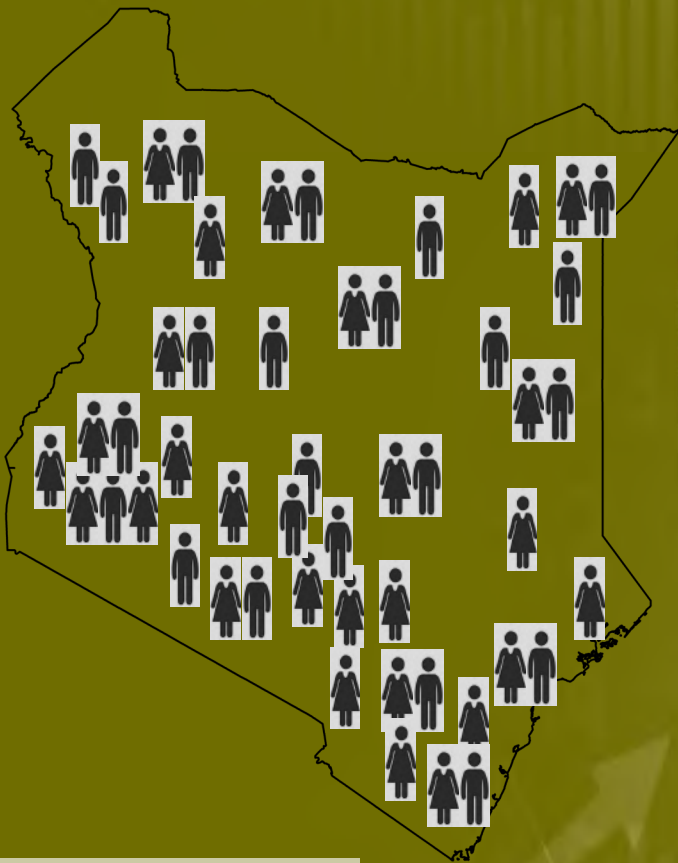


2019 Kenya Population and Housing Census

Analytical Report on Labour Force Dynamics Volume XVI



October, 2022



2019 Kenya Population and Housing Census

“Counting Our People for Sustainable Development
and Devolution of Services”

Labour Force Analytical Report

Volume XVIII



September, 2022

Table of Contents

Table of Contents.....	i
List of Tables.....	iii
List of Figures & Maps.....	vi
Abbreviations.....	vii
Foreword	viii
Acknowledgement.....	ix
Kenya at a Glance.....	x
Executive Summary.....	xii
Chapter 1: Introduction.....	1
1.1. Background Information.....	1
1.2. Objectives of the 2019 Census	2
1.3. Overview	2
1.4. Methodology.....	4
1.5. Definitions of Key Concepts and Terms.....	6
Chapter 2: Activity Status of the Kenyan Population.....	10
2.1. Population Distribution by Age Group, 2009-2019.....	10
2.2. Dependency Ratios	11
2.3. Characteristics of the Population.....	19
2.4. Economically Active Population	21
2.5. Not in Labour Force Population.....	26
Chapter 3: Economically Active Population	30
3.1. Employed Population	30
3.2. Unemployment	47
3.3. Underemployment	54
3.4. Labour Force Participation Rates	57
Chapter 4: Working Children and Youth.....	62
4.1. Characteristics of Kenyan Children Age 5-17 Years.....	62
4.2. Distribution of Working Children Age 5-17.....	64
4.3. Status of Working Children Age 5-17 by Economic Activity	65
4.4. School Attendance Status of Working Children	66
4.5. Working Children by Economic Activity (Industry)	66
4.6. Hours Worked.....	67
4.7. Working Children with Disabilities.....	69
4.8. Parental Characteristics of Working Children	70
4.9. Youth Population.....	71
Chapter 5: Working Population Age 65+.....	83

5.1.	Employed Population Age 65+ years.....	83
5.2.	Employment status for Population Age 65+ Years by Activity Status.....	83
Chapter 6-Conclusion and Recommendations		85
6.1.	Findings.....	85
6.2.	Conclusion	87
6.3.	Recommendations.....	88
References		89
Appendices.....		90
Appendix A: 2019 KPHC Questionnaires		90
Appendix B: Tables based on the New Labour force framework.....		96
Appendix C: International Labour Migration Statistics in Kenya		107
Appendix D: Youth Not in Employment Education or Training.....		125

List of Tables

Table 1.1: Summary of Census Counts in Kenya.....	1
Table 1.2: Trends in the Labour Force 1989-2019.....	4
Table 2.1: Population Distribution by Age Group and Sex, 2009 - 2019	10
Table 2.2: Total Dependency Ratio by Residence and County, 2009 - 2019.....	13
Table 2.3: Total, Child and Age Dependency Ratios by Residence and County, 2009-2019	16
Table 2.4: Distribution of Population Age 5 and above by Age Group and Activity Status.....	19
Table 2.5 (a): Distribution of Persons with Disability Age 5 and above by Activity Status.....	20
Table 2.5 (b): Labour Force Participation Rates, Employment to Population Ratios and Unemployment Rates for Persons with Disabilities age 15-64 years by Age Cohorts.....	21
Table 2.6: Age Distribution of Active Population Age 5 Years and above, 1989- 2019.....	22
Table 2.7: Distribution of Active Population by Age Group and Sex.....	23
Table 2.8: Distribution of Economically Active Population by Residence, County and Sex.....	25
Table 2.9: Population Not in Labour Force by Age Group and Reasons for Inactivity.....	26
Table 2.10: Distribution of Not in Labour Force Population by Sex, Residence and County	28
Table 3.1: Distribution of Employed Population Age 15-64 Years by Sex, Residence and County.....	31
Table 3.2a: Distribution of Employed Population Age 15-64 Years by Highest Level of Education Completed and Sex.....	32
Table 3.2b: Distribution of Employed Population Age 15-64 Years by Status in Employment and Sex.....	32
Table 3.3a: Distribution of Employed Population Age 15-64 by Status in Main Job and Age Group.....	34
Table 3.3b: Distribution of Employed Population Age 15-64 Years by Sex and Occupation.....	35
Table 3.3c: Distribution of Employed Population Age 15-64 Years by Status in Main Job, Residence and County.....	36
Table 3.4: Distribution of Employed Population Age 15-64 Years by Economic Activity (Industry) and Sex.....	37
Table 3.5a: Distribution of Employed Population Age 15-64 Years by Main Employer and Sex.....	38
Table 3.5b: Distribution of Employed Population Age 15-64 Years by Main Employer, Residence and Sex.....	39
Table 3.6a: Distribution of Employed Population with Disabilities Age 15-64 Years by Status in Main Job and Sex.....	40
Table 3.6b: Distribution of Employed Population with Disabilities Age 15-64 Years by Main Employer and Sex.....	40
Table 3.6c: Distribution of Employed Population with Disabilities Age 15-64 Years by Main Employer Residence and Sex	41
Table 3.7a: Distribution of Employed Population of Age 15-64 Years Average Hours Worked Per Week by Sex, Residence and County	42
Table 3.7b- Distribution of Employed Population of Age 15-64 Years Average Hours Worked Per Week by Sex and Age Group.....	43
Table 3.8: Employment to Population Ratio by Residence, Sex and Age Group.....	44
Table 3.9: Employment to Population Ratio by Sex, Residence and County.....	45
Table 3.10a: Distribution of Unemployed Population Age 15-64 Years by Residence, Sex and Age Group	47
Table 3.10b: Distribution of Unemployed Population Age 15-64 Years by Sex, Residence and County	48
Table 3.11: Distribution of Unemployed Population Age 15-64 Years by Highest Level of Education Completed, Age Group and Sex.....	50
Table 3.12a: Distribution of Unemployed Population Age 15-64 Years by Job Search Status and Age Group.....	51

Table 3.12b: Distribution of Unemployed Population Age 15-64 Years by Job Search Status, Age Group and Residence	51
Table 3.13: Distribution of Unemployed Population Age 15-64 Years by Job Search Status, Age Group and Sex.....	52
Table 3.14: Unemployment Rates by Residence, Sex and Age Group.....	52
Table 3.15: Distribution of Underemployed Population Age 15-64 Years by Highest Level of Education Completed, Age Group and Sex.....	55
Table 3.16: Distribution of Underemployed Population Age 15-64 Years by Average Hours Worked Per Week, Residence and Sex.....	56
Table 3.17: Underemployment Rates of Population Age 15-64 Years by Sex and Residence.....	57
Table 3.18: Labour Force Participation Rates for Population Age 15-64 Years by Sex and Age Group	57
Table 3.19: Labour Force Participation Rates for Population Age 15-64 Years by County, Residence and Sex.....	59
Table 3.20: Labour Force Participation Rates for Population Age 15-64 Years by Highest Level of Education Completed and Sex.....	61
Table 4.1: Distribution of Children Age 5-17 by County and Sex, 2019.....	63
Table 4.2: Distribution of Working Children by Age, Sex, Residence	64
Table 4.3: Distribution of Working Children by Status in Main Job, Residence and Sex	65
Table 4.4: Distribution of Working Children by Status of School Attendance, Sex and Residence.....	66
Table 4.5: Working Children by Economic Activity (Industry) and Sex.....	66
Table 4.6: Employed Population Age 5-17 Years by Average Hours Worked per Week by Residence, County and Sex, 2019.....	68
Table 4.7: Economic Activity of Children with Disability by Sex and Residence.....	69
Table 4.8: Distribution of Working Children by Education Status of Household Head.....	70
Table 4.9: Distribution of Employed Youth Population by Age Group, Sex, Residence and County.....	72
Table 4.10: Distribution of Employed Youth Population by Activity Status, Age Group and Sex.....	74
Table 4.11: Distribution of Employed Youth Population by Occupation, Age Group and Sex.....	74
Table 4.12: Distribution of Employed Youth Population by Economic Activity (Industry), Sex and Age Group	76
Table 4.13: Youth Employment to Population Ratio by Residence, Sex and Age Group.....	77
Table 4.14: Distribution of Unemployed Youth Population by Residence, Sex and Age Group.....	77
Table 4.15: Distribution of Unemployed Youth Population by Age Group, Sex, Residence and County.....	78
Table 4.16: Distribution of Unemployed Youth Population by Highest Level of Education Completed, Age Group and Sex.....	79
Table 4.17a: Distribution of Unemployed Youth Population by Job Search Status, Age Group and Residence	80
Table 4.17b: Distribution of Unemployed Youth Population by Job Search Status, Age Group and Sex	80
Table 4.18: Youth Unemployment Rates by Residence, Sex and Age Group.....	81
Table 4.19: Distribution of Underemployed Youth Population by Highest Level of Education Completed, Age Group and Sex.....	81
Table 4.20: Labour Force Participation Rates for Youth Population by Sex, Residence and Age Group	82
Table 5.1: Employed Population Age 65+ by Sex and Residence, 2009 – 2019	83
Appendix B1: Distribution of Employed Population Age 15-64 by Sex, Residence and County	96
Appendix B2: Employed Population Aged 15-64 by Status in Employment and Education Attainment.....	97
Appendix B3: Employed Population Aged 15-64 by Education Attainment and Sex.....	98

Appendix B4: Employed Population Aged 15-64 by Status in Employment and Sex.....	98
Appendix B5: Distribution of Employed Population Age 15-64 by Status in Employment and Age Cohorts.....	99
Appendix B6: Distribution of Employed Population Age 15-64 Years by Occupation and Sex.....	100
Appendix B7: Distribution of Employed Population Age 15-64 years by Economic Activity and Sex.....	101
Appendix B8: Employed Population Aged 15-64 by Main Employer, Residence and Sex.....	102
Appendix B9: Employed Population Aged 15-64 by Main Employer, Sex and Residence	103
Appendix B10: Unemployed Population Age 15-64 Years by Residence, Activity Status, Age Group and Sex.....	104
Appendix B11: Unemployed Population Age 15-64 Years by Activity Status, Age Group and Sex.....	105
Appendix B12: Unemployed Population Age 15-64 Years by Activity Status, Age Group and Residence.....	106
Appendix C1: Working-Age Population by Sex, Age and Country of Birth.....	107
Appendix C2: Working-Age Foreign-Born Population by Sex , Education and Country of Birth.....	108
Appendix C3: Working-age foreign-born population by sex and country of birth	109
Appendix C4: Employment by sex, age and Country of Birth.....	110
Appendix C5: Employment by sex, economic activity and Country of Birth	111
Appendix C6: Employment by sex, occupation and Country of Birth.....	112
Appendix C7: Employment by sex, status in employment and Country of Birth.....	113
Appendix C8: Employed foreign-born population by sex and country of birth.....	114
Appendix C9: Unemployment by sex, age and Country of Birth.....	115
Appendix C10: Working-age population by sex, age and citizenship.....	116
Appendix C11: Working-age population by sex, education and citizenship	117
Appendix C12: Working age foreign citizens by sex and country of citizenship	118
Appendix C13: Employment by sex, age and citizenship.....	119
Appendix C14: Employment by sex, Industry and citizenship	120
Appendix C15: Employment by sex, occupation and citizenship	121
Appendix C16: Employment by sex, status in employment and citizenship.....	122
Appendix C17: Employed foreign citizens by sex and country of citizenship.....	123
Appendix C18: Unemployment by sex, age and citizenship	124
Appendix D1: Distribution of Youth (15-34 years) Not in Employment Education or Training by Broad Age Groups, County and Nationally, 2019.....	125
Appendix D2: Distribution of Youth (15-34 years) Not in Employment Education or Training by 5 years Age Groups, County and Nationally, 2019	131

List of Figures & Maps

Figure 2.1: Total Dependency Ratios by County, 2009-2019	12
Map 2.1: Total Dependency Ratio by County, 2019	14
Figure 2.2: Child Dependency Ratios by County, 2009-2019.....	17
Figure 2.3: Aged Dependency Ratios by County, 2009-2019.....	18
Figure 2.4: Trends of Active Population by Age Group, 1989-2019.....	22
Map 2.2: Percentage Distribution of Economically Active Population by County.....	24
Map 2.3: Proportion of Not in Labour Force Population by County.....	29
Map 3.1: Employment to Population Ratios by County.....	46
Map 3.2: Unemployment Rates by County.....	53
Figure 4.1: Distribution of Working Children Age 5-17 by Residence, Age Group and Sex.....	64
Figure 4.2: Prevalence of Working Children (Age 5 to 17) by Sex and Education Attainment of the Parents....	71
Figure 4.3: Distribution of Employed Youth Population 18-34 by Activity Status	75
Figure 5.1: Employment Status of Population Age 65+ years.....	84
Figure 5.2: Percentage Distribution by Activity Status of the Population Age 65+ Years and Sex.....	84

Abbreviations

AfDB	African Development Bank
AICS	Italian Agency for Development Cooperation
ASAL	Arid and Semi-Arid Lands
CBS	Central Bureau of Statistics
CSPro	Census and Survey Processing System
EA	Enumeration Area
ER	Employment Ratio
GPS	Global Positioning System
ICT	Information and Communications Technology
ILFS	Integrated Labour Force Survey
ILO	International Labour Organization
ISIC	International Standard Industrial Classification of All Economic Activities
KIHBS	Kenya Integrated Household Budget Survey
KLMIS	Kenya Labour Market Information System
KNBS	Kenya National Bureau of Statistics
KPHC	Kenya Population and Housing Census
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
LMIS	Labour Market Information System
LU	Labour Underutilization
Mn	Million
MTP	Medium Term Plan
ONS-UK	Office of National Statistics, United Kingdom
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
SNA	System of National Accounts
SPSS	Statistical Package for Social Sciences
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDP	United Nations Development Programme
UNECA	United Nations Economic Commission for Africa
UNFPA	United Nations Population Fund
UNICEF	United Nations Children Fund
UNRCO	United Nations Coordinator's Office
UNSD	United Nations Statistical Division
WAP	Working-Age Population
WHO	World Health Organization

Foreword

The 2019 Kenya Population and Housing Census (KPHC) was conducted from the night of 24th/25th to 31st August 2019 and followed the United Nations principles and recommendations for conducting the 2020 round of censuses. The theme of the Census was “Counting Our People for Sustainable Development and Devolution of Services”. This resonated very well with Kenya’s development agenda -Vision 2030 and the Big Four, as well as other regional and international development initiatives such as the Sustainable Development Goals (SDGs) and the African Union Agenda 2063. The main objective was to provide the Government and other stakeholders with essential information for evaluating policies and easing planning and budgeting processes.

The first set of the census reports (basic volumes I-IV) were released in a record 6 months after enumeration. The second set of the census reports covers the thematic areas of: Fertility and Nuptiality; Mortality; Migration; Education and Training; Youth and Adolescents; Information and Communication Technology; Housing Conditions, Amenities and Household Assets; Gender Dimensions; Older and Vulnerable Population; Urbanization; Disability; Household and Family Dynamics; Labour Force Dynamics; Agriculture; Population Dynamics and Population Projections.

This monograph presents information on the activity status of the population age five years and above, and presents key indicators of the labour market for persons age 15 – 64 years. These include: Labour Force Participation Rates (LFPR); employment to population ratio; status in main job; employed population by main employer; employed population by educational attainment trends; and hours worked. Distribution of the employed population by their occupations and the industry in which they work. The data shows that the LFPR was 73.5 per cent while employment to population ratio was at 63.4 per cent. Average working hours as reported by the working population average at 45.3 hours per week. About half (50.1%) of the working population reported working for pay. The unemployment rate was 13.7 per cent.

The information in this Monograph provides valuable programmatic evidence to policymakers for use in the formulation of policies and plans explicitly intended to achieve SDG targets. This is important in formulating and monitoring employment policies and programmes, income-generating and maintenance schemes, vocational training and other similar programs. Specifically, the evidence is expected to contribute immensely towards measuring and monitoring some aspects of SDG goal 8.

On behalf of the Government, I wish to thank the staff, management and Board of Directors of the Kenya National Bureau of Statistics as well as the authors for their contribution towards the preparation of this report. I further wish to extend special thanks to our development partners, especially UNFPA, UNICEF, UN-Women, WHO and UNDP under the coordination of UN Resident Coordinators’ Office and all the other stakeholders who were involved in the process for their technical and financial support.



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Acknowledgement

The 2019 Kenya Population and Housing Census (KPHC) was implemented under the provisions of the Constitution of Kenya, 2010 and the Statistics Act, 2006. The census was the sixth to be conducted in Kenya since independence and the first that was fully digitized, where the latest technology was embraced. This monograph is among the set of 16 such reports, addressing various topical areas regarding the demographic, social, and economic profiles of the Kenyan population.

The 2019 KPHC implementation process was accomplished through a concerted effort of various government ministries, departments, agencies, International and local organizations and individuals who assisted during preparation, collection, compilation, processing, analyzing and publishing the results. Kenya National Bureau of Statistics (KNBS), on behalf of the Government, takes this opportunity to sincerely thank all those who participated in the preparation of this report.

The Bureau is indebted to all the organs of government, the private sector, and the general public for the overwhelming support and participation in the successfully implemented the 2019 Census. Special gratitude goes to United Nations Population Fund (UNFPA); United Nations Entity for Gender Equality and the Empowerment of Women (UN Women); United Nations Children's Fund (UNICEF); United Nations Economic Commission for Africa (UNECA); World Health Organization (WHO); United Nations Development Programme (UNDP) led by UN Resident Coordinators' Office (UNRCO); African Development Bank (AfDB); Statistics Sweden; Office of National Statistics, United Kingdom (ONS-UK) and Italian Agency for Development Cooperation (AICS) for their immense support. I also recognize the census personnel (coordinators, content and ICT supervisors, enumerators, village elders and security) for the role they played in the overall success of the 2019 KPHC.



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Kenya at a Glance

	Total	Male	Female
Population (15-64 years)	26,865,843	13,192,826	13,673,017
Rural	17,405,204	8,546,961	8,858,243
Urban	9,460,369	4,645,865	4,814,774
Labour Force	19,754,879	10,031,412	9,723,467
Rural	12,845,132	6,301,931	6,543,201
Urban	6,909,747	3,729,481	3,180,266
Employed Population (15-64 years)	17,041,747	8,488,479	8,553,268
Rural	11,500,053	5,462,914	6,037,139
Urban	5,541,694	3,025,565	2,516,129
Employment/Population Ratio (per cent)	63.4	64.3	62.6
Rural	66.1	63.9	68.2
Urban	58.6	65.1	52.3
Unemployed Population (15-64 years)	2,713,132	1,542,933	1,170,199
Rural	1,345,079	839,017	506,062
Urban	1,368,053	703,916	664,137
Unemployment Rate	13.7	15.4	12.0
Rural	10.5	13.3	7.7
Urban	19.8	18.9	20.9
Not in Labour Force (inactive)	18,929,407	9,045,540	9,883,867
Rural	13,287,445	6,612,799	6,674,646
Urban	5,641,962	2,432,741	3,209,221
Labour Force Participation Rate (per cent)	73.5	76.0	71.1
Rural	73.8	73.7	73.9
Urban	73.0	80.3	66.1
Underemployment Rate (per cent)	19.8	16.4	23.3
Rural	23.5	19.2	27.3
Urban	12.2	11.1	13.5
Total Dependency Ratio (per cent)	75.7		
Rural	87.3		
Urban	54.3		
Youth (15-24 years) Unemployment Rate (per cent)	21.9	23.8	20.0
Rural	16.9	20.1	13.8
Urban	31.8	31.4	32.2
Youth (18-34 years) Unemployment Rate (per cent)	17.4	19.2	15.6
Rural	13.4	16.9	10.1
Urban	23.5	22.4	24.7
Youth (15-24 years) Labour Force Participation Rate (per cent)	42.6	42.5	42.7
Rural	41.7	40.6	42.8
Urban	44.5	46.9	42.4

Youth (18-34 years) Labour Force Participation Rate (per cent)			
	74.0	76.5	71.8
Rural	74.7	73.9	75.5
Urban	73.0	80.5	66.4
Economically Active 5 years and above	22,299,654	11,268,837	11,030,817
Rural	15,154,897	7,417,476	7,737,421
Urban	7,144,757	3,851,361	3,293,396
Working Children 5-17 years	1,340,099	718,099	622,000
Rural	1,229,668	664,419	565,249
Urban	110,431	53,680	56,751
Employed Population 65 years and above	1,518,340	690,759	827,581
Rural	1,370,237		
Urban	148,136		

Executive Summary

Introduction

Labour market dynamics analysis is used for assessing the role of a country's population in the economic and social development process. The broad objective of statistics on the labour force is to measure the relationship between employment and other social and economic characteristics of the economically active population. This is important in formulating and monitoring employment policies and programmes, income-generating and maintenance schemes, vocational training and other similar programs.

The analysis of the Census data for this monograph is based on work statistics concepts adopted by the 19th International Conference of Labour Statisticians (2013) with respect to the measurement of the labour force, labour underutilization and the different forms of work. The lower age limit in coverage of working population was set at 5 years in order to capture data on working children. There was no upper age limit. This was necessary to capture the working older population.

Findings

General Trend

The labour force increased from 7.3 million in 1989 to 11.1 million in 1999 and 14.2 million in 2009 to 19.7 million in 2019. The not in labour force population increased from 2.5 million in 1989 to 7.1 million in 2019. The highest labour force participation rate recorded was 82.4 per cent as per the 1999 Population and Housing Census and dropped to 73.5 per cent in the 2019 Population and Housing Census.

Activity Status of the Population

In 2019, the working age 15 to 64 years accounted for 88.6 per cent of the total active population. The youth age 18 to 34 years constituted 45.2 per cent while the children age 5 to 17 years accounted for 6.6 per cent of the active population. The not in labour force population was 18.9 million, constituting 46.0 per cent of the total population age 5 and above.

Persons with Disability Age 5+ by Activity Status

In 2019, the total number of persons with disability stood at 916.7 thousand of whom 53.5 per cent were of working age. Children living with disability age 5 to 17 years were 153.8 thousand while those age 65 years and above were 309.9 thousand. About 68.7 per cent of persons with disability were reported as working.

