



2023 Namibia Population and Housing Census Release of Labour Force results

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Presentation Outline

- ✓ Introduction
- ✓ Methodology
- ✓ International Conference for Labour Statisticians (ICLS)
- ✓ 2023 Population & Housing Census (PHC) limitations
- ✓ Results
- ✓ Conclusions

Introduction

- ✓ The last LFS was conducted in 2018 mainly due to a lack of funds & other projects.
- ✓ Hence the NSA has integrated a Labour Force (LF) Module into the 2023 Census questionnaire.
- ✓ The information is presented at National, Regional, and Constituency levels.
- ✓ This presentation highlights some key Labour Market Indicators, with additional insights (in the technical presentation hereafter)
- ✓ All the above is deduced in an LF report.

Methodology

- ✓ The 2023 PHC collected data on the labour market activities of persons aged 15 years & above (Working Age Population) present in Namibia on the Census Reference Night (CRN), 24 September 2023.
- ✓ The Working Age Population (WAP) presented in this report refers to persons aged 15 years & above who were found in **Private/Conventional Households, educational hostels, prisons, orphanage shelters, etc. and excludes special populations including hospitals in-patients, hotel residents, homeless persons, travelers, etc.)**

Methodology cont...

- ✓ The Labour Force module of the 2023 PHC adopted the 19th ICLS (Resolution I) methodology, adopted in 2013, to update the 13th ICLS of 1982.
- ✓ The objective of ICLS is to allow uniformity and consistency application of concepts across countries to allow comparisons.

What is ICLS

International Conference of Labour Statisticians (ICLS):

- ✓ Global standard-setting forum organized by the International Labour Organization (ILO) that serves as a host and Secretariat.
- ✓ Brings together experts, statisticians, policymakers, employers' and workers' representatives 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.

Differences in ICLS



ICLS	Adoption	Main Resolution
13th ICLS	1982	Enabled the expansion of availability of labour market statistics, in particular statistics on employment and unemployment .
19th ICLS	2013	New framework concerning statistics of work, employment and labour underutilization, also setting guidelines for measuring different forms of work, both paid and unpaid.
20th ICLS	2018	New classification of status in employment
21st ICLS	2023	New standards on informality

Limitations

- ✓ 2023 PHC Labour Force module included **ONLY** basic questions
 - Employment and unemployment statistics
- ✓ Labour market activities that are not so obvious, and less common, were not captured e.g. job types, working conditions, hours worked, and informal employment/employment
- ✓ 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.

What is the Working Age Population (WAP)

- ✓ According to the International Labour Organization (ILO), the working-age population generally refers to individuals aged 15 and above who are considered eligible to participate in the labour market.
- ✓ Namibia's Labour Act 11 of 2007 enforces stricter protections even beyond the Constitution to prevent child employment from becoming child labour.
- ✓ It prohibits children under 14 years from working, adhering to the International Labour Organization's (ILO) minimum age standards.
- ✓ The law mandates school attendance until age 16, balancing education with employment opportunities for those under 18.
- ✓ After 16 years, individuals are no longer subjected to compulsory schooling and can enter the labour market under Namibian labour laws.

Working age population cont..

