

Published by the Namibia Statistics Agency

P.O. Box 2133

Windhoek,

www.nsa.org.na

Published 2017

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Key Highlights of the Namibia Labour Force Survey 2016 Report



Suggested citation: Namibia Statistics Agency, 2017. Key Highlights of the Namibia Labour Force Survey 2016 Report. Namibia Statistics Agency, Windhoek.

Namibia Statistics Agency (NSA)
May 2017



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CONTENTS

FORWARD	5
EXPLANATORY NOTE ON WHY REVISING LFS 2012-2014	6
SADC MINIMAL INDICATOR LIST	7
EXECUTIVE SUMMARY	8
KEY INDICATORS OF THE LABOUR FORCE SURVEY 2016	11
EMPLOYMENT 2016	11
WAGES 2016	14
BROAD UNEMPLOYMENT 2016	16
YOUTH UNEMPLOYMENT 2016	17

● LIST OF ACRONYMS

ARS	Assistant Regional Supervisor	NSS	National Statistics System
CTA	Chief Technical Assistance	PSU	Primary Sampling Unit
DSS	Demographic and Social Statistics	RS	Regional Supervisors
EA	Enumeration area	SG	Statistician-General
EMT	Executive Management Team	SIC	Standard Industry Classification
ER	Employment ratio	SSD	Social Statistics Division
GIS	Geographical Information System	SSC	Social Security Commission
GPS	Geographical Positioning System	SFO	Surveys and Field Operations
ILO	International Labour Organisation	TIFF	Tagged image file format
LFPR	Labour force participation rate	TS	Team Supervisor
LFS	Labour Force Survey	TWG	Technical Working Group
MoLSW	Ministry of Labour Industrial Relations and Employment Creation	UNDP	United Nations Development Programme
NASCO	Namibia Standard Occupation Classification	UNFPA	United Nations Population Fund
NDP	National Development Programme	UNICEF	United Nations Children's Fund
NLFS	Namibia Labour Force Survey	UR	Unemployment rate
NSA	Namibia Statistics Agency		

● FORWARD



The findings and indicators from the survey will provide fresh understanding of the prevailing labour market situation in the country since 2014.



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, five Labour Force Surveys have been conducted in the country at more or less regular intervals of every year.

The LFS of 2016 was the fourth annual labour force survey to be conducted by the Namibia Statistics Agency. The first, second and third LFSs were conducted in 2012, 2013 and 2014 respectively. Although the LFS 2015 was included as a module in the 2015/16 NHIES, there was no official publication of the labour force statistics in 2015 as the resulting outcome was used as a pilot for determining the viability of producing quarterly labour force statistics.

The pilot did not produce on average comparable results to previous years, hence the gap.

Like previous LFSs, the 2016 survey was conducted with the objective of generating key socio-economic indicators for assessment of labour market conditions in Namibia. The survey cover all aspects of people's work, including employment, unemployment, underemployment, occupation, industry, education and training needed to equip them for work, wages and salaries.

This document presents key highlights in tables of key indicators of the survey. These results were produced using the revised weighting methodology adjusted to control for the variation in the key parameters such as urban/rural, age grouping and sex distribution in addition to the regional distribution. It is hoped that the release will be of assistance to planners, policy makers, researchers and the public in general and provides a quick glance of standard employment and unemployment indicators for accessing Namibia's efforts in meeting its various developmental goals in particular, those relating to job creations.

A detailed report titled the "The Namibia Labour Force Survey 2016 Report" including methodologies used will be published by 30 June of 2017.

The NSA acknowledged the delay in the release of 2016 LFS report that is necessitated by the absolute care required in the implementation of the revised weighted methodology. I would therefore like to address my sincere thanks to the International Labour Organisation (ILO) for their technical inputs to the labour force survey 2016 in Namibia as well as Statistics South Africa (StatsSA) for their technical support during the processing of the LFS 2016. A word of appreciation also goes to our stakeholders for their contributions towards the review of questions used for the survey and the general public for their patience during the processing of these results. Finally, I would like to thank the Government of the Republic of Namibia for the continued funding of the survey. The findings and indicators from the survey will provide fresh understanding of the prevailing labour market situation in the country since 2014. These findings should provide a basis for better planning, policy formulation and labour-related discussions by all concerned.

