

Namibia - Namibia Labour Force Survey 2016

Namibia Statistics Agency

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Overview

Identification

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NAM_NSA_2016_LFS_V04_PUF

Version

VERSION DESCRIPTION

Version 0.4

PRODUCTION DATE

2017-06-30

Overview

ABSTRACT

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 (1997, 2000, 2004, 2008, and 2012) have been conducted in the country at more or less regular intervals of every four years.

The Labour Force Survey of 2016 was the fourth annual labour force survey to be conducted by the Namibia Statistics Agency. The first, second and third labour force surveys 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 labour force surveys, the 2016 survey was conducted with the objective of generating key socioeconomic indicators for assessment of labour market conditions in Namibia." The survey covers 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 results of key indicators of the survey. It is hoped that the release will be of assistance to planners, policy makers, researchers and the public in general and provide 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.

This report covers wide-range of topics to meet the demands of users of labour statistics at national level, as well as SADC, AU, and ILO levels. For example, a page with a summary of SADC Minimum Indicators is included, for a quick glance of standard employment and unemployment indicators for accessing Namibia's efforts in achieving its developmental goals relating job creations.

Moreover, the anonymised micro-level and Meta data for this report will be available via the NSA website at <http://www.nsa.org.na> to enable the public and individuals who are interested in doing further analysis to have access to data. In this way, the country will derive full benefits from the resources that were allocated to conduct the survey.

NSA therefore would like to express sincere gratitude and appreciation for all the support that was received from various stakeholders who contributed to the implementation of this survey. Particularly, our gratitude goes to the users and producers who provided inputs to survey data collection instruments.

Furthermore, our appreciation goes to the household members who participated in the survey to provide the required information. Our appreciation also goes to Regional and Local leaders and the general public for their support and cooperation to ensure that the importance of the surveys was explained to their respective communities.

Also, We would like to address our sincere thanks to the International Labour Organisation (ILO) for their technical inputs to

the labour force survey 2016 in Namibia. The technical advice of StatsSA is also highly appreciated and this good cooperation should continue.

Finally, NSA would like to thank the Government of the Republic of Namibia for its continued funding of this survey. Basic findings and indicators from this survey provide fresh understanding of the prevailing labour market situation in the country. These findings should provide a basis for better planning, policy formulation and labour-related discussions by all concerned.

We hope that the users will find this report informative and use it in their planning for the development of the country.

UNITS OF ANALYSIS

Private Households, individuals

Scope

NOTES

The scope of Namibia Labour force survey 2016 includes the following;

1. Methodology
2. Demographic characteristics; information such as age and sex
3. Labour force and inactive population-labor force refer to employed and unemployed persons.
4. Employment-covers characteristics of employed population such as level of education and sector in which they are engaged.
5. unemployment-not in employment and their characteristics.
6. Youth unemployment-Economic activity status for Namibian Youth aged between 15 to 34 years.

TOPICS

Topic	Vocabulary	URI
Methodology		
Demographic characteristics		
Labour Force and Inactive Population		
Employment		
Unemployment		
Youth Employment		

KEYWORDS

Employed Population, Unemployed Population, Economically Inactive Population, Economically Active Population, Strict Unemployment Rate, Broad Unemployment Rate, Informal Employment, Vulnerable employment, Time-related underemployment, Employment to Population ratio, Labour Force Participation Rate, Status in employment, Union Density, Youth Unemployment, Occupation, Industry

Coverage

GEOGRAPHIC COVERAGE

The sample was designed to provide estimates of the indicators at the national level, for urban and rural areas for 14 regions.

UNIVERSE

Namibian private households and subsequently the people living in those private households.

People who are living in institutions (institutional population) are excluded from this survey.

Producers and Sponsors

PRIMARY INVESTIGATOR(S)

Name	Affiliation
Namibia Statistics Agency	

OTHER PRODUCER(S)

Name	Affiliation	Role
Namibia Statistics Agency		

FUNDING

Name	Abbreviation	Role
Government of Republic of Namibia	GRN	Financial
International Labour Organisation	ILO	Technical
Stats South Africa	StatsSA	Technical

Metadata Production

METADATA PRODUCED BY

Name	Abbreviation	Affiliation	Role
Namibia Statistics Agency	NSA		Conduct the annual LFS and disseminate the result

DATE OF METADATA PRODUCTION
2017-02-22

DDI DOCUMENT ID
NAM_NSA_2016_LFS_V04_PUF

Sampling

Sampling Procedure

National sampling frame is a list of small geographical areas called Primary Sampling Units (PSU). There are a total of 6245 PSU's in Namibia. They were created using the enumeration areas (EA) of the 2011 Population and Housing Census.