Dependency Ratio: The total dependency ratio measures the burden which the productive segment of the population shoulders to support the economically dependent. An increase in this indicator impacts negatively on financial and social welfare of the people. The total dependency ratio decreased from 86.9 per cent in 2009 to 75.7 per cent in 2019. Child dependency ratio was 68.9 per cent in 2019, implying that for every 100 persons of productive age 15-64 years, there were about 69 dependent children age 0-14 years. The

dependency ratio for the aged was 6.9 per cent, implying that about seven persons age 65 years and above depended on 100 persons in the working age 15-64.

Employed Population: The total number of persons age 15-64 years who reported to be in employment in 2019 were 17.0 million, which is an increase of 19.7 per cent from the 14.2 million employed persons reported in 2009. The number of males and females age 15-64 years who were in employment in 2019 were both 8.5 million, implying gender parity in employment.

Unemployed Persons: The total number of unemployed persons were 2.7 million in 2019 compared to 1.5 million in 2009. Males accounted for 56.9 per cent of the unemployed population.

Participation Rates: Labour Force Participation Rate (LFPR) stood at 73.5 per cent in 2019. Participation rate for males was higher at 76.0 per cent compared to that of females at 71.1 per cent. Across age groups, the LFPR was higher for 45-49 years' age cohort at 93.8 per cent. Those age 15-19 years had the lowest LFPR at 22.4 per cent.

Not in labour force population

A total of 18.9 million persons age 5 years and above reported not to have been in the labour force during the 2019 Census. Women accounted for a higher share of the not in labour force population at 52.2 per cent.

Working Children

The total number of working children was 1.3 million in 2019. The proportion of working children in the rural areas was higher at 91.8 per cent than that of urban areas at 8.2 per cent. Boys age 5-17 years who were working were higher than girls in both rural and urban areas.

Working Children with Disabilities

Forty-three per cent of working children with disabilities were paid employees. Majority (89.8%) of the working children with disability were in the rural areas. Irrespective of the area of residence, more boys with disability were working compared to girls.

Working Population Age 65+

The population of persons age 65 years and above who were in employment increased by 46.2 per cent from 1.3 million in 2009 to 1.9 million in 2019. The employment ratio for elderly population was 68.8 per cent in rural areas compared to 58.1 per cent in urban areas.

Chapter 1: Introduction

1.1. Background Information

A population census is the process of collecting, compiling, evaluating, analysing and publishing or otherwise disseminating demographic, economic, and social data pertaining, at a specified time, to all persons in a country or in a well delimited part of a country. It is vital for effective national development planning because it provides detailed bench-mark data on all population characteristics.

The first known population census conducted in Kenya was in 1897 and was basically a headcount. This was followed by the 1948 census that focused on non-natives. A complete census that enumerated 8.6 million persons was conducted in 1962 and was used to set up political and administrative structures. The first post-independence census was undertaken in 1969 and enumerated 10.9 million persons. Since then, the country has conducted decennial population and housing censuses on a *de facto* basis with the midnight of 24th/25th August being the reference point. The censuses have been implemented in accordance with the United Nations (UN) Principles and Recommendations for conducting population and housing censuses. Table 1.1 presents census results since 1897.

Table 1.1: Summary of Census Counts in Kenya

Year	Population (millions)
1897	2.5
1948	5.4
1962	8.6
1969	10.9
1979	15.3
1989	21.4
1999	28.7
2009	37.7**
2019	47.6

** Adjusted figure

The 2019 Kenya Population and Housing Census (KPHC) was conducted under the provisions of the Constitution of Kenya, 2010 (Fourth Schedule Part 1 Item 11), the Statistics (Amendment) Act, 2019 and the Statistics (Census of Population) Order, 2018 - Legal Notice No. 205 and the Cabinet Memorandum of May 2017 on the implementation of the 2019 population and housing census process. The theme of the census was “*Counting Our People for Sustainable Development and Devolution of Services*”.

1.2. Objectives of the 2019 Census

The main objective of the 2019 KPHC was to collect information on the size, composition, distribution and socio-economic characteristics of the population. The specific objectives were to ascertain:

- Population size, composition, and spatial distribution;
- Levels of fertility, mortality and migration;
- Educational attainment;
- Household composition;
- Rate and pattern of urbanization;
- Size and deployment of labour force;
- Distribution of persons with disability;
- Housing conditions and availability of household amenities; and
- Agricultural indicators to inform the creation of an agriculture sampling frame.

This information will be used in planning, budgeting and programming for important services; future policy formulation, resource allocation; creation of administrative and political units; monitoring and evaluation of programmes and projects; research; development of a master household sampling frame; development of geo-spatial database; and benchmark for agricultural censuses/surveys.

1.3. Overview

Labour statistics are a relevant and necessary body of official statistics focusing on the productive activities of workers and eventually deficiencies of the labour market, from many perspectives and dimensions. As espoused in the *Kenya Vision 2030*, Kenya seeks to achieve rapid and sustainable growth and will, therefore, require sound Labour Market Information System (LMIS) to facilitate informed policy formulation, and monitoring and evaluation of initiatives aimed at addressing employment creation, unemployment, under-employment and other labour market issues. Pursuant to this goal, the Kenya National Bureau of Statistics (KNBS) has over the years, undertaken various labour force surveys with the overall objective of producing and publishing comparable information on employment and other labour market dynamics. These studies, complemented by national censuses, aim at providing information to be used in the development of strategies that would lead to creation of productive and sustainable employment opportunities.

1.3.1. Existing Policies and Programmes

Information about the different facets that define the labour market is crucial for decision making both by the government and private citizenry. Consequently, ensuring availability of reliable labour market information remains an important policy priority and development agenda for the government. This mandate is undertaken through the Ministry responsible for labour matters in partnership with other actors in the labour market.

The backbone of labour market information is labour statistics. Labour statistics provide insight into the economy and the effects of labour market policy settings through measures related to demand for labour such as employment and job vacancy data; measures related to labour supply through education and training data, unemployment, underemployment and labour force participation; and measures on pricing of labour in terms of wage statistics. In Kenya, labour statistics is mainly generated through Population Census; establishment surveys; household surveys and administrative data sources.

The Constitution of Kenya (2010) guarantees the citizens the right to privacy under article 31(D). This includes the right not to have information relating to their family and private affairs unnecessarily required or revealed. Demographic data is deemed to be private information related to a respondent. Such data collected through household or establishments is crucial information necessary for government policy and decision-making process. Thus, demographic data is collected from respondents with strict confidentiality in adherence to the enabling legislation such as the Statistics Act of 2006. To promote confidentiality, demographic information collected from the respondents is only released once the data is anonymised.

Article 35 of the Constitution guarantees the citizens the right to information held by the State and information held by another person required for the exercise or protection of any right or fundamental freedom. The article also requires the State to publish any important information affecting the Nation. Labour statistics and labour market information is thus published and disseminated through Kenya Labour Market Information System (KLMIS), which is domiciled in the Ministry of Labour.

1.3.2. General Trends

This section reviews the national-level trends in Labour Force Participation Rate (LFPR) based on previous surveys and censuses undertaken by KNBS. Table 1.2 shows that the number of people in the labour force has been increasing over time. However, the working age population has grown faster than the labour force. The not in labour force population increased from 2.5 million in 1989 to 7.1 million in 2019. The not in labour force population usually grows when there are few employment opportunities, or when potential workers drop out of the labour force, or when a growing number of people stay in school past the age of 15. The highest labour force participation rate recorded was 82.4 per cent as per the 1999 Population and Housing Census and dropped to 73.5 per cent in the 2019 Population and Housing Census.

Table 1.2: Trends in the Labour Force 1989-2019

Year	Population 15-64 (mn)	Labour Force (15-64)		Not in Labour Force (15-64) (mn)	Labour Force Participation Rate (%)
		Employed (mn)	Unemployed (mn)		
1989	10.3	7.3	0.5	2.5	75.7
1998/99	17.1	10.5	1.8	4.8	72.0
1999	15.9	11.1	1.3	2.9	82.4
2005/2006	19.9	12.7	1.9	5.3	73.4
2009	20.6	14.2	1.5	4.7	76.7
2015/2016	24.9	17.9	1.4	5.6	77.4
2019	26.9	17.0	2.7	7.1	73.5

1.4. Methodology

1.4.1. Use of Technology

Kenya adopted the use of mobile technology to collect data during the 2019 Census as recommended by the UN for the 2020 round of censuses. This was the first census in Kenya's history to use mobile technology in the capture and transmission of data for both cartographic mapping and enumeration. During mapping, the GPS coordinates for homesteads, households and other points of interests within the locality were collected using the mobile devices with an accuracy of plus or minus 5 Meters. The enumeration area (EA) maps were developed using Arc GIS Software on a background of aerial photographs and satellite imageries that were not more than six months old from the date of the field cartographic data collection. The EA maps were then uploaded into the tablets assembled by two local universities to facilitate the 2019 Census enumeration exercise.

1.4.2. Recruitment and Training

Recruitment of census personnel who included supervisors and enumerators was undertaken by the County and Sub-County Census Committees through a competitive process. Training of these personnel was conducted in a cascaded manner from the training of trainers to training of enumerators. Each cadre of staff were trained for seven days, and the trainings staggered between 14th July and 20th August 2019.

1.4.3. Enumeration

The census enumeration was preceded by enumeration area (EA) boundary identification and pre-enumeration listing of households in each EA for two days prior to the census night. The pre-enumeration listing exercise helped in gauging the expected workload during the seven days of enumeration and also in monitoring the level of coverage as enumeration progressed.

The actual enumeration took place from the night of 24th/25th August 2019 and ended on 31st August 2019. A mop-up exercise was conducted on 1st and 2nd September 2019. Special populations were strictly enumerated on the night of 24th/25th August 2019. The 2019 Census adopted the *de facto* approach where all persons within the boundaries of Kenya were enumerated depending on where they spent (or were found on) the census night. The canvasser method of enumeration, where information for each individual or household is collected and recorded by a trained census official designated to perform the tasks in the assigned area was used.

1.4.4. Data Transmission and Storage

Data collected by enumerators using mobile devices (tablets) were subsequently transmitted to a central server. The data were encrypted prior to transmission and backed up in off-site locations.

1.4.5. Data Processing

Editing of the census data was guided by the United Nations Handbook on Population and Housing Census Editing. The data were processed using CSPro, Stata and SPSS software. In addition, validation checks were done to ensure that all EAs, aligned to administrative boundaries, were accounted for in the dataset. Outputs were generated based on administrative and geo-political units.

1.4.6. Quality Assurance

Quality assurance was integrated in all phases of the census process. Comprehensive guidelines were developed and shared with census personnel. Field supervision followed a three-tier structure to ensure adequate support, real-time response to emerging issues, and feedback during data collection. In addition, enumeration reporting schedules and control forms were used to facilitate monitoring of activities. Field monitoring teams oversaw technical, logistical and administrative aspects of enumeration in each region. Further, independent observers, drawn from the international community and national statistics offices across Africa, monitored and observed the 2019 census enumeration process.

1.4.7. Data Quality

All census data was checked thoroughly during processing and evaluation, to ensure that it met quality standards and is suitable for use. These quality checks included edits. All data met minimum quality standards to make it suitable for use.

1.5. Definitions of Key Concepts and Terms

This part provides definitions of some of the terms and concepts in labour statistics used during the 2019 KPHC.

Economic activity: Involves the production, distribution and consumption of goods and services at all levels (market and non-market) within a society.

Work: The concept of work covers all persons undertaking economic activities either for pay or profit.

Employment: Refers to the performance of work. This term is used to measure the number of persons employed, including persons at work during a short reference period, and persons temporarily absent from work but holding a job. There are two aspects of employment: persons at work and persons with a job but not at work.

Persons at work: Those who, during the reference period performed some work (i.e. at least one hour) for wage or salary, in cash or in kind; and

Persons with a job but not at work: Includes individuals who have already worked in their present job, were temporary not at work during the reference period (due to illness, leave or training, adverse weather conditions) and had a formal attachment to their job.

Economically Active Population: These are persons who have the potential to supply labour services for the production of economic goods and services as defined under the production frontiers of the United Nations System of National Accounts (SNA). The economically active population consists of the employed and the unemployed persons.

Population outside the Labour Force: The population not in labour force, previously referred to as inactive population, covers those members of the population who were not available for work. This category includes full-time students, infirm/incapacitated, retired or those who did not need work due to unspecified reasons.

Usually Active Population: Comprises all persons above a specified age whose main activity status, as determined regarding some weeks or days during a relatively long specified reference period (such as the preceding 12 months or the previous calendar year), was employed or unemployed.

Employed: Includes those persons who reported that they did some work during the reference period or they held a job even if they were not doing any work at the time. It also includes persons who were on leave or had a business to return to.

Unemployed: There is strict and relaxed definition of unemployment. The strict definition considers the unemployed persons as those who report that they did not have a job, were actively

looking for work in the past four weeks, and are currently available for work. The relaxed definition takes an unemployed person to be those individuals who reported that they did not have a job, actively looked for work during the reference period but are not currently available for work. It also considers those who did not have a job, were available to work but did not actively seek employment.

Labour Force: Consists of all persons in the working age population who are either employed or unemployed. Previously, it was referred to as the ‘currently active population’.

Labour Force Participation Rate (LFPR): The LFPR is a measure of the proportion of a country’s working-age population usually 15-64 years who are in the labour force. It is an indicator of the level of the labour market activity and is calculated as a ratio of the labour force to the working age population.

Working-Age Population (WAP): includes all persons in the population above a specified age threshold used for statistical purposes to define the economically active population. A threshold of 15 years and above is commonly used. It is defined by a lower age threshold (and in some countries, includes an upper age limit). The lower age limit may not coincide with the minimum legal working age established in the country.

Household: Is a person or a group of persons who reside in the same homestead or compound but not necessarily in the same dwelling unit. They have the same cooking arrangement and are answerable to the same household head. For purpose of 2019 KPHC, households were categorized into conventional and non-conventional. Conventional were the ordinary households while non-conventional households referred to people live together but cannot be said to belong to “ordinary” households. Examples were students in boarding schools and colleges, hospital in-patients, people in police cells, guests in hotels, or prison inmates, outdoor sleepers, nuns, brothers in a monastery and other religious organizations with some institution-like living arrangements.

Respondent: Any responsible member of the household who provides information to the enumerator.

Reference Period: Since employment and unemployment are viewed as stock concepts (measurement at a particular point in time), the corresponding statistics, refer to a precise instance in time. The reference period was seven days prior to the census night, which was 24th/25^h August 2019.

Full-time Workers: Persons who work for at least three quarters (75%) of the regular or customary working period measured in hours, days or weeks, except when on leave or otherwise officially away.

Part-time workers: Employees who work fewer hours (usually a threshold of 34 hours) than is normal for the establishment, or division within it. The term includes only those employees who

are either on permanent or fixed term contract; thus, a person hired for three months part time is separately counted as a casual worker.

Casual workers: These are persons who are engaged of workers on a very short term or on an occasional and intermittent basis, often for a specific number of hours, days or weeks, in return for a wage set by the terms of the daily or periodic work agreement.

Regular Workers: These are working owners/operators, fully paid employees, unpaid family members, and paid/unpaid apprentices engaged in an economic activity. For paid employees, regular workers are those (unlike casual workers) with stable contracts for whom the employing organisation is responsible for payment of relevant taxes and social security contributions and where the contractual relationship is subject to prevailing labour regulations. For self-employed persons, regular workers are those who work in their enterprises on a continuous basis.

Job: A set of tasks and duties performed, or meant to be performed, by one person for a single economic unit. The term job is made with reference to employment.

Occupation: Occupation refers to the kind of work performed in a job. The concept of occupation is defined as a “set of jobs whose main tasks and duties are characterized by a high degree of similarity”. A person may be associated with an occupation through the main job currently held, a second job, a future job or a job previously held.

Paid Employees: These are persons working for a public or private employer and receive remuneration in wages, salaries, commission, tips or pay in kind.

Underemployment is classified into two; visible and invisible underemployment. Visible underemployment refers to individuals who are involuntarily working less than normal duration of work determined for the activity and are seeking or available for additional work. Invisible underemployment refers to persons who are working in jobs where their skills are not adequately utilized.

Time-related under-employment: Indicates a partial lack of work for employed persons. Comprises all persons in employment who satisfy the following three criteria during the reference period:

- i. **“Willing to work additional hours”**, that is, wanted another job (or jobs) in addition to their current job (or jobs) to increase their total hours of work; to replace any of their current jobs with another job (or jobs) with increased hours of work; to increase the hours of work in any of their current jobs; or a combination of the above.
- ii. **“Available to work additional hours”** those that are ready within a specified subsequent period, to work additional hours, given opportunities for additional work.

- iii. **“worked less than a threshold relating to working time”**, that is, persons whose “hours actually worked” in all jobs during the reference period in all jobs were below a certain threshold of hours worked.

Total dependency ratio: This is an indicator of the economic burden the productive segment of the population must bear. It is computed as a ratio of the population considered to be “dependent” (aged below 15 and above 64 years) to the working age population (15 to 64 years).

Child dependency ratio: This is the proportion of the population age 0-14 to the working age population (15 to 64 years).

Aged dependency ratio: This is the proportion of the population age 65 and above to the working age population (15 to 64 years).

Employment to population ratio: This is the proportion of a country’s working age population (15 to 64 years) that is employed.

Labour Underutilization₂ (LU₂): Combined rate of time related under-employment and unemployment.

Child labour: The term “child labour” is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

Whether or not particular forms of “work” can be called “child labour” depends on the age of the child, the type of work, the number of hours worked, the conditions under which the work is performed, and the objectives pursued by individual countries. This means that the definition and threshold between child work and child labour varies between sectors and countries.

Target 8.7 of the SDGs obliges member states to take immediate and effective measures to eradicate forced labour and eliminate the worst forms of child labour, and by 2025, end child labour in all its forms.

Chapter 2: Activity Status of the Kenyan Population

This chapter presents the activity status of the Kenyan population age 5 and above who were targets for the 2019 Census labour force questions. The activity status according to International Labour Organization (ILO) definitions divides the population into three groups: employed, unemployed and not in labour force persons. The Chapter begins by reviewing the general characteristics of the population in terms of its distribution and dependency ratios. The activity status is analysed in terms of demographic and socioeconomic characteristics - size, age, sex, rural-urban residence and region.

Overview

2.1. Population Distribution by Age Group, 2009-2019

Table 2.1 presents population distribution by age group and sex for the period 2009-2019. There was a slight decrease of the share of those age 0-4 from 15.4 per cent in 2009 to 12.7 per cent in 2019. The share of those age 65 and above increased from 3.5 per cent in 2009 to 3.9 per cent in 2019. The working age population (15-64 years) increased from 53.5 per cent in 2009 to 56.9 per cent in 2019.

Kenya has a large youthful population. The Kenya Constitution (2010) defines youth as those aged between 18 and 34 years old. This proportion of the youth constitutes 28.8 per cent of the total population. Children age 5-17 constitute 33.6 per cent of the total population while the elderly age 65 and above accounted for about 3.9 per cent of the total population. The working age population 15-64 years made up 56.9 per cent of the total population.

Table 2.1: Population Distribution by Age Group and Sex, 2009 - 2019

Age Group	2009				2019			
	Male	Female	Total		Male	Female	Total	
Total	19,049,826	19,362,262	38,412,088	100	23,311,942	23,892,942	47,204,884	100
0 - 4	2,980,453	2,920,679	5,901,132	15.4	2,997,565	2,978,258	5,975,823	12.7
5 - 9	2,830,226	2,762,967	5,593,193	14.6	3,108,802	3,077,983	6,186,785	13.1
10 - 14	2,562,918	2,468,770	5,031,688	13.1	3,192,906	3,123,837	6,316,743	13.4
15 - 19	2,116,513	2,044,205	4,160,718	10.8	2,665,825	2,585,125	5,250,950	11.1
20 - 24	1,733,981	2,013,675	3,747,656	9.8	2,082,561	2,316,271	4,398,832	9.3
25 - 29	1,506,623	1,666,223	3,172,846	8.3	1,805,558	1,999,654	3,805,212	8.1
30 - 34	1,238,687	1,258,797	2,497,484	6.5	1,666,831	1,859,889	3,526,720	7.5
35 - 39	990,579	1,001,418	1,991,997	5.2	1,323,015	1,293,038	2,616,053	5.5
40 - 44	735,352	731,568	1,466,920	3.8	1,137,687	1,095,662	2,233,349	4.7
45 - 49	628,799	636,856	1,265,655	3.3	902,278	865,089	1,767,367	3.7
50 - 54	474,227	477,470	951,697	2.5	653,225	641,506	1,294,731	2.7
55 - 59	357,184	352,407	709,591	1.8	540,512	568,339	1,108,851	2.3
60 - 64	293,611	298,496	592,107	1.5	415,334	448,444	863,778	1.8
65+	600,673	728,731	1,329,404	3.5	819,843	1,039,847	1,859,690	3.9

2.2. Dependency Ratios

Dependency ratios reveal the population breakdown of a country and how well its dependents can be taken care of. This ratio can help a nation set policy and forecast its needs. The total dependency ratio, child dependency ratio and aged dependency ratio are the three most used indicators of economic dependence in a population.

2.2.1. Total Dependency Ratio

Figure 2.1 shows total dependency ratios by county in 2009 and 2019 while Table 2.2 presents total dependency ratios by residence and county in 2009 and 2019 and Table 2.3 presents total, child and age dependency ratios by residence and county in 2009 and 2019. The results indicate an overall decrease in the total dependency ratio nationally and in both rural and urban areas. The dependency ratio decreased from 86.9 per cent in 2009 to 75.7 per cent in 2019. This implies that in 2019, for every 100 people in the age range 15-64, there were 76 persons in the age range 0-14 and 65+ who were dependent on them.

The dependency ratio in rural areas decreased from 100.4 per cent in 2009 to 87.3 per cent in 2019. The dependency ratio in urban areas also decreased from 62.7 per cent in 2009 to 54.3 per cent in 2019. Higher dependency ratios are observed in rural areas compared to urban areas. There were wide spatial differences in total dependency ratios ranging from 46.9 per cent in Nairobi City County to 129.6 per cent in Mandera County.

Map 2.1 presents total dependency ratios by County. The map shows that Mandera, Wajir, Tana River, Narok, Samburu and West Pokot counties had the highest total dependency ratios. Nyeri, Kirinyaga, Embu, Kiambu, Nairobi City and Mombasa Counties had the lowest total dependency ratios.