Mr Alex Shimuafeni
The Statistician-General
Windhoek, May 2017

EXPLANATORY NOTE ON WHY

● REVISING LFS 2012-2014



The estimated figures from the published labour force surveys (LFS) in 2012 to 2014 were compiled using a weighting procedure which is the derivation of the design weights based on the sample design and then revising those using post stratified weight adjustments so that the estimated regional totals conform to the population projections. A simple manual procedure of revising the weights at the regional level was adopted for these previous surveys. However, to be in line with best practices of efficient weighting procedures, a more rigorous process of post stratification method known as “Weight Calibration” adjusting for the variations in the key estimation parameters such as area (urban/rural), age groups, sex distribution in addition to the regions was applied for the LFS 2016. It therefore became necessary to revise the figures of the 2012-2014 surveys as per the NSA revision policy for comparison purposes. The objective of this revision is to make LFS data series comparable across the past years and onwards. Users should be aware that there are no changes in the methodology for calculating the labour statistics, and hence no significant differences in the estimated proportions/rates such as unemployment rate before and after the revision. The changes are sampling based and are observed only in the actual counts.

● SADC MINIMAL INDICATOR LIST

Population	2012	2013	2014	2016	Changes bet. 2013 & 2012	Changes bet. 2014 & 2013	Changes bet. 2016 & 2014
Total	2,155,440	2,196,086	2,237,894	2,324,388	40,646	41,808	86,494
Male	1,046,434	1,066,541	1,087,178	1,129,754	20,107	20,637	42,576
Female	1,109,006	1,129,545	1,150,716	1,194,634	20,539	21,171	43,918
Age Composition							
Under 15 years	789,113	801,757	815,294	846,195	12,644	13,537	30,901
Population Working Age 15 + years Total (PWA)	1,366,327	1,394,329	1,422,600	1,478,193	28,002	28,271	55,593
Male 15 + years (PWAM) (above)	650,101	663,361	676,759	703,139	13,260	13,398	26,380
Female 15+ years (PWAf)	716,226	730,968	745,841	775,054	14,742	14,873	29,213
Youth 15 -34 Years	795,096	811,378	826,981	854,567	16,282	15,603	27,586
Active Population or Labour Force LF = E + UE							
Employed E	657,584	682,597	708,895	676,885	25,013	26,298	-32,010
Unemployed (UE)	248,944	295,947	274,948	349,383	47,003	-20,999	74,435
Labour Force Participation Rate (EM)	66.3	70.2	69.2	69.4	3.8	-1.0	0.3
Labour Force Absorption Rate E/PWA	48.1	49.0	49.8	45.8	0.8	0.9	-4.0
Unemployment Rate UE/LF	27.5	30.2	27.9	34.0	2.8	-2.3	6.1
Active Population by sex							
Male Employed (EM)	350,204	348,244	368,358	358,270	-1,960	20,114	-10,088
Female Employed (EF)	307,380	334,353	340,537	318,615	26,973	6,184	-21,923
Male Unemployed (UEM)	103,062	127,691	117,063	151,774	24,629	-10,628	34,711
Female Unemployed (UEF)	145,882	168,256	157,885	197,609	22,374	-10,371	39,724
Rates by sex							
Male Labour Absorption Rate (EM/PWAM)	53.9	52.5	54.4	51.0	-1.4	1.9	-3.5
Female Labour Absorption Rate (EF/PWAF)	42.9	45.7	45.7	41.1	2.8	-0.1	-4.5
Male Unemployment Rate UEM/(EM+UEM)	22.7	26.8	24.1	29.8	4.1	-2.7	5.6
Female Unemployment Rate UEF/(EF+UEF)	32.2	33.5	31.7	38.3	1.3	-1.8	6.6
Active Population for Youth 15 - 34 years (EU+UEY)							
Youth Employed (EY)	302,395	301,445	320,954	320,737	-950	19,509	-217
Youth Unemployed (UEY)	183,670	220,519	204,828	246,262	36,849	-15,691	41,434
Youth Labour Absorption Rate (EY/PWAY)	38.0	37.2	38.8	37.5	-0.9	1.7	-1.3
Youth Unemployment Rate (UEY)/(EY+UEY)	37.8	42.2	39.0	43.4	4.5	-3.3	4.5