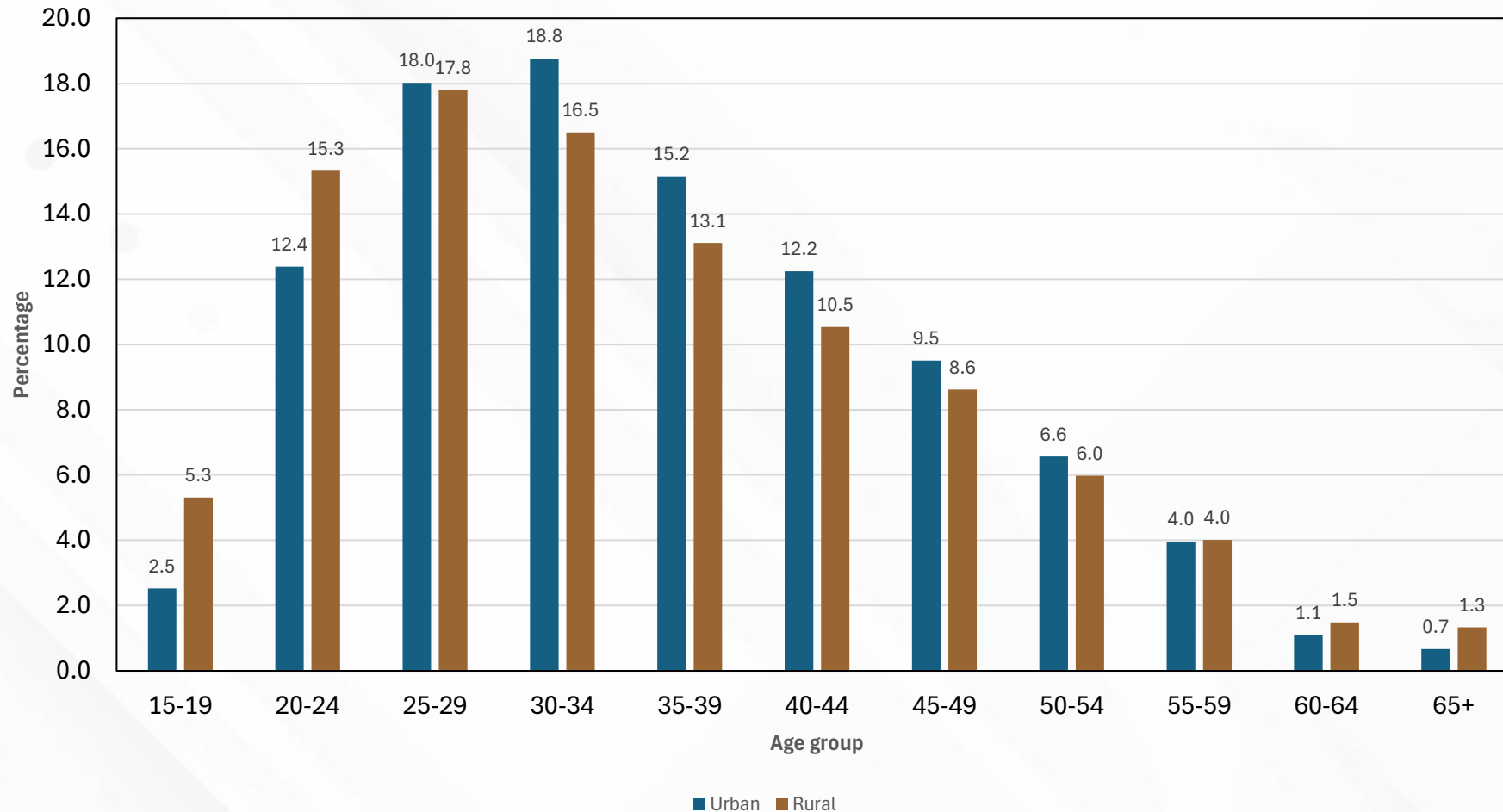
- ✓ Child labour refers to exploitative work that harms children or deprives them of education, safety, and well-being, unlike regulated work that supports their development.
- ✓ In Namibia, the working-age population is defined as those aged 15 to 60, which aligns with laws on employment, education, and retirement.
- ✓ One also notices that the 60 years limit is mostly only strict when it comes to some GRN institutions. Most professions in health, politics, academics and private sector are in employment even after the age of 60.

Working age population lower limit in SADC countries

	Country	ICLS Resolution Implemented	WAP Lower Limit
1	Angola	19 th	15
2	Botswana	19 th	15
3	Comoros	19 th	15
4	DRC	- Do not conduct LFS	15
5	Eswatini	20 th	15
6	Lesotho	20 th	15
7	Madagascar	19 th	15
8	Malawi	19 th	15
9	Mauritius	20 th	16
10	Mozambique	19 th	15
11	Namibia	19 th	15
12	Seychelles	20 th	15
13	South Africa	20 th	15-64
14	Tanzania	13 th	15
15	Zambia	20 th	15
16	Zimbabwe	20 th	16