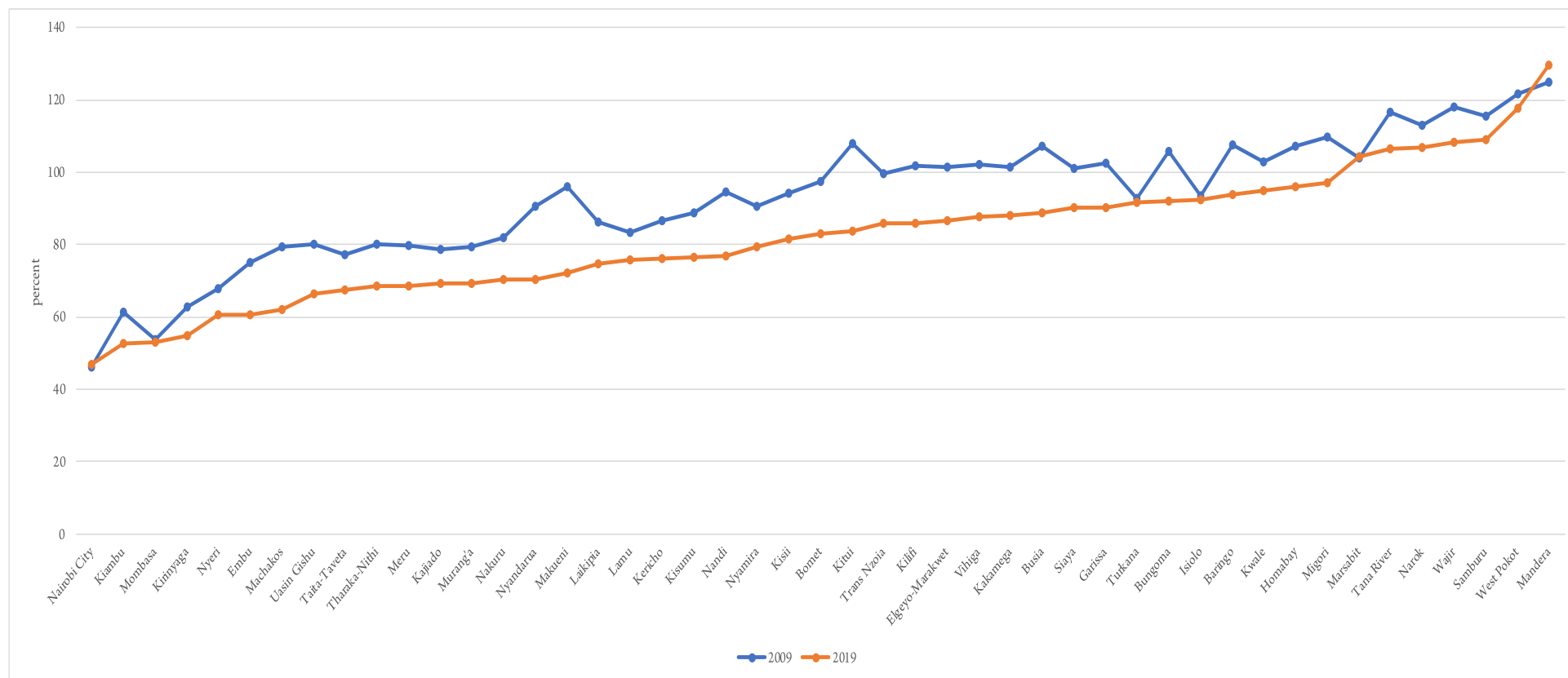
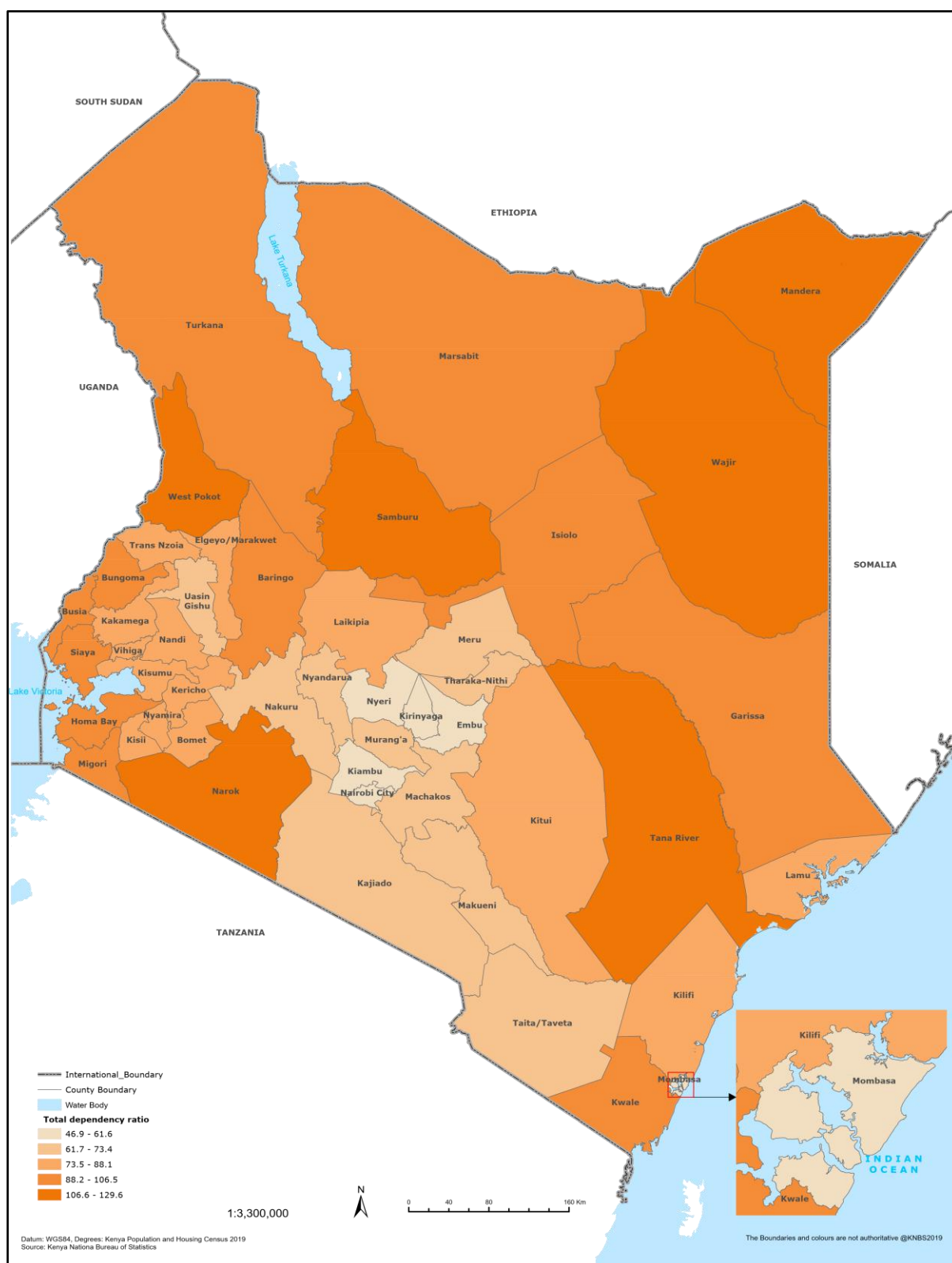


Figure 2.1: Total Dependency Ratios by County, 2009-2019

Table 2.2: Total Dependency Ratio by Residence and County, 2009 - 2019

Region	Age				Total Population	Dependency Ratio	
	0-14	65+	<15 + 65+	15-64	2019	2009	2019
Kenya	18,479,808	1,859,731	20,339,539	26,866,720	47,206,259	86.9	75.7
Rural	13,607,440	1,591,948	15,199,388	17,405,645	32,605,033	100.4	87.3
Urban	4,872,368	267,783	5,140,151	9,461,075	14,601,226	62.7	54.3
County							
Mombasa	390,492	22,489	412,981	777,785	1,190,766	53.7	53.1
Kwale	385,723	32,747	418,470	440,167	858,637	102.9	95.1
Kilifi	610,689	55,530	666,219	774,551	1,440,770	101.6	86.0
Tana River	152,505	9,782	162,287	152,354	314,641	116.5	106.5
Lamu	55,510	5,656	61,166	80,714	141,880	83.4	75.8
Taita-Taveta	115,510	19,620	135,130	200,569	335,699	77.3	67.4
Garissa	382,071	14,227	396,298	439,066	835,364	102.5	90.3
Wajir	391,654	11,446	403,100	372,167	775,267	118.0	108.3
Mandera	473,989	12,495	486,484	375,457	861,941	124.9	129.6
Marsabit	214,412	13,728	228,140	218,823	446,963	103.8	104.3
Isiolo	120,642	8,111	128,753	139,208	267,961	93.5	92.5
Meru	538,288	86,344	624,632	910,757	1,535,389	79.8	68.6
Tharaka-Nithi	131,293	27,776	159,069	232,166	391,235	80.0	68.5
Embu	189,965	38,522	228,487	376,236	604,723	74.9	60.7
Kitui	443,154	71,544	514,698	615,328	1,130,026	107.9	83.6
Machakos	462,291	79,215	541,506	872,344	1,413,850	79.4	62.1
Makueni	343,084	66,402	409,486	567,426	976,912	96.1	72.2
Nyandarua	227,184	35,827	263,011	372,935	635,946	90.6	70.5
Nyeri	223,634	60,080	283,714	468,942	752,656	67.8	60.5
Kirinyaga	175,125	39,366	214,491	391,107	605,598	62.9	54.8
Murang'a	341,865	89,460	431,325	621,670	1,052,995	79.3	69.4
Kiambu	744,456	85,699	830,155	1,572,232	2,402,387	61.5	52.8
Turkana	417,453	23,145	440,598	481,120	921,718	92.7	91.6
West Pokot	316,923	17,803	334,726	284,035	618,761	121.6	117.8
Samburu	151,338	9,239	160,577	147,369	307,946	115.6	109.0
Trans Nzoia	420,503	34,278	454,781	530,500	985,281	99.5	85.7
Uasin Gishu	425,767	34,346	460,113	692,433	1,152,546	80.1	66.4
Elgeyo-Marakwet	191,065	19,189	210,254	243,102	453,356	101.5	86.5
Nandi	347,879	35,885	383,764	499,810	883,574	94.5	76.8
Baringo	295,332	25,598	320,930	341,797	662,727	107.5	93.9
Laikipia	194,439	25,071	219,510	294,341	513,851	86.4	74.6
Nakuru	811,749	72,903	884,652	1,257,748	2,142,400	81.9	70.3
Narok	565,650	27,731	593,381	555,873	1,149,254	112.8	106.7
Kajiado	429,019	23,508	452,527	654,509	1,107,036	78.8	69.1
Kericho	354,214	32,962	387,176	509,519	896,695	86.7	76.0
Bomet	364,402	31,705	396,107	476,857	872,964	97.3	83.1
Kakamega	785,351	85,674	871,025	990,011	1,861,036	101.3	88.0
Vihiga	230,007	44,086	274,093	313,023	587,116	102.3	87.6
Bungoma	738,051	59,900	797,951	865,826	1,663,777	105.9	92.2
Busia	378,652	38,161	416,813	469,983	886,796	107.2	88.7
Siaya	409,818	59,272	469,090	520,383	989,473	100.9	90.1
Kisumu	451,507	44,254	495,761	648,811	1,144,572	88.8	76.4
Homabay	502,670	49,173	551,843	573,927	1,125,770	107.3	96.2
Migori	510,678	35,916	546,594	562,217	1,108,811	109.8	97.2
Kisii	509,677	57,092	566,769	693,639	1,260,408	94.1	81.7
Nyamira	236,376	30,284	266,660	336,369	603,029	90.5	79.3
Nairobi City	1,327,752	56,490	1,384,242	2,951,514	4,335,756	46.1	46.9



Map 2.1: Total Dependency Ratio by County, 2019

2.2.2. Child Dependency Ratio

Table 2.3 and Figure 2.2 shows that child dependency ratio was 68.9 per cent in 2019, implying that about 69 children age 0-14 years were dependent on 100 persons of productive ages 15-64.

The child dependency ratio was higher in rural areas at 78.2 per cent compared to urban areas at 51.5 per cent.

2.2.3. Aged Dependency Ratio

As depicted in Table 2.3 and Figure 2.3, aged dependency ratio was 6.9 per cent in 2019. This implies that for every 100 persons in the working age population, there are about seven people age 65 years and above who depend on them. Table 2.3 shows that rural areas recorded high aged dependency ratio of 9.1 per cent compared to 2.8 per cent for urban areas. Notably urban and, arid and semi-arid (ASAL) counties had the lowest aged dependency ratios.

Table 2.3: Total, Child and Age Dependency Ratios by Residence and County, 2009-2019

	Total Dependency		Child Dependency		Age Dependency	
	2009	2019	2009	2019	2009	2019
Kenya	86.9	75.7	80.4	68.8	6.5	6.9
Rural	100.4	87.3	92.3	78.2	8.1	9.1
Urban	62.7	54.3	59.2	51.5	3.5	2.8
County						
Mombasa	53.7	53.1	51.2	50.2	2.6	2.9
Kwale	102.9	95.1	96.1	87.6	6.8	7.4
Kilifi	101.6	86.0	94.4	78.8	7.1	7.2
Tana River	116.5	106.5	110.2	100.1	6.3	6.4
Lamu	83.4	75.8	77.1	68.8	6.3	7.0
Taita-Taveta	77.3	67.4	68.1	57.6	9.1	9.8
Garissa	102.5	90.3	97.8	87.0	4.7	3.2
Wajir	118.0	108.3	113.2	105.2	4.8	3.1
Mandera	124.9	129.6	120.7	126.2	4.2	3.3
Marsabit	103.8	104.3	95.3	98.0	8.5	6.3
Isiolo	93.5	92.5	86.4	86.7	7.1	5.8
Meru	79.8	68.6	72.0	59.1	7.9	9.5
Tharaka-Nithi	80.0	68.5	70.5	56.6	9.5	12.0
Embu	74.9	60.7	65.8	50.5	9.0	10.2
Kitui	107.9	83.6	97.0	72.0	10.9	11.6
Machakos	79.4	62.1	70.5	53.0	8.9	9.1
Makueni	96.1	72.2	86.0	60.5	10.1	11.7
Nyandarua	90.6	70.5	82.1	60.9	8.4	9.6
Nyeri	67.8	60.5	56.9	47.7	10.9	12.8
Kirinyaga	62.9	54.8	54.1	44.8	8.7	10.1
Murang'a	79.3	69.4	67.0	55.0	12.2	14.4
Kiambu	61.5	52.8	55.7	47.4	5.8	5.5
Turkana	92.7	91.6	88.2	86.8	4.5	4.8
West Pokot	121.6	117.8	115.7	111.6	5.9	6.3
Samburu	115.6	109.0	109.2	102.7	6.4	6.3
Trans Nzoia	99.5	85.7	94.0	79.3	5.5	6.5
Uasin Gishu	80.1	66.4	75.0	61.5	5.1	5.0
Elgeyo-Marakwet	101.5	86.5	93.5	78.6	8.0	7.9
Nandi	94.5	76.8	87.5	69.6	7.0	7.2
Baringo	107.5	93.9	100.6	86.4	6.9	7.5
Laikipia	86.4	74.6	78.9	66.1	7.4	8.5
Nakuru	81.9	70.3	76.4	64.5	5.4	5.8
Narok	112.8	106.7	107.6	101.8	5.2	5.0
Kajiado	78.8	69.1	74.8	65.5	4.0	3.6
Kericho	86.7	76.0	81.3	69.5	5.4	6.5
Bomet	97.3	83.1	91.1	76.4	6.2	6.6
Kakamega	101.3	88.0	94.1	79.3	7.3	8.7
Vihiga	102.3	87.6	90.1	73.5	12.2	14.1
Bungoma	105.9	92.2	99.7	85.2	6.2	6.9
Busia	107.2	88.7	99.5	80.6	7.7	8.1
Siaya	100.9	90.1	90.2	78.8	10.7	11.4
Kisumu	88.8	76.4	82.7	69.6	6.1	6.8
Homabay	107.3	96.2	99.7	87.6	7.6	8.6
Migori	109.8	97.2	103.9	90.8	5.9	6.4
Kisii	94.1	81.7	87.5	73.5	6.6	8.2
Nyamira	90.5	79.3	83.9	70.3	6.6	9.0
Nairobi City	46.1	46.9	44.5	45.0	1.6	1.9

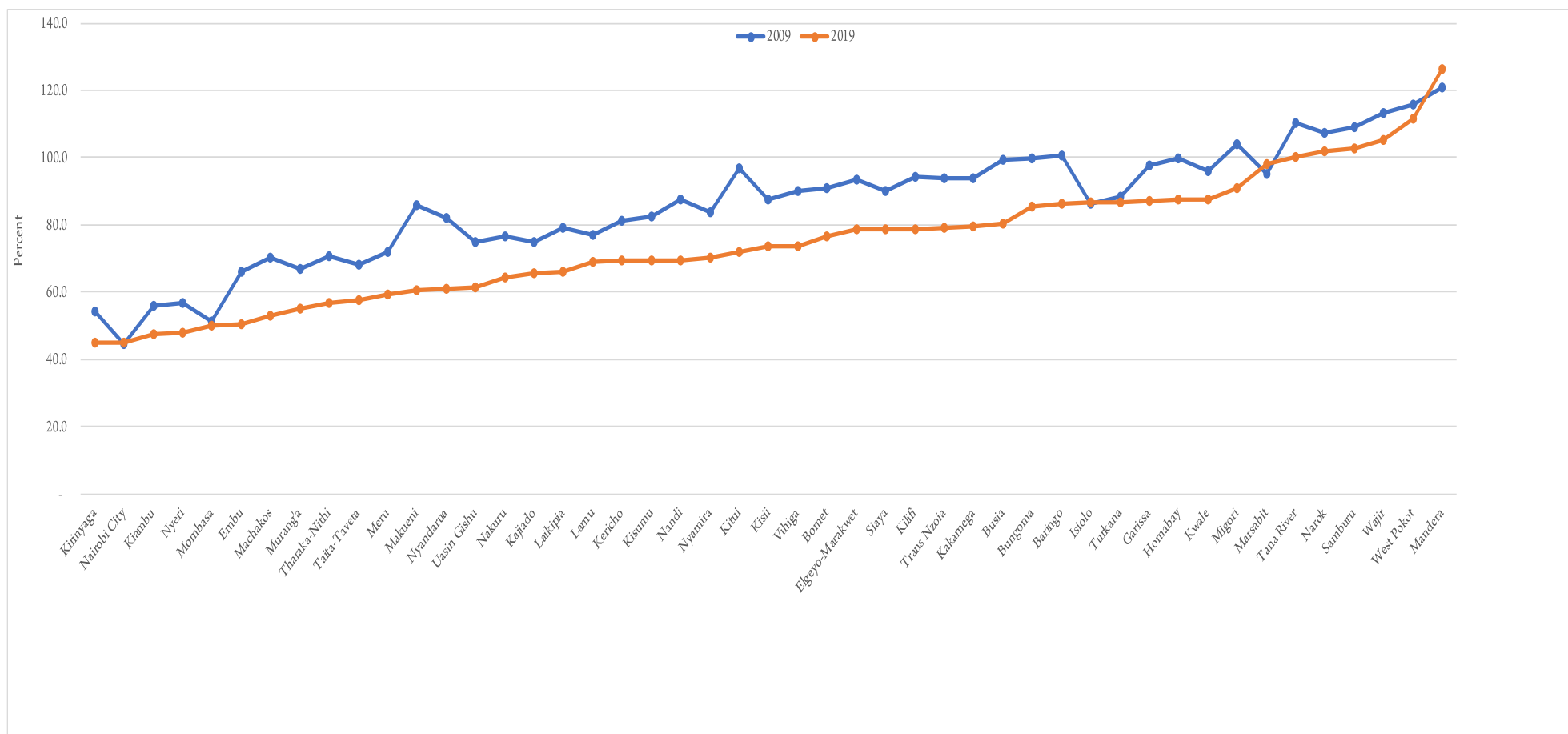


Figure 2.2: Child Dependency Ratios by County, 2009-2019

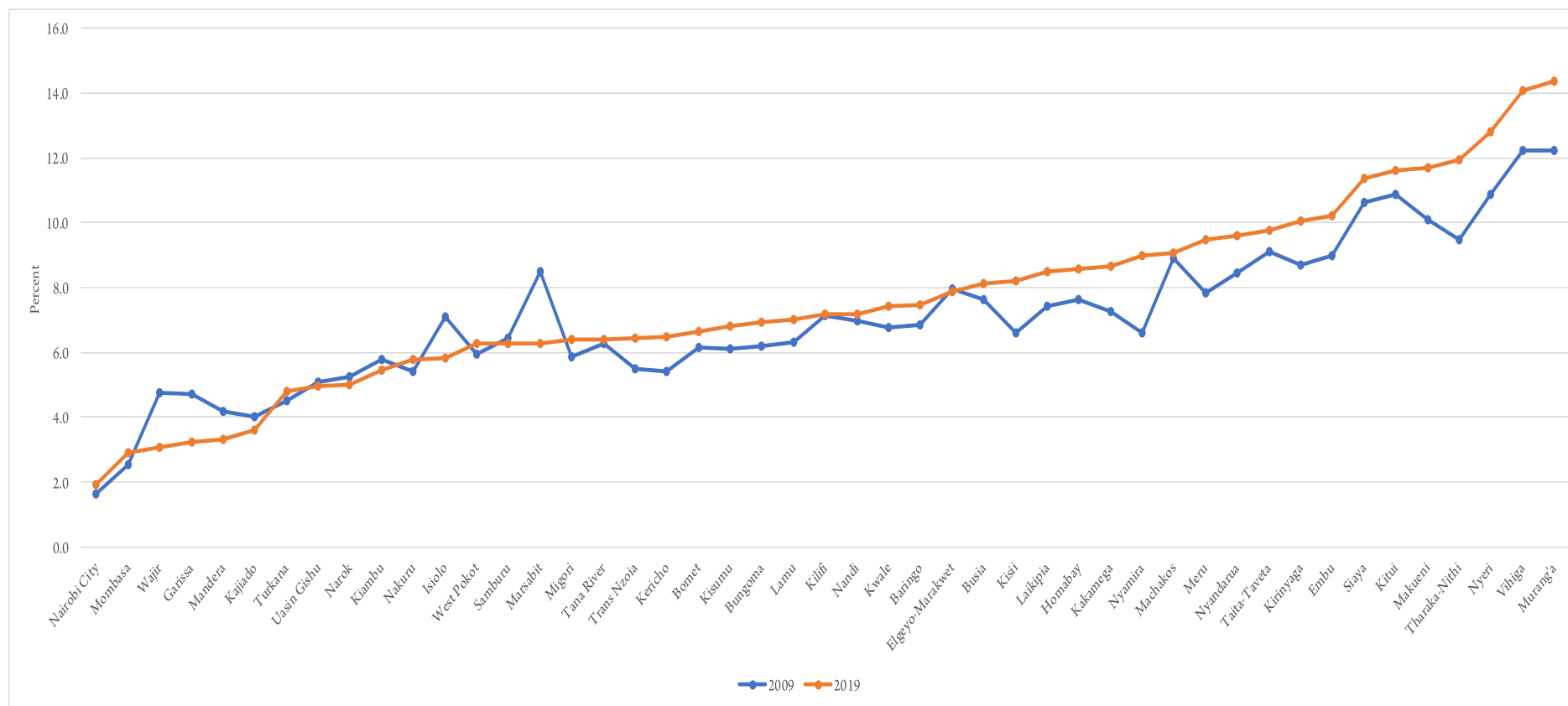


Figure 2.3: Aged Dependency Ratios by County, 2009-2019

2.3. Characteristics of the Population

2.3.1. Activity Status of the Population

This section presents an analysis of the population age 5 years and above in terms of what one was doing during the reference period. The population is divided into either active or inactive. The active population consists of both the employed and the unemployed persons.

Table 2.4 presents the distribution of population age 5 years and above by age cohorts and activity status. Analysis by broad age cohorts shows that the working age 15 to 64 years accounted for 88.6 per cent of the total active population. The youth age 18 to 34 years constituted 45.2 per cent while children age 5 to 17 years accounted for 6.6 per cent of the active population. Not in labour force population was 18.9 million, constituting 46.0 per cent of the total population age 5 and above.

Table 2.4: Distribution of Population Age 5 and above by Age Group and Activity Status

Age Group	Total	Active Population			Not in Labour Force Population
		Employed	Unemployed	Total	
Total	41,230,306	19,530,794	2,713,274	22,244,068	18,986,238
5 -9	6,186,950	542,614	-	542,614	5,644,336
10-14	6,316,905	427,534	-	427,534	5,889,371
15 - 19	5,251,094	888,824	287,253	1,176,077	4,075,017
20 - 24	4,399,022	2,320,702	610,580	2,931,282	1,467,740
25 - 29	3,805,348	2,717,153	569,031	3,286,184	519,164
30 - 34	3,526,863	2,777,497	420,907	3,198,404	328,459
35 - 39	2,616,139	2,141,074	274,428	2,415,502	200,637
40 - 44	2,233,408	1,869,782	210,036	2,079,818	153,590
45 - 49	1,767,413	1,516,008	141,111	1,657,119	110,294
50 - 54	1,294,756	1,114,408	93,148	1,207,556	87,200
55 - 59	1,108,875	964,815	63,302	1,028,117	80,758
60 - 64	863,802	732,010	43,478	775,488	88,314
65+	1,859,731	1,518,373	-	1,518,373	341,358
15 - 17	3,361,448	370,003	137,304	507,307	2,854,141
18 - 24	6,288,668	2,839,523	760,529	3,600,052	2,688,616
25 - 34	7,332,211	5,494,650	989,938	6,484,588	847,623

2.3.2. Distribution of Persons with Disability Age 5 Years and above by Activity Status

Persons with Disabilities (PWDs) have been included in the 2030 Agenda for Sustainable Development within the principle of “leaving no one behind”. Sufficient disaggregated data by disability status is needed to allow comprehensive monitoring of the well-being and including of PWDs and the advancement of their rights. Therefore, “Sustainable Development Goal indicators should be disaggregated, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location, or other characteristics, in accordance with the Fundamental Principles of Official Statistics (General Assembly resolution 68/261).”

