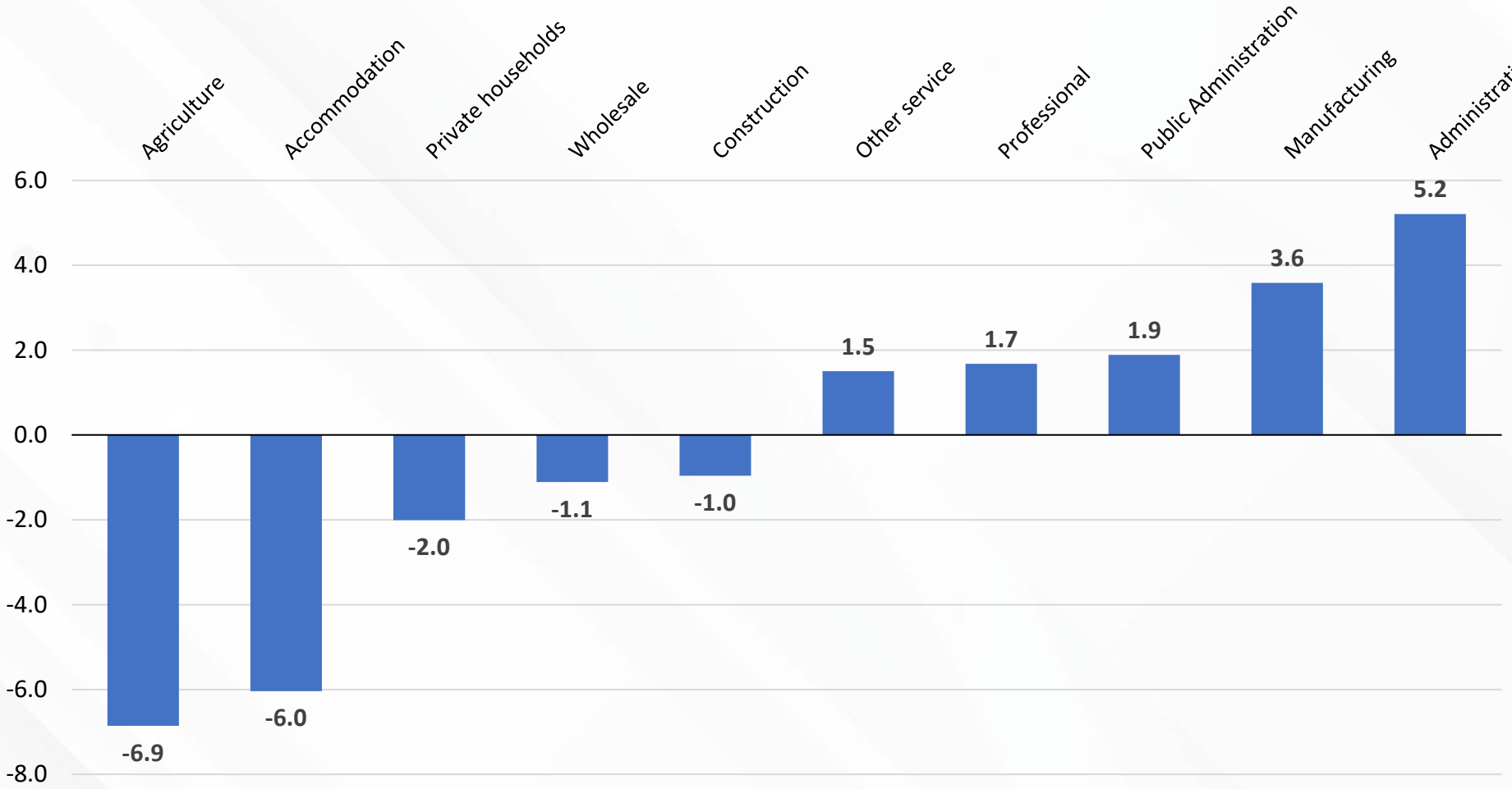
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Employed population by Industry/sector

Industry/Sector	NLFS 2018		2023 PHC	
	Number	%	Number	%
Agriculture, forestry, and fishing	167,242	23.0	88,277	16.1
Mining and quarrying	12,087	1.7	14,337	2.6
Manufacturing	45,057	6.2	53,491	9.8
Electricity, gas, steam, and air conditioning supply	3,278	0.5	1,601	0.3
Water supply; sewerage, waste management and remediation activities	4,095	0.6	2,379	0.4
Construction	45,057	6.2	28,661	5.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	80,852	11.1	54,618	10.0
Transportation and storage	24,710	3.4	18,137	3.3
Accommodation and food service activities	83,056	11.4	29,324	5.4
Information and communication	7,141	1.0	8,164	1.5
Financial and insurance activities	13,861	1.9	16,691	3.1
Real estate activities	1,050	0.1	1,011	0.2
Professional, scientific, and technical activities	8,648	1.2	15,736	2.9
Administrative and support service activities	29,951	4.1	50,884	9.3
Public administration and defence; compulsory social security	34,174	4.7	36,012	6.6
Education	46,923	6.5	38,209	7.0
Human health and social work activities	19,527	2.7	18,448	3.4
Arts, entertainment, and recreation	4,910	0.7	3,175	0.6
Other service activities	20,865	2.9	24,064	4.4
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	72,185	9.9	43,149	7.9
Activities of extraterritorial organizations and bodies	1,035	0.1	401	0.1
Not elsewhere classified	37	0.0	36	0.0
Total	**725,742**	**100**	**546,805**	**100**

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Industries/sectors change in % (2018 NLFS-2023PHC)



Administrative & support services gained about 5.2 % of the employed where else Agriculture, Forestry & Fisheries, and Accommodation & food services lost above 6 % of their work force.

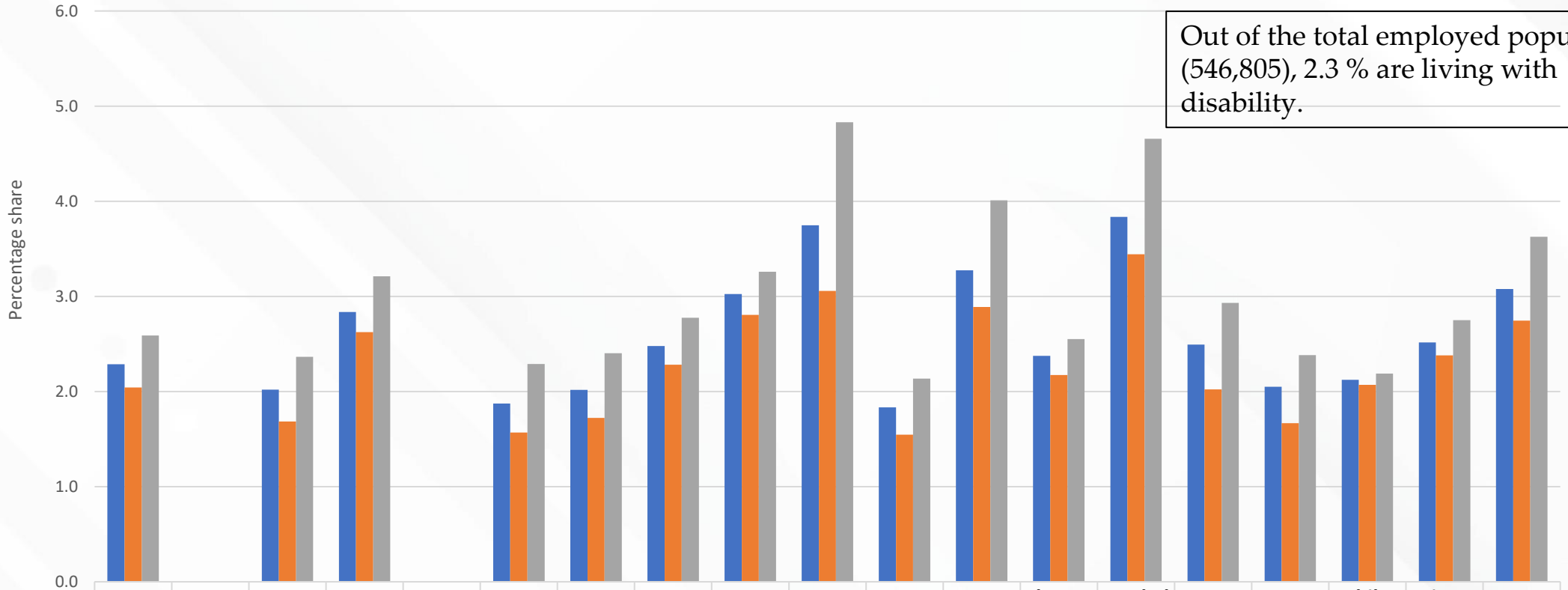
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How disability is defined

- Six (UN Washington Group of Experts) questions recommended for censuses for international comparability of statistics on persons with disabilities.
- The questions asked if a person has difficulties in the six domains: **Seeing; Hearing; Communicating; Walking/climbing stairs; Remembering or concentrating; and Self-care.**
- Disability status derived from the six questions based on the following criteria:
  - A person who reported a lot of difficulty in any of the six domains of functioning;
  - A person who reported 'unable to do' in any of the six domains of function; or

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Employed population by disability & sex



Out of the total employed population (546,805), 2.3 % are living with disability.