The sample design was a stratified two-stage cluster sample, where the first stage units were the PSUs and the second stage units were the households. Sample sizes were determined to give reliable estimates of the population characteristics at the regional level (i.e. lowest domain of estimation). A total of 12480 households constituted the sample from all 14 regions and from a sample of 624 PSUs. Power allocation procedures were adopted to distribute the sample across the regions so that the smaller regions will get adequate samples.

Response Rate

After data processing, 12239 out of 12480 sampled households were successfully interviewed.

Weighting

Population figures were estimated by raising sample figures using sample weights. Sample weights were calculated based on probabilities of selection at each stage. First stage weight was calculated using the sample selection information from the sampling frame and the second stage weight was based on sample selection information on the listing form. In the second stage some households out of the selected 20 households in a PSU did not participate in the survey due to refusals, non-contact or non-completion of interview, etc. The final sample weight was the product of the first and the second stage weights.

Questionnaires

Overview

The survey instrument for 2016 LFS is the questionnaire that was be administered in CAPI or PAPI (when necessary). The questionnaire consisted of the following sections;

Data Collection

Data Collection Dates

Start	End	Cycle
2016-10-31	2016-11-12	N/A

Time Periods

Start	End	Cycle
2016-10-31	2016-11-12	N/A

Data Collection Mode

Face_to_Face

Data Collection Notes

The pilot survey was conducted On 29 August to 2 September 2016, with the 28th August being the reference night for pilot survey. Enumerators were trained before they went in the field. The pilot data were reviewed before the main field work take place.

Questionnaires

The survey instrument for 2016 LFS is the questionnaire that was be administered in CAPI or PAPI (when necessary). The questionnaire consisted of the following sections;

Data Collectors

Name	Abbreviation	Affiliation
Namibia Statistics Agency	NSA	

Supervision

The roles and responsibilities of field staff, from interviewers to National supervisors is clearly explained in the "Field operation and administrative manual".

Data Processing

Data Editing

Report generated from STATA software particularly where there were violations of edit rules were reviewed case by case by the subject staff and decisions were arrived on how to treat such cases. After the validation process standard variable names were and codes were generated from the validated dataset.

Data Appraisal

Estimates of Sampling Error

The statistical precision of the survey estimates were expressed using different types of statistics such as Standard errors, the coefficient of variation and confident interval.

File Description

Variable List

LFS 2016

Content

Cases	47345
Variable(s)	125
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	NAME	LABEL	TYPE	FORMAT	QUESTION
V1	HOUSEHOLD_ID		discrete	character	
V2	I_LN		contin	numeric	
V3	Person_weight	Person Weight	contin	numeric	
V4	REGION	Region	discrete	numeric	
V5	HH	Household Number	contin	numeric	
V6	LI_URBRUR	Urban/Rural	discrete	numeric	
V7	SEX	B04 Sex	discrete	numeric	Is [Name] female or male?
V8	RELATIONSHIP	B03 Relationship	discrete	numeric	What is [NAME]'s relationship to the head of household?
V9	AGE_YEARS	B05 Age (Years)	contin	numeric	How old was [Name] at his/her last birthday?
V10	MARITAL_STATUS	B06 Marital Status	discrete	numeric	What is [Name] marital status?
V11	CITIZENSHIP_MINOR	B08_B Citizenship Minor	contin	numeric	What is [Name]'s country of citizenship?
V12	READ_WRITE_YN	D3_A Read and Write (Y/ N)	discrete	numeric	Can [Name] read and write a message in ant language with understanding?
V13	READ_AND_WRITE_1	D3_B Read and Write 1	contin	numeric	Which first language [Name] can read and write with understanding?
V14	READ_AND_WRITE_2	D3_C Read and Write 2	contin	numeric	Which second language [Name] can read and write with understanding?
V15	ATTEND_SCHOOL	D4 Attend School	discrete	numeric	Has [Name] ever attended school?
V16	HIGHEST_GRADE_MINO	D5_A Highest Grade Completed (Major)	discrete	numeric	What is [Name] highest grade/standard or level of education completed?
V17	HIGHEST_GRADE_MINOR	D5_B Highest Grade Completed (Minor)	contin	numeric	Is [Name] attending ECD?
V18	WORKED_FOR_PAY_YN	E02 Worked for Pay (YN)	discrete	numeric	In the last 7 days did [Name] do any work for pay (In case or inkind including paid domestic work) for at least one hour?