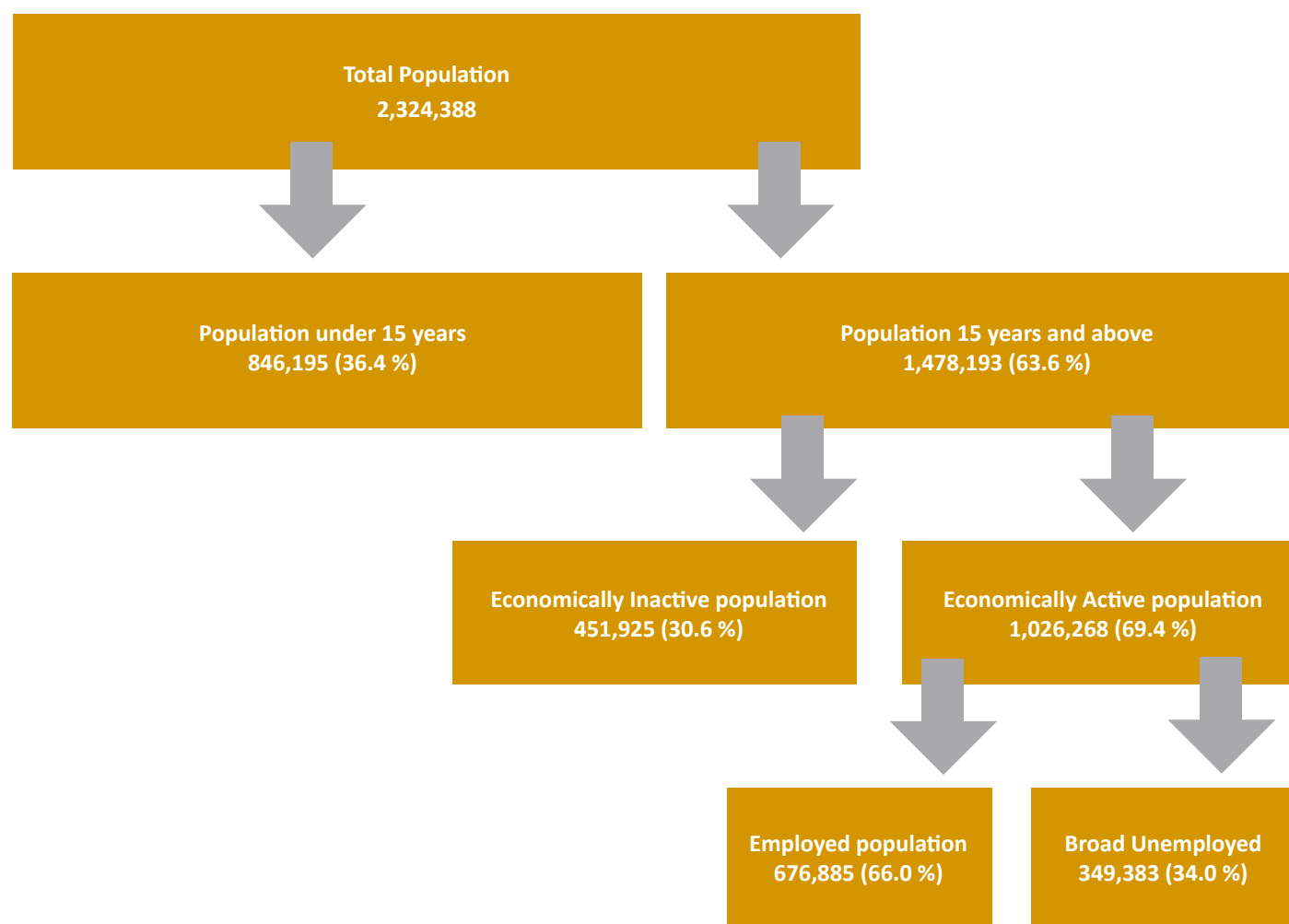
● EXECUTIVE SUMMARY

This report presents the key highlight results of the Namibia Labour Force Survey 2016, for which the fieldwork was carried out in two weeks period. The survey was conducted by the Namibia Statistics Agency (NSA) with funding from the Government of the Republic of Namibia.