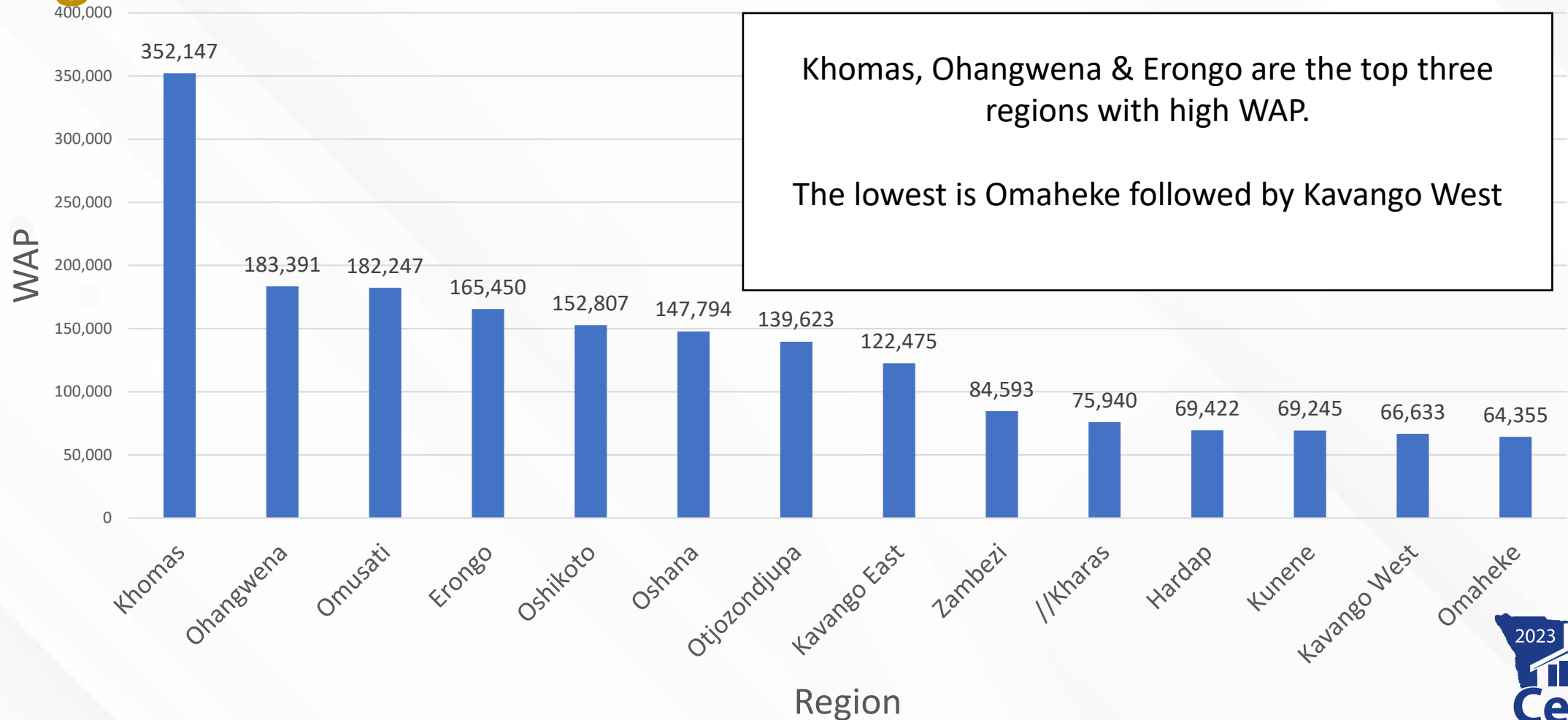
RESULTS

Distribution of Population in Labour Force by age-group and by urban/rural