Table 2.5 (a) presents distribution of persons with disability age 5 and above by activity status. In 2019, the total number of persons with disability stood at 916.7 thousand of whom 53.5 per cent were of working age. Children living with disability age 5 to 17 years were 153.8 thousand while those age 65 years and above were 309.9 thousand. About 629.4 thousand of persons with disability were reported as being in employment.

Table 2.5 (a): Distribution of Persons with Disability Age 5 and above by Activity Status

Age Group	Total	Active Population			Not in Labour Force Population
		Employed	Unemployed	Total	
Total	916,692	629,413	15,105	644,518	272,174
5 - 9	52,433	12,257	-	12,257	40,176
10 -14	63,706	10,983	-	10,983	52,723
15 - 19	58,816	16,163	1,450	17,613	41,203
20 - 24	44,018	26,229	2,137	28,366	15,652
25 - 29	40,295	29,990	2,026	32,016	8,279
30 - 34	47,020	37,329	1,977	39,306	7,714
35 - 39	41,174	33,471	1,548	35,019	6,155
40 - 44	46,808	38,533	1,577	40,110	6,698
45 - 49	49,878	42,058	1,404	43,462	6,416
50 - 54	48,669	41,245	1,211	42,456	6,213
55 - 59	54,938	47,106	1,084	48,190	6,748
60 - 64	58,959	49,835	691	50,526	8,433
65+	309,978	244,214	-	244,214	65,764
15 - 17	37,671	8,342	767	9,109	28,562
18 - 24	65,163	34,050	2,820	36,870	28,293
25 - 34	87,315	67,319	4,003	71,322	15,993

Table 2.5(b) presents labour force participation rates, employment to population ratios and unemployment rates for persons with disabilities age 15-64 years by age cohorts. Labour force participation rates for persons with disabilities age 15-64 years was 76.9 per cent. Unemployment rate for persons with disabilities age 15-64 years was 3.1 per cent.

Table 2.5 (b): Labour Force Participation Rates, Employment to Population Ratios and Unemployment Rates for Persons with Disabilities age 15-64 years by Age Cohorts

Age Group	Labour Force Participation Rate	Employment to Population Ratio	Unemployment Rate
15 - 64	76.9	73.8	3.1
15 - 19	29.9	27.5	2.5
20 - 24	64.4	59.6	4.9
25 - 29	79.5	74.4	5.0
30 - 34	83.6	79.4	4.2
35 - 39	85.1	81.3	3.8
40 - 44	85.7	82.3	3.4
45 - 49	87.1	84.3	2.8
50 - 54	87.2	84.7	2.5
55 - 59	87.7	85.7	2.0
60 - 64	85.7	84.5	1.2
15 - 17	24.2	22.1	2.0
18 - 24	56.6	52.3	4.3
25 - 34	81.7	77.1	4.6

2.4. Economically Active Population

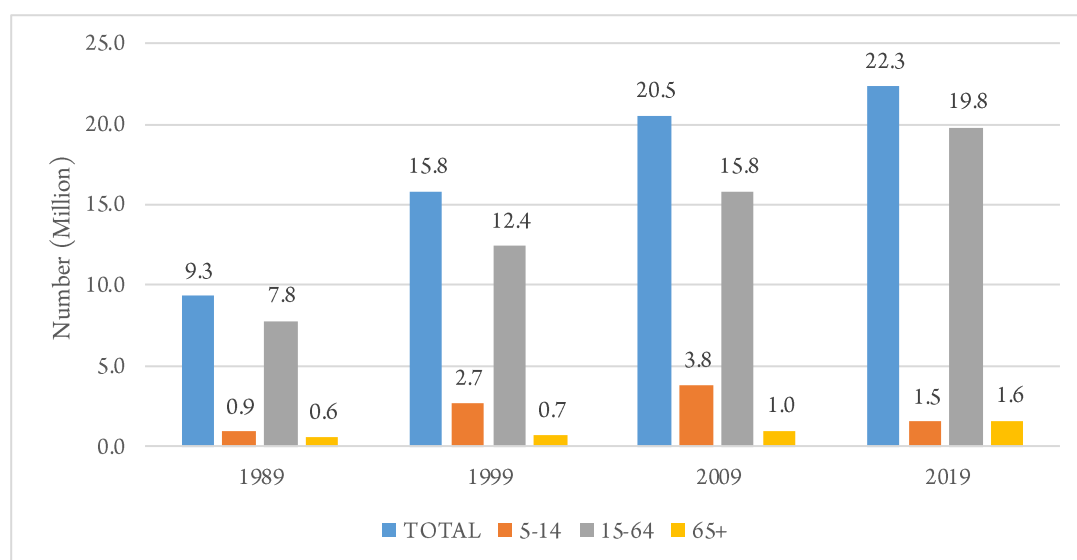
The economically active population consists of the employed and unemployed.

2.4.1. Size and Age-Sex Composition of the Economically Active Population

Table 2.6 and Figure 2.4 shows the distribution of economically active population for the period 1989 - 2019. The economically active population age 5 years and above increased by 8.6 per cent to 22.3 million in 2019 from 20.5 million in 2009. The number of the working age population (15-64 years) increased by 25.3 per cent to 19.8 million persons in 2019 and accounted for 89 per cent of the total economically active population. The share of youth population age 18-34 years in the economically active population was 45.2 per cent in 2019 while that of children age 5-17 years was 6.6 per cent.

Table 2.6: Age Distribution of Active Population Age 5 Years and above, 1989- 2019

Age Group	1989		1999		2009		2019	
TOTAL	9,290,969	100	15,750,059	100	20,531,667	100	22,300,396	100.0
5-9	-	0	1,153,154	7.3	2,067,350	10.1	542,614	2.4
10-14	896,569	9.6	1,525,189	9.7	1,716,815	8.4	970,148	4.4
15-19	1,047,903	11.3	2,110,647	13.4	1,764,703	8.6	1,176,077	5.3
20-24	1,411,519	15.2	2,350,353	14.9	2,804,388	13.7	2,931,282	13.1
25-29	1,383,273	14.9	2,053,047	13	2,744,752	13.4	3,286,184	14.7
30-34	1,016,515	10.9	1,513,701	9.6	2,226,876	10.8	3,198,404	14.3
35-39	815,936	8.8	1,284,603	8.2	1,794,377	8.7	2,415,502	10.8
40-44	651,114	7	937,090	5.9	1,327,309	6.5	2,079,818	9.3
45-49	505,361	5.4	767,330	4.9	1,147,149	5.6	1,657,119	7.4
50-54	423,292	4.6	622,299	4	846,154	4.1	1,207,556	5.4
55-59	313,297	3.4	406,855	2.6	614,103	3.0	1,028,117	4.6
60-64	265,961	2.9	349,678	2.2	495,608	2.4	775,488	3.5
65+	-	6	676,113	4.3	982,083	4.8	1,574,701	7.1
5-17	-	-	-	-	4,706,352	22.9	1,477,455	6.6
18 - 24	-	-	-	-	-	-	3,600,052	16.1
25 - 34	-	-	-	-	-	-	6,484,588	29.1

**Figure 2.4: Trends of Active Population by Age Group, 1989-2019**

2.4.2. Distribution of Active Population Age 5 Years and above by Age Group and Sex

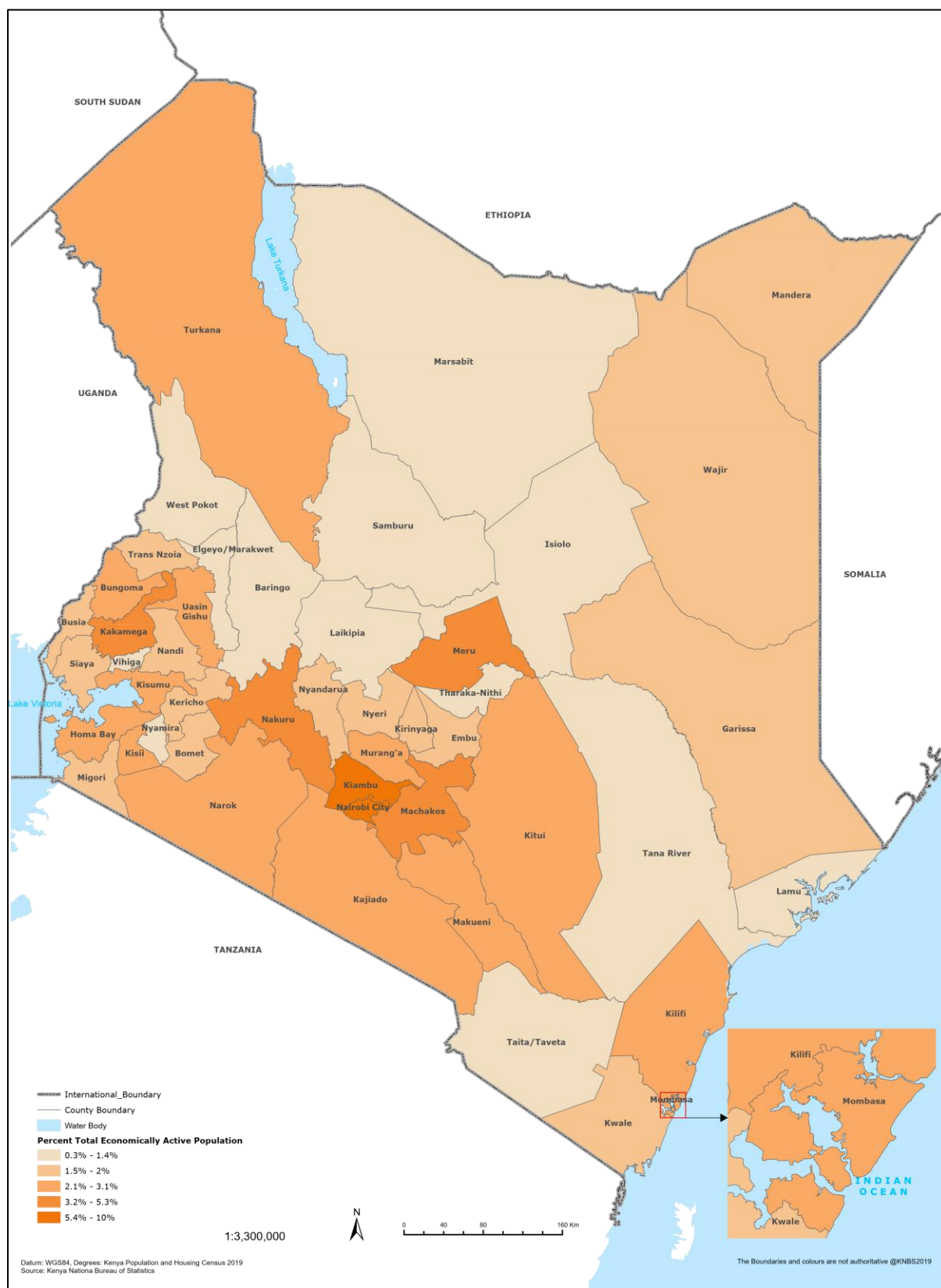
The distribution of the economically active population age 5 years and above by age group and sex is presented in Table 2.7. Notable is that about 17.0 million of the working age population (15 to 64 years) were employed during the reference period. Women constituted 50.2 per cent of the employed population (15 to 64 years).

Table 2.7: Distribution of Active Population by Age Group and Sex

Age Group	Active Population			Employed		Unemployed	
	Total	Male	Female	Male	Female	Male	Female
Total	22,243,327	11,237,483	11,005,844	9,694,550	9,835,645	1,542,933	1,170,199
5 -9	542,591	280,377	262,214	280,377	262,214	-	-
10 -14	427,517	234,935	192,582	234,935	192,582	-	-
15 -19	1,176,034	608,073	567,961	448,457	440,338	159,616	127,623
20 -24	2,931,140	1,408,443	1,522,697	1,088,932	1,231,666	319,511	291,031
25 -29	3,286,069	1,651,448	1,634,621	1,336,756	1,380,307	314,692	254,314
30 -34	3,198,278	1,593,125	1,605,153	1,353,234	1,424,167	239,891	180,986
35 -39	2,415,421	1,274,594	1,140,827	1,110,100	1,030,906	164,494	109,921
40 -44	2,079,763	1,097,293	982,470	966,625	903,107	130,668	79,363
45 -49	1,657,080	871,994	785,086	782,815	733,161	89,179	51,925
50 -54	1,207,532	627,425	580,107	568,366	546,022	59,059	34,085
55 -59	1,028,094	515,521	512,573	476,230	488,566	39,291	24,007
60 -64	775,468	383,496	391,972	356,964	375,028	26,532	16,944
65+	1,518,340	690,759	827,581	690,759	827,581	-	-
15 -17	507,289	283,014	224,275	202,787	167,204	80,227	57,071
18 -24	3,599,885	1,733,502	1,866,383	1,334,602	1,504,800	398,900	361,583
25 -34	6,484,347	3,244,573	3,239,774	2,689,990	2,804,474	554,583	435,300

Map 2.2 presents overall percentage distribution of economically active population by County. The map shows that the following counties had the highest percentage of economically active population; Meru, Kiambu, Nairobi City, Kakamega, Nakuru, Turkana and Machakos. The percentage of economically active population of the following counties was below 1.5 per cent; Taita/Taveta, Tana River, Tharaka-Nithi, Isiolo, Marsabit, Samburu, Laikipia, Baringo, Elgeyo/Marakwet, West Pokot, Nyamira and Vihiga.

Table 2.8 shows the size and percentage distribution of the active population age 5 and above by residence, county and sex. The results of the 2019 KPHC show that majority (68%) of persons who were economically active reside in the rural areas. Nairobi City County had the highest number of economically active population at 10.0 per cent followed by Kiambu County (5.7 per cent), Nakuru County (4.5 per cent), Kakamega County (3.5 per cent) and Meru County (3.5 per cent). Lamu County had the lowest number of economically active population at 0.3 per cent followed by Isiolo, Tana River, Samburu, Elgeyo-Marakwet and Taita-Taveta counties.



Map 2.2: Percentage Distribution of Economically Active Population by County

Table 2.8: Distribution of Economically Active Population by Residence, County and Sex

	Male	Female	Total	Per Cent
Total	11,268,837	11,030,817	22,299,654	100
Residence				
Rural	7,417,476	7,737,421	15,154,897	68.0
Urban	3,851,361	3,293,396	7,144,757	32.0
County				
Mombasa	328,702	236,707	565,409	2.5
Kwale	185,239	192,551	377,790	1.7
Kilifi	293,503	318,139	611,642	2.7
Tana River	75,199	68,719	143,918	0.6
Lamu	39,304	27,983	67,287	0.3
Taita-Taveta	93,473	84,174	177,647	0.8
Garissa	243,989	182,474	426,463	1.9
Wajir	223,052	183,742	406,794	1.8
Mandera	210,502	186,628	397,130	1.8
Marsabit	127,767	98,278	226,045	1.0
Isiolo	73,270	55,941	129,211	0.6
Meru	396,756	379,980	776,736	3.5
Tharaka-Nithi	100,647	104,293	204,940	0.9
Embu	170,954	166,128	337,082	1.5
Kitui	238,402	280,004	518,406	2.3
Machakos	381,548	365,608	747,156	3.4
Makueni	236,574	251,770	488,344	2.2
Nyandarua	159,785	168,912	328,697	1.5
Nyeri	210,669	218,453	429,122	1.9
Kirinyaga	176,768	178,683	355,451	1.6
Murang'a	289,753	294,077	583,830	2.6
Kiambu	668,227	613,986	1,282,213	5.7
Turkana	252,150	220,916	473,066	2.1
West Pokot	126,098	134,732	260,830	1.2
Samburu	79,954	78,632	158,586	0.7
Trans Nzoia	198,342	201,000	399,342	1.8
Uasin Gishu	268,282	249,421	517,703	2.3
Elgeyo-Marakwet	95,300	93,020	188,320	0.8
Nandi	194,599	197,560	392,159	1.8
Baringo	152,527	149,598	302,125	1.4
Laikipia	131,632	129,239	260,871	1.2
Nakuru	513,937	490,587	1,004,524	4.5
Narok	241,479	246,557	488,036	2.2
Kajiado	278,008	254,885	532,893	2.4
Kericho	205,583	207,402	412,985	1.9
Bomet	181,764	196,498	378,262	1.7
Kakamega	365,951	420,048	785,999	3.5
Vihiga	123,996	141,291	265,287	1.2
Bungoma	316,097	354,156	670,253	3.0
Busia	171,298	202,432	373,730	1.7
Siaya	196,289	238,919	435,208	2.0
Kisumu	238,103	247,105	485,208	2.2
Homabay	199,926	246,630	446,556	2.0
Migori	200,392	233,292	433,684	1.9
Kisii	253,390	295,573	548,963	2.5
Nyamira	125,282	143,775	269,057	1.2
Nairobi City	1,234,375	1,000,319	2,234,694	10.0

2.5. Not in Labour Force Population

Not in labour force population refers to persons who are not involved in the labour market. This means that they are neither in employment nor actively seeking employment.

2.5.1. Not in Labour Force Population by Age Group and Reason for Inactivity

Table 2.9 presents the not in labour force population age 5 and above by age group and reason for inactivity. An estimated 18.9 million persons age 5 years and above were not in labour force in 2019.

Students accounted for the largest proportion of the not in labour force population at 85.2 per cent. This was followed by homemakers (7.8%) and those incapacitated (3.3%). The smallest category within not in labour force population was people who retired and those too old to work.

Table 2.9: Population Not in Labour Force by Age Group and Reasons for Inactivity

Age Group	Inactive Population	Reason for Inactivity					
		Retired	Homemaker	Full Time Student	Incapacitated	Too Old to Work	Too Young to Work
Total	18,986,238	99,880	1,471,484	16,120,703	622,198	131,039	540,934
5 - 9	5,644,336	-	-	5,284,002	60,993	-	299,341
10 - 14	5,889,371	-	-	5,540,905	107,010	-	241,456
15 - 19	4,075,017	-	100,675	3,872,915	101,290	-	137
20 - 24	1,467,740	-	308,335	1,108,699	50,706	-	-
25 - 29	519,164	-	306,060	178,087	35,017	-	-
30 - 34	328,459	-	242,569	54,725	31,165	-	-
35 - 39	200,637	-	150,860	26,707	23,070	-	-
40 - 44	153,590	-	112,811	17,905	22,874	-	-
45 - 49	110,294	-	78,523	11,871	19,900	-	-
50 - 54	87,200	3,645	55,746	7,292	17,948	2,569	-
55 - 59	80,758	9,394	41,221	5,669	18,038	6,436	-
60 - 64	88,314	20,151	30,608	4,701	19,889	12,965	-
65+	341,358	66,690	44,076	7,225	114,298	109,069	-
15 - 17	2,854,141	-	37,630	2,747,773	68,601	-	137
18 - 24	2,688,616	-	371,380	2,233,841	83,395	-	-
25 - 34	847,623	-	548,629	232,812	66,182	-	-

2.5.2. Distribution of Not in Labour Force Population by Sex, Residence and County

The distribution of not in labour force population age 5 years and above by sex, residence and county is presented in Table 2.10. Rural areas accounted for 70.2 per cent of not in labour force population age 5 years and above compared with the urban share of 29.8 per cent. There were more women than men not in labour force population age 5 years and above in both rural and urban areas and in all the counties except Wajir, West Pokot and Samburu.

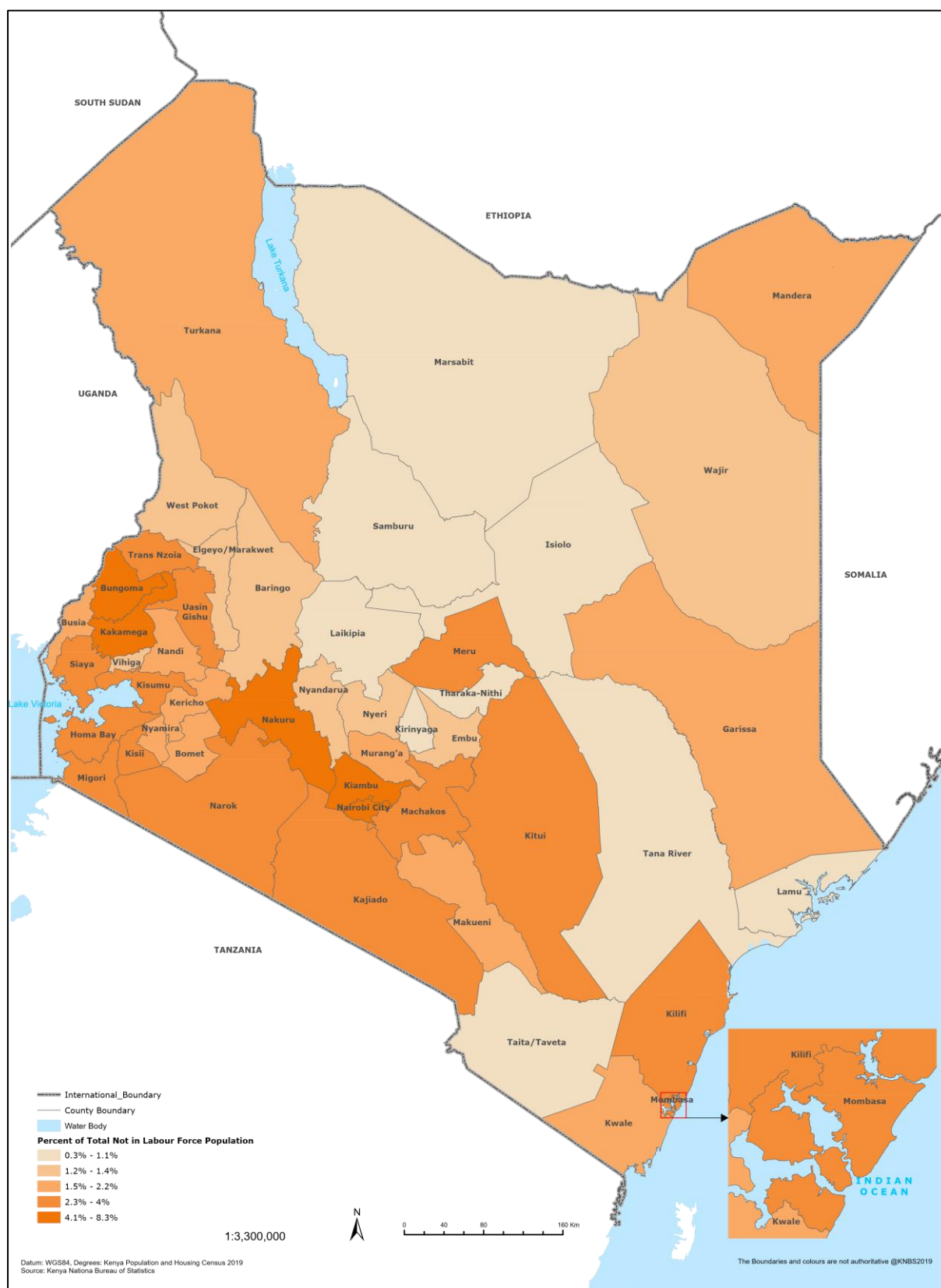
Counties with the highest proportions of not in labour force population were Nairobi City, Nakuru, Kiambu and Kakamega accounting for 8.3, 4.6 and 4.5 per cent of the total not in labour force population, respectively. This is attributed to high number of persons who reported to be at school or learning institution. Samburu, Isiolo and Lamu counties had the lowest proportions of not in labour force

population. These three counties had the lowest number of persons who reported to be at school or learning institution out of the country's total population at school or learning institution.

Map 2.3 presents overall percentage of not in labour force population by county. Nairobi City, Kiambu, Nakuru and Kakamega counties recorded the highest proportion of not in labour force population, which was greater than 4.1 per cent. The following counties recorded the lowest proportion of not in labour force population of less than 1.1 per cent; Taita/Taveta, Lamu, Tana River, Isiolo, Marsabit, Samburu, Laikipia, Tharaka-Nithi and Kirinyaga.