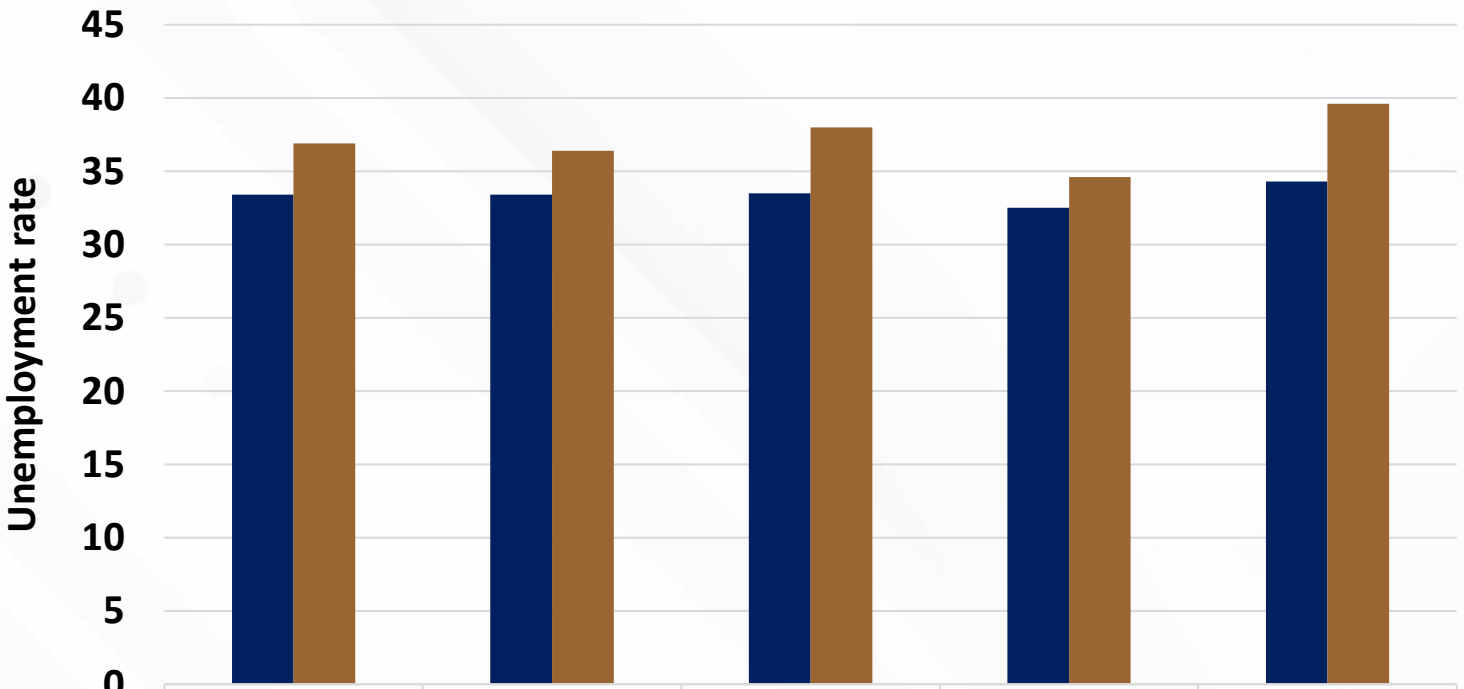
	Namibia		Urban	Rural		//Kharas	Erongo	Hardap	Kavango East	Kavango West	Khomas	Kunene	Ohangwena	Omaheke	Omusati	Oshana	Oshikoto	Otjozondjupa	Zambezi
Total	2.3		2.0	2.8		1.9	2.0	2.5	3.0	3.7	1.8	3.3	2.4	3.8	2.5	2.1	2.1	2.5	3.1
Male	2.0		1.7	2.6		1.6	1.7	2.3	2.8	3.1	1.5	2.9	2.2	3.4	2.0	1.7	2.1	2.4	2.7
Female	2.6		2.4	3.2		2.3	2.4	2.8	3.3	4.8	2.1	4.0	2.6	4.7	2.9	2.4	2.2	2.8	3.6

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Unemployed Population Characteristics

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Unemployed rate by urban/rural and Sex

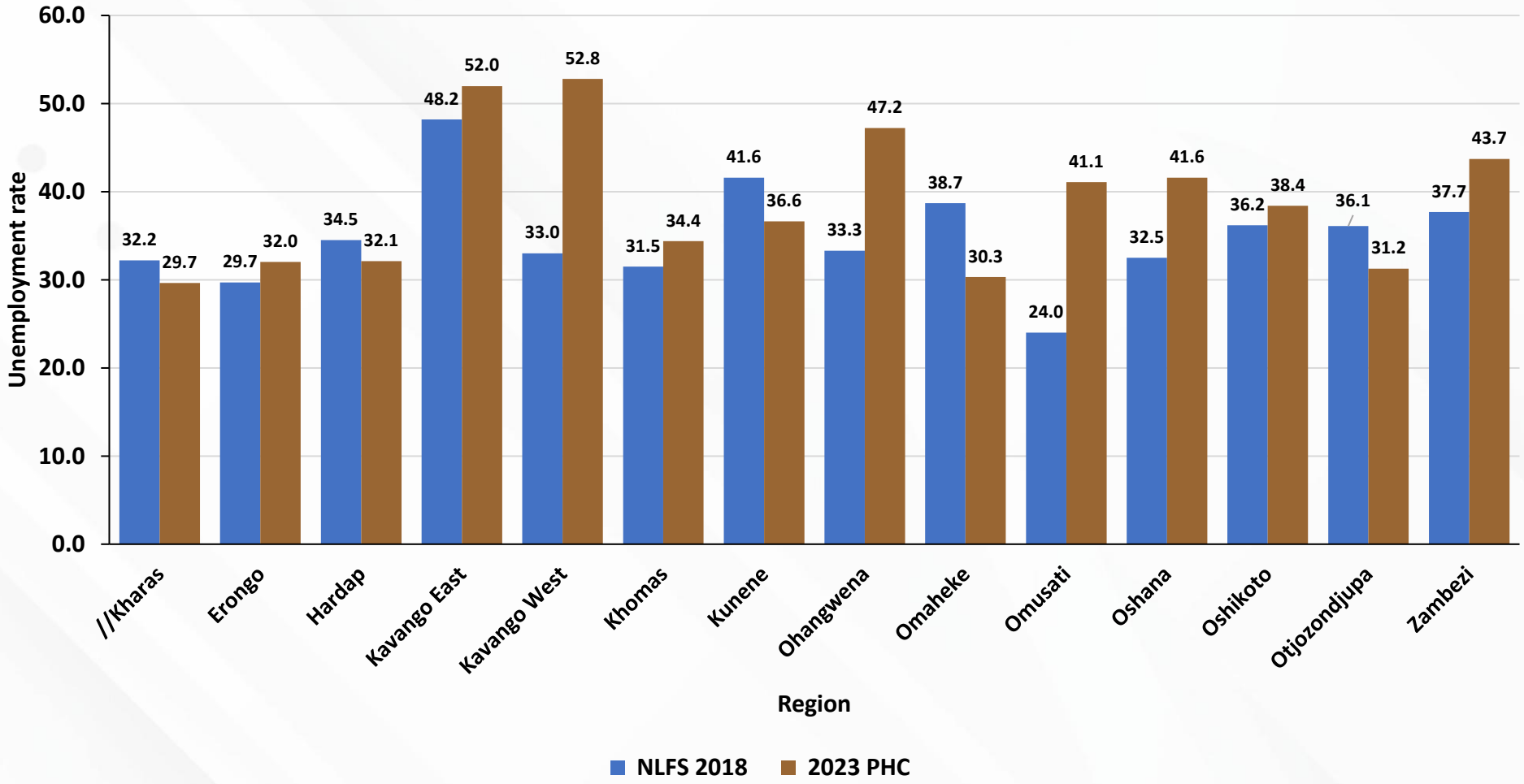


	Namibia	Urban	Rural	Male	Female
2018	33.4	33.4	33.5	32.5	34.3
2023	36.9	36.4	38.0	34.6	39.6

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.

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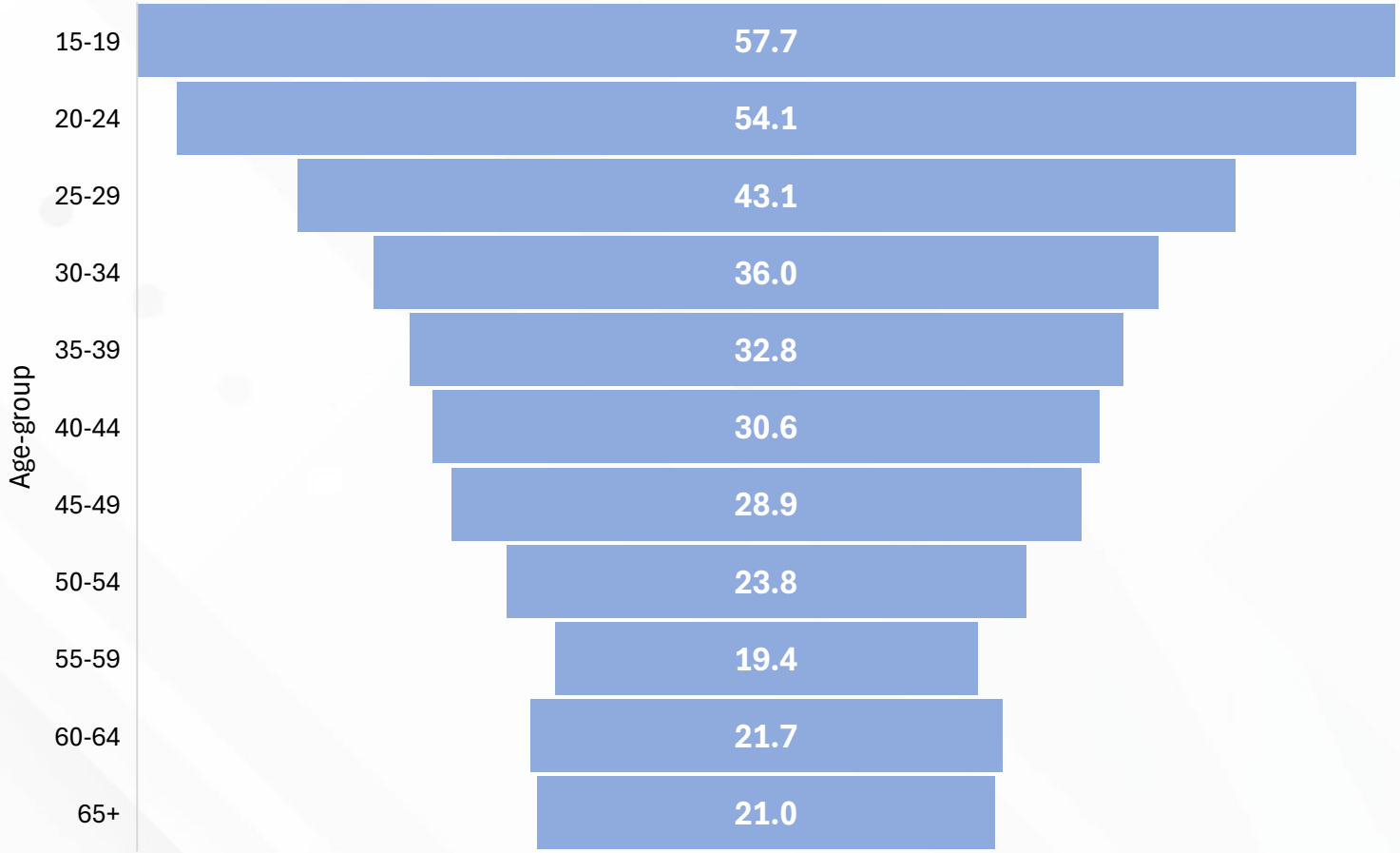
Unemployed rate by Region