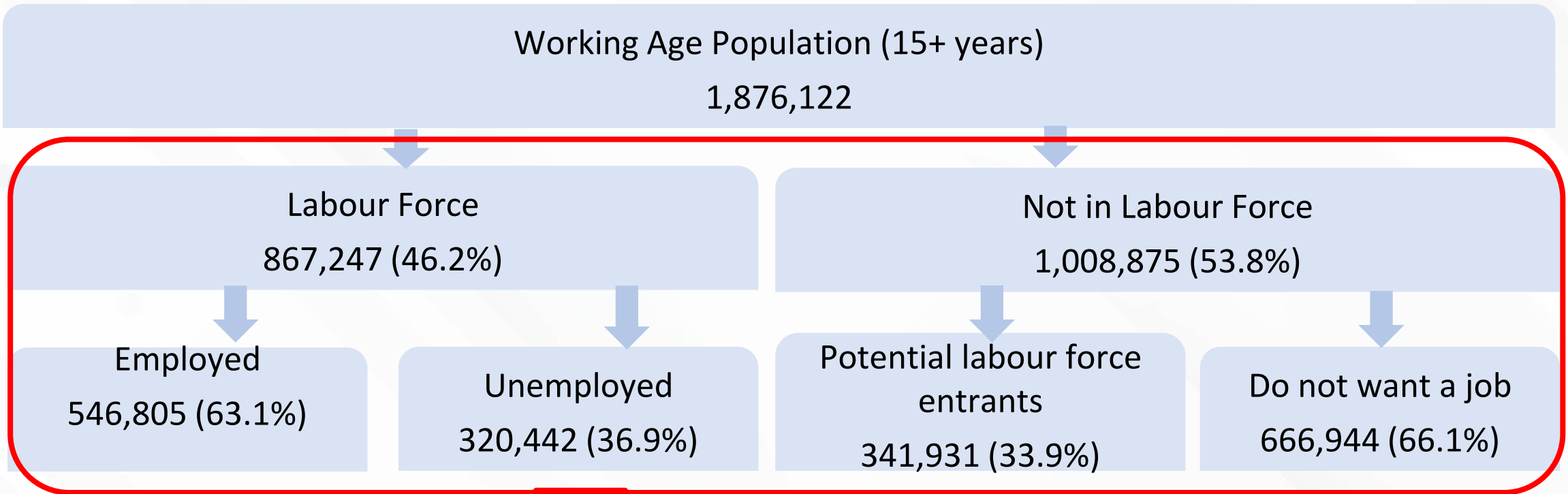


Labour Force Participation peaks at ages 25-34, then declines with age in both urban and rural areas.