Table 2.10: Distribution of Not in Labour Force Population by Sex, Residence and County

	Male	Female	Total	Per cent of Total
Total	9,045,540	9,883,867	18,929,407	100.0
Residence				
Rural	6,612,799	6,674,646	13,287,445	70.2
Urban	2,432,741	3,209,221	5,641,962	29.8
County				
Mombasa	195,035	282,969	478,004	2.5
Kwale	169,912	180,965	350,877	1.9
Kilifi	301,676	327,182	628,858	3.3
Tana River	55,144	62,469	117,613	0.6
Lamu	25,778	30,145	55,923	0.3
Taita-Taveta	56,960	62,535	119,495	0.6
Garissa	153,425	143,983	297,408	1.6
Wajir	126,865	118,938	245,803	1.3
Mandera	146,333	157,686	304,019	1.6
Marsabit	71,325	80,671	151,996	0.8
Isiolo	45,772	52,372	98,144	0.5
Meru	278,928	309,972	588,900	3.1
Tharaka-Nithi	71,798	74,232	146,030	0.8
Embu	99,457	106,831	206,288	1.1
Kitui	243,206	242,458	485,664	2.6
Machakos	250,161	270,072	520,233	2.7
Makueni	196,816	195,664	392,480	2.1
Nyandarua	118,632	118,772	237,404	1.3
Nyeri	122,586	128,236	250,822	1.3
Kirinyaga	93,346	99,527	192,873	1.0
Murang'a	176,163	182,693	358,856	1.9
Kiambu	370,466	472,162	842,628	4.5
Turkana	156,550	161,021	317,571	1.7
West Pokot	122,279	121,888	244,167	1.3
Samburu	49,748	49,041	98,789	0.5
Trans Nzoia	222,232	234,398	456,630	2.4
Uasin Gishu	234,597	260,492	495,089	2.6
Elgeyo-Marakwet	100,720	103,431	204,151	1.1
Nandi	192,100	193,464	385,564	2.0
Baringo	132,898	132,930	265,828	1.4
Laikipia	91,309	96,346	187,655	1.0
Nakuru	412,451	452,958	865,409	4.6
Narok	237,158	236,374	473,532	2.5
Kajiado	193,338	224,973	418,311	2.2
Kericho	186,579	187,794	374,373	2.0
Bomet	194,659	189,301	383,960	2.0
Kakamega	414,911	434,656	849,567	4.5
Vihiga	126,205	131,105	257,310	1.4
Bungoma	383,094	391,702	774,796	4.1
Busia	194,190	205,880	400,070	2.1
Siaya	212,468	220,374	432,842	2.3
Kisumu	245,261	273,421	518,682	2.7
Homabay	258,250	265,567	523,817	2.8
Migori	251,865	262,353	514,218	2.7
Kisii	276,967	291,289	568,256	3.0
Nyamira	132,015	137,620	269,635	1.4
Nairobi City	653,912	924,955	1,578,867	8.3



Map 2.3: Proportion of Not in Labour Force Population by County

Chapter 3: Economically Active Population

This chapter analyses the economically active population who “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”. The chapter gives information on the employed population, unemployed population, underemployed population and labour force participation rates.

3.1. Employed Population

Employed persons are considered as those who worked for pay or profit, for at least an hour during the reference period (last seven days) or held a job or economic activity but were temporarily absent from work.

3.1.1. Distribution of Employed Population

Table 3.1 presents the distribution of employed population age 15-64 years by sex, residence and county. The total number of persons age 15-64 years who reported to be working in 2019 were 17.0 million. This represented an increase of 19.7 per cent from 14.2 million employed persons reported in 2009 Census. There was gender parity in employment. The total number of employed persons residing in rural areas was 11.5 million with females accounting for 52.5 per cent. The total number of employed population in the urban areas was estimated at 5.5 million of which males accounted for 54.6 per cent. The implication is that more females than males reported to have worked in the rural areas during the reference period while more males than females reported to have worked in the urban areas in the reference period

Nairobi City County reported the highest proportion of the employed population at 10.4 per cent followed by Kiambu County at 6.1 per cent. Lamu County reported the lowest proportion of the employed population preceded by Isiolo County at 0.3 and 0.4 per cent, respectively.

Table 3.1: Distribution of Employed Population Age 15-64 Years by Sex, Residence and County

National/ Residence/County	Total		Male	Female
Kenya	17,041,747	100.0	49.8	50.2
Rural	11,500,053	67.5	47.5	52.5
Urban	5,541,694	32.5	54.6	45.4
Counties				
Mombasa	407,858	2.4	59.6	40.4
Kwale	280,303	1.6	46.7	53.3
Kilifi	463,871	2.7	46.3	53.7
Tana River	86,757	0.5	50.2	49.8
Lamu	52,777	0.3	57.9	42.1
Taita-Taveta	141,925	0.8	52.1	47.9
Garissa	162,985	1.0	56.7	43.3
Wajir	179,117	1.1	52.9	47.1
Mandera	178,220	1.0	51.0	49.0
Marsabit	118,378	0.7	54.4	45.6
Isiolo	75,375	0.4	54.5	45.5
Meru	611,629	3.6	50.0	50.0
Tharaka-Nithi	162,272	1.0	48.5	51.5
Embu	277,067	1.6	50.4	49.6
Kitui	407,570	2.4	45.1	54.9
Machakos	589,737	3.5	50.5	49.5
Makueni	387,199	2.3	47.9	52.1
Nyandarua	280,836	1.6	48.5	51.5
Nyeri	346,540	2.0	49.0	51.0
Kirinyaga	300,014	1.8	49.8	50.2
Murang'a	462,304	2.7	49.3	50.7
Kiambu	1,039,353	6.1	52.1	47.9
Turkana	209,709	1.2	52.9	47.1
West Pokot	178,247	1.0	47.1	52.9
Samburu	97,831	0.6	49.2	50.8
Trans Nzoia	320,293	1.9	48.5	51.5
Uasin Gishu	413,766	2.4	51.5	48.5
Elgeyo-Marakwet	151,677	0.9	49.3	50.7
Nandi	326,210	1.9	48.7	51.3
Baringo	216,203	1.3	49.1	50.9
Laikipia	204,819	1.2	49.8	50.2
Nakuru	829,838	4.9	50.7	49.3
Narok	388,524	2.3	48.2	51.8
Kajiado	411,728	2.4	52.7	47.3
Kericho	351,953	2.1	49.0	51.0
Bomet	323,433	1.9	47.4	52.6
Kakamega	640,370	3.8	45.2	54.8
Vihiga	205,736	1.2	45.7	54.3
Bungoma	549,044	3.2	45.9	54.1
Busia	305,759	1.8	44.8	55.2
Siaya	352,488	2.1	44.8	55.2
Kisumu	392,114	2.3	48.7	51.3
Homabay	367,230	2.2	43.9	56.1
Migori	356,153	2.1	45.1	54.9
Kisii	450,566	2.6	44.7	55.3
Nyamira	221,065	1.3	45.0	55.0
Nairobi City	1,764,904	10.4	56.9	43.1

3.1.2. Employed Population by Educational Attainment

Table 3.2a gives a summary of the distribution of employed population age 15-64 years by highest level of education completed and sex. The data shows that 39.4 per cent of the employed persons had completed primary education level. Employed population that had completed secondary education level were 28.2 per cent. Those who had completed middle level college education and university education were 10.4 per cent and 5.0 per cent, respectively. Out of the employed population who had completed university education majority (60.2%) were males. Employed population with no education was found to be 2.3 million representing 13.6 per cent of total employed population. Out of the employed population with no education majority (56.7 %) were females.

Table 3.2a: Distribution of Employed Population Age 15-64 Years by Highest Level of Education Completed and Sex

Highest Level of Education Completed/Sex	Total		Male		Female	
Total	17,042,273	100.0	8,488,479	49.8	8,553,268	50.2
Primary	6,712,283	39.4	3,203,322	47.7	3,508,754	52.3
Secondary	4,801,399	28.2	2,553,934	53.2	2,247,316	46.8
Middle Level College/Technical and Vocational Training (TVET) Education	1,769,690	10.4	903,537	51.1	866,122	48.9
University Education	858,363	5.0	516,653	60.2	341,683	39.8
Other Education	350,144	2.1	166,422	47.5	183,712	52.5
No Education	2,309,455	13.6	999,480	43.3	1,309,884	56.7
Not Stated/Don't Know	240,939	1.4	145,131	60.2	95,797	39.8

Table 3.2b presents the distribution of employed population age 15-64 years by status in employment and sex. Slightly more than half (50.1%) of the total employed population were paid employees followed by contributing family workers (21.8%) and own account workers (21.7%). Overall, there was parity between the number of males and females in the total working population. The males dominated the categories of paid employee, paid apprentice/intern and paid volunteer at 56.3, 63.5 and 59.8 per cent, respectively. The females dominated the categories of working employer, own account worker, members of producer's cooperative and contributing family worker accounting for 53.4, 56.6, 52.2 and 58.3 per cent, respectively.

Table 3.2b: Distribution of Employed Population Age 15-64 Years by Status in Employment and Sex

Status in Employment	Total		Male		Female	
Total	17,042,273	100.0	8,488,479	49.8	8,553,268	50.2
Paid Employee	8,534,286	50.1	4,808,158	56.3	3,725,827	43.7
Working Employer	676,809	4.0	315,513	46.6	361,278	53.4
Own Account Worker	3,706,581	21.7	1,610,112	43.4	2,096,368	56.6
Members of Producer's Co-operatives	15,043	0.1	7,180	47.7	7,856	52.2
Contributing Family Worker	3,711,556	21.8	1,549,256	41.7	2,162,219	58.3
Paid Apprentice/Intern	88,274	0.5	56,071	63.5	32,198	36.5
Paid Volunteer	109,004	0.6	65,168	59.8	43,826	40.2
Other	200,720	1.2	77,021	38.4	123,696	61.6

3.1.3. Employed Population by Status in Main Job

Table 3.3a presents the distribution of employed population age 15-64 years by status in main job and age group. Those who reported to have worked for pay in 2019 accounted for 50.1 per cent of the total working population. Majority of employed population were of age 30-34 years at 16.3 per cent followed by those age 25-29 years at 15.9 per cent.

Table 3.3a: Distribution of Employed Population Age 15-64 by Status in Main Job and Age Group

Age Group	Total		Paid Employee	Working Employer	Own Account Worker	Members of Producer's Co-operatives	Contributing Family Worker	Paid Apprentice/Intern	Paid Volunteer	Other
15 - 64	17,041,747	100.0	8,533,985	676,791	3,706,480	15,036	3,711,475	88,269	108,994	200,717
15 - 19	888,795	5.2	45.1	3.1	17.4	0.1	30.5	0.7	0.5	2.5
20 - 24	2,320,598	13.6	52.6	3.2	17.9	0.1	22.4	1.4	0.9	1.5
25 - 29	2,717,063	15.9	55.1	3.7	19.3	0.1	19.3	0.8	0.6	1.1
30 - 34	2,777,401	16.3	52.3	4.2	21.6	0.1	19.9	0.4	0.5	1.0
35 - 39	2,141,006	12.6	50.9	4.5	23.0	0.1	19.7	0.4	0.5	0.9
40 - 44	1,869,732	11.0	49.0	4.4	23.8	0.1	20.9	0.3	0.6	1.0
45 - 49	1,515,976	8.9	47.5	4.3	24.2	0.1	21.9	0.3	0.7	1.0
50 - 54	1,114,388	6.5	46.8	4.2	24.6	0.1	22.6	0.0	0.7	1.1
55 - 59	964,796	5.7	44.3	3.9	25.1	0.1	24.7	0.1	0.7	1.2
60 - 64	731,992	4.3	39.1	3.9	26.3	0.1	28.3	0.1	0.7	1.5

Occupation is one of the major components of national labour market information. Data on occupation is important in the formulation, monitoring and evaluation of policies on labour market programmes, educational planning and work-related migration. Occupation refers to the type of work done by an employed person irrespective of the industry or the status in employment.

Table 3.3b shows the distribution of employed population age 15-64 years by sex and occupation. The data shows that almost half (47.5%) of employed population are skilled farm, fishery, wildlife and related workers. The proportion of employed persons in elementary occupations was 16.6 per cent while legislators, administrators and managers accounted for 7.1 per cent of the employed persons. Technicians and associate professionals constituted 6.9 per cent of the employed persons. The data presented shows that more females than males were in the occupational categories of legislators, administrators and managers; secretarial, clerical services and related workers; service workers, shop and market sales workers; and skilled farm fishery, wildlife and related workers. However, more males than females were in craft and related trades workers, and plant and machine operators and assemblers.

Table 3.3b: Distribution of Employed Population Age 15-64 Years by Sex and Occupation

Occupation	Total		Male	Female
Total	17,042,127	100.0	49.8	50.2
Legislators, Administrators and Managers	1,212,585	7.1	41.1	58.9
Professionals	654,761	3.8	56.4	43.6
Technicians and Associate Professionals	1,174,171	6.9	52.9	47.1
Secretarial, Clerical Services and Related Workers	252,259	1.5	37.4	62.6
Service Workers, Shop and Market Sales Workers	1,007,768	5.9	49.7	50.3
Skilled Farm, Fishery, Wildlife and Related Workers	8,095,099	47.5	42.6	57.4
Craft and Related Trades Workers	1,025,008	6.0	82.0	18.0
Plant and Machine Operators and Assemblers	770,418	4.5	95.2	4.8
Elementary Occupations	2,827,629	16.6	48.2	51.8

The distribution of employed population age 15-64 years by status in main job, residence and county is presented in Table 3.3c. Out of the total population that worked, rural workers accounted for 67.5 per cent. Half of employed population were paid employees. Own account workers and contributing family worker each accounted for 22 per cent of employed population.

Table 3.3c: Distribution of Employed Population Age 15-64 Years by Status in Main Job, Residence and County

Residence/ County	Total		Paid Employee	Working Employer	Own Account Worker	Members of Producer's Co- operatives	Contributing Family Worker	Paid Apprentice/ Intern	Paid Volunteer	Other
Kenya	17,042,273	100.0	50.1	4.0	21.7	0.1	21.8	0.5	0.6	1.2
Rural	11,500,323	67.5	45.0	2.9	22.4	0.1	26.9	0.4	0.6	1.6
Urban	5,541,950	32.5	60.6	6.1	20.3	0.0	11.2	0.8	0.7	0.2
Counties										
Mombasa	407,867	2.4	60.9	6.8	18.9	0.0	11.5	0.9	1.0	0.1
Kwale	280,308	1.6	47.9	3.0	21.4	0.0	24.7	0.4	0.6	1.9
Kilifi	463,878	2.7	52.1	3.7	22.4	0.0	19.6	0.4	0.6	1.3
Tana River	86,757	0.5	42.1	2.3	21.4	0.2	29.2	0.6	1.3	2.8
Lamu	52,777	0.3	45.3	2.6	28.4	0.0	20.6	0.3	1.7	1.1
Taita-Taveta	141,928	0.8	48.8	4.0	26.4	0.0	18.9	0.4	0.9	0.7
Garissa	162,993	1.0	47.9	4.5	10.2	0.4	29.2	0.6	1.1	6.1
Wajir	179,135	1.1	46.3	4.9	15.8	0.2	26.5	0.3	1.3	4.6
Mandera	178,226	1.0	45.3	3.8	14.7	0.5	29.1	0.5	1.1	5.2
Marsabit	118,381	0.7	42.6	2.6	18.9	0.0	31.2	0.3	0.7	3.6
Isiolo	75,377	0.4	48.2	2.7	16.1	0.1	28.9	0.3	0.7	3.0
Meru	611,640	3.6	45.9	2.9	23.9	0.1	24.9	0.4	0.5	1.5
Tharaka-Nithi	162,276	1.0	45.8	3.2	20.5	0.2	27.4	0.4	0.6	1.8
Embu	277,082	1.6	45.8	3.6	27.5	0.1	21.3	0.4	0.5	0.8
Kitui	407,581	2.4	53.0	3.5	16.7	0.1	23.6	0.4	0.6	2.3
Machakos	589,748	3.5	58.6	4.3	17.4	0.0	17.3	0.5	0.8	1.1
Makueni	387,207	2.3	55.6	3.0	16.9	0.0	22.1	0.2	0.4	1.7
Nyandarua	280,845	1.6	36.0	2.7	37.0	0.1	23.0	0.3	0.5	0.4
Nyeri	346,555	2.0	46.4	3.5	29.9	0.2	18.9	0.4	0.4	0.5
Kirinyaga	300,033	1.8	48.0	3.4	29.5	0.2	17.9	0.3	0.3	0.4
Murang'a	462,320	2.7	47.1	2.7	27.4	0.1	21.4	0.3	0.2	0.7
Kiambu	1,039,415	6.1	58.5	5.3	23.0	0.1	11.7	0.7	0.4	0.2
Turkana	209,713	1.2	43.0	2.8	15.8	0.1	32.6	0.4	1.3	3.9
West Pokot	178,250	1.0	42.4	3.4	15.8	0.1	34.6	0.5	0.8	2.5
Samburu	97,833	0.6	50.1	2.3	13.7	0.1	30.1	0.3	0.7	2.6
Trans Nzoia	320,298	1.9	48.0	3.7	21.4	0.1	23.9	0.5	0.9	1.5
Uasin Gishu	413,778	2.4	55.7	4.4	17.2	0.1	20.4	0.6	0.6	1.0
Elgeyo-Marakwet	151,679	0.9	42.0	2.2	19.4	0.0	34.3	0.3	0.6	1.2
Nandi	326,220	1.9	52.0	2.7	15.5	0.1	27.2	0.4	0.5	1.4
Baringo	216,205	1.3	45.6	3.1	18.5	0.1	29.8	0.5	0.6	1.9
Laikipia	204,824	1.2	49.0	3.2	24.0	0.0	22.3	0.3	0.3	0.8
Nakuru	829,877	4.9	51.0	4.7	22.7	0.0	19.9	0.5	0.6	0.6
Narok	388,538	2.3	40.4	3.1	26.9	0.1	27.7	0.3	0.4	1.2
Kajiado	411,739	2.4	60.5	4.9	17.7	0.1	14.5	0.7	0.8	0.8
Kericho	351,966	2.1	46.3	2.9	19.0	0.2	29.9	0.4	0.4	0.9
Bomet	323,440	1.9	45.5	2.7	18.6	0.1	31.3	0.4	0.4	1.0
Kakamega	640,380	3.8	46.1	3.1	21.1	0.0	26.7	0.5	1.0	1.5
Vihiga	205,739	1.2	50.5	3.0	19.7	0.0	24.2	0.5	0.8	1.3
Bungoma	549,048	3.2	41.2	2.9	22.4	0.1	30.6	0.5	0.9	1.6
Busia	305,764	1.8	39.1	2.5	25.3	0.1	30.4	0.5	0.7	1.4
Siaya	352,499	2.1	42.6	3.7	25.8	0.0	24.8	0.6	0.8	1.7
Kisumu	392,129	2.3	49.9	4.8	25.0	0.0	17.8	0.8	0.7	0.8
Homabay	367,240	2.2	41.5	3.6	28.3	0.1	24.1	0.6	0.7	1.1
Migori	356,162	2.1	39.8	3.0	27.0	0.1	27.3	0.6	0.8	1.4
Kisii	450,573	2.6	40.4	3.2	25.6	0.1	28.6	0.5	0.6	0.9
Nyamira	221,068	1.3	41.7	3.8	27.0	0.2	25.7	0.3	0.6	0.7
Nairobi City	1,764,982	10.4	64.1	6.6	18.1	0.0	9.7	0.9	0.6	0.1

Table 3.4 presents the distribution of employed population age 15-64 years by industry and sex. The economic activities of the main job for the employed population were categorized using the International Standard of Industrial Classification (ISIC) Rev 4. More than half (56.0%) of the total employed population age 15-64 years were in agriculture. This was followed by those engaged in other service activities industry (18.8%) and wholesale and retail trade including repair of motor vehicles and motorcycles industry (4.0%). Employed population engaged in the construction industry were estimated at 3.1 per cent while those engaged in manufacturing industry were 1.5 per cent.

The data presented in Table 3.4 indicate more female compared to male workers were in accommodation and food service activities (61.2%); activities of households as employers, undifferentiated goods and services producing activities of households for own use (59.9%); human health and social work activities (58.9%); agriculture (58.1%); education (55.3%) and wholesale and retail trade; repair of motor vehicles and motorcycles (50.4%).

Table 3.4: Distribution of Employed Population Age 15-64 Years by Economic Activity (Industry) and Sex

Economic Activity (Industry)	N	Total	Male	Female
Total	17,041,747	100.0	49.8	50.2
Agriculture	9,549,891	56.0	41.9	58.1
Mining and quarrying	83,841	0.5	85.7	14.3
Manufacturing	259,796	1.5	68.6	31.4
Electricity gas steam and air conditioning supply	92,529	0.5	89.7	10.3
Water supply; sewerage waste management and remediation activities	44,003	0.3	75.2	24.8
Construction	521,145	3.1	95.7	4.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	675,433	4.0	49.6	50.4
Transportation and storage	505,935	3.0	95.6	4.4
Accommodation and food service activities	387,635	2.3	38.8	61.2
Information and communication	81,206	0.5	62.7	37.3
Financial and insurance activities	154,129	0.9	51.2	48.8
Real estate activities	53,563	0.3	62.9	37.1
Professional scientific and technical activities	174,497	1.0	59.6	40.4
Administrative and support service activities	205,744	1.2	58.6	41.4
Public administration and defense; compulsory social security	173,671	1.0	82.0	18.0
Education	392,992	2.3	44.7	55.3
Human health and social work activities	182,132	1.1	41.1	58.9
Arts entertainment and recreation	93,389	0.5	55.9	44.1
Other service activities	3,200,047	18.8	54.0	46.0
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	171,230	1.0	40.1	59.9
Activities of extraterritorial organizations and bodies	38,939	0.2	64.5	35.5

3.1.4. Employed Population by Main Employer

Table 3.5a presents the distribution of employed population age 15-64 years by main employer and sex. The self-employed (informal) constituted the highest proportion of main employers at 23.6 per cent. This was followed by self-small scale agriculture (21.9%); private sector enterprise (14.9%); and small scale agriculture employed (13.0%). The data indicate that there were more males than females employed in national government, commissions, county governments and private sector enterprise. The following employers had more female employees than males; self-employed formal (51.0%), self-employed informal (58.4%), small scale agriculture-employed (60.3%) and self-small scale agriculture (58.9%).

Table 3.5a: Distribution of Employed Population Age 15-64 Years by Main Employer and Sex

Main Employer / Sex	Total		Male		Female	
Total	17,041,747	100.0	8,488,479	49.8	8,553,268	50.2
National Government	370,213	2.2	266,638	72.0	103,575	28.0
State Owned	220,152	1.3	145,905	66.3	74,247	33.7
Enterprise/Institution/Parastatals	275,224	1.6	140,492	51.0	134,732	49.0
Teachers Service Commission	15,984	0.1	11,001	68.8	4,983	31.2
Other Constitutional Commission	190,949	1.1	102,009	53.4	88,940	46.6
County Government	2,532,429	14.9	1,689,862	66.7	842,567	33.3
Private Sector Enterprise	48,133	0.3	27,275	56.7	20,858	43.3
International Organizations/NGO	14,436	0.1	10,367	71.8	4,069	28.2
Extraterritorial Organizations and Bodies	64,183	0.4	38,998	60.8	25,185	39.2
Local NGO/CBO	89,353	0.5	59,312	66.4	30,041	33.6
Faith Based Organization	1,149,414	6.7	563,192	49.0	586,222	51.0
Self-Employed (Formal)	962,706	5.6	708,810	73.6	253,896	26.4
Informal Sector "Jua Kali" (Employed)	4,026,112	23.6	1,673,223	41.6	2,352,889	58.4
Self-Employed (Informal)	2,212,126	13.0	879,287	39.7	1,332,839	60.3
Small Scale Agriculture – Employed	3,735,939	21.9	1,536,393	41.1	2,199,546	58.9
Self-Small Scale Agriculture	284,220	1.7	163,560	57.5	120,660	42.5
Pastoralists Activities - Employed	303,571	1.8	173,484	57.1	130,087	42.9
Self-Pastoralists Activities	470,308	2.8	258,131	54.9	212,177	45.1
Individual/Private Household	76,295	0.4	40,540	53.1	35,755	46.9
Schools Board of Management (BOM)						

Table 3.5b presents the distribution of employed population age 15-64 years by main employer, residence and sex. The data shows that the major employers were self-employed informal, self-small scale agriculture and private sector which accounted for 23.6, 21.9 and 14.9 per cent of the employed population age 15-64 years, respectively. Women were the majority workers in the first two sectors. The main employers in the rural areas were self-small scale agriculture, self-employed informal and small scale agriculture employed which recorded 30.6, 23.5 and 17.8 per cent of the employed population in rural areas, respectively. Female workers were the majority in the three

leading sectors in rural areas. The main employers in the urban areas were private sector enterprises, self-employed (informal) and self-employed (formal) with 30.8, 23.9 and 11.4 of total employment persons in urban areas, respectively. Male workers were the majority employees in the private enterprises while female workers were the majority in both the self-employed informal and formal sectors in urban areas.