- ✓ //Kharas, Hardap, Kunene, Omaheke & Otjozondjupa regions recorded a reduction in unemployment rate
- ✓ Kavango West recorded the highest increase in unemployment from 33 to 52.8 % followed by Omusati and Ohangwena regions.

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Unemployed rate by age-group

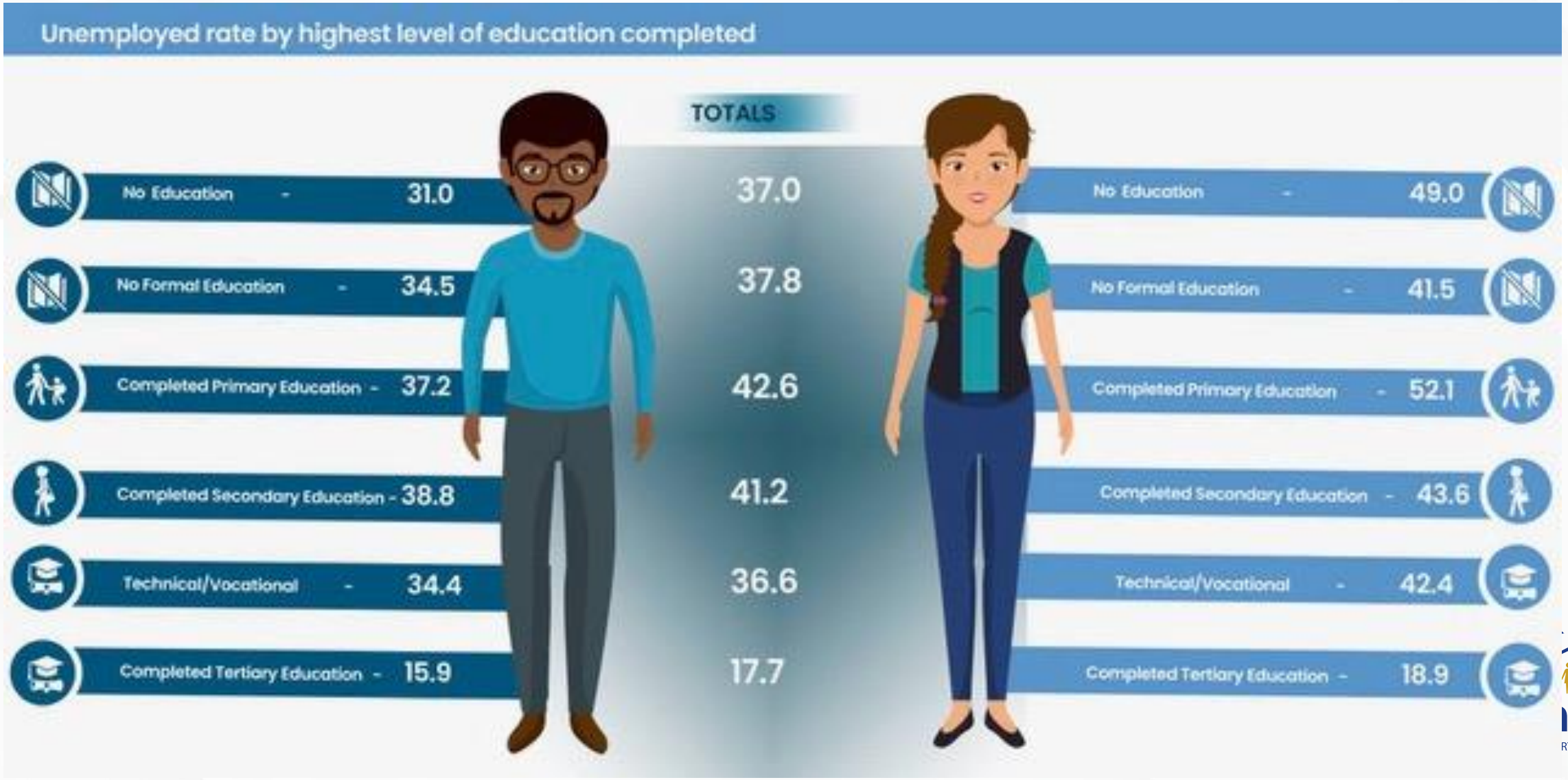


The unemployment rates are notably higher among younger persons, particularly in the 15 to 24 age group, where the unemployment rate is above 54 %.

Lowest unemployment is recorded amongst the 55-59 age group with 19.4 % and higher than the 60+ years.

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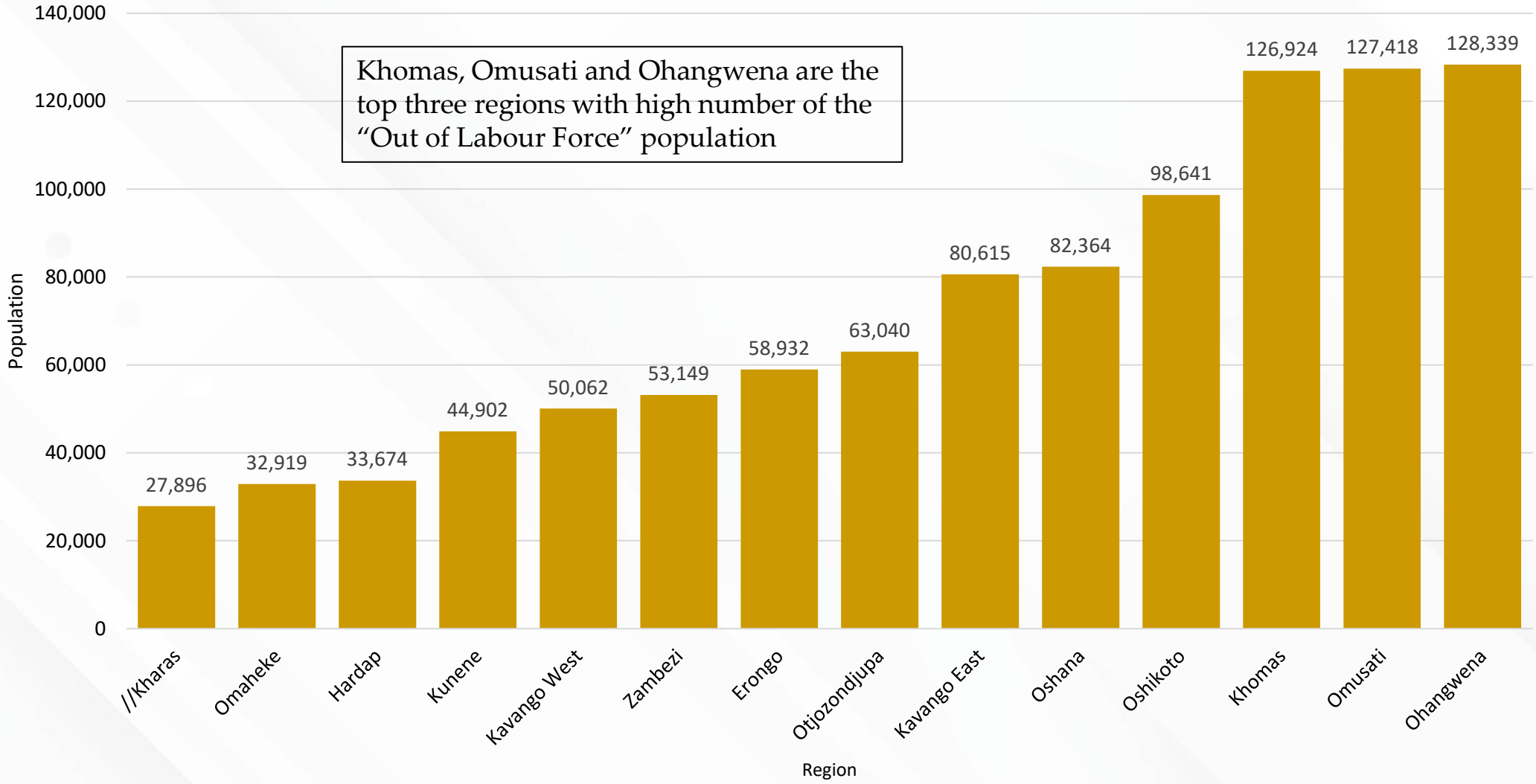
Unemployed rate by highest level of education completed and sex



Population out of Labour Force (LF)