V19	DID_BUSINESS_YN	E03 Did Business (YN)	discrete	numeric	In the last 7 days did [Name] do any kind of bussiness or self - employed activity,big or small, for her/himself or with partners, or for a business owned by the household or any member,for at least one hour?
V20	WORKED_HOUR_YN	E04 Worked for at Least an Hour (YN)	discrete	numeric	Even though [Name] say he/she did not work in a business or self-employed activity in the past 7 days, did he/she work for at least an hour at an activity, for example as the trade, selling in the market, collecting wood or dung to sell, making handicrafts for sale, etc..? (Excluding subsistence farmers)
V21	ABSENT_WORK_YN	E05 Absent from Work (YN)	discrete	numeric	Even though [Name] did not do any kind of work in the past 7 days, did [Name] have work or business (not including farming), from which (Name) was temporarily absent because of vacation, illness, Layoff, etc, and to which (Name) will definitely return?
V22	REASON_ABSENT_WORK	E06 Reason Absent from Work	discrete	numeric	What is the main reason that [Name] was absent from work in the past 7 days?
V23	PAID_LEAVE_YN	E07 Received Paid Leave/ Business Continued (YN)	discrete	numeric	Was [Name] paid while (Name) was off work, or did (Name)'s business enterprise continue to function?
V24	WORKED_AGRICULTURE_YN	E08 Did Agricultural Work (YN)	discrete	numeric	In the last 7 days, did (Name) do any agricultural work on his/her household farm/plot/garden/cattle post or kraal, or grow farm produce or take care of his/her own or household livestock?
V25	DOES_AGRICULTURAL_WORK	E09 Does Agricultural Work on Own HH	discrete	numeric	Does [Name] have any agricultural work on his/her own or household farm/plot/garden/cattle post or kraal, that he/she will definitely return to?
V26	UNION_YN	E10 Belongs to Any Union (YN)	discrete	numeric	Does [Name] belong to any trade union?
V27	Union	E11 Name of the Union	contin	numeric	What is the name of the union does (Name) belongs to?
V28	UNION_BODY	E12 Affiliate body Union	discrete	numeric	What is the main affiliate body of (Name)'s union?
V29	MORE_THAN_ONE_JOB	E13 More Than One Job/Business in Last 7 Days (YN)	discrete	numeric	In the last 7 days, did (name) have more than one job/business?
V30	OCCUPATION_MINOR	E14_C Occupation Minor	contin	numeric	What kind of work did (Name) do on his/her main job?
V31	SECTOR_MINOR	E15_C Sector/ Industry Codes Minor	contin	numeric	What kind of activities are carried out at (Name)'s work place?