The survey collected data on the labour market activities of individuals aged 15 years and above who lived in Namibia on the reference night of 30th October 2016. Interviewing of households started on the 31st October and ended on the 12th November 2016. Like in the preceding surveys, the LFS 2016 was conducted by interviewing individuals in private households.

The objective of this brief is to provide key highlights of indicators arising from the survey, to promote understanding of the labour market situation prevailing in the country for the period of 2014 and 2016. The full report will be released by the 30th of June 2017.

The number of the estimated people aged 15 years and above in each economic status are shown in Figure 1 below.



BASIC TERMINOLOGIES IN

● LABOUR STATISTICS

A major consideration with labour force surveys is to ensure that the correct terminology is adopted. In order to be able to interpret the results from an LFS, it is essential to be familiar with the concepts used. Here we define several key concepts in labour statistics, as well as some standard survey terms. Some other concepts (such as the informal sector and informal employment) are defined in their respective sections later in this report.

Age was defined as the number of completed years lived by the respondent, i.e. age at last birthday.

Aged dependency ratio is the number of persons aged 65 and older 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.

Economically inactive population: All persons below the age of 15 years of age. In addition, all persons over 15 years of age who are not in employment or who are not available for work since they are full-time learners or students, homemakers (people involved only in unpaid household duties), ill, disabled or on early retirement.

Educational attainment is defined as the highest standard, grade or years completed. In the LFS 2016 the educational attainment includes those persons who have completed part or the whole level of education. For instance, primary education includes persons who have completed the last grade or achieved some grades of primary education.

Employed: The employed comprise all persons of working age who during a specified brief period, such as one week or one day, were in the following categories: a) paid employment (whether at work or with a job but not at work); or b) self-employment (whether at work or with an enterprise but not at work). Temporary absence from work includes reasons such as illness, maternity and parental leave, holiday, training, and industrial disputes.

Household: In this report, a household is defined as a group of people who normally live together and eat their meals together. For the LFS 'normally' means that the person concerned has lived in the household for at least six of the past 12 months. Thus, the members of the household are identified on the basis of their 'usual place of residence.'

A **private household** is defined as one or more persons, related or unrelated, who live together in one (or part of one) or more than one dwelling unit and have common catering arrangements. A person who lives alone and caters for himself/herself forms a one-person household.

Labour force: comprises all persons of either sex who furnish the supply of labour for the production of 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 (also referred to as the economic activity rate): The labour force participation rate is the proportion of the economically active population in a given population group, i.e. the number of persons in the labour force given as a percentage of the working age population in that population group.

Overall dependency ratio is the sum of the child dependency ratio and the aged dependency ratio.

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 date for the commencement of the interviews.

Total Population: All persons living in Namibia during the reference period.

Unemployed in the broad sense: The unemployed comprise all persons of working age who were: a) without work during the reference period, i.e. were not in paid employment or self-employment; and b) currently available for work, i.e. were available for paid employment or self-employment during the reference period.

BASIC TERMINOLOGIES IN

● LABOUR STATISTICS (CONT'D)

Unemployed in the strict sense: The unemployed comprise all persons of working age who were: a) without work during the reference period, i.e. were not in paid employment or self-employment; b) currently available for work, i.e. were available for paid employment or self-employment during the reference period; and c) seeking work, i.e. had taken specific steps in a specified recent period to seek paid employment or self-employment.

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 to absorb its labour force and of the performance of the labour market.

Work: The concept of work refers to persons who during the reference period performed some work for wage or salary, in cash or in kind (for paid employment), or persons who during the reference period performed some work for profit or family gain, in cash or in kind (for self-employment). For operational purposes, the notion “some work” may be interpreted as work for at least one hour. Employed persons include those persons of working age who worked for at least one hour during the reference period as contributing family workers (formerly referred to as unpaid family workers) working in a family business.