Distribution of the Working age population by region



Classification of WAP

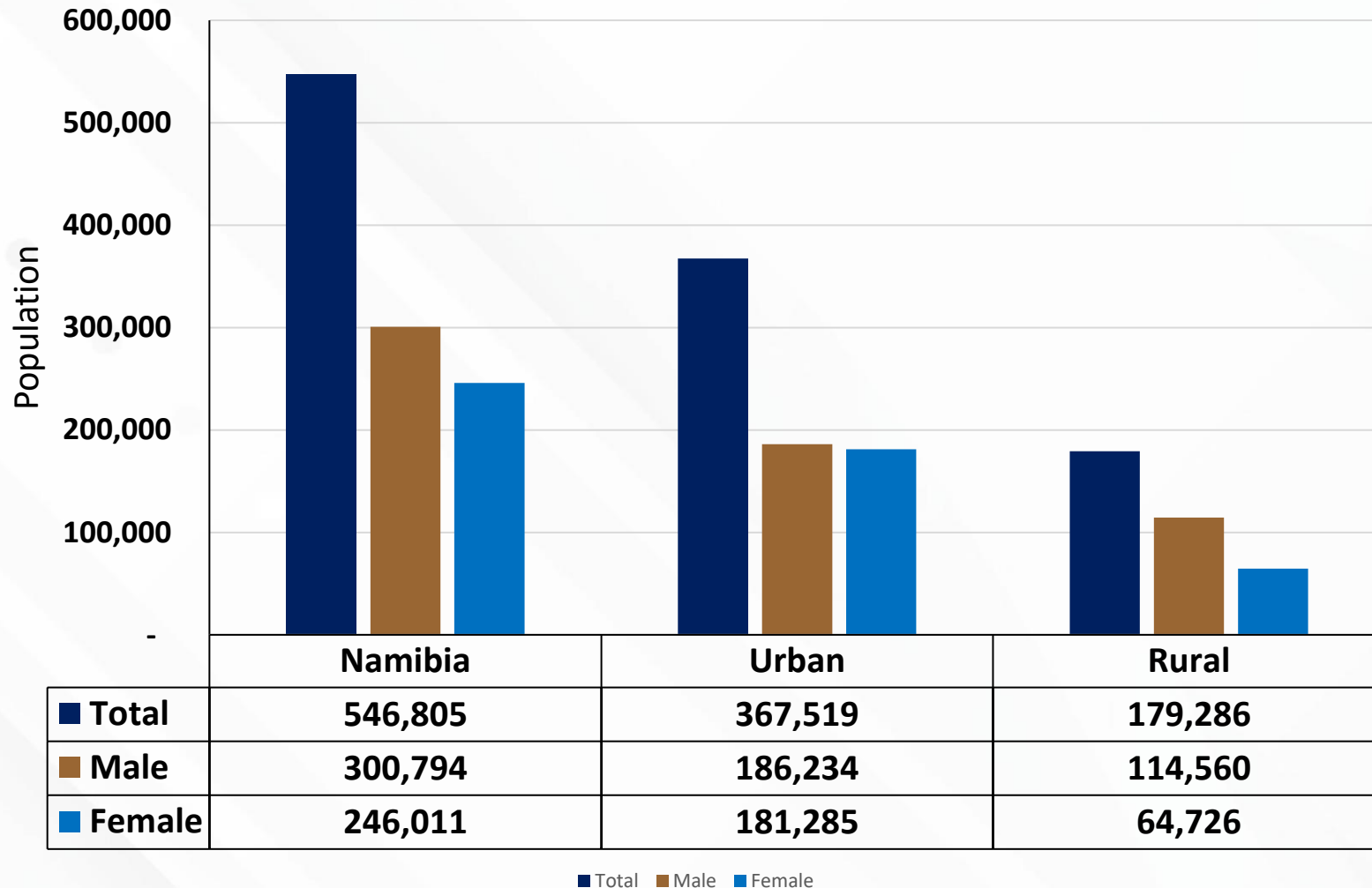


The official unemployment rate stands at 36.9 %, an increase of 3.5 percentage in 2023 compared to 2018 LFS

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

Employed Population characteristics

Distribution of employed population by urban/rural and sex



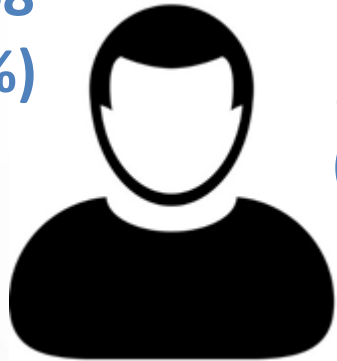
More males compared to females were employed in both urban and rural areas.

Employed population (2018 LFS & 2023 PHC) by Sex

Male

2018

361,508
(67.5 %)



2023

300,794
(55.0 %)

Female

2018

364,234
(65.7%)



2023

246,011
(45.0%)

Decrease in
both male and
female
employment

Unemployed Population Characteristics

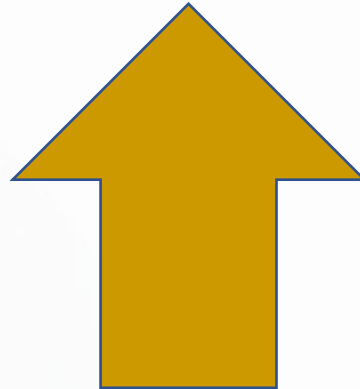
Overall trends in unemployment rate

2018 NLFS



33.4 %

3.5 %



2023 PHC



36.9 %

Unemployed population (2018 LFS & 2023 PHC)

Unemployed people:

NLFS 2018

364,411
(33.4 %)

PHC 2023

320,442
(36.9 %)