V32	HOURS_DAY_USUAL_1	E16 Hours/ Day Usual Job (Monday)	discrete	numeric	How many hours per day does (Name) usually work on his/her main job/activity on Monday?
V33	HOURS_DAY_USUAL_2	E16 Hours/ Day Usual Job (Tuesday)	discrete	numeric	How many hours per day does (Name) usually work on his/her main job/activity on Tuesday?
V34	HOURS_DAY_USUAL_3	E16 Hours/ Day Usual Job (Wednesday)	discrete	numeric	How many hours per day does (Name) usually work on his/her main job/activity on Wednesday?
V35	HOURS_DAY_USUAL_4	E16 Hours/ Day Usual Job (Thursday)	discrete	numeric	How many hours per day does (Name) usually work on his/her main job/activity on Thursday?
V36	HOURS_DAY_USUAL_5	E16 Hours/ Day Usual Job (Friday)	discrete	numeric	How many hours per day does (Name) usually work on his/her main job/activity on Friday?
V37	HOURS_DAY_USUAL_6	E16 Hours/ Day Usual Job (Saturday)	discrete	numeric	How many hours per day does (Name) usually work on his/her main job/activity on Saturday?
V38	HOURS_DAY_USUAL_7	E16 Hours/ Day Usual Job (Sunday)	discrete	numeric	How many hours per day does (Name) usually work on his/her main job/activity on Sunday?
V39	TOTAL_HOURS_USUAL	Total Hours Usual Work	contin	numeric	How many hours per day does (Name) usually work on his/her main job/activity in Total?
V40	HOURS_WORKED_SECOND_1	E17 Hours/ Day Second Job (Monday)	discrete	numeric	How many hours per day does (Name) usually work on his/her second job/activity on Monday?
V41	HOURS_WORKED_SECOND_2	E17 Hours/ Day Second Job (Tuesday)	discrete	numeric	How many hours per day does (Name) usually work on his/her second job/activity on Tuesday?
V42	HOURS_WORKED_SECOND_3	E17 Hours/ Day Second Job (Wednesday)	discrete	numeric	How many hours per day does (Name) usually work on his/her second job/activity on Wednesday?
V43	HOURS_WORKED_SECOND_4	E17 Hours/ Day Second Job (Thursday)	discrete	numeric	How many hours per day does (Name) usually work on his/her second job/activity on Thursday?
V44	HOURS_WORKED_SECOND_5	E17 Hours/ Day Second Job (Friday)	discrete	numeric	How many hours per day does (Name) usually work on his/her second job/activity on Friday?
V45	HOURS_WORKED_SECOND_6	E17 Hours/ Day Second Job (Saturday)	discrete	numeric	How many hours per day does (Name) usually work on his/her second job/activity on Saturday?
V46	HOURS_WORKED_SECOND_7	E17 Hours/ Day Second Job (Sunday)	discrete	numeric	How many hours per day does (Name) usually work on his/her second job/activity on Sunday?
V47	TOTAL_HOURS_SECOND	Total Hours Second Job	contin	numeric	How many hours per day does (Name) usually work on his/her second job/activity in Total?
V48	PREFERRED_WORK_YN	E18 Preferred Work in Last 7 Days (YN)	discrete	numeric	Would [Name] have preferred to work for more hours during the last 7 days?
V49	PREFERRED_PLACE_OF_WORK	E19 Preferred Place of Work	discrete	numeric	Where would [Name] have preferred to work for more hours?