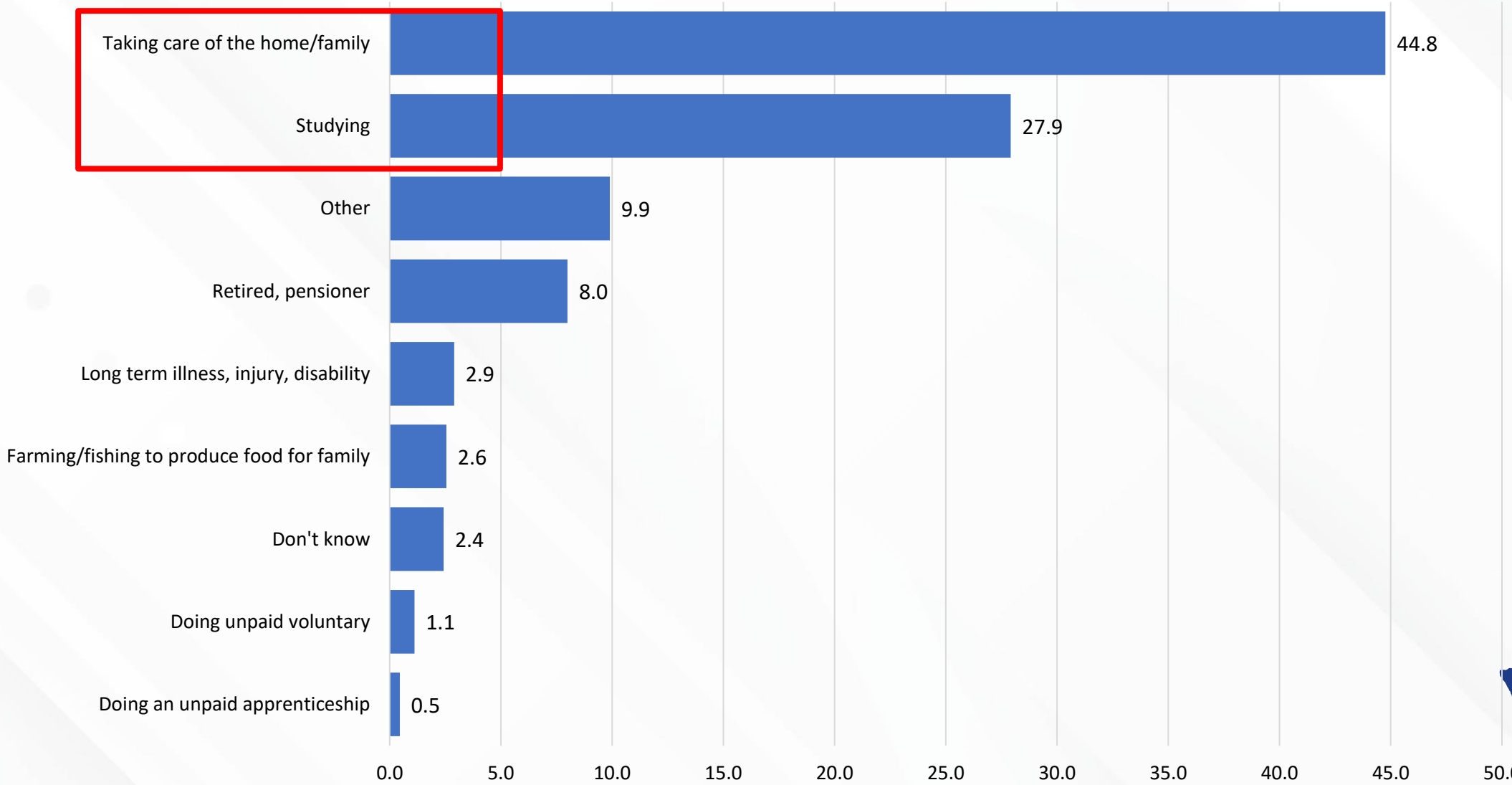
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Population out of LF by Region



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Population out of Labour Force by Reason



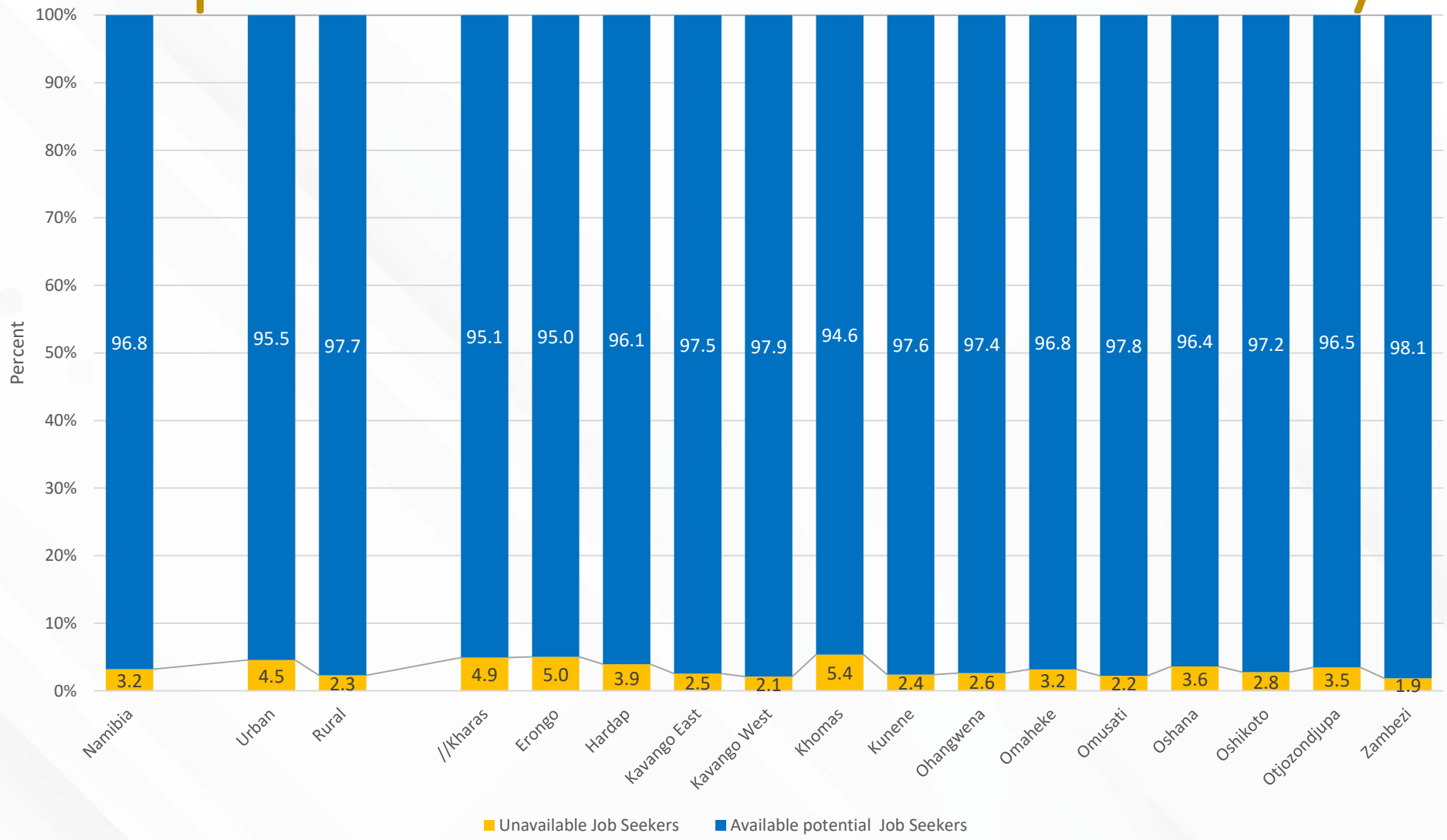
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Potential Labour Force Population

- ✓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
  - ✓Available potential jobseekers (discouraged jobseekers)