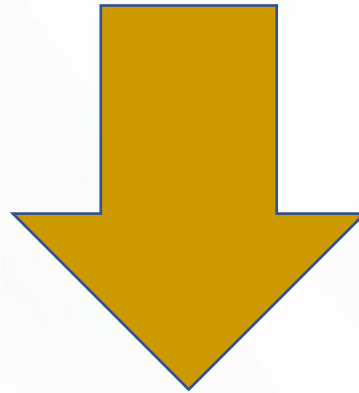
Trends in youth unemployment rate

NLFS 2018



46.1 %

NDP 5 aspiration 33%



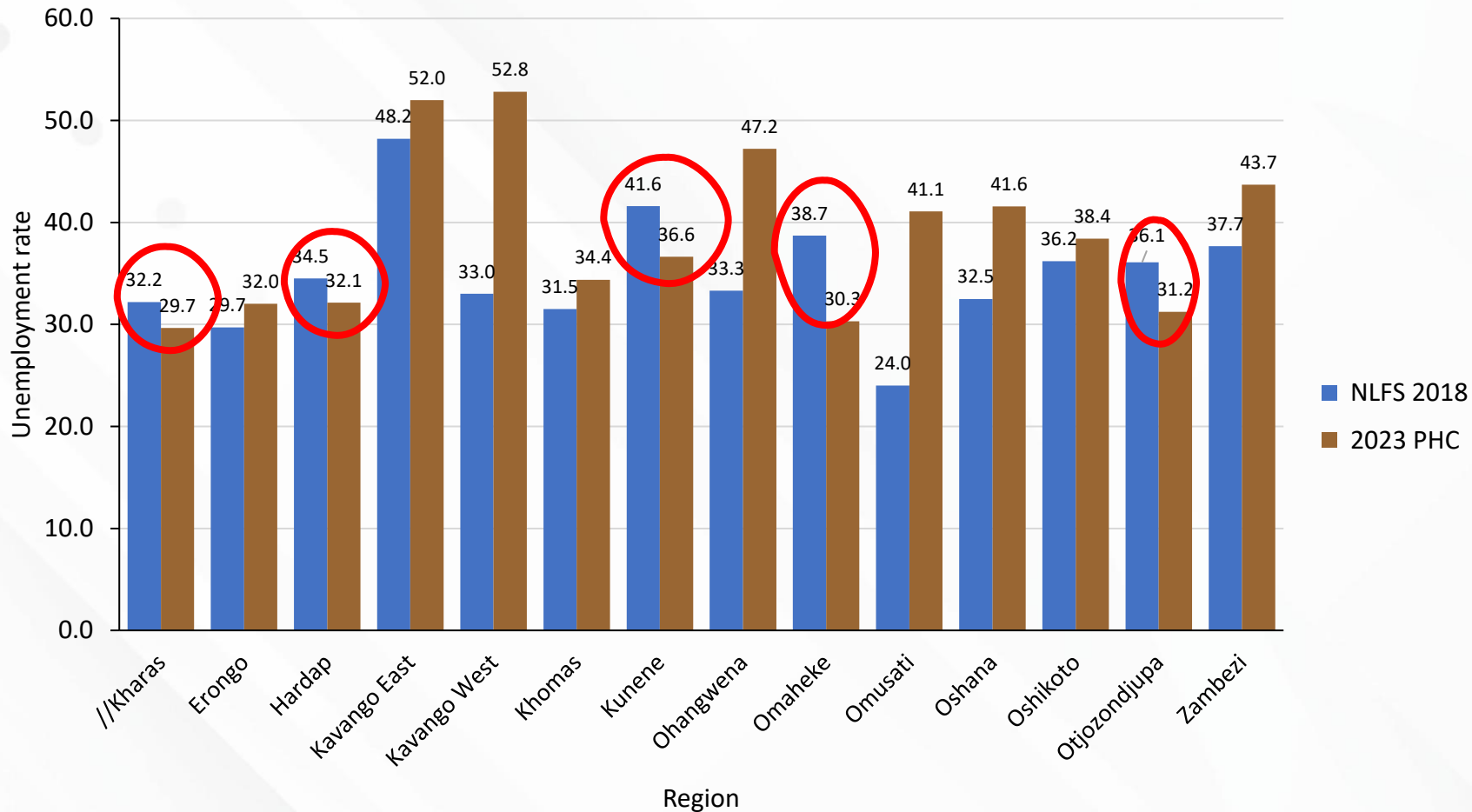