V50	ADDITIONAL_WORK_YN	E20 Look For Additional Work (YN)	discrete	numeric	Did [Name] look for additional work during the last 7 days?
V51	EMPLOYMENT	E21 Employment Status	discrete	numeric	In [Name]'s job did he/she work as...?
V52	EMPLOYER_TYPE	E22 Type of Employer	discrete	numeric	Which of the following was [Name]'s employer for this job...?
V53	ANNUAL	E23 Entitled to Annual Leave (YN)	discrete	numeric	Which of the following paid leave is [Name] entitled to benefit...?
V54	PAID_LEAVE_CB_1	E24 Which Paid Leave (Sick Leave)	discrete	numeric	Does [Name] entitled to sick leave?
V55	PAID_LEAVE_CB_2	E24 Which Paid Leave (Maternity/ Paternity)	discrete	numeric	Does [Name] entitled to maternity leave?
V56	PAID_LEAVE_CB_3	E24 Which Paid Leave (Vacation)	discrete	numeric	Does [Name] entitled to Vacation leave?
V57	PAID_LEAVE_CB_4	E24 Which Paid Leave (Compassionate)	discrete	numeric	Does [Name] entitled to Compassionate leave?
V58	PAID_LEAVE_CB_5	E24 Which Paid Leave (Study)	discrete	numeric	Does [Name] entitled to Study leave?
V59	PAID_LEAVE_CB_6	E24 Which Paid Leave (Other (Specify))	discrete	numeric	Does [Name] entitled to Other leave?
V60	PAID_LEAVE_CB_7	E24 Which Paid Leave (Don't Know)	discrete	numeric	
V61	CONTRACT_TYPE	E25 Contract Type	discrete	numeric	What type of contract does [Name] have in this job?
V62	CONTRACT_AGREEMENT	E26 Contract/ Agreement	discrete	numeric	Which type of contract/agreement does [Name] have in his/her job?
V63	CONTRACT_DURATION	E27 Contract Duration	discrete	numeric	What is the duration of [Name]'s contract or agreement?
V64	NUM_WORKERS	E28 Number of Workers	discrete	numeric	How many people altogether at [Name]'s work place?
V65	GROSS_INCOME_MONTH	E29 Gross Income Per Month	contin	numeric	How much is [Name]'s gross salary/wage per month in his/her main job?
V66	ENTERPRISE_REGISTERED_YN	E30 Enterprise Registered (YN)	discrete	numeric	Is this business enterprise registered (i.e.Ministry of industrialization, Trade and SME development)?
V67	ENTERPRISE_REG_ENTI_1	E31 Enterprise Institution Registration (Social Security Commission)	discrete	numeric	Is [Name]'s business registered by Social Security Commission?
V68	ENTERPRISE_REG_ENTI_2	E31 Enterprise Institution Registration (Ministry of Industrialization,Trade and	discrete	numeric	Is [Name]'s business registered by Ministry of Information, Trade and SME?
V69	ENTERPRISE_REG_ENTI_3	E31 Enterprise Institution Registration (Min Of Finance)	discrete	numeric	Is [Name]'s business registered by Ministry of Finance?
V70	ENTERPRISE_REG_ENTI_4	E31 Enterprise Institution Registration (Other (Specify))	discrete	numeric	Is [Name]'s business registered by Other Institution not list below please Specify?

V71	ENTERPRISE_REG_ENTI_5	E31 Enterprise Institution Registration (Don?t know)	discrete	numeric	
V72	ENT_KEEP_ACCOUNTS_YN	E32 Enterprise Keeps Accounts (YN)	discrete	numeric	Does [Name]`s business keep accounts?
V73	ENT_SEPARATE_EXPEND_YN	E33 Enterprise Expenditures Separate (YN)	discrete	numeric	Is business expenditure separate from that of the owner`s household?
V74	ENT_NUM_EMPLOYEES	E34 Number Employees	discrete	numeric	How many employees (exluding business partners and unpaid family workers) are employed at (Name)`s business?
V75	ENT_MONTHLY_TURNOVER	E35 Estimated Monthly Turnover	discrete	numeric	What is the estimated monthly turnover of the business?
V76	COULD_WORK_YN	E36 Available to Work Past 7 Days (YN)	discrete	numeric	If (Name) has been offered a job, would (Name) have been ready to work during the last 7 days?
V77	WHY_NOT_WORKING	E37 Why Not Working	discrete	numeric	Since [Name] was not working for pay, profit, family gain, or in agriculture nor available to start work, what was [Name] doing in the past 7 days?
V78	TRY_START_BUSINESS_YN	E38 Trying to Start Business (YN)	discrete	numeric	In the past 30 days, was [Name] actively looking for a job (that would give wage,salary or inkind payment) or did (Name) try to start business?
V79	LOOKING_WORK_CB_1	E39 Steps Looking for Work (Registration at Ministry of Labour office)	discrete	numeric	E39:]Did [Name] take steps to look for work/try to start business in the past 30 days by registered at Ministry of Labour office?
V80	LOOKING_WORK_CB_2	E39 Steps Looking for Work (Registration at other employment agencies)	discrete	numeric	Did [Name] take steps to look for work/try to start business in the past 30 days by registered at Other employment Agencies?
V81	LOOKING_WORK_CB_3	E39 Steps Looking for Work (Direct application to employers)	discrete	numeric	Did [Name] take steps to look for work/try to start business in the past 30 days by Direct application to employers?
V82	LOOKING_WORK_CB_4	E39 Steps Looking for Work (Checking at work sites, farms, factory gates, market	discrete	numeric	Did [Name] take steps to look for work/try to start business in the past 30 days by Checking at work sites, farms, factory gates, market or other assembly places?
V83	LOOKING_WORK_CB_5	E39 Steps Looking for Work (Placed or answered media advertisement)	discrete	numeric	Did [Name] take steps to look for work/try to start business in the past 30 days by Placed or answered media advertisement?
V84	LOOKING_WORK_CB_6	E39 Steps Looking for Work (Seeking assistance of friends, relatives, colleagues	discrete	numeric	Did [Name] take steps to look for work/try to start business in the past 30 days by Seeking assistance of friends, relatives, colleagues, unions, etc?