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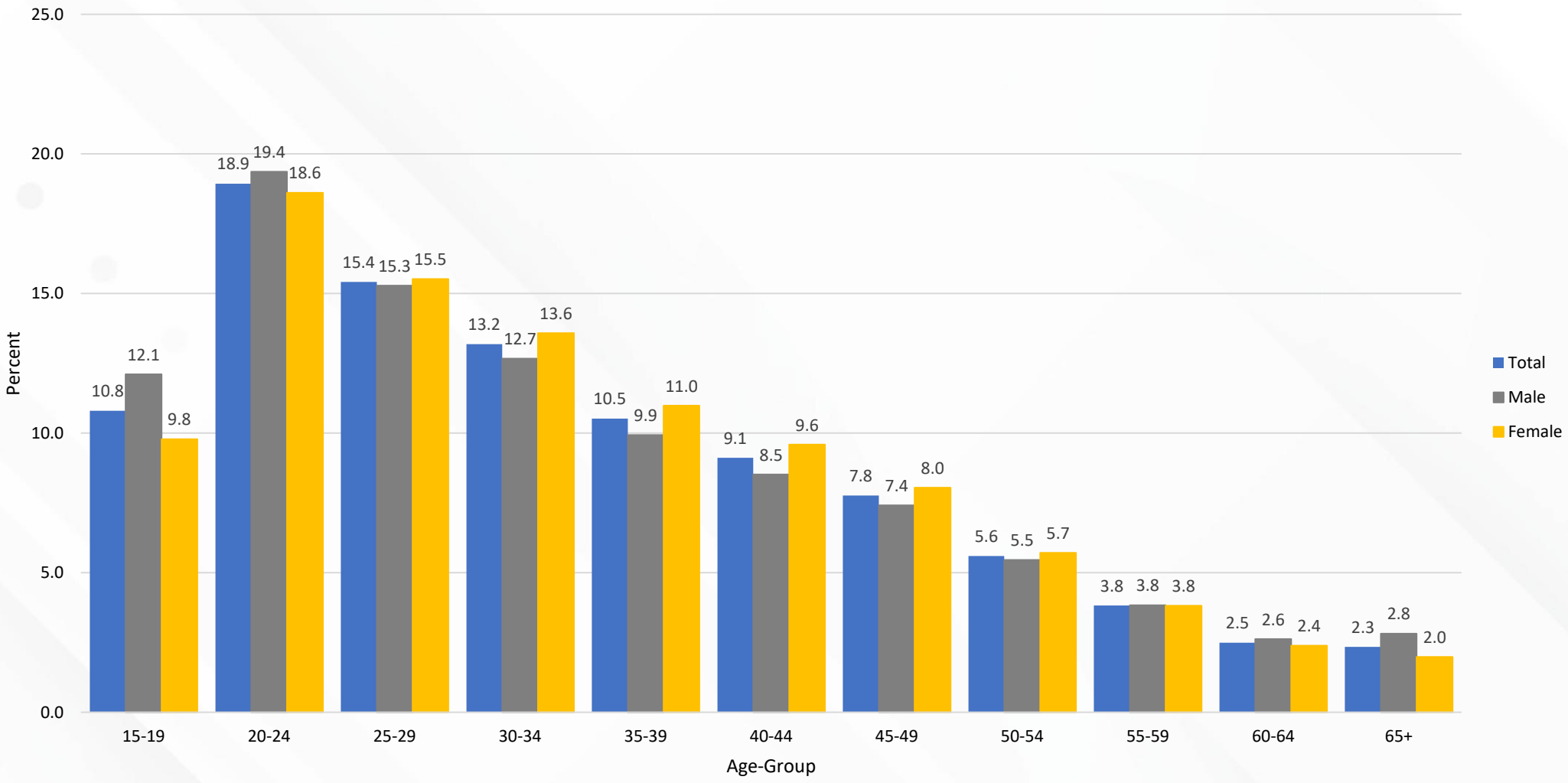
Composition of Potential Labour Force by Region



Much of the Potential Labour Force population consists of "available potential job seekers," who can be classified as discouraged job seekers.

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Potential LF by Age-group



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%).

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Combined rate of Unemployment rate & Potential Labour Force (CRUPLF)

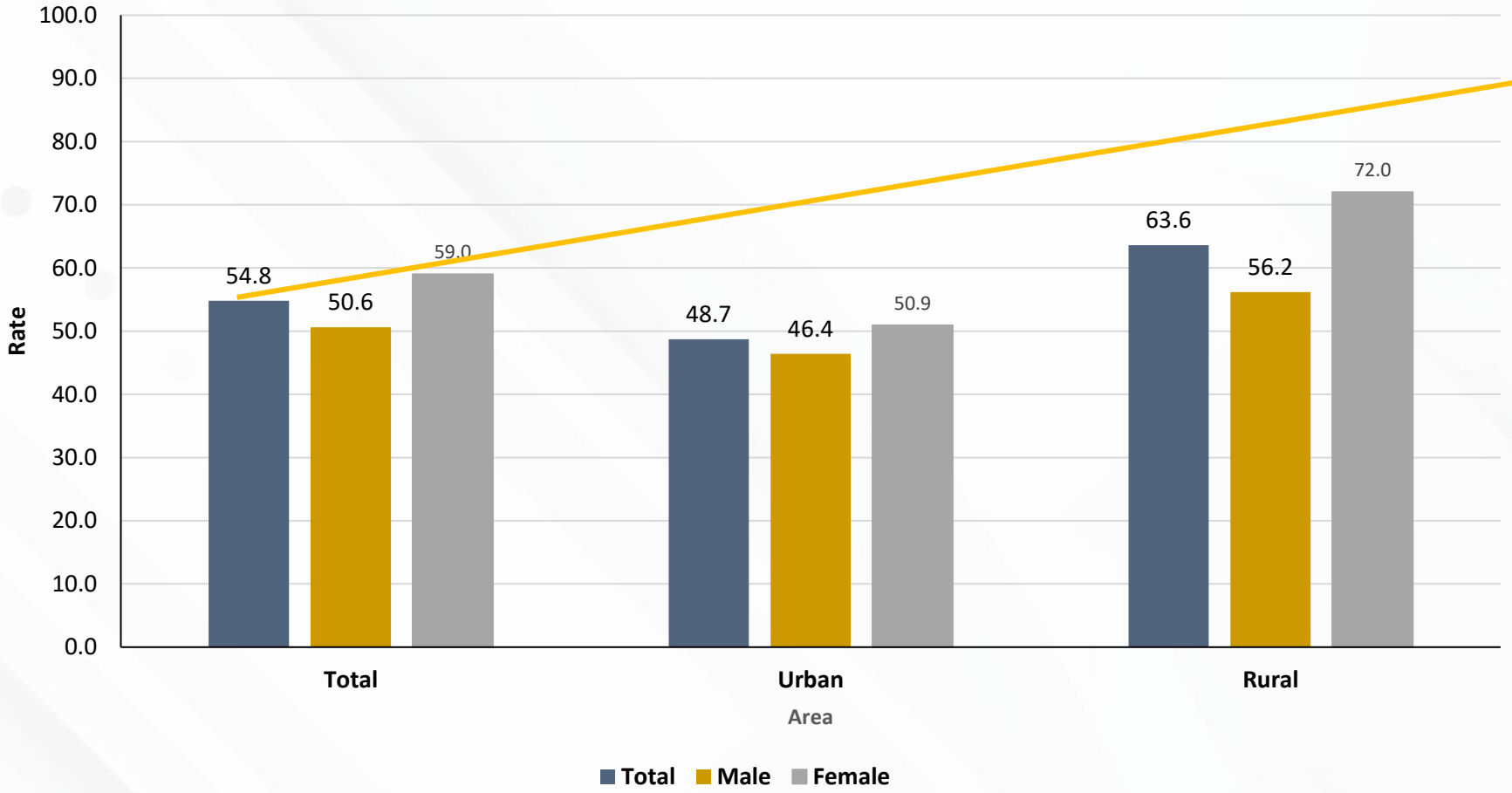
- ✓This indicator shows the extent of unmet need for employment for the unemployed and the potential labour force.

- ✓It reflects the unemployment situation in Namibia, including discouraged job seekers who have stopped searching for work after an unsuccessful period.

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

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Combined rate of Unemployment rate & Potential Labour Force by urban/rural and sex



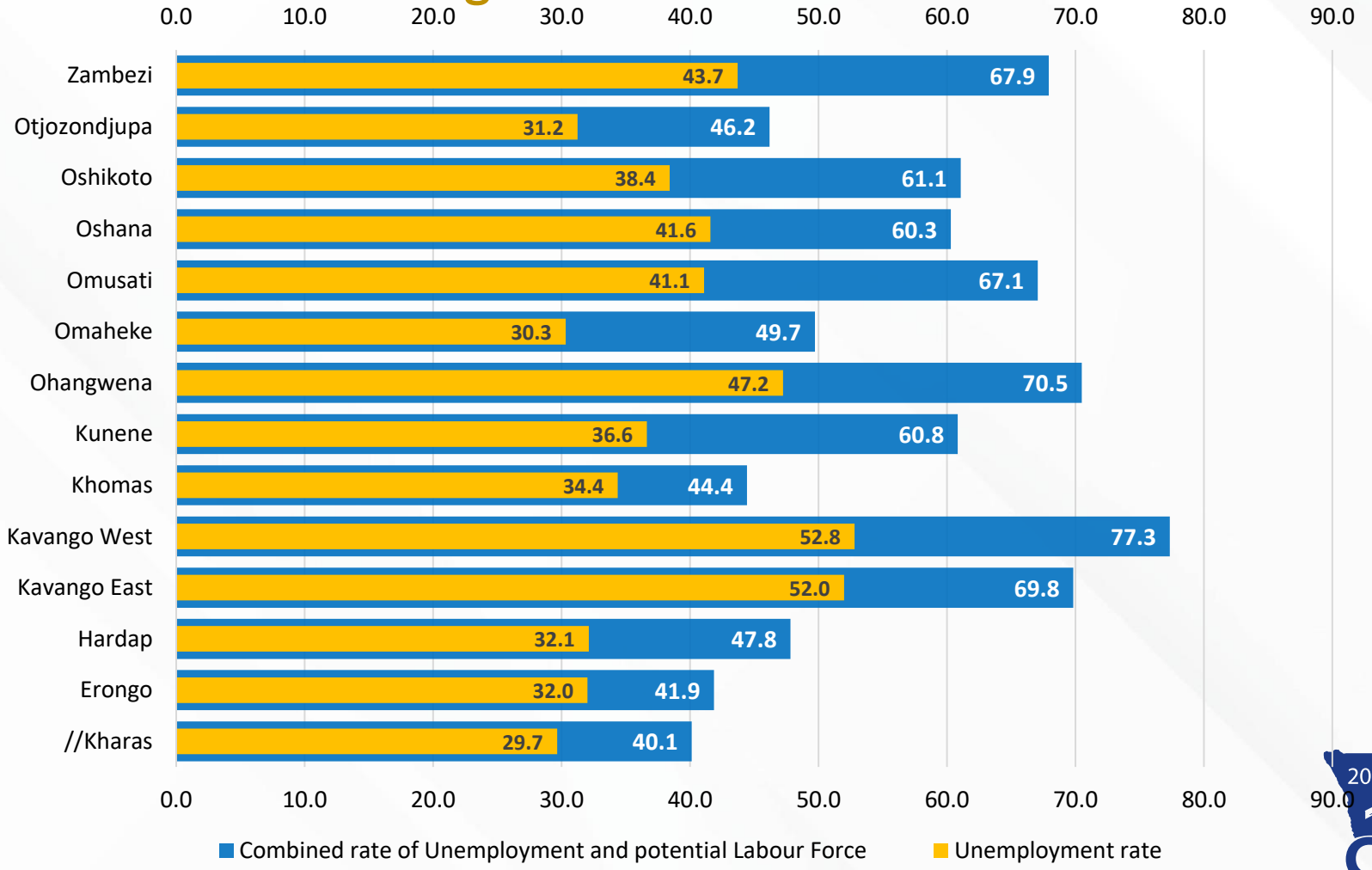
Over half (54.8 %) of the Namibian working-age population is either unemployed or part of the potential labour force.