-1.7 %

PHC 2023



44.4 %

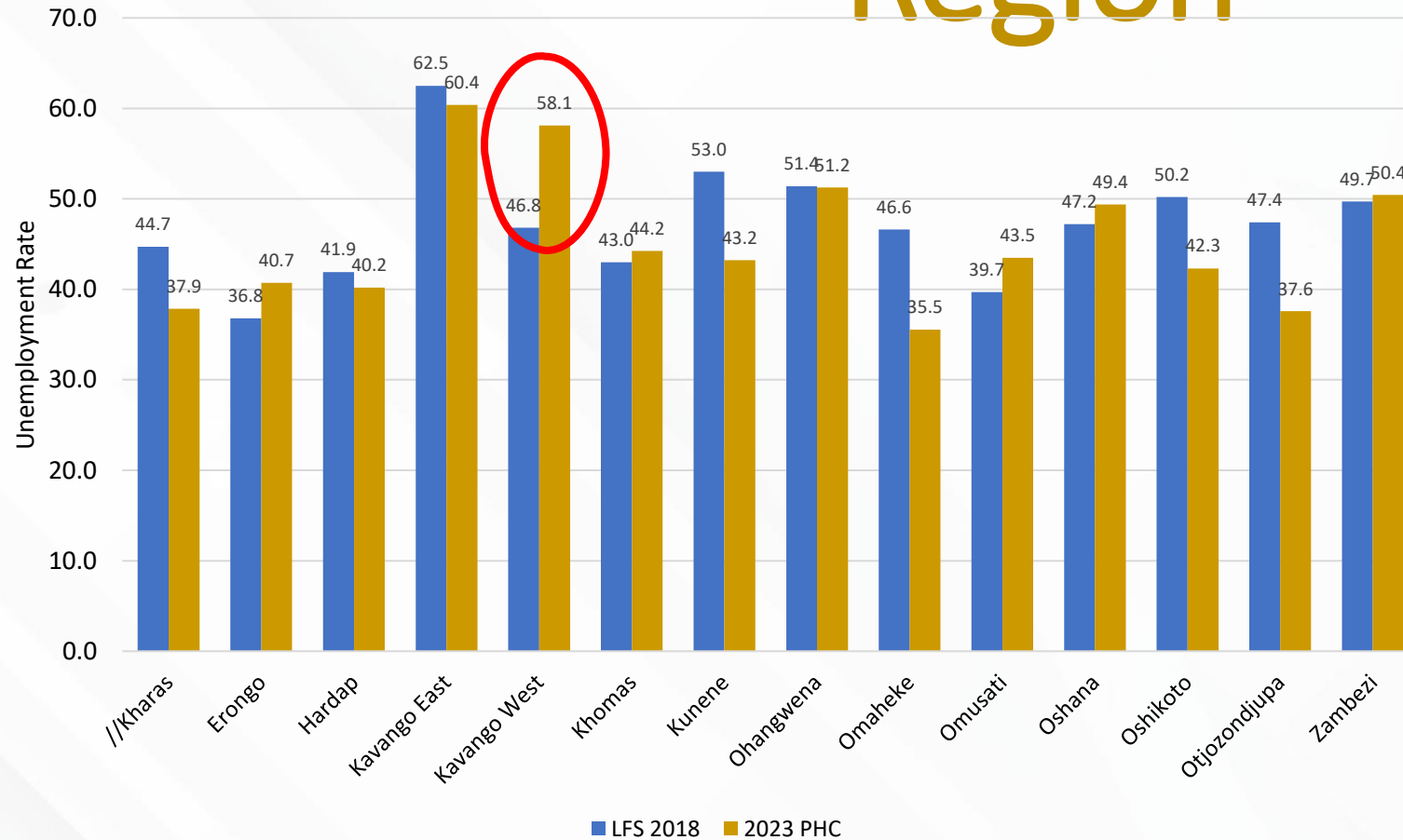
Unemployment rate by Region



//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.