V85	LOOKING_WORK_CB_7	E39 Steps Looking for Work (Other (Specify))	discrete	numeric	Did [Name] take steps to look for work/try to start business in the past 30 days by Other steps not listed above please specify?
V86	REASON_CANT_START_WORK	E40 Reason Cannot Start Work	discrete	numeric	What was the main reason that [Name] didn't look for work or try to start his/her business during the last 30 days?
V87	age_5yrbands	Age (5-year age bands)	discrete	numeric	
V88	age_10yrbands	Age (10-year age bands)	discrete	numeric	
V89	Highest_Edu_level	New Highest education level obtained	discrete	numeric	
V90	edu_attendance	Education (Attendance)	discrete	numeric	
V91	wap	Working-age population	discrete	numeric	
V92	lfs_strict	Labour Force Status strict definition	discrete	numeric	
V93	mjh	Multiple job holders	discrete	numeric	
V94	job1_ste_icse93	Status in employment (ICSE 93)	discrete	numeric	
V95	job1_ste_aggregate	Status in employment (Aggregate)	discrete	numeric	
V96	job1_eco_isic4_2digits	Economic activity (ISIC Rev. 4), 2 digit level	contin	numeric	
V97	job1_eco_isic4	Economic activity (ISIC Rev. 4)	discrete	numeric	
V98	job1_eco_aggregate	Economic activity (Aggregate)	discrete	numeric	
V99	job1_ocu_isco88_2digits	Occupation (ISCO-88), 2 digit level	contin	numeric	
V100	job1_ocu_isco88	Occupation (ISCO-88)	discrete	numeric	
V101	job1_ocu_aggregate	Occupation (Aggregate)	discrete	numeric	
V102	job1_ins_sector	Institutional sector (private/public) of economic activities	discrete	numeric	
V103	job1_how_usual	Weekly hours usually worked in main job	contin	numeric	
V104	job1_how_actual	Weekly hours actually worked in main job	contin	numeric	
V105	job1_how_actual_bands	Weekly hours actually worked bands in main job	discrete	numeric	
V106	job1_job_time	Job (Working time arrangement)	discrete	numeric	
V107	job1_job_contract	Job (Type of contract)	discrete	numeric	
V108	job1_ife_prod	Informal/Formal economy: Unit of production	discrete	numeric	
V109	job1_ife_nature	Informal / Formal Economy (Nature of job)	discrete	numeric	
V110	job1_lri_ees	Monthly earnings of employees in main job	contin	numeric	

V111	joball_how_usual	Weekly hours usually worked in all jobs	contin	numeric
V112	joball_how_actual	Weekly hours actually worked in all jobs	contin	numeric
V113	joball_how_actual_bands	Weekly hours actually worked bands in all jobs	discrete	numeric
V114	lfs_broad	Labour Force Status - Broad definition of unemployment	discrete	numeric
V115	dur_details	Duration of unemployment (Details)	discrete	numeric
V116	dur_aggregate	Duration of unemployment (Aggregate)	discrete	numeric
V117	dur_details_broad	Duration of unemployment (Details) - Broad definition	discrete	numeric
V118	dur_aggregate_broad	Duration of unemployment (Aggregate) - Broad definition	discrete	numeric
V119	olf_dlma	Labour market attachment (Degree of)	discrete	numeric
V120	olf_reason	Labour market attachment (Reasons for not seeking a job)	discrete	numeric
V121	dis	Discouraged job-seekers	discrete	numeric
V122	neet_15_24years	Youth not in education, employment or training	discrete	numeric
V123	neet_24_34years	Youth (25-34) not in education, employment or training	discrete	numeric
V124	union_membership	Union membership	discrete	numeric
V125	urbanRural	Urban_rural	discrete	numeric