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Combined rate of Unemployment rate & Potential Labour Force (CRUPLF) by region

The CRUPLF IS HIGHEST IN Kavango West with 77.3 % and lowest in //Kharas with 40.1 %.

There is a wider gap between the unemployment rate and the CRUPLF which suggest that there is significance portion of the population that is marginally attached or discouraged from participating in the labour market.



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Youth(15-34) labour Force statistics

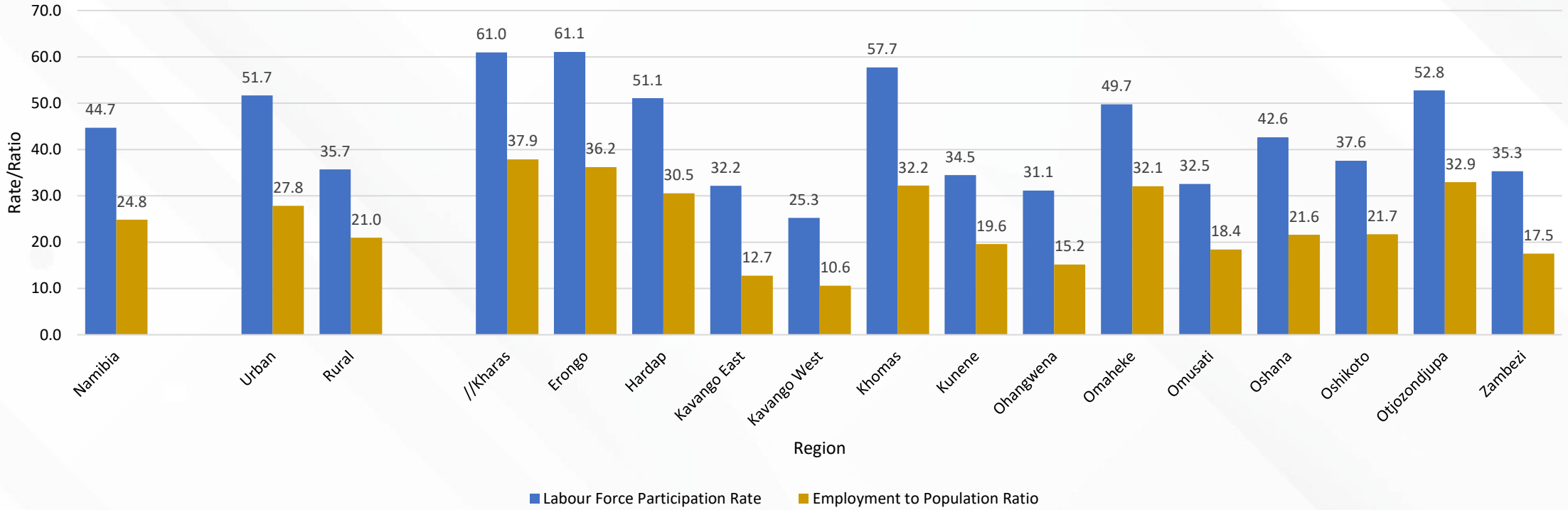
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Distribution of Youth(15-34)

Age-group	Total	Employed	Unemployed	Out of Labour Force
15-19	277,567	12,596	17,204	247,767
20-24	258,255	52,923	62,375	142,957
25-29	248,851	88,086	66,640	94,125
30-34	233,856	99,281	55,925	78,650
Total	**1,018,529**	**252,886**	**202,144**	**563,499**

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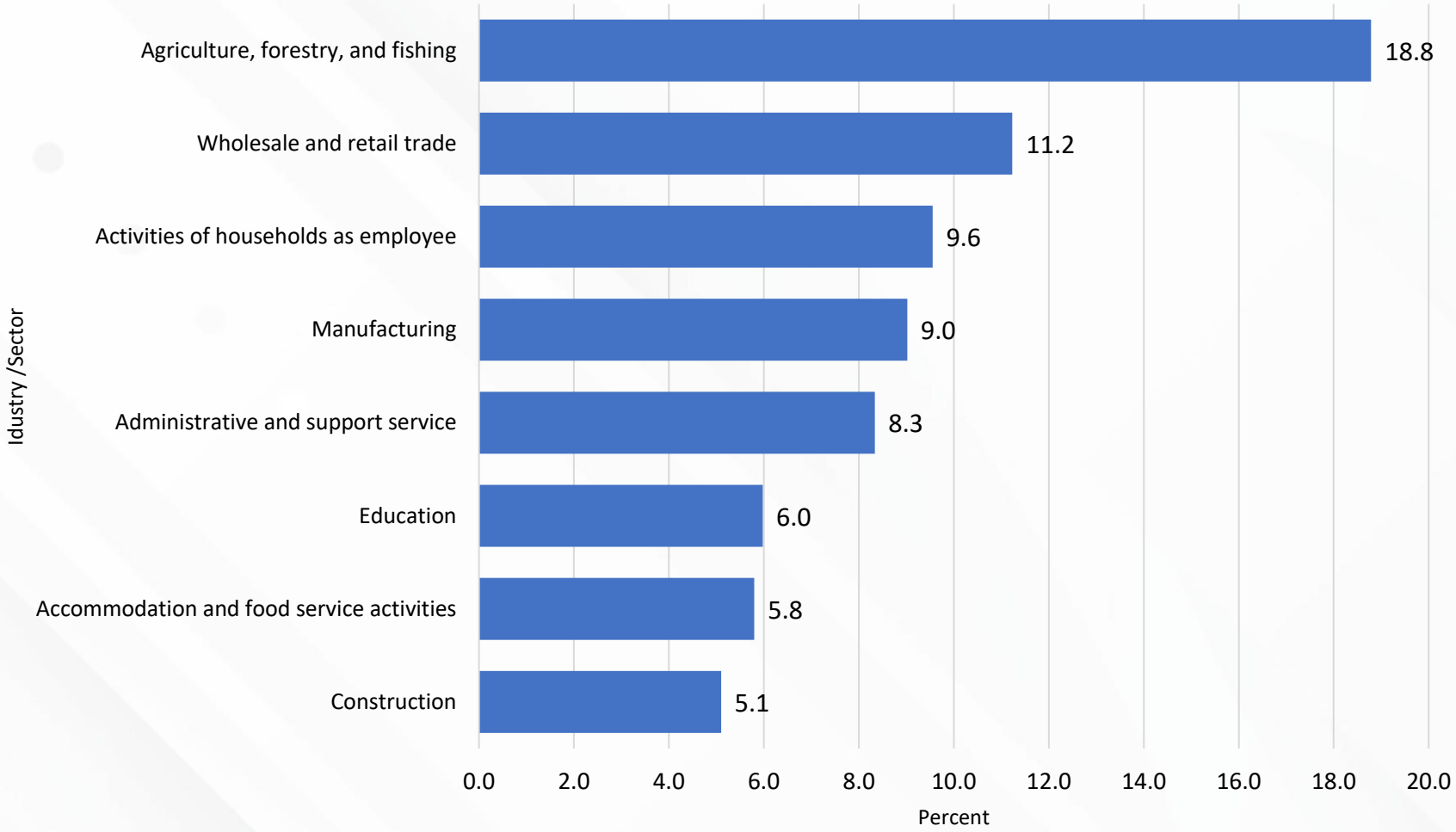
Youth(15-34) EPR by Region



- The overall proportion of youth engaged in the labor market stood at 44.7%
- The overall proportion of youth who are actively working compared to the total youth population is 24.8.

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Employed youth in selected industries/sectors



The largest proportion of youth employment is in the Agriculture, Forestry, and Fishing sector, accounting for 18.8% followed by the "wholesale and retail trade with 11.2 %.

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Youth Unemployment rate by Urban/Rural