Table 3.5b: Distribution of Employed Population Age 15-64 Years by Main Employer, Residence and Sex

Main Employer	Total		Rural			Urban		
			Total	Male	Female	Total	Male	Female
Total	17,042,273	100.0	100.0	47.5	52.5	100.0	54.6	45.4
National Government	370,232	2.2	1.2	79.2	20.8	4.2	67.9	32.1
State Owned								
Enterprise/Institution/Parastatals	220,167	1.3	0.8	71.9	28.1	2.3	62.4	37.6
Teachers Service Commission	275,228	1.6	1.6	54.6	45.4	1.7	44.0	55.9
Other Constitutional Commission	15,987	0.1	0.1	75.0	25.0	0.2	63.6	36.4
County Government	190,952	1.1	0.8	54.4	45.6	1.8	52.4	47.6
Private Sector Enterprise	2,532,518	14.9	7.2	70.1	29.9	30.8	65.1	34.9
International Organizations/NGO	48,139	0.3	0.1	62.9	37.1	0.6	54.2	45.7
Extraterritorial Organizations and Bodies	14,437	0.1	0.1	78.5	21.5	0.2	67.1	32.9
Local NGO/CBO	64,192	0.4	0.2	65.5	34.5	0.6	57.0	42.9
Faith Based Organization	89,358	0.5	0.4	69.9	30.1	0.8	62.6	37.4
Self-Employed (Formal)	1,149,443	6.7	4.5	49.0	51.0	11.4	49.0	51.0
Informal Sector “Jua Kali” (Employed)	962,758	5.6	4.3	75.6	24.4	8.5	71.6	28.4
Self-Employed (Informal)	4,026,224	23.6	23.5	41.0	59.0	23.9	42.7	57.3
Small Scale Agriculture – Employed	2,212,185	13.0	17.8	39.9	60.1	3.1	37.9	62.0
Self-Small Scale Agriculture	3,736,028	21.9	30.6	41.4	58.6	3.9	36.9	63.1
Pastoralists Activities - Employed	284,221	1.7	2.3	57.6	42.4	0.4	56.3	43.7
Self-Pastoralists Activities	303,574	1.8	2.5	57.5	42.5	0.3	51.7	48.3
Individual/Private Household	470,335	2.8	1.6	73.4	26.6	5.1	42.6	57.4
Schools Board of Management (BOM)	76,295	0.4	0.5	55.6	44.4	0.3	45.3	54.7

Table 3.6a shows the distribution of employed population age 15-64 years with disabilities by status in main job and sex. Out of the 361,933 persons living with disabilities who were employed, 43.9 per cent were working as paid employees, contributing family worker accounted for 25.7 per cent while own account workers recorded 24.3 per cent of employed population age 15 to 64 living with disabilities. Men living with disabilities were more than women in three categories i.e. paid employee, paid apprentice/intern and paid volunteer. The other six categories were dominated by women living with disabilities.

Table 3.6b shows the distribution of employed population age 15-64 years with disabilities by main employer and sex. Self-small-scale agriculture, self-employed (informal) and small-scale agriculture-employed were the main employers of persons living with disabilities accounting for 30.0, 26.9 and 19.4 per cent, respectively, of total employees. Women living with disabilities constituted the majority of the workers in the three sectors.

Table 3.6a: Distribution of Employed Population with Disabilities Age 15-64 Years by Status in Main Job and Sex

Main Employer	Total		Male		Female	
Total	361,933	100.0	160,508	44.3	201,425	55.7
Paid Employee	158,828	43.9	79,891	50.3	78,937	49.7
Working Employer	12,733	3.5	5,061	39.7	7,672	60.3
Own Account Worker	87,976	24.3	32,656	37.1	55,320	62.9
Members of Producer's Co-operatives	382	0.1	166	43.5	216	56.5
Contributing Family Worker	93,074	25.7	38,562	41.4	54,512	58.6
Paid Apprentice/Intern	1,019	0.3	653	64.1	366	35.9
Paid Volunteer	2,220	0.6	1,170	52.7	1,050	47.3
Other	5,701	1.6	2,349	41.2	3,352	58.8

Table 3.6b: Distribution of Employed Population with Disabilities Age 15-64 Years by Main Employer and Sex

Main Employer	Total		Male		Female	
Total	361,933	100.0	160,508	44.3	201,425	55.7
National Government	3,480	1.0	2,264	65.1	1,216	34.9
State Owned	2,381	0.7	1,511	63.5	870	36.5
Enterprise/Institution/Parastatals	3,864	1.1	2,041	52.8	1,823	47.2
Teachers Service Commission	187	0.1	122	65.2	65	34.8
Other Constitutional Commission	2,546	0.7	1,278	50.2	1,268	49.8
County Government	24,726	6.8	15,020	60.7	9,706	39.3
Private Sector Enterprise	511	0.1	231	45.2	280	54.8
International Organizations/NGO	158	0.0	120	75.9	38	24.1
Extraterritorial Organizations and Bodies	843	0.2	432	51.2	411	48.8
Local NGO/CBO	1,359	0.4	803	59.1	556	40.9
Faith Based Organization	16,973	4.7	7,790	45.9	9,183	54.1
Self-Employed (Formal)	14,426	4.0	9,410	65.2	5,016	34.8
Informal Sector "Jua Kali" (Employed)	97,401	26.9	39,255	40.3	58,146	59.7
Self-Employed (Informal)	70,113	19.4	29,282	41.8	40,831	58.2
Small Scale Agriculture – Employed	108,731	30.0	42,824	39.4	65,907	60.6
Self-Small Scale Agriculture	3,697	1.0	2,312	62.5	1,385	37.5
Pastoralists Activities - Employed	3,818	1.1	2,240	58.7	1,578	41.3
Self-Pastoralists Activities	5,886	1.6	3,129	53.2	2,757	46.8
Individual/Private Household	833	0.2	444	53.3	389	46.7
Schools Board of Management (BOM)						

Table 3.6c shows the distribution of employed population with disabilities age 15-64 years by main employer, residence and sex. Majority (81.1%) of the persons living with disabilities who were in employment were living in the rural areas. The self-employed (informal) and private sector enterprises were the main employers of persons living with disabilities in the urban areas accounting 30.2 and 19.5 per cent of the employed population with disabilities, respectively. Women were the majority in self-employed (informal) while men were dominant in the private sector enterprises. In rural areas the main employers were self-small scale agriculture, self-employed (informal) and small scale agriculture- employed accounting for 35.0, 26.1 and 22.2 per cent of the employed population with disabilities in rural areas, respectively. Women were the majority in the three sectors.

Table 3.6c: Distribution of Employed Population with Disabilities Age 15-64 Years by Main Employer Residence and Sex

Main Employer	Total		Rural			Urban		
			Total	Male	Female	Total	Male	Female
Total	361,933	100.0	293,500	43.8	56.2	68,433	46.7	53.3
National Government	3,480	1.0	1,384	73.9	26.1	2,096	59.2	40.8
State Owned	2,381	0.7	1,072	69.8	30.2	1,309	58.3	41.7
Enterprise/Institution/Parastatals	3,864	1.1	2,559	57.4	42.6	1,305	43.8	56.2
Teachers Service Commission	187	0.1	101	73.3	26.7	86	55.8	44.2
Other Constitutional Commission	2,546	0.7	1,285	54.0	46.0	1,261	46.3	53.7
County Government	24,726	6.8	11,388	63.8	36.2	13,338	58.1	41.9
Private Sector Enterprise	511	0.1	175	44.6	55.4	336	45.5	54.5
International Organizations/NGO	158	0.0	82	80.5	19.5	76	71.1	28.9
Extraterritorial Organizations and Bodies	843	0.2	420	55.7	44.3	423	46.8	53.2
Local NGO/CBO	1,359	0.4	826	61.3	38.7	533	55.7	44.3
Faith Based Organization	16,973	4.7	10,175	46.3	53.7	6,798	45.2	54.8
Self-Employed (Formal)	14,426	4.0	8,873	67.9	32.1	5,553	61.0	39.0
Informal Sector "Jua Kali"(Employed)	97,401	26.9	76,701	40.8	59.2	20,700	38.4	61.6
Self-Employed (Informal)	70,113	19.4	65,203	41.8	58.2	4,910	40.9	59.1
Small Scale Agriculture – Employed	108,731	30.0	102,686	39.4	60.6	6,045	38.6	61.4
Self-Small Scale Agriculture	3,697	1.0	3,436	62.8	37.2	261	59.0	41.0
Pastoralists Activities - Employed	3,818	1.1	3,611	58.7	41.3	207	57.5	42.5
Self-Pastoralists Activities	5,886	1.6	2,889	67.0	33.0	2,997	39.8	60.2
Individual/Private Household	833	0.2	634	58.0	42.0	199	38.2	61.8
Schools Board of Management (BOM)								

3.1.5. Hours Worked

The average working hours per week reported by the working population age 15-64 years by sex, residence and county is presented in Table 3.7a. Nationally, the average working hours of all employed persons was 45.3 hours per week. Males on average worked longer hours (47.7 hours) per week compared to females (42.9 hours per week). The employed population in urban areas worked for a relatively longer time of 50.8 hours per week compared to those in the rural areas who worked for an average of 42.7 hours per week.

Employed persons in Nairobi City and Mombasa counties recorded the highest average working hours per week of 51.4 hours each. Working population in West Pokot and Garissa counties had the lowest average working hours at 33.4 hours per week each.

Table 3.7a: Distribution of Employed Population of Age 15-64 Years Average Hours Worked Per Week by Sex, Residence and County

Residence/County	Total	Male	Female
Kenya	45.3	47.7	42.9
Rural	42.7	45.3	40.2
Urban	50.8	52.1	49.2
Coun ties			
Mombasa	51.4	52.4	50.0
Kwale	46.8	49.4	44.6
Kilifi	48.5	50.9	46.4
Tana River	41.2	43.0	39.4
Lamu	47.0	49.9	43.0
Taita-Taveta	48.0	50.4	45.5
Garissa	33.4	35.2	31.0
Wajir	35.1	36.9	33.1
Mandera	35.4	36.6	34.0
Marsabit	46.8	48.1	45.2
Isiolo	49.5	51.5	47.2
Meru	46.6	48.2	45.0
Tharaka-Nithi	45.8	47.3	44.4
Embu	45.4	47.1	43.7
Kitui	47.6	49.0	46.3
Machakos	48.8	50.3	47.2
Makueni	49.1	51.2	47.2
Nyandarua	43.5	46.7	40.6
Nyeri	47.3	50.0	44.8
Kirinyaga	47.2	49.0	45.4
Murang'a	46.1	48.7	43.6
Kiambu	49.3	51.3	47.1
Turkana	40.0	41.7	38.0
West Pokot	33.4	35.0	31.9
Samburu	43.2	44.7	41.8
Trans Nzoia	45.7	48.7	42.8
Uasin Gishu	47.0	48.9	45.0
Elgeyo-Marakwet	40.9	42.7	39.1
Nandi	42.6	44.6	40.6
Baringo	41.6	43.6	39.6
Laikipia	46.4	49.1	43.6
Nakuru	46.6	49.0	44.0
Narok	42.1	44.6	39.7
Kajiado	46.4	47.8	44.8
Kericho	41.4	44.1	38.7
Bomet	42.6	45.6	40.0
Kakamega	41.3	45.0	38.2
Vihiga	44.5	47.5	42.0
Bungoma	40.5	44.0	37.6
Busia	37.9	42.3	34.3
Siaya	42.7	47.1	39.0
Kisumu	46.5	49.8	43.4
Homabay	41.8	45.3	39.0
Migori	41.3	44.5	38.6
Kisii	39.9	43.5	36.9
Nyamira	41.4	44.5	39.0
Nairobi City	51.4	52.4	50.1

Table 3.7b presents the distribution of employed population age 15-64 years average hours worked per week by sex and age group. The data shows that majority of employed population across all age cohorts work an average of 40-48 hours per week.

Table 3.7b- Distribution of Employed Population of Age 15-64 Years Average Hours Worked Per Week by Sex and Age Group

	Total	Less than 15	15-24	25-28	30-34	35-39	40-48	49-58	59-83	84-99	Above 99
Total	17,038,922	10.4	6.2	3.2	3.5	7.2	29.6	20.7	12.9	5.6	0.7
15 - 19	888,431	15.9	7.8	3.9	3.5	7.8	25.9	17.9	11.2	5.4	0.6
20 - 24	2,320,166	11.3	6.3	3.3	3.2	7.0	27.8	20.2	14.0	6.2	0.7
25 - 29	2,716,636	10.3	5.5	2.9	3.0	6.4	29.5	21.3	14.1	6.1	0.7
30 - 34	2,777,009	10.0	5.7	3.0	3.2	6.7	30.0	21.1	13.7	5.9	0.7
35 - 39	2,140,713	9.6	5.4	2.9	3.3	6.8	30.5	21.5	13.6	5.7	0.7
40 - 44	1,869,477	9.7	5.9	3.1	3.5	7.2	30.5	21.2	12.9	5.4	0.7
45 - 49	1,515,787	9.6	6.1	3.3	3.7	7.7	30.8	21.1	12.0	5.1	0.7
50 - 54	1,114,216	9.7	6.6	3.5	3.8	7.8	31.0	20.9	11.2	4.8	0.7
55 - 59	964,645	9.8	7.4	4.0	4.3	8.6	30.5	20.1	10.3	4.4	0.6
60 - 64	731,842	10.8	8.7	4.5	4.7	9.3	28.3	18.8	10.1	4.4	0.5
Male	8,487,086	9.6	4.4	2.3	2.7	5.8	30.0	22.8	14.7	6.8	0.8
15 - 19	448,220	15.6	6.7	3.3	3.0	7.1	26.1	19.1	12.2	6.2	0.7
20 - 24	1,088,702	10.4	4.5	2.4	2.6	5.8	28.0	22.1	15.9	7.5	0.8
25 - 29	1,336,549	9.4	3.8	2.0	2.3	5.0	29.6	23.3	16.2	7.5	0.9
30 - 34	1,353,053	9.1	3.9	2.0	2.4	5.2	30.2	23.3	15.8	7.2	0.9
35 - 39	1,109,969	8.8	3.9	2.1	2.5	5.5	30.6	23.4	15.4	6.9	0.9
40 - 44	966,513	9.0	4.2	2.2	2.7	5.8	30.8	23.2	14.7	6.6	0.8
45 - 49	782,733	8.8	4.4	2.4	2.8	6.1	31.4	23.4	13.8	6.2	0.8
50 - 54	568,283	8.9	4.7	2.5	2.9	6.2	31.9	23.4	12.8	5.9	0.8
55 - 59	476,162	8.9	5.3	2.9	3.3	7.0	31.6	22.8	12.0	5.5	0.8
60 - 64	356,902	9.8	6.5	3.6	3.8	8.0	29.3	21.3	11.7	5.5	0.6
Female	8,551,836	11.3	7.9	4.1	4.2	8.6	29.3	18.7	11.1	4.4	0.5
15 - 19	440,211	16.2	8.9	4.5	3.9	8.5	25.8	16.6	10.2	4.7	0.6
20 - 24	1,231,464	12.1	7.8	4.1	3.8	8.0	27.7	18.5	12.3	5.1	0.6
25 - 29	1,380,087	11.3	7.2	3.7	3.7	7.7	29.5	19.4	12.1	4.8	0.6
30 - 34	1,423,956	10.9	7.4	3.9	4.0	8.2	29.8	19.1	11.6	4.5	0.6
35 - 39	1,030,744	10.4	7.0	3.7	4.1	8.3	30.4	19.4	11.6	4.5	0.6
40 - 44	902,964	10.5	7.6	4.0	4.4	8.7	30.2	19.0	10.9	4.2	0.6
45 - 49	733,054	10.3	8.0	4.3	4.7	9.4	30.2	18.6	10.1	3.9	0.5
50 - 54	545,933	10.6	8.7	4.5	4.8	9.5	30.0	18.4	9.5	3.6	0.5
55 - 59	488,483	10.7	9.5	5.0	5.2	10.3	29.4	17.5	8.7	3.3	0.4
60 - 64	374,940	11.7	10.8	5.4	5.5	10.6	27.3	16.4	8.5	3.3	0.4

3.1.6. Employment to Population Ratio

Employment to population ratio is the proportion of a country's working age population that is employed. A high employment to population ratio indicates that a large proportion of the working age population is employed, while a low ratio indicates that a large share of the working age population is not directly engaged in market related economic activities because they are either unemployed or out of the labour force.

Table 3.8 presents the employment to population ratio by residence, sex and age groups. Nationally, employment to population ratio for the working age population was 63.4 per cent. Age group 55-59 years had the highest employment to population ratio at 87.0 per cent while age group 15-19 years had the lowest ratio at 16.9 per cent. Males had a higher employment to population ratio of 64.3 per cent compared to 62.6 per cent for females. The employment to population ratio in the rural areas was higher at 66.1 per cent compared to urban areas (58.6%). Females in the rural areas had a higher employment to population ratio (68.2%) compared to males (63.9%).

Table 3.8: Employment to Population Ratio by Residence, Sex and Age Group

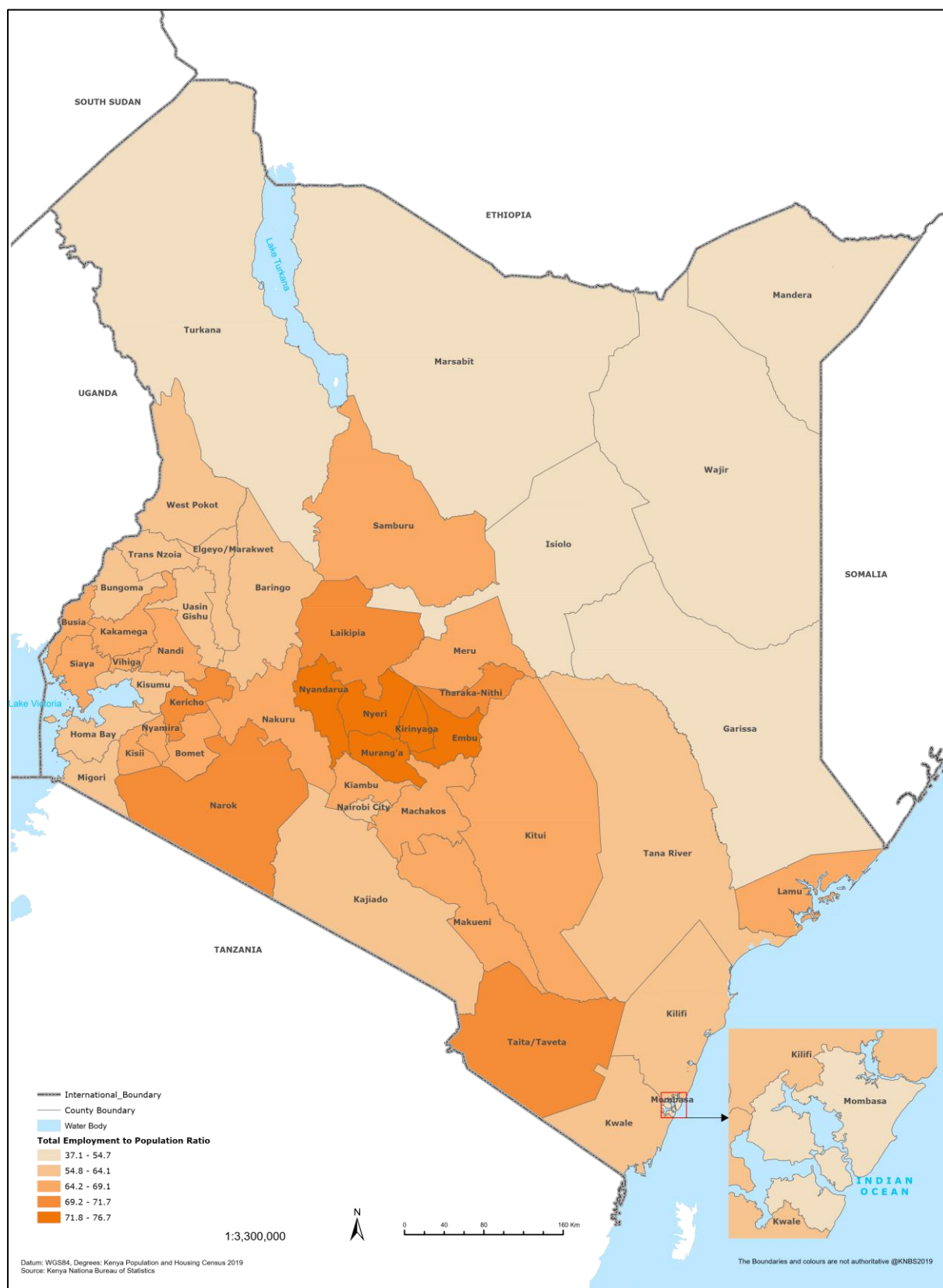
Age Group	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15 - 64	63.4	64.3	62.6	66.1	63.9	68.2	58.6	65.1	52.3
15 - 19	16.9	16.8	17.0	18.6	18.5	18.7	12.0	11.3	12.5
20 - 24	52.8	52.3	53.2	58.3	54.3	62.2	44.3	48.9	40.6
25 - 29	71.4	74.0	69.0	77.1	75.3	78.8	64.4	72.5	56.9
30 - 34	78.8	81.2	76.6	83.4	82.1	84.5	72.2	80.0	64.7
35 - 39	81.8	83.9	79.7	85.7	84.9	86.4	76.0	82.4	69.4
40 - 44	83.7	85.0	82.4	87.2	86.2	88.3	77.3	82.9	71.0
45 - 49	85.8	86.8	84.7	89.1	88.2	90.0	78.6	84.0	71.9
50 - 54	86.1	87.0	85.1	89.5	88.7	90.3	77.8	83.5	70.8
55 - 59	87.0	88.1	86.0	90.9	90.5	91.2	75.2	81.8	67.4
60 - 64	84.7	85.9	83.6	89.8	89.9	89.7	64.3	71.8	56.1

Table 3.9 presents employment to population ratio by sex, residence and county. Kirinyaga County recorded the highest employment to population ratio of 76.7 per cent while Garissa County recorded the lowest employment to population ratio of 37.1 per cent.

Overall employment to population ratios by county are presented in Map 3.1. The map shows that Embu, Kirinyaga, Murang'a, Nyeri and Nyandarua counties recorded the highest employment to ratios, which were above 71.8 per cent. Low employment to population ratios were recorded in Garissa, Wajir, Mandera, Marsabit, Isiolo and Turkana counties.