KEY INDICATORS OF THE LABOUR

● FORCE SURVEY 2016



Employment 2016

Table 1 shows that the estimated population in Namibia who are in the working age population (15 years and above) is 1,478,193. Out of this 1,026,268 are in the labour force, while the remaining 451,925 people are outside the labour force.

Table 1: Basic labour force indicators for Namibia for 2016

Basic indicators	2016
Total population age 15 years and older	1,478,193
Economically active population	
Employed	676,885
Unemployed – broad	349,383
Labour force	1,026,268

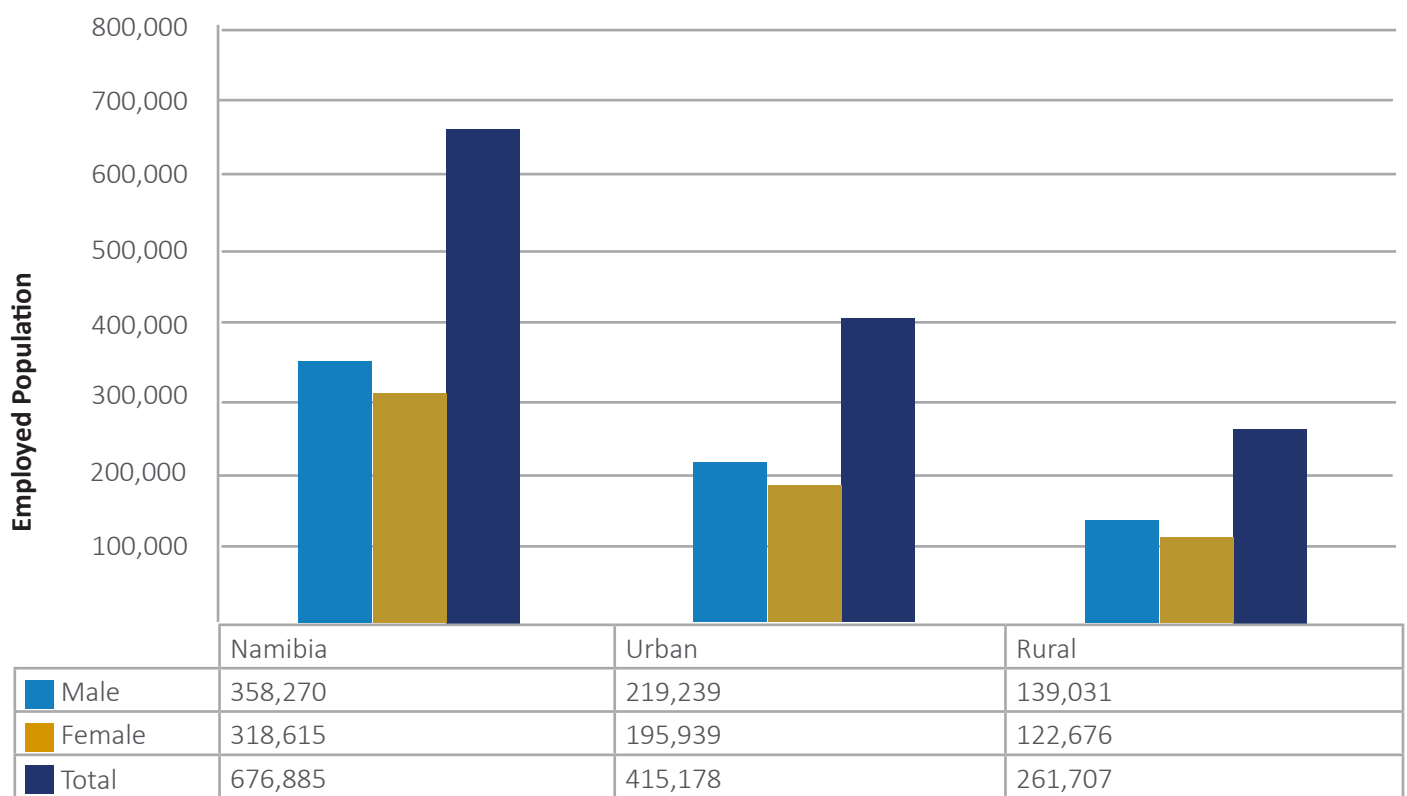
The number of employed people in Namibia were 676,885, while 349,383 people were unemployed. The result further showed that from 2014, the employed population decreased by 32,010 persons.