NLFS 2018



44.0 %



49.1 %

2023 PHC



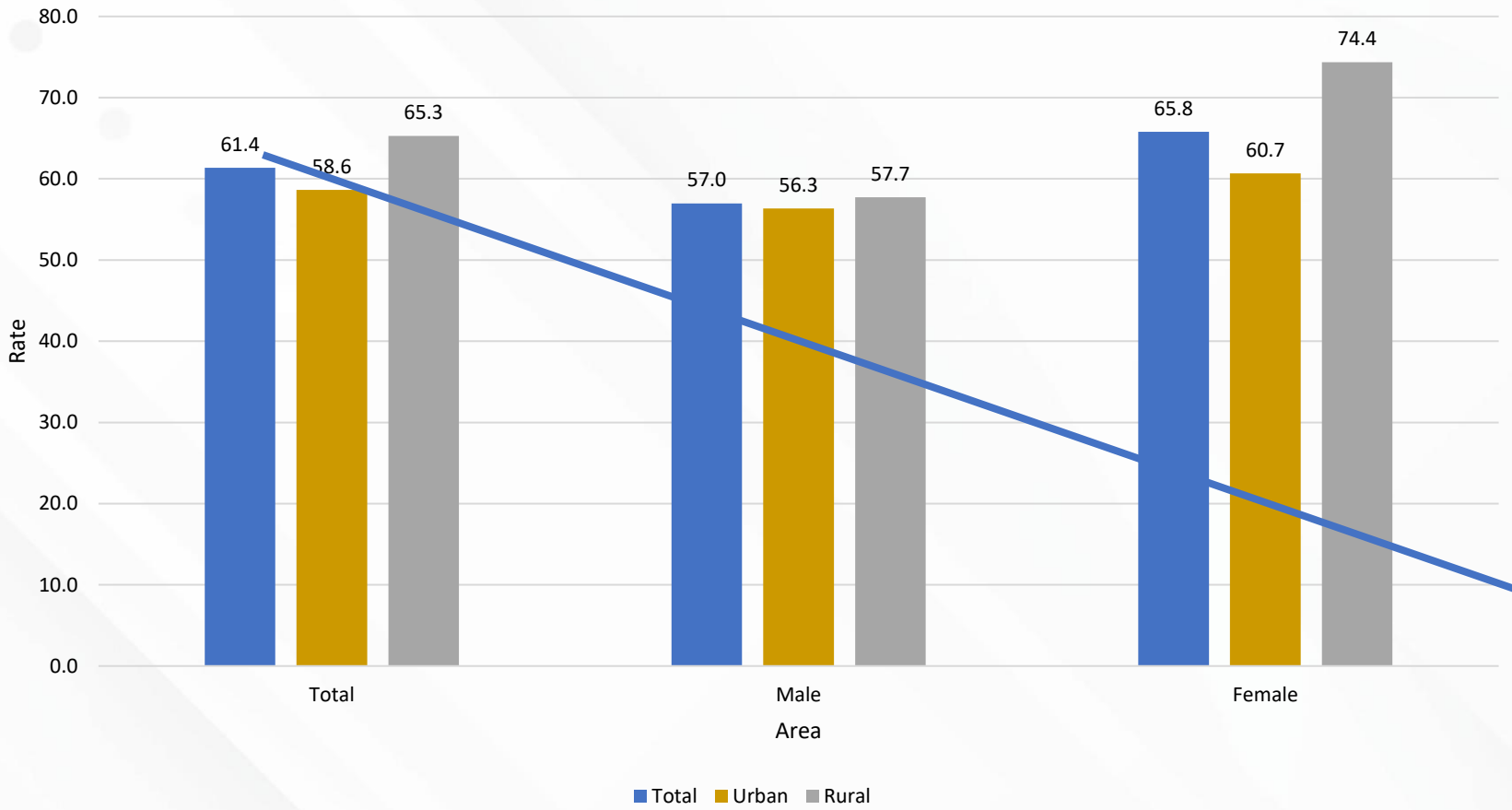
46.1 %



41.3 %

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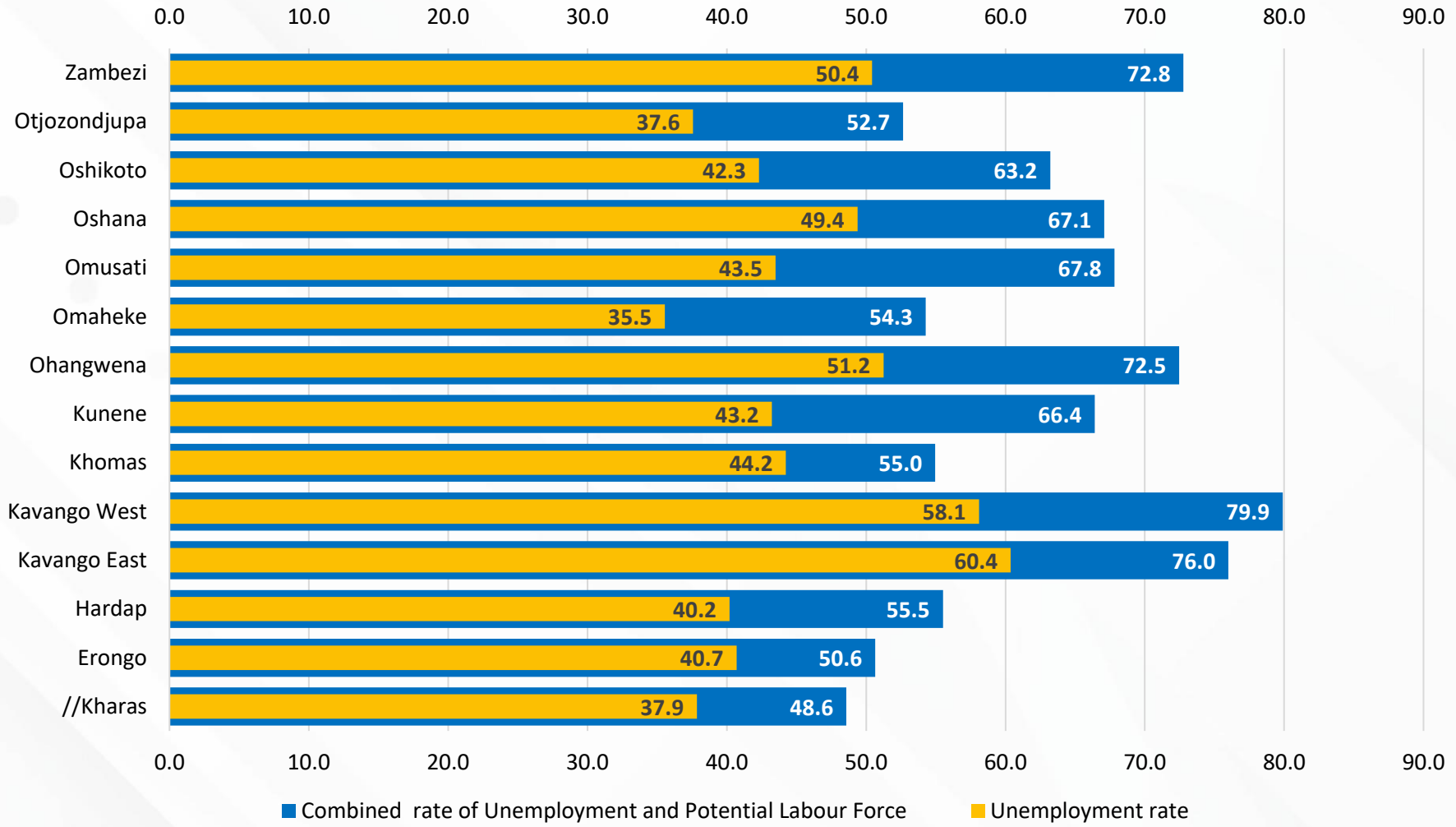
Youth Combined Unemployment rate & Potential LF by Urban/Rural



Over half (61.4 %) of the Namibian youth are either unemployed or part of the potential labour force.

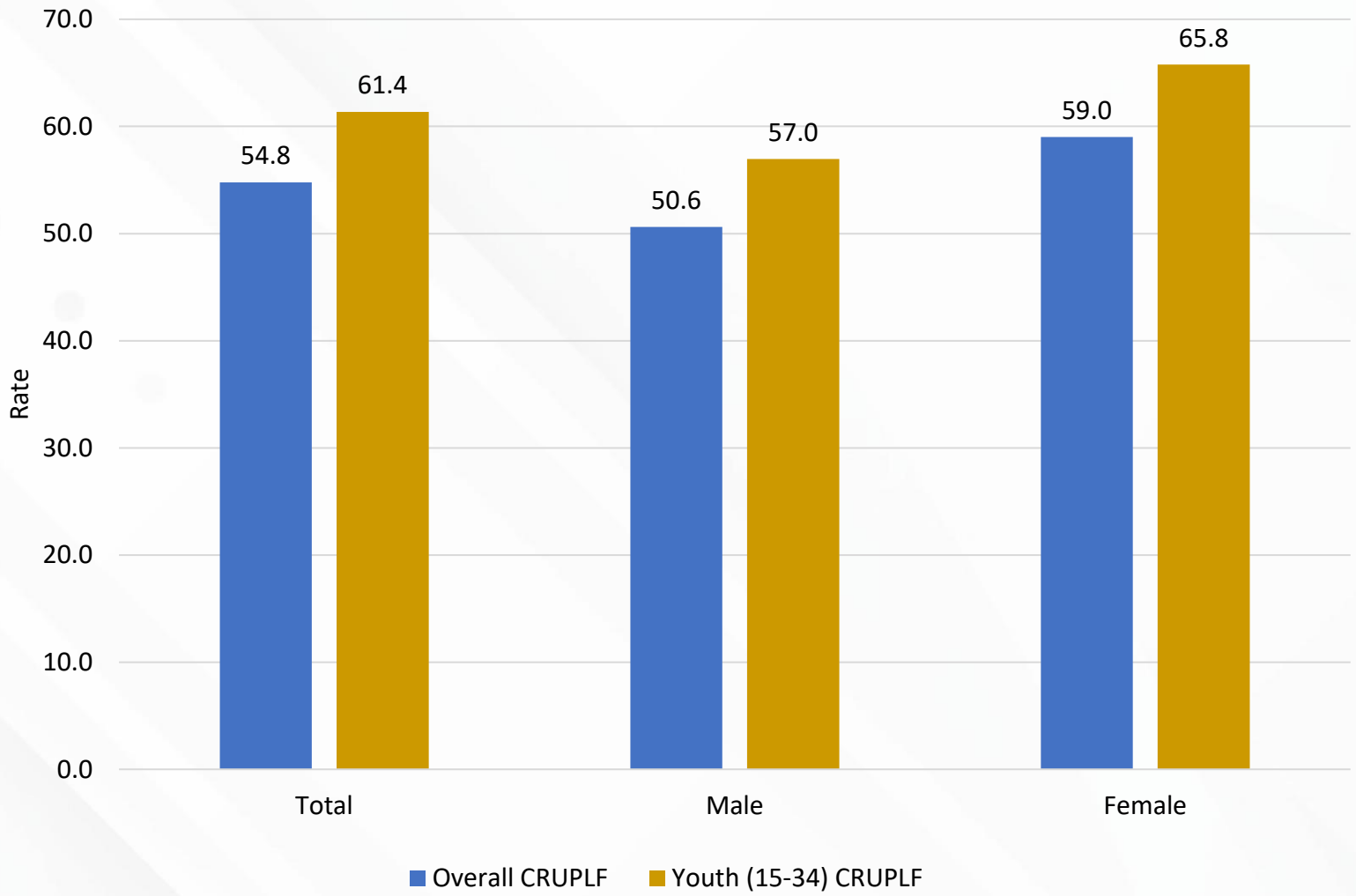
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Youth Combined rate of Unemployment rate & Potential LF by Region



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Combined rate of Unemployment rate & Potential Labour Force by sex



Over half (54.8 %) of the Namibian working-age population is either unemployed or part of the potential labour force.