Table 3.9: Employment to Population Ratio by Sex, Residence and County

	Total	Male	Female
Kenya	63.4	64.3	62.6
Rural	66.1	63.9	68.2
Urban	58.6	65.1	52.3
Counties			
Mombasa	52.4	61.9	42.8
Kwale	63.7	62.0	65.2
Kilifi	59.9	58.7	60.9
Tana River	56.9	58.0	55.9
Lamu	65.4	70.3	59.7
Taita-Taveta	70.8	71.9	69.6
Garissa	37.1	38.4	35.6
Wajir	48.1	47.4	49.0
Mandera	47.5	46.9	48.0
Marsabit	54.1	55.3	52.8
Isiolo	54.1	56.0	52.1
Meru	67.2	67.6	66.7
Tharaka-Nithi	69.9	68.6	71.1
Embu	73.6	73.8	73.5
Kitui	66.2	63.0	69.1
Machakos	67.6	67.9	67.3
Makueni	68.2	66.1	70.4
Nyandarua	75.3	74.5	76.1
Nyeri	73.9	73.5	74.3
Kirinyaga	76.7	76.9	76.6
Murang'a	74.4	73.4	75.3
Kiambu	66.1	70.5	61.9
Turkana	43.6	44.4	42.7
West Pokot	62.8	60.4	65.0
Samburu	66.4	65.0	67.8
Trans Nzoia	60.4	60.1	60.6
Uasin Gishu	59.8	62.0	57.5
Elgeyo-Marakwet	62.4	61.4	63.4
Nandi	65.3	64.1	66.4
Baringo	63.3	62.2	64.3
Laikipia	69.6	69.9	69.3
Nakuru	66.0	67.8	64.3
Narok	69.9	68.3	71.4
Kajiado	62.9	67.0	58.9
Kericho	69.1	68.1	70.0
Bomet	67.8	65.4	70.2
Kakamega	64.7	62.4	66.7
Vihiga	65.7	63.3	67.9
Bungoma	63.4	60.9	65.7
Busia	65.1	62.8	67.0
Siaya	67.7	65.4	69.8
Kisumu	60.4	61.6	59.4
Homabay	64.0	60.8	66.7
Migori	63.3	61.0	65.4
Kisii	65.0	62.7	66.9
Nyamira	65.7	63.4	67.7
Nairobi City	59.8	68.6	51.1



Map 3.1: Employment to Population Ratios by County

3.2. Unemployment

Unemployment rate is an indicator of the level of utilization of labour services. It signals the ability of the economy to provide employment opportunities for its labour force. Disaggregation of unemployment rates by specific groups, defined by age, sex, or education attainment is useful in identifying groups in the labour force who are most vulnerable to joblessness. It measures the proportion of the labour force that does not have a job but are available and/or actively looking for work. This analysis adopts the relaxed definition of unemployment.

3.2.1. Distribution of the Unemployed Population

The distribution of the unemployed population age 15-64 years by residence, sex and age group is given in Table 3.10a. The 2019 KPHC established the total number of unemployed persons to be 2.7 million in 2019. This was 80 per cent above the 1.5 million unemployed persons reported in 2009. Majority (50.4%) of the unemployed population were in urban areas. Those age 20-24 years bore the brunt of unemployment at 22.5 per cent of the unemployed. This was followed by those age 25-29 years who accounted for 21.0 per cent of the unemployed. Males also accounted for the majority of the unemployed in all age groups.

Table 3.10a: Distribution of Unemployed Population Age 15-64 Years by Residence, Sex and Age Group

Age Group	Total		Rural			Urban		
			Total	Male	Female	Total	Male	Female
15-64	2,713,132	100.0	1,345,079	62.4	37.6	1,368,053	51.5	48.5
15-19	287,239	10.6	179,941	59.4	40.6	107,298	49.1	50.9
20-24	610,542	22.5	282,527	58.6	41.4	328,015	47.0	53.0
25-29	569,006	21.0	251,435	61.6	38.4	317,571	50.3	49.7
30-34	420,877	15.5	198,579	63.0	37.0	222,298	51.6	48.4
35-39	274,415	10.1	135,081	65.7	34.3	139,334	54.4	45.6
40-44	210,031	7.7	108,871	67.1	32.9	101,160	57.0	43.0
45-49	141,104	5.2	74,790	67.4	32.6	66,314	58.5	41.5
50-54	93,144	3.4	51,581	67.0	33.0	41,563	58.9	41.1
55-59	63,298	2.3	35,557	64.9	35.1	27,741	58.5	41.5
60-64	43,476	1.6	26,717	62.9	37.1	16,759	58.1	41.9

Distribution of the unemployed population age 15-64 years by sex, residence and county is presented in Table 3.10b. Majority (56.9%) of the unemployed persons were male and 50.4 per cent of the unemployed population were in urban areas. Nairobi City County had the highest proportion of total number of unemployed persons, estimated at 16.0 per cent. This was followed by Kiambu County (6.3%), Garissa County (6.2%), Turkana County (5.5%) and Mombasa County (5.3%). Lamu County had the lowest proportion of the unemployed population at 0.3 per cent. Males also accounted for the majority of the unemployed in all the counties except Nairobi where females were the majority at 51.6 per cent of the unemployed population in Nairobi.

Table 3.10b: Distribution of Unemployed Population Age 15-64 Years by Sex, Residence and County

Residence/County	Total		Male		Female	
Kenya	2,713,132	100.0	1,542,933	56.9	1,170,199	43.1
Rural	1,345,079	49.6	839,017	62.4	506,062	37.6
Urban	1,368,053	50.4	703,916	51.5	664,137	48.5
Counties						
Mombasa	144,588	5.3	78,321	54.2	66,267	45.8
Kwale	45,468	1.7	28,668	63.1	16,800	36.9
Kilifi	79,777	2.9	47,279	59.3	32,498	40.7
Tana River	25,965	1.0	15,552	59.9	10,413	40.1
Lamu	7,052	0.3	4,702	66.7	2,350	33.3
Taita-Taveta	16,613	0.6	10,585	63.7	6,028	36.3
Garissa	168,111	6.2	98,375	58.5	69,736	41.5
Wajir	115,813	4.3	68,351	59.0	47,462	41.0
Mandera	94,685	3.5	57,154	60.4	37,531	39.6
Marsabit	48,303	1.8	30,578	63.3	17,725	36.7
Isiolo	27,877	1.0	17,878	64.1	9,999	35.9
Meru	81,129	3.0	50,824	62.6	30,305	37.4
Tharaka-Nithi	14,735	0.5	9,287	63.0	5,448	37.0
Embu	21,078	0.8	13,826	65.6	7,252	34.4
Kitui	33,057	1.2	20,472	61.9	12,585	38.1
Machakos	79,307	2.9	49,814	62.8	29,493	37.2
Makueni	33,684	1.2	22,165	65.8	11,519	34.2
Nyandarua	10,878	0.4	6,859	63.1	4,019	36.9
Nyeri	25,606	0.9	15,577	60.8	10,029	39.2
Kirinyaga	18,729	0.7	11,129	59.4	7,600	40.6
Murang'a	35,672	1.3	23,638	66.3	12,034	33.7
Kiambu	171,236	6.3	92,916	54.3	78,320	45.7
Turkana	148,287	5.5	81,268	54.8	67,019	45.2
West Pokot	21,279	0.8	11,698	55.0	9,581	45.0
Samburu	14,677	0.5	8,286	56.5	6,391	43.5
Trans Nzoia	39,798	1.5	23,359	58.7	16,439	41.3
Uasin Gishu	69,183	2.5	38,524	55.7	30,659	44.3
Elgeyo-Marakwet	16,492	0.6	10,926	66.3	5,566	33.7
Nandi	27,353	1.0	16,825	61.5	10,528	38.5
Baringo	30,833	1.1	18,461	59.9	12,372	40.1
Laikipia	22,626	0.8	13,311	58.8	9,315	41.2
Nakuru	99,155	3.7	56,243	56.7	42,912	43.3
Narok	26,535	1.0	15,746	59.3	10,789	40.7
Kajiado	82,611	3.0	41,325	50.0	41,286	50.0
Kericho	23,919	0.9	14,624	61.1	9,295	38.9
Bomet	19,219	0.7	11,986	62.4	7,233	37.6
Kakamega	52,067	1.9	31,493	60.5	20,574	39.5
Vihiga	15,773	0.6	9,998	63.4	5,775	36.6
Bungoma	44,173	1.6	27,078	61.3	17,095	38.7
Busia	23,560	0.9	13,429	57.0	10,131	43.0
Siaya	23,505	0.9	13,126	55.8	10,379	44.2
Kisumu	52,662	1.9	28,365	53.9	24,297	46.1
Homabay	29,105	1.1	15,897	54.6	13,208	45.4
Migori	34,962	1.3	19,552	55.9	15,410	44.1
Kisii	43,162	1.6	25,823	59.8	17,339	40.2
Nyamira	19,661	0.7	12,187	62.0	7,474	38.0
Nairobi City	433,172	16.0	209,453	48.4	223,719	51.6

3.2.2. Unemployed Persons by Educational Attainment

Analysis of unemployment by highest level of education attained provides an indicator of the relationship between unemployment and education. Such statistic point to the category of the working age population who are likely to experience a higher incidence of unemployment. Table 3.11 presents the distribution of unemployed population age 15-64 years by the highest level of education completed and sex. The data presented in Table 3.11 reveals that 29.0 per cent of the unemployed population had no education. This was followed by those who had completed secondary level at 26.6 per cent and those who had completed primary level at 26.2 per cent. Those who had completed middle level college education and university education experienced unemployment rates of 9.0 and 4.8 per cent, respectively.

Table 3.11: Distribution of Unemployed Population Age 15-64 Years by Highest Level of Education Completed, Age Group and Sex

Age Group / Sex	Total		Middle Level							
			Primary Education	Secondary Education	College/Technical And Vocational Training (TVET) Education	University Education	Other Education	None/ Never Attended	Not Stated/ Don't Know	
Total										
15 - 64	2,713,274	100.0	26.2	26.6		9.0	4.8	1.4	29.0	3.0
15 - 19	287,253	10.6	19.5	19.3		0.8	0.0	1.1	54.8	4.4
20 - 24	610,580	22.5	20.8	38.7		9.9	5.5	1.0	21.8	2.3
25 - 29	569,031	21.0	22.6	29.5		14.2	9.8	1.1	20.4	2.3
30 - 34	420,907	15.5	30.4	23.7		11.1	5.0	1.5	25.4	2.9
35 - 39	274,428	10.1	34.6	21.0		8.7	3.2	1.8	27.4	3.3
40 - 44	210,036	7.7	34.4	19.5		6.5	2.3	1.8	32.0	3.5
45 - 49	141,111	5.2	34.2	21.1		5.6	2.3	1.9	31.6	3.4
50 - 54	93,148	3.4	28.8	19.3		4.3	2.2	2.0	39.4	4.0
55 - 59	63,302	2.3	28.5	19.2		3.6	1.7	2.4	40.6	4.1
60 - 64	43,478	1.6	22.6	12.7		2.3	1.1	2.1	54.8	4.4
Male										
15 - 64	1,542,933	56.9	27.3	26.6		7.6	4.9	1.5	29.1	3.1
15 - 19	159,616	5.9	19.7	15.9		0.6	0.0	1.2	58.1	4.4
20 - 24	319,511	11.8	22.1	38.8		7.5	5.0	1.1	23.1	2.4
25 - 29	314,692	11.6	22.8	30.4		12.4	10.6	1.1	20.3	2.4
30 - 34	239,891	8.8	30.6	24.7		9.9	5.3	1.5	24.8	3.1
35 - 39	164,494	6.1	36.0	21.7		7.5	3.2	2.0	26.2	3.4
40 - 44	130,668	4.8	35.5	20.2		5.7	2.3	1.8	30.8	3.6
45 - 49	89,179	3.3	35.1	22.5		5.1	2.3	1.9	29.6	3.5
50 - 54	59,059	2.2	29.9	20.6		4.2	2.3	1.9	37.1	3.9
55 - 59	39,291	1.4	30.8	21.4		3.7	1.9	2.5	35.8	3.9
60 - 64	26,532	1.0	25.5	15.3		2.6	1.3	2.3	48.9	4.2
Female										
15 - 64	1,170,199	43.1	24.7	26.6		10.8	4.8	1.3	28.9	2.8
15 - 19	127,623	4.7	19.3	23.5		1.1	-	1.0	50.8	4.3
20 - 24	291,031	10.7	19.3	38.5		12.5	6.1	0.9	20.3	2.2
25 - 29	254,314	9.4	22.5	28.3		16.5	8.8	1.1	20.6	2.2
30 - 34	180,986	6.7	30.1	22.2		12.8	4.5	1.5	26.3	2.6
35 - 39	109,921	4.1	32.3	20.1		10.5	3.2	1.6	29.2	3.0
40 - 44	79,363	2.9	32.7	18.2		7.7	2.3	1.8	33.9	3.4
45 - 49	51,925	1.9	32.7	18.6		6.3	2.2	1.8	35.0	3.3
50 - 54	34,085	1.3	26.8	17.0		4.4	2.0	2.1	43.6	4.0
55 - 59	24,007	0.9	24.6	15.5		3.4	1.4	2.4	48.4	4.3
60 - 64	16,944	0.6	18.1	8.7		1.9	0.8	1.9	64.1	4.6

Table 3.12a and Table 3.12b show the distribution of the unemployed population age 15-64 years by job search status, age group and residence. Based on the data presented, up to 61.0 per cent of the unemployed indicated that there was no work available. Only 22.2 per cent of the unemployed sought work and took action while 11.4 per cent of the unemployed sought work but did not take action. Future starters constituted 5.4 per cent of the unemployed population. About two in every three (67%) of the future starters were in the rural areas. Those who sought work and took no action were also mainly from the rural areas at 62.4 per cent while those who sought work and took action were mainly from the urban areas at 56.3 per cent.

Table 3.12a: Distribution of Unemployed Population Age 15-64 Years by Job Search Status and Age Group

Age Group	Total		Future Starters	Seeking Work – Action Taken	Seeking Work – Action Not Taken	No Work Available
15 - 64	2,713,132	100.0	5.4	22.2	11.4	61.0
15 - 19	287,239	10.6	7.5	10.4	8.4	73.8
20 - 24	610,542	22.5	6.7	23.6	13.2	56.6
25 - 29	569,006	21.0	5.3	25.2	12.7	56.8
30 - 34	420,877	15.5	4.8	24.1	11.5	59.5
35 - 39	274,415	10.1	4.5	24.5	11.3	59.7
40 - 44	210,031	7.7	4.3	23.0	10.6	62.1
45 - 49	141,104	5.2	4.0	22.9	10.2	62.8
50 - 54	93,144	3.4	3.6	19.6	8.6	68.2
55 - 59	63,298	2.3	3.5	18.4	8.2	70.0
60 - 64	43,476	1.6	3.0	13.6	6.5	76.9

Table 3.12b: Distribution of Unemployed Population Age 15-64 Years by Job Search Status, Age Group and Residence

Age Group	Rural					Urban				
	Total	Future Starters	Seeking Work – Action Taken	Seeking Work – Action Not Taken	No Work Available	Total	Future Starters	Seeking Work – Action Taken	Seeking Work – Action Not Taken	No Work Available
15 - 64	1,345,079	7.3	19.6	14.3	58.8	1,368,053	3.5	24.8	8.5	63.2
15 - 19	179,941	9.0	8.5	9.1	73.3	107,298	4.9	13.4	7.1	74.6
20 - 24	282,527	9.6	20.7	17.0	52.8	328,015	4.1	26.1	9.8	59.9
25 - 29	251,435	7.7	22.5	17.0	52.9	317,571	3.5	27.4	9.2	59.9
30 - 34	198,579	6.5	21.8	15.0	56.6	222,298	3.2	26.2	8.4	62.1
35 - 39	135,081	6.0	22.4	14.5	57.0	139,334	3.1	26.5	8.1	62.4
40 - 44	108,871	5.4	21.1	13.4	60.1	101,160	3.0	25.0	7.5	64.4
45 - 49	74,790	5.1	21.9	13.1	60.0	66,314	2.8	24.2	6.9	66.1
50 - 54	51,581	4.4	18.8	10.7	66.1	41,563	2.6	20.7	5.9	70.8
55 - 59	35,557	4.4	18.5	10.5	66.6	27,741	2.3	18.2	5.2	74.3
60 - 64	26,717	3.7	13.8	8.0	74.5	16,759	1.9	13.5	4.1	80.6

Table 3.13 shows the distribution of the unemployed population age 15-64 years by job search status, age group and sex. Males were the majority of the unemployed population and also dominated all categories of job search except the no work available in urban areas where females accounted for 52.6 per cent for this category.

Table 3.13: Distribution of Unemployed Population Age 15-64 Years by Job Search Status, Age Group and Sex

Age Group	Total		Male				Female			
			Future Starters	Seeking Work – Action Taken	Seeking Work – Action Not Taken	No Work Available	Future Starters	Seeking Work – Action Taken	Seeking Work – Action Not Taken	No Work Available
15 - 64	2,713,132	100.0	6.2	25.2	13.0	55.6	4.4	18.2	9.2	68.2
15 - 19	287,239	10.6	8.1	11.7	9.3	70.9	6.7	8.8	7.2	77.4
20 - 24	610,542	22.5	7.7	26.3	14.8	51.2	5.5	20.6	11.4	62.5
25 - 29	569,006	21.0	6.3	28.4	14.4	50.8	4.1	21.3	10.5	64.1
30 - 34	420,877	15.5	5.7	27.5	13.5	53.3	3.6	19.6	9.0	67.8
35 - 39	274,415	10.1	5.3	27.9	13.3	53.5	3.4	19.3	8.3	69.0
40 - 44	210,031	7.7	4.9	26.2	12.5	56.5	3.3	17.7	7.5	71.5
45 - 49	141,104	5.2	4.5	26.5	12.3	56.8	3.2	16.9	6.6	73.3
50 - 54	93,144	3.4	4.0	23.4	10.4	62.2	2.8	13.1	5.5	78.6
55 - 59	63,298	2.3	4.0	22.9	10.2	62.9	2.6	11.0	4.8	81.6
60 - 64	43,476	1.6	3.5	17.6	8.1	70.9	2.3	7.4	4.0	86.3

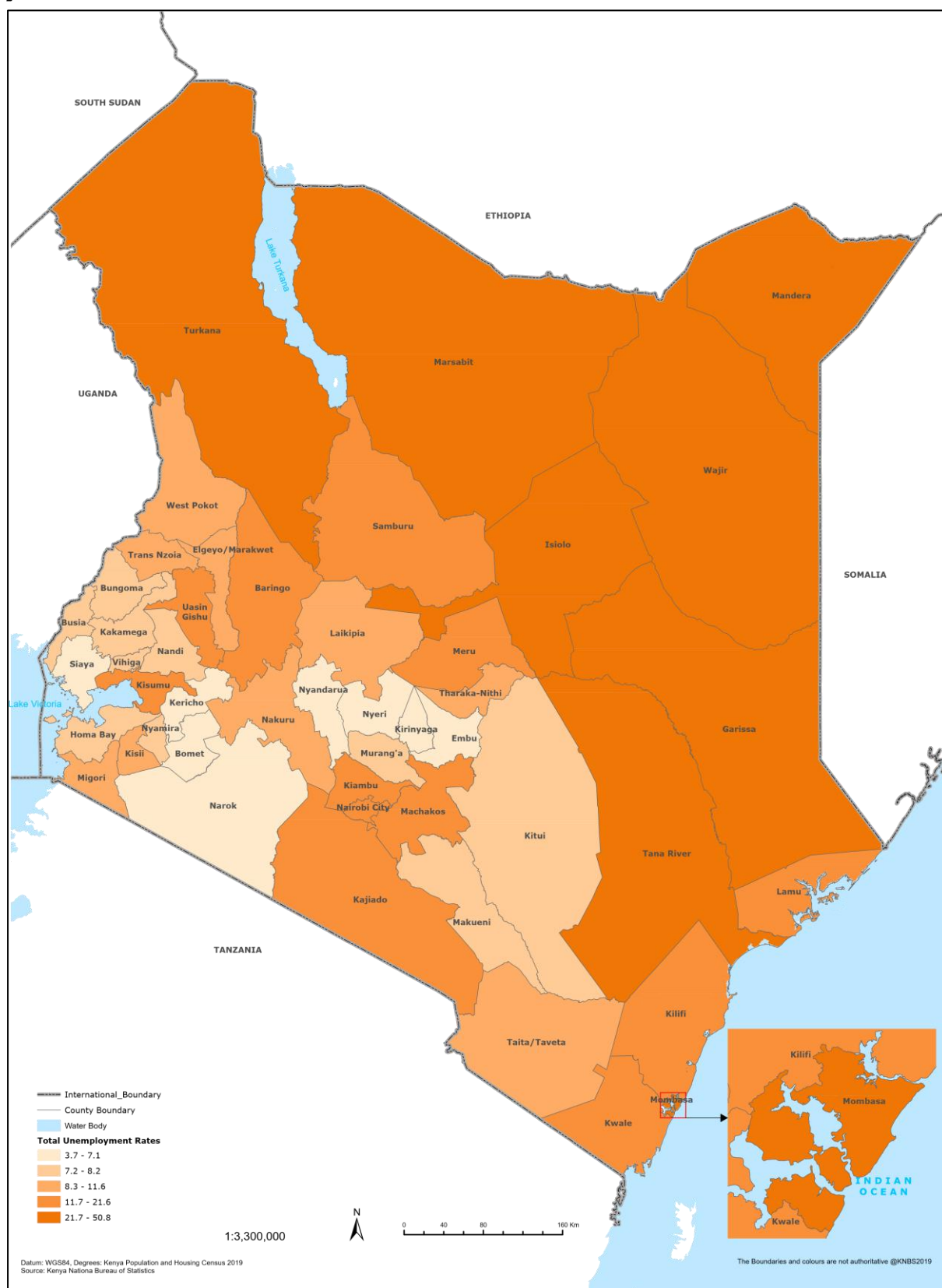
3.2.3. Unemployment Rates

Table 3.14 gives the unemployment rates by residence, sex and age group. In 2019, the unemployment rates in Kenya stood at 13.7 per cent. The data presented also show that a greater proportion of male labour force (15.4%) was unemployed than the female labour force (12.0%) and that the incidence of unemployment was higher in the urban areas (19.8%) than in the rural areas (10.5%).

Table 3.14: Unemployment Rates by Residence, Sex and Age Group

Age Group	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15 - 64	13.7	15.4	12.0	10.5	13.3	7.7	19.8	18.9	20.9
15 - 19	24.4	26.2	22.5	19.8	22.1	17.2	40.3	42.8	38.2
20 - 24	20.8	22.7	19.1	15.4	18.9	12.2	29.8	28.8	30.7
25 - 29	17.3	19.1	15.6	13.4	17.2	10.0	22.4	21.3	23.7
30 - 34	13.2	15.1	11.3	10.3	13.8	7.2	17.4	16.7	18.3
35 - 39	11.4	12.9	9.6	9.1	11.7	6.4	15.0	14.7	15.3
40 - 44	10.1	11.9	8.1	8.0	10.6	5.3	14.2	14.2	14.2
45 - 49	8.5	10.2	6.6	6.5	8.8	4.2	13.1	13.0	13.1
50 - 54	7.7	9.4	5.9	5.9	8.1	3.9	12.3	12.2	12.3
55 - 59	6.2	7.6	4.7	4.5	6.1	3.0	11.8	11.7	12.0
60 - 64	5.6	6.9	4.3	4.1	5.4	2.9	13.2	13.0	13.4

Unemployment rates by county are presented in Map 3.2. The data presented shows that Mandera, Wajir, Garissa, Tana River, Isiolo, Marsabit and Turkana counties had the highest unemployment rates. Nyandarua, Nyeri, Kirinyaga, Narok, Bomet, Kericho and Siaya counties had the lowest unemployment rates.



Map 3.2: Unemployment Rates by County

3.3. Underemployment

Time-related underemployment rate is a measure of labour underutilization. It provides information regarding the share of employed persons who are willing and available to increase their working time but worked fewer hours than a specified time threshold during the reference period. In this report, only visible/time-related underemployment is analysed, which comprises all individuals in paid or self-employment who were working less than 28 hours a week.

Statistics on underemployment supplement those on employment and unemployment thus aiding a better understanding of the functioning of the labour market. Underemployment rate assesses the extent to which the available human capital is being used in the production process to promote full employment. Underemployment statistics also assist in providing insights for the design, execution and evaluation of employment, income and social policies and programmes.