KEY INDICATORS OF THE LABOUR

● FORCE SURVEY 2016 (CONT'D)

Figure 2 presents the distribution of employment by sex, as well as by urban and rural areas. The results shows that 358,270 of the employed population in Namibia were males, while 318,615 were females, a difference of 39,656 persons in favour of males, translating into a ratio of 1 employed female to 8 employed males. Similarly, there were more males than females in employment in both rural and urban areas, with the difference being more significant in urban areas.

Figure 2: Distribution of employment by sex, urban and rural



Although, the majority of the labour force, that is, 135,832 people (20.1 percent) are employed in the agriculture, forestry and fishing sector, there have been a declined in the total number of employed in these sectors when compared to the 214 LFS when 206,722 people or 29.2 percent were employed. Changes in employment between 2014 and 2016 in other sectors are presented in Table 2 below.

KEY INDICATORS OF THE LABOUR ● FORCE SURVEY 2016 (CONT'D)

Table 2: Employed population by Industry between 2014 and 2016

Industry	2014		2016	
	Number	%	Number	%
Agriculture forestry & fishing	206,722	29.2	135,832	20.1
Mining and quarrying	14,149	2.0	14,825	2.2
Manufacturing	28,726	4.1	44,419	6.6
Electricity & related industries	3,083	0.4	5,018	0.7
Water supply & related industries	2,330	0.3	4,512	0.7
Construction	56,929	8.0	63,005	9.3
Wholesale and retail trade	96,922	13.7	65,492	9.7
Transport and storage	26,518	3.7	22,175	3.3
Accommodation & food service activities	29,265	4.1	47,840	7.1
Information & communication	4,041	0.6	5,973	0.9
Financial and insurance activities	13,959	2.0	15,525	2.3
Real estate activities	647	0.1	1,163	0.2
Professional, scientific and technical activities	6,714	0.9	12,140	1.8
Administrative & support service activities	31,537	4.4	40,499	6.0
Public administration, defense, compulsory social security	42,154	5.9	30,260	4.5
Education	41,470	5.9	41,422	6.1
Human health & social work activities	21,814	3.1	19,058	2.8
Arts, entertainment & recreation	2,332	0.3	4,143	0.6
Other services activities	12,536	1.8	43,211	6.4
Private households	66,205	9.3	59,113	8.7
Extraterritorial organization & bodies	161	0.0	1,232	0.2
Not recorded	627	0.1	28	-0.0
Total	708,841	100	676,885	100



Note: total percentages have rounding effects.

KEY INDICATORS OF THE LABOUR FORCE SURVEY 2016 (CONT'D)



Wages 2016

In terms of income levels, at the national level, the average wage is N\$ 6,759 per month, an increase of N\$133 since 2014 when the average wage was N\$6,626. Males on average earn more (N\$6,850) than females (N\$6,642). Across industries, the highest average wage is N\$19,907 per month which is earned by people in professional, scientific and technical industry, while the lowest is N\$1,334 per month associated with the people employed in private households (Table 3).