Youth Unemployment rate by Region



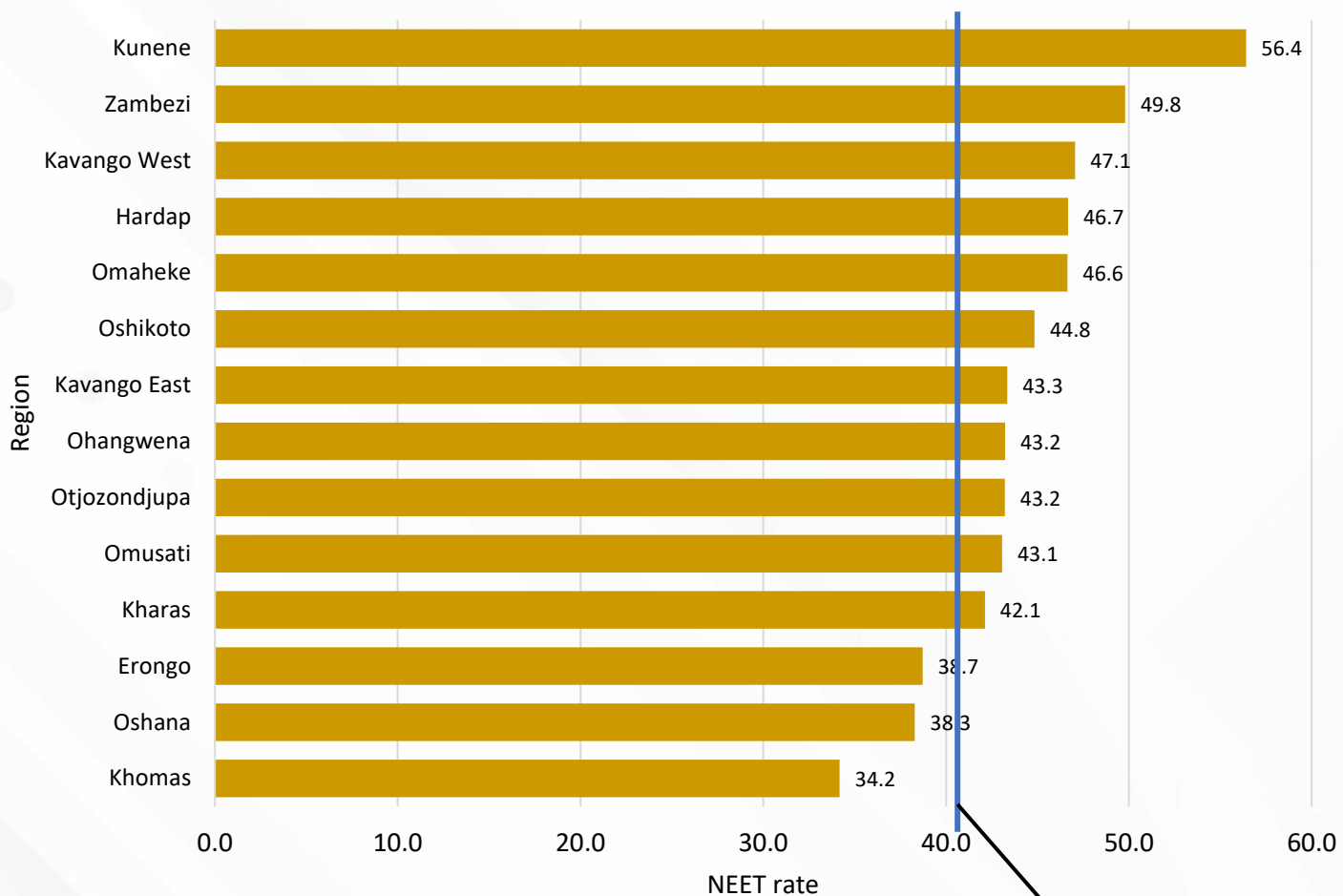
//Kharas, Hardap, Kavango East, Kunene, Omaheke, Oshikoto & Otjozondjupa regions recorded a reduction in youth unemployment rate

Kavango West recorded the highest increase in unemployment from 46.8 to 58.1 %.

Comparison of unemployment rates for different age groups (2016-2023)

Age-groups	2016 LFS	2018 LFS	2023 PHC
15-19 years	70.4	69.6	57.7
20 - 60 years	33.2	33.3	36.5
Excluding 15-19 years (20+)	32.1	31.6	36.2
Excluding 15-24 years (25+)	27.3	26.8	33.4

Not in Education, Employment or Training (NEET) By Age-group



- 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.
- All regions except Khomas, Oshana and Erongo have a NEET rate higher than the national rate.

Overall, 41.9 % are neither in employment, education or training.

In summary

- ✓ The working-age population (15 years or older) was estimated at 1,876,122 in 2023
- ✓ Labour Force Participation peaks at ages 25-34
- ✓ There is a decrease in Employed persons whereas the Total Number of Unemployed persons also reduced (2018 to 2023)
- ✓ Unemployment rate increased by 3.5 percentage from 33.4 % in 2018 to 36.9% in 2023
- ✓ The youth unemployment has dropped by 1.7 % to 44.4 percent from 46.1% in 2018 LFS.



Thank you