For youth, the CRUPLF is 61.4 %

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Youth Not Employment, Education or Training (NEET) By Region

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.

Overall, of the total 1,018,529 youths 41.9 % of the youth aged 15-34 are neither in employment and in education or training.

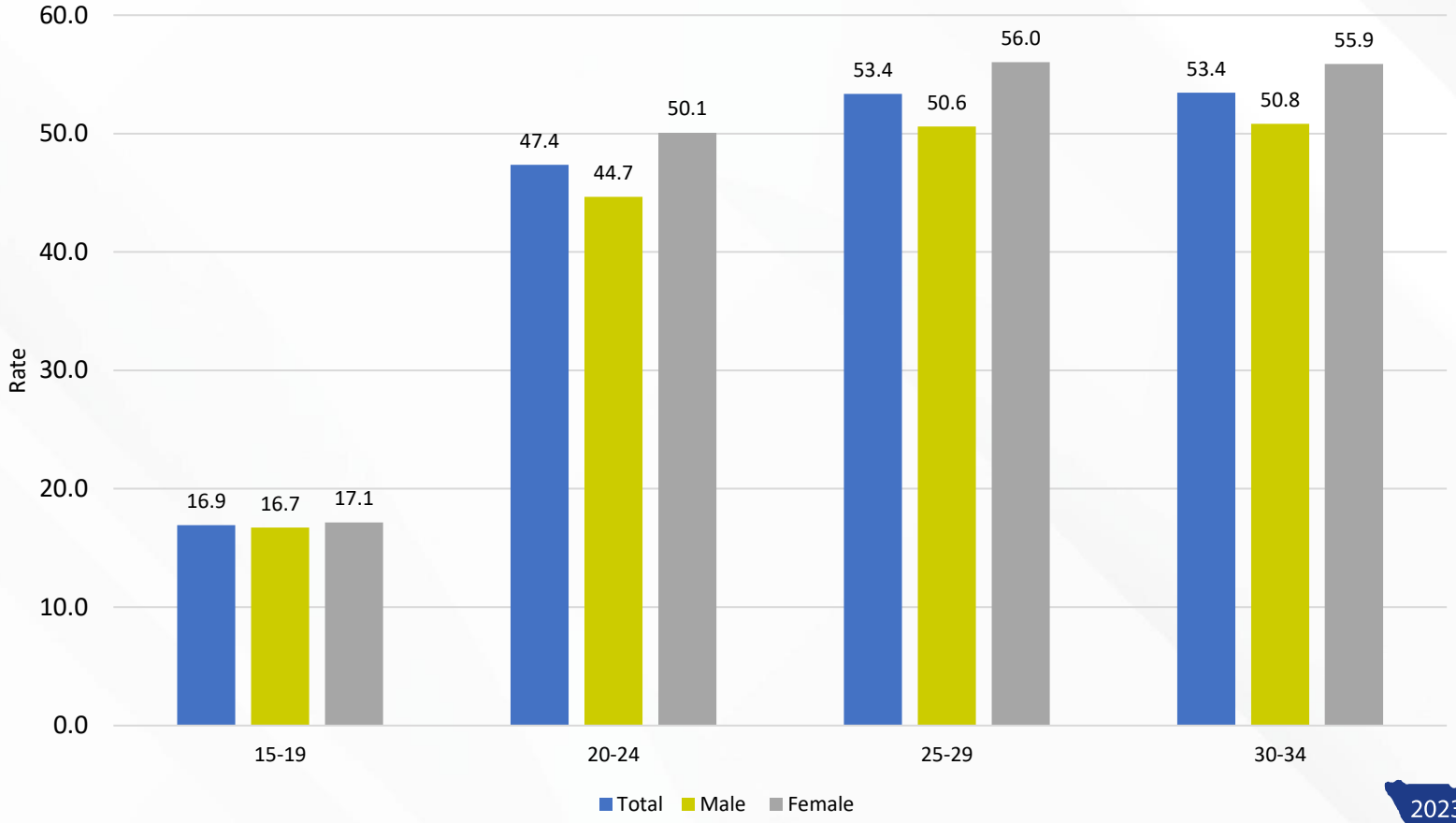
The rate is highest in Kunene and Zambezi regions with 56.4 % and 49.8 % respectively.

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	NEET			Total Youth			Percentages		
Region	Total	Male	Female	Total	Male	Female	Total	Male	Female
Namibia	427,093	200,303	226,790	1,018,529	504,089	514,440	41.9	39.7	44.1
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

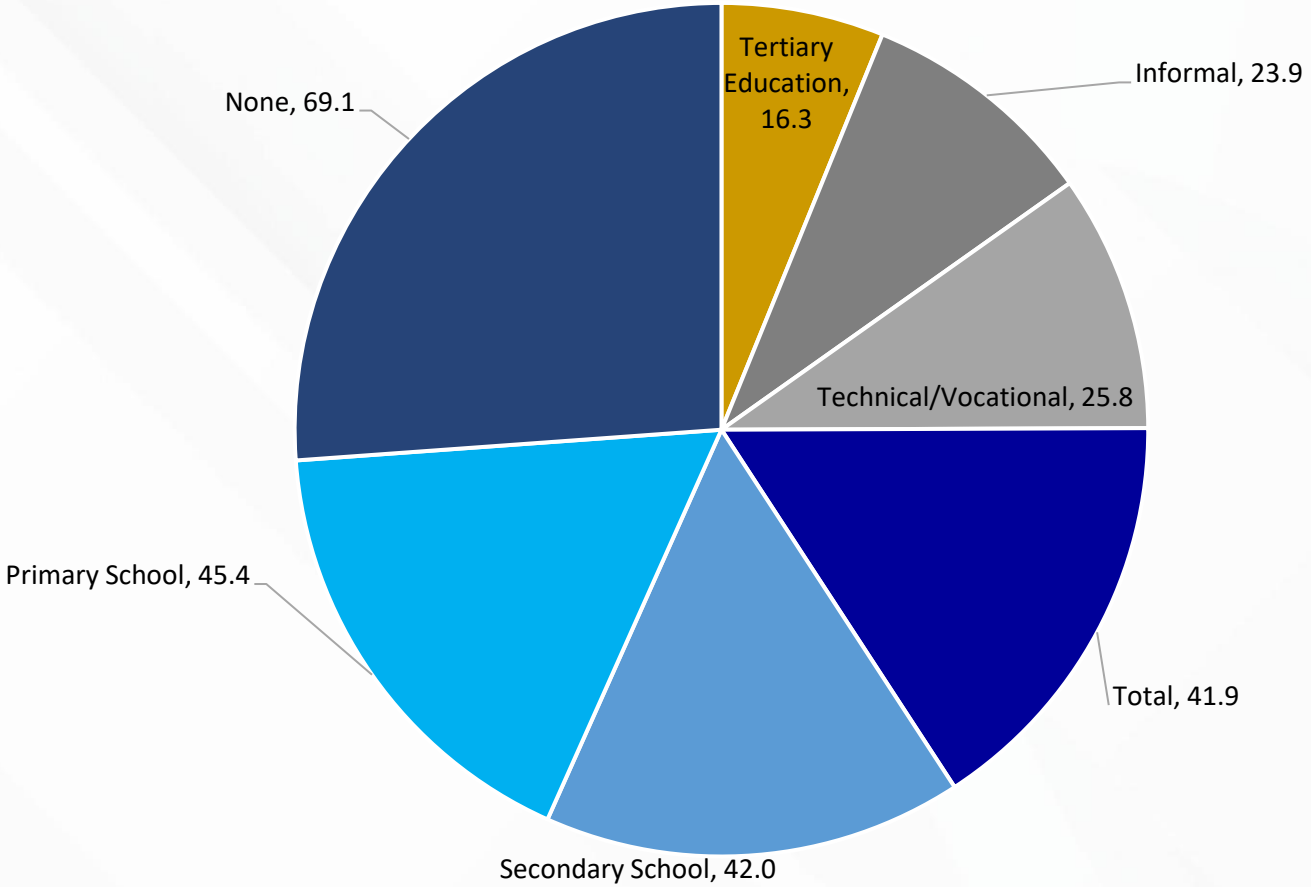
NEET By Age-group

NEET was particularly high for the age group 25 – 34, averaging over 53.0 percent, and lowest (16.9%) for the age group 15 – 19.



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NEET By Highest level of education



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In summary;

- ✓Unemployment rate increased by 3.5 percentage to 36.9% in 2023.
- ✓Both employment to population ratio (EPR) and labour force participation rate decreased
- ✓EPR of 29.1 % which is less than a third of employed population indicates low levels of employment in the country.
- ✓About 96.8 % of the potential labour force are discouraged from seeking jobs
- ✓ The combined rate of youth unemployment and potential labour force is 61.4 % indicating that more than 60% of the youth face some sort of labour underutilization.
- ✓Unemployment rate (44.4 %) and NEET rate (41.9%) are close, indicating that youth want to work
- ✓Big gap between youth Unemployment rate (44.4%) and combined rate of youth unemployment and potential labour force is (61.4 %). Hence the two indicators should used in terms of providing a comprehensive understanding of labor market challenges faced by youth, highlighting both active unemployment and those not fully engaged in the labor force for better policy and intervention design..

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Thank you