Table 3: Mean and median monthly wages by industry and sex

Industry	Male		Female		Total	
	Mean	Median	Mean	Median	Mean	Median
Agriculture forestry & fishing	2,175	1,100	2,527	1,600	2,252	1,200
Mining and quarrying	15,351	11,000	7,950	3,400	14,352	10,000
Manufacturing	5,098	2,800	6,568	2,300	5,506	2,600
Electricity & related industries	12,545	5,000	7,756	3,600	11,512	5,000
Water supply & related industries	5,905	5,000	3,877	1,100	5,352	4,000
Construction	4,370	2,700	4,237	2,300	4,361	2,626
Wholesale and retail trade	5,119	2,800	3,421	2,000	4,167	2,200
Transport and storage	7,038	4,000	13,304	11,000	7,995	5,000
Accommodation & food service activities	3,867	2,500	2,534	1,700	2,951	2,000
Information & communication	17,890	15,000	16,111	8,000	17,241	13,000
Financial and insurance activities	18,354	9,000	14,572	11,006	15,980	10,000
Real estate activities	7,852	5,000	14,558	6,000	10,965	6,000
Professional, scientific and technical activities	21,869	15,000	17,726	11,000	19,907	13,000
Administrative & support service activities	5,702	2,500	5,947	2,700	5,831	2,500
Public administration, defense, compulsory social security	12,071	9,000	10,504	8,500	11,394	8,700
Education	17,139	16,000	13,470	10,255	14,619	13,000
Human health & social work activities	15,008	9,000	10,983	7,000	12,117	7,500
Arts, entertainment & recreation	4,776	3,500	6,308	2,000	5,472	3,000
Other services activities	5,022	2,000	2,877	1,400	3,924	1,600
Private households	1,220	800	1,379	1,000	1,334	1,000
Extraterritorial organization & bodies	13,823	10,000	10,153	3,000	12,439	8,000
Total	6,850	2,700	6,642	2,500	6,759	2,600

KEY INDICATORS OF THE LABOUR

● FORCE SURVEY 2016 (CONT'D)

Similarly, table 4 presents the mean and median wages by domestic workers and other employees by age-group respectively in 2016. The result shows that on average domestic workers still earn far less than other people employed in other sectors by as much as N\$6,000 per month. The highest earners on average were the employees in the age group of 50-59 with an average earning of at least N\$5,000 per month.

Table 4: Comparison between monthly wages earned by domestic workers and other employees by age-group

Age group	Domestic Workers		Other Employees		Total Employees	
	Mean	Median	Mean	Median	Mean	Median
15-19	690	600	1,330	800	1,214	800
20-24	831	700	3,136	1,800	2,889	1,500
25-29	1,019	800	5,513	2,500	5,218	2,400
30-34	1,447	1,000	7,359	3,000	6,987	3,000
35-39	1,271	1,000	8,301	3,200	7,706	3,000
40-44	1,363	1,200	8,818	3,500	8,251	3,000
45-49	1,573	1,100	9,198	4,300	8,606	3,950
50-54	1,430	1,360	10,748	6,000	10,259	5,300
55-59	1,056	700	11,187	6,000	10,758	5,000
60-64	937	700	13,197	3,000	12,668	2,800
65+	926	1,000	6,208	2,800	5,855	2,500
Total	1,172	800	7,220	3,000	6,759	2,600

KEY INDICATORS OF THE LABOUR FORCE SURVEY 2016 (CONT'D)



Broad Unemployment 2016

The broad unemployment rate for the population aged 15 years and above in Namibia was estimated at 34.0 percent, representing an increase of 6.1 percentage points from 2014. Furthermore, a detailed presentation of the broad unemployment situation in the country is presented in Table 5 below.

It can be observed from Table 5 that the broad unemployment rate among the female population aged 15 years and above, was 38.3 percent which is higher than their male counterparts that recorded an unemployment rate of 29.8 percent. Similarly, the broad unemployment rate was higher and more pronounced in rural areas (39.2 percent) than in urban areas (30.3 percent).

At regional level, the broad unemployment rates were highest in Kunene (52.2 percent), Zambezi (48 percent) and Ohangwena (45.4 percent). The rate is also higher for females than males in all the regions except in Ohangwena and Omusati where the rate for females is lower than that of males.

Table 5: Unemployed population by sex and by area

Region	Both Sexes			Male			Female		
	Unemployed	Labour force	Rate %	Unemployed	Labour force	Rate %	Unemployed	Labour force	Rate %
Namibia	349,383	1,026,268	34.0	151,774	510,044	29.8	197,609	516,224	38.3
Urban	180,322	595,500	30.3	79,506	298,745	26.6	100,816	296,755	34.0
Rural	169,061	430,768	39.2	72,268	211,300	34.2	96,793	219,469	44.1
!Karas	10,336	44,889	23.0	4,076	24,372	16.7	6,260	20,517	30.5
Erongo	23,502	107,523	21.9	9,825	60,644	16.2	13,677	46,879	29.2
Hardap	16,301	43,289	37.7	7,203	24,313	29.6	9,097	18,976	47.9
Kavango East	21,263	53,741	39.6	8,123	23,073	35.2	13,139	30,668	42.8
Kavango West	10,296	28,250	36.4	3,842	12,199	31.5	6,454	16,051	40.2
Khomas	66,410	233,707	28.4	32,066	120,259	26.7	34,344	113,448	30.3
Kunene	20,164	38,625	52.2	8,851	20,616	42.9	11,313	18,009	62.8
Ohangwena	36,300	79,913	45.4	14,861	33,878	43.9	21,440	46,035	46.6
Omaheke	9,434	35,113	26.9	3,587	20,221	17.7	5,848	14,893	39.3
Omusati	34,952	86,841	40.2	16,269	37,138	43.8	18,682	49,703	37.6
Oshana	26,823	91,014	29.5	12,040	39,572	30.4	14,784	51,442	28.7
Oshikoto	29,756	74,682	39.8	12,769	36,086	35.4	16,987	38,595	44.0
Otjozondjupa	24,846	69,120	35.9	10,807	37,923	28.5	14,039	31,197	45.0
Zambezi	18,999	39,562	48.0	7,454	19,751	37.7	11,545	19,811	58.3

KEY INDICATORS OF THE LABOUR

● FORCE SURVEY 2016 (CONT'D)



Youth Unemployment 2016

Table 6 presents the broad unemployment rate for youth (people between the ages of 15-34 years) The result indicates that during the period under review the youth broad unemployment rates was 43.4 percent, an increase of 4.5 percentage point as compared to the broad unemployment rate of 39.0 percent among the youth as reported in 2014. Furthermore, the result shows that youth unemployment rates in all the regions were higher than the national unemployment rate of 34.0 percent except in Erongo (26.3 percent), !Karas (30.9 percent) and Omaheke (32.8 percent) regions. In contrast, Kunene (63.2 percent) and Zambezi (60.2 percent) recorded the highest youth unemployment rates Namibia.

Table 6: Unemployment rate 15 to 34 years by region and by sex

Region	Both Sexes			Male			Female		
	Unemployed	Labour force	%	Unemployed	Labour force	%	Unemployed	Labour force	%
Namibia	246,262	566,999	43.4	105,999	282,783	37.5	140,263	284,216	49.4
Urban	129,281	339,515	38.1	55,065	165,525	33.3	74,216	173,990	42.7
Rural	116,981	227,484	51.4	50,934	117,257	43.4	66,047	110,227	59.9
!Karas	7,135	23,090	30.9	2,931	12,153	24.1	4,203	10,937	38.4
Erongo	15,030	57,227	26.3	6,357	31,079	20.5	8,673	26,147	33.2
Hardap	11,229	24,454	45.9	4,463	13,402	33.3	6,765	11,052	61.2
Kavango East	14,730	32,129	45.8	5,490	13,458	40.8	9,240	18,671	49.5
Kavango West	8,190	15,579	52.6	2,787	6,505	42.8	5,403	9,074	59.5
Khomas	49,688	132,599	37.5	22,661	66,527	34.1	27,027	66,071	40.9
Kunene	14,017	22,193	63.2	6,369	11,586	55.0	7,648	10,607	72.1
Ohangwena	25,694	46,159	55.7	11,157	21,074	52.9	14,537	25,085	58.0
Omaheke	6,214	18,963	32.8	2,415	10,890	22.2	3,799	8,073	47.1
Omusati	24,390	44,788	54.5	11,166	21,318	52.4	13,224	23,470	56.3
Oshana	20,101	48,310	41.6	8,851	22,060	40.1	11,250	26,250	42.9
Oshikoto	19,588	41,149	47.6	8,668	20,987	41.3	10,920	20,162	54.2
Otjozondjupa	16,901	38,109	44.3	7,180	20,640	34.8	9,721	17,469	55.6
Zambezi	13,354	22,250	60.0	5,502	11,102	49.6	7,852	11,148	70.4



Key Highlights of the Namibia Labour Force Survey 2016 Report



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