Distribution of the underemployed population age 15-64 years by highest level of education completed, age group and sex is shown in Table 3.15. Nationally, there were 3.4 million persons who were underemployed in 2019 with females comprising 58.9 per cent. Those who had completed primary level constituted the highest proportion (41.2%) of the underemployed. This was followed by those who had completed secondary level (23.7%) and persons with no education (21.7%). Those who had completed university education accounted for 2.6 per cent of the total underemployed population. Underemployed males dominated university level of education completed at 60.3 per cent. Female underemployed were the majority in the remaining categories of level of education completed.

Table 3.15: Distribution of Underemployed Population Age 15-64 Years by Highest Level of Education Completed, Age Group and Sex

Age Group/ Sex	Total		Middle Level College						
			Primary Education	Secondary Education	/Technical and Vocational Training (TVET) Education	University Education	Other Education	None/ Never Attended	Not Stated/ Don't Know
Total									
15 - 64	3,377,121	100.0	41.2	23.7	6.7	2.6	2.6	21.7	1.5
15 - 19	245,420	7.3	33.7	21.0	0.8	0.0	2.1	40.5	1.9
20 - 24	483,752	14.3	33.6	35.9	6.0	2.3	1.9	19.0	1.3
25 - 29	509,416	15.1	37.2	27.5	9.7	4.4	2.1	17.9	1.2
30 - 34	518,465	15.4	44.5	21.3	8.4	3.2	2.5	18.7	1.4
35 - 39	382,196	11.3	46.5	20.2	8.1	3.0	2.7	18.0	1.5
40 - 44	349,201	10.3	47.9	19.7	6.7	2.4	2.7	19.1	1.5
45 - 49	287,452	8.5	47.3	21.3	6.0	2.5	2.9	18.5	1.5
50 - 54	221,006	6.5	43.4	21.2	5.5	2.6	3.1	22.5	1.7
55 - 59	204,294	6.0	41.4	21.5	4.8	1.8	3.6	25.2	1.7
60 - 64	175,919	5.2	36.8	16.2	4.8	1.4	3.4	35.5	1.9
Male									
15 - 64	1,388,099	41.1	37.2	44.3	47.3	60.3	39.6	40.1	52.0
15 - 19	114,782	3.4	31.5	17.4	0.7	0.0	2.0	46.2	2.1
20 - 24	188,476	5.6	30.2	36.1	5.8	2.8	1.9	21.6	1.6
25 - 29	203,235	6.0	31.4	29.7	10.8	6.4	2.0	18.0	1.6
30 - 34	202,386	6.0	38.6	23.7	9.9	5.1	2.4	18.4	1.9
35 - 39	164,754	4.9	43.3	21.7	8.9	4.1	2.8	17.1	2.0
40 - 44	148,964	4.4	44.3	21.5	7.7	3.6	2.6	18.3	2.0
45 - 49	121,965	3.6	43.0	24.5	7.4	3.9	2.6	16.6	2.0
50 - 54	91,385	2.7	38.9	24.8	7.4	4.2	2.7	20.0	2.0
55 - 59	81,038	2.4	39.1	27.0	7.1	3.1	3.4	18.4	2.0
60 - 64	71,114	2.1	36.7	23.8	7.5	2.5	3.3	24.2	2.0
Female									
15 - 64	1,988,882	58.9	62.7	55.7	52.7	39.7	60.4	59.9	48.0
15 - 19	130,627	3.9	35.7	24.1	0.9	0.0	2.1	35.5	1.7
20 - 24	295,250	8.7	35.8	35.8	6.2	1.9	1.9	17.3	1.0
25 - 29	306,163	9.1	41.0	25.9	9.0	3.0	2.2	17.9	1.0
30 - 34	316,053	9.4	48.3	19.7	7.5	2.0	2.6	18.8	1.1
35 - 39	217,423	6.4	48.8	19.1	7.5	2.1	2.6	18.7	1.1
40 - 44	200,223	5.9	50.6	18.3	5.9	1.6	2.8	19.7	1.2
45 - 49	165,478	4.9	50.4	19.0	4.9	1.5	3.0	20.0	1.2
50 - 54	129,614	3.8	46.5	18.7	4.1	1.5	3.4	24.2	1.5
55 - 59	123,253	3.6	42.9	18.0	3.3	0.9	3.8	29.7	1.5
60 - 64	104,798	3.1	36.9	11.1	3.0	0.6	3.5	43.1	1.7

Table 3.16 shows the distribution of the underemployed population age 15-64 years by average hours worked per week, residence and sex. It may be deduced from the data presented that 80.0 per cent of the underemployed persons were in the rural areas. About 24.9 per cent of underemployed persons worked for an average of 6 to 9 hours per week. This was followed by those who worked for an average of 18-21 hours per week at 18.4 per cent.

Table 3.16: Distribution of Underemployed Population Age 15-64 Years by Average Hours Worked Per Week, Residence and Sex

Average Hours Worked Per Week	Total		Rural			Urban		
			Total	Male	Female	Total	Male	Female
Total	3,376,981	100.0	2,699,987	38.9	61.1	676,994	49.7	50.3
Less than 6 hours	306,740	9.1	267,114	36.7	63.3	39,626	39.5	60.5
6 to 9 hours	842,138	24.9	589,858	47.3	52.7	252,280	54.5	45.5
10 to 13 hours	469,352	13.9	326,874	47.0	53.0	142,478	56.7	43.3
14 to 17 hours	254,768	7.5	209,464	31.3	68.7	45,304	44.7	55.3
18 to 21 hours	620,460	18.4	544,802	32.1	67.9	75,658	37.9	62.1
22 to 25 hours	444,415	13.2	369,948	38.4	61.6	74,467	47.6	52.4
26 to 28 hours	439,108	13.0	391,927	35.3	64.7	47,181	39.0	61.0

3.3.1. Underemployment Rates

Underemployment rates by sex and residence for population age 15-64 years is presented in Table 3.17. Underemployment rate is measured in relation to the employed population. The proportion of underemployed persons to the employed population was 19.8 per cent. Underemployment rate was higher in rural areas at 23.5 per cent compared to 12.2 per cent in urban areas. The data further show that overall females have a higher underemployment rate at 23.3 per cent compared to the 16.4 per cent for males. In rural areas females had a higher underemployment rate at 27.3 per cent compared to 19.2 for males, whereas in urban areas underemployment rate for males and females were 11.1 per cent and 13.5 per cent, respectively. Further analysis show that the females had a higher under employment rate than males for all the age groups.

Table 3.17: Underemployment Rates of Population Age 15-64 Years by Sex and Residence

Residence	Employed			Underemployed			Underemployed Rate		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	17,041,747	8,488,479	8,553,268	3,376,981	1,388,099	1,988,882	19.8	16.4	23.3
Rural	11,500,053	5,462,914	6,037,139	2,699,987	1,051,469	1,648,518	23.5	19.2	27.3
Urban	5,541,694	3,025,565	2,516,129	676,994	336,630	340,364	12.2	11.1	13.5
Age Group									
15 - 19	888,795	448,457	440,338	245,409	114,782	130,627	27.6	25.6	29.7
20 - 24	2,320,598	1,088,932	1,231,666	483,726	188,476	295,250	20.8	17.3	24.0
25 - 29	2,717,063	1,336,756	1,380,307	509,398	203,235	306,163	18.7	15.2	22.2
30 - 34	2,777,401	1,353,234	1,424,167	518,439	202,386	316,053	18.7	15.0	22.2
35 - 39	2,141,006	1,110,100	1,030,906	382,177	164,754	217,423	17.9	14.8	21.1
40 - 44	1,869,732	966,625	903,107	349,187	148,964	200,223	18.7	15.4	22.2
45 - 49	1,515,976	782,815	733,161	287,443	121,965	165,478	19.0	15.6	22.6
50 - 54	1,114,388	568,366	546,022	220,999	91,385	129,614	19.8	16.1	23.7
55 - 59	964,796	476,230	488,566	204,291	81,038	123,253	21.2	17.0	25.2
60 - 64	731,992	356,964	375,028	175,912	71,114	104,798	24.0	19.9	27.9

3.4. Labour Force Participation Rates

The Labour Force Participation Rates (LFPR) for working age population by sex and age group are presented in Table 3.18. Kenya's LFPR stood at 73.5 per cent in 2019. The participation rates were higher (76.0%) for males compared to females (71.1%). Across the age groups, the LFPR was higher for 45-49 year olds (93.8%) and lowest for those age 15-19 years (22.4%). The LFPR for males were in all instances higher than those of females in all age groups with largest variation being for those in the 25-29 years' cohort.

Table 3.18: Labour Force Participation Rates for Population Age 15-64 Years by Sex and Age Group

Age Group	Labour Force Age 15-64 Years			Labour Force Participation Rates		
	Total	Male	Female	Total	Male	Female
15 - 64	19,754,879	10,031,412	9,723,467	73.5	76.0	71.1
15 - 19	1,176,034	608,073	567,961	22.4	22.8	22.0
20 - 24	2,931,140	1,408,443	1,522,697	66.6	67.6	65.7
25 - 29	3,286,069	1,651,448	1,634,621	86.4	91.5	81.7
30 - 34	3,198,278	1,593,125	1,605,153	90.7	95.6	86.3
35 - 39	2,415,421	1,274,594	1,140,827	92.3	96.3	88.2
40 - 44	2,079,763	1,097,293	982,470	93.1	96.4	89.7
45 - 49	1,657,080	871,994	785,086	93.8	96.6	90.8
50 - 54	1,207,532	627,425	580,107	93.3	96.1	90.4
55 - 59	1,028,094	515,521	512,573	92.7	95.4	90.2
60 - 64	775,468	383,496	391,972	89.8	92.3	87.4

Table 3.19 gives the trends in LFPR for population age 15-64 years by county, residence and sex. The data presented shows that there was only a 0.8 percentage point difference between the participation rates of the working-age population in the rural and urban areas. In the urban areas, the LFPR for males higher (80.3%) than that of females (66.1%).

The following counties six counties had the highest LFPR: Kirinyaga (81.5%), Murang'a (80.1%), Nyeri (79.4%), Wajir (79.3%), Embu (79.2%) and Taita-Taveta (79.0%). Five counties that recorded the lowest participation rates were Trans Nzoia (67.9%), Bungoma (68.5%), Kisumu (68.6%), Homabay (69.1%) and Elgeyo-Marakwet (69.2%).

Table 3.19: Labour Force Participation Rates for Population Age 15-64 Years by County, Residence and Sex

Residence / County	Labour Force Age 15-64 Years			Labour Force Participation Rate		
	Total	Male	Female	Total	Male	Female
Kenya	19,754,879	10,031,412	9,723,467	73.5	76.0	71.1
Rural	12,845,132	6,301,931	6,543,201	73.8	73.7	73.9
Urban	6,909,747	3,729,481	3,180,266	73.0	80.3	66.1
County						
Mombasa	552,446	321,472	230,974	71.0	81.9	60.0
Kwale	325,771	159,465	166,306	74.0	75.6	72.5
Kilifi	543,648	261,993	281,655	70.2	71.6	68.9
Tana River	112,722	59,091	53,631	74.0	78.7	69.4
Lamu	59,829	35,235	24,594	74.1	81.1	66.0
Taita-Taveta	158,538	84,519	74,019	79.0	82.2	75.8
Garissa	331,096	190,786	140,310	75.4	79.3	70.7
Wajir	294,930	163,050	131,880	79.3	81.6	76.6
Mandera	272,905	147,974	124,931	72.7	76.5	68.7
Marsabit	166,681	94,971	71,710	76.2	81.5	70.1
Isiolo	103,252	58,936	44,316	74.2	80.3	67.3
Meru	692,758	356,796	335,962	76.1	78.8	73.4
Tharaka-Nithi	177,007	87,919	89,088	76.2	76.7	75.8
Embu	298,145	153,375	144,770	79.2	81.1	77.4
Kitui	440,627	204,174	236,453	71.6	70.1	73.0
Machakos	669,044	347,495	321,549	76.7	79.3	74.1
Makueni	420,883	207,504	213,379	74.2	74.0	74.4
Nyandarua	291,714	142,979	148,735	78.2	78.3	78.2
Nyeri	372,146	185,388	186,758	79.4	80.2	78.5
Kirinyaga	318,743	160,665	158,078	81.5	82.6	80.4
Murang'a	497,976	251,652	246,324	80.1	81.0	79.2
Kiambu	1,210,589	634,834	575,755	77.0	82.6	71.7
Turkana	357,996	192,229	165,767	74.4	76.9	71.8
West Pokot	199,526	95,635	103,891	70.2	68.9	71.6
Samburu	112,508	56,389	56,119	76.3	76.2	76.5
Trans Nzoia	360,091	178,760	181,331	67.9	69.1	66.7
Uasin Gishu	482,949	251,610	231,339	69.7	73.2	66.3
Elgeyo-Marakwet	168,169	85,636	82,533	69.2	70.4	68.0
Nandi	353,563	175,849	177,714	70.7	70.9	70.6
Baringo	247,036	124,579	122,457	72.3	73.0	71.6
Laikipia	227,445	115,255	112,190	77.3	79.0	75.6
Nakuru	928,993	476,942	452,051	73.9	76.8	71.0
Narok	415,059	202,924	212,135	74.7	74.1	75.2
Kajiado	494,339	258,310	236,029	75.5	79.7	71.4
Kericho	375,872	187,175	188,697	73.8	73.9	73.7
Bomet	342,652	165,231	177,421	71.9	70.5	73.1
Kakamega	692,437	321,234	371,203	69.9	69.1	70.7
Vihiga	221,509	103,924	117,585	70.8	70.0	71.4
Bungoma	593,217	279,172	314,045	68.5	67.4	69.5
Busia	329,319	150,548	178,771	70.1	69.0	71.0
Siaya	375,993	171,060	204,933	72.3	70.8	73.5
Kisumu	444,776	219,226	225,550	68.6	70.8	66.5
Homabay	396,335	177,044	219,291	69.1	66.8	71.0
Migori	391,115	180,286	210,829	69.6	68.4	70.6
Kisii	493,728	227,451	266,277	71.2	70.7	71.6
Nyamira	240,726	111,676	129,050	71.6	71.2	71.9
Nairobi City	2,198,076	1,212,994	985,082	74.5	82.9	66.2

The LFPR for population age 15-64 years by highest level of education completed and sex is presented in Table 3.20. Participation rates for population with middle level college and university education were 80.9 per cent and 80.3 per cent, respectively. The participation rates of the working age population that had completed either middle level college education or university education was higher than for those who had completed primary education or secondary education. Participation rates of the working age population that had completed primary level was 73.9 per cent while that of those who had completed secondary level was 63.8 per cent. Population with no education had a participation rate of 86.7 per cent. Participation rates for males were higher than that of females at all levels of education completed.

Table 3.20: Labour Force Participation Rates for Population Age 15-64 Years by Highest Level of Education Completed and Sex

Highest Level of Education Completed	Population Age 15-64 Years			Labour Force Age 15-64 Years			Labour Force Participation Rate		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	26,865,843	13,192,826	13,673,017	19,754,879	10,031,412	9,723,467	73.5	76.0	71.1
Primary Education	10,038,260	4,850,487	5,187,773	7,421,765	3,623,931	3,797,834	73.9	74.7	73.2
Secondary Education	8,664,547	4,384,908	4,279,639	5,523,994	2,964,979	2,559,015	63.8	67.6	59.8
Middle Level College/Technical and Vocational Training (TVET) Education	2,489,198	1,201,241	1,287,957	2,013,099	1,020,375	992,724	80.9	84.9	77.1
University Education	1,231,318	716,038	515,280	989,293	591,676	397,617	80.3	82.6	77.2
Other Education	481,048	231,188	249,860	387,982	189,001	198,981	80.7	81.8	79.6
None/Never Attended	3,569,636	1,585,315	1,984,321	3,096,245	1,447,867	1,648,378	86.7	91.3	83.1
Not Stated/Don't Know	391,836	223,649	168,187	322,501	193,583	128,918	82.3	86.6	76.7

Chapter 4: Working Children and Youth

4.1. Characteristics of Kenyan Children Age 5-17 Years

The Children Act, 2001 defines a child as a person under the age of 18 years. Distribution of children age 5-17 years by county and sex is shown in Table 4.1. The 2019 KPHC established the population of children age 5-17 to be 15.9 million. This was an increase of 20.5 per cent from the 13.2 million recorded in 2009. The children age 5-17 years accounted for 33.7 per cent of the total population. Boys were the majority at 50.5 per cent while girls constituted 49.5 per cent. Nairobi City County recorded the highest number of children accounting for 6.3 per cent of the total while Lamu County had the lowest number of children at 0.3 per cent of the total.

Table 4.1: Distribution of Children Age 5-17 by County and Sex, 2019

County	Total		Male	Female
Kenya	15,864,888	100	8,016,956	7,847,932
Mombasa	300,058	1.9	147,406	152,652
Kwale	316,363	2.0	160,267	156,096
Kilifi	517,209	3.3	259,605	257,604
Tana River	120,394	0.8	61,460	58,934
Lamu	46,206	0.3	23,601	22,605
Taita-Taveta	98,909	0.6	50,012	48,897
Garissa	347,183	2.2	195,488	151,695
Wajir	336,010	2.1	182,518	153,492
Mandera	384,991	2.4	195,786	189,205
Marsabit	183,134	1.2	96,832	86,302
Isiolo	101,169	0.6	53,251	47,918
Meru	472,804	3.0	236,926	235,878
Tharaka-Nithi	118,411	0.7	59,582	58,829
Embu	168,984	1.1	85,437	83,547
Kitui	417,936	2.6	211,680	206,256
Machakos	410,005	2.6	207,928	202,077
Makueni	327,695	2.1	166,457	161,238
Nyandarua	207,083	1.3	106,108	100,975
Nyeri	196,854	1.2	100,023	96,831
Kirinyaga	154,949	1.0	77,872	77,077
Murang'a	300,015	1.9	152,799	147,216
Kiambu	593,173	3.7	294,919	298,254
Turkana	362,648	2.3	191,685	170,963
West Pokot	247,409	1.6	124,730	122,679
Samburu	123,821	0.8	64,282	59,539
Trans Nzoia	372,240	2.3	187,412	184,828
Uasin Gishu	368,297	2.3	184,421	183,876
Elgeyo-Marakwet	165,835	1.0	83,752	82,083
Nandi	311,771	2.0	157,526	154,245
Baringo	253,186	1.6	130,573	122,613
Laikipia	165,352	1.0	84,407	80,945
Nakuru	687,620	4.3	347,174	340,446
Narok	458,937	2.9	233,694	225,243
Kajiado	335,009	2.1	167,114	167,895
Kericho	313,280	2.0	157,827	155,453
Bomet	325,005	2.0	164,611	160,394
Kakamega	715,883	4.5	356,563	359,320
Vihiga	213,638	1.3	106,674	106,964
Bungoma	661,996	4.2	331,052	330,944
Busia	341,669	2.2	169,128	172,541
Siaya	365,083	2.3	183,381	181,702
Kisumu	395,779	2.5	196,744	199,035
Homabay	437,302	2.8	219,059	218,243
Migori	436,037	2.7	217,377	218,660
Kisii	463,863	2.9	232,511	231,352
Nyamira	218,748	1.4	110,167	108,581
Nairobi City	1,004,945	6.3	489,135	515,810

4.2. Distribution of Working Children Age 5-17

Table 4.2 and Figure 4.1 shows distribution of working children by broad age category, sex and residence. Working children age 5-9 years accounted for 40.5 per cent of the total population of working children.

Table 4.2: Distribution of Working Children by Age, Sex, Residence

Age Group / Sex	Total	Rural	Urban
Total	1,340,099	1,229,668	110,431
Male	718,099	664,419	53,680
Female	622,000	565,249	56,751
5 - 9			
Total	542,591	503,452	39,139
Male	280,377	260,740	19,637
Female	262,214	242,712	19,502
10 -14			
Total	427,517	398,660	28,857
Male	234,935	220,419	14,516
Female	192,582	178,241	14,341
15 -17			
Total	369,991	327,556	42,435
Male	202,787	183,260	19,527
Female	167,204	144,296	22,908

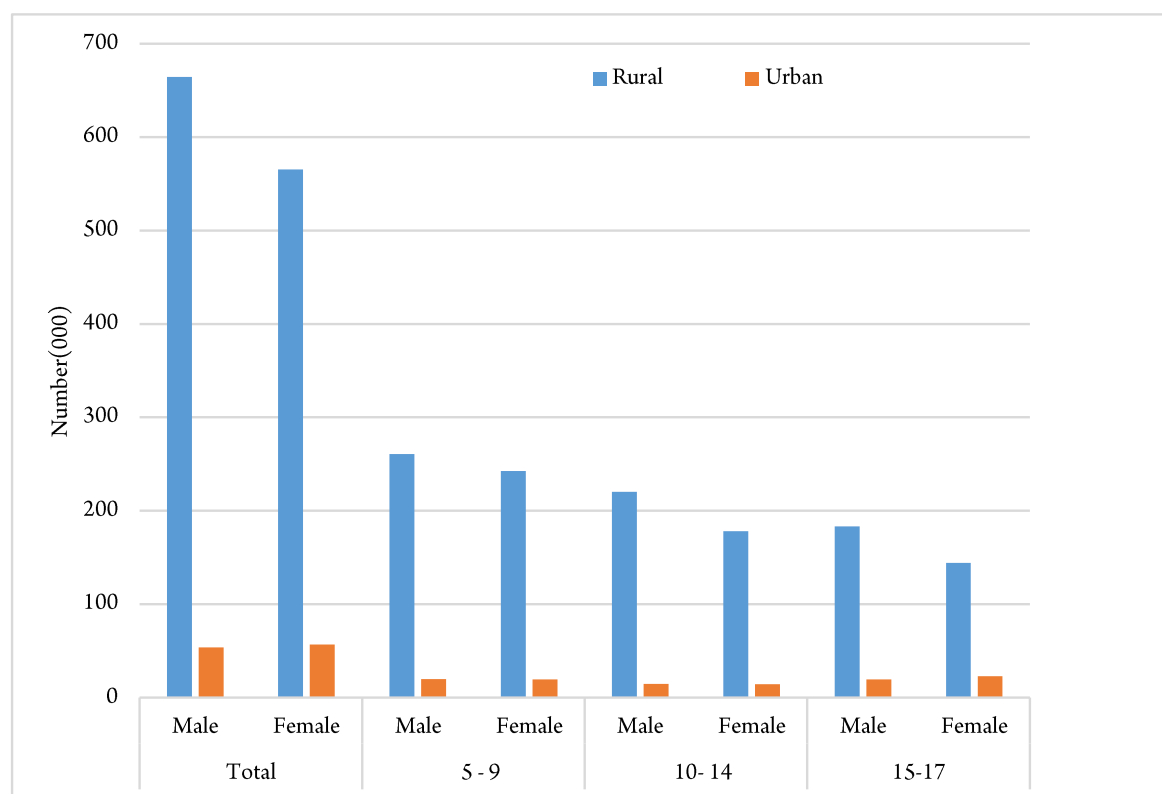


Figure 4.1: Distribution of Working Children Age 5-17 by Residence, Age Group and Sex

4.3. Status of Working Children Age 5-17 by Economic Activity

Table 4.3 shows the distribution of working children by status in main job, residence and sex. The total number of working children was found to be 1.34 million in 2019, with boys accounting for 53.5 per cent. Incidence of working children is higher in the rural areas (91.8%) compared to urban areas (8.2%). The high incidence of working children in the rural areas is consistent with the fact that rural areas are dominated by poor households who are more likely to engage their children in child labour. Irrespective of the region, more boys than girls were involved in child labour.

Table 4.3: Distribution of Working Children by Status in Main Job, Residence and Sex

Status in Main Job	Total	Male	Female
Kenya	1,340,099	718,099	622,000
Paid Employee	556,240	304,294	251,946
Working Employer	42,829	21,957	20,872
Own Account Worker	219,274	107,537	111,737
Members of Producer's Co-operatives	2,397	1,188	1,209
Contributing Family Worker	456,968	250,124	206,844
Paid Apprentice/Intern	3,629	2,321	1,308
Paid Volunteer	6,411	3,571	2,840
Other	52,351	27,107	25,244
Rural	1,229,668	664,419	565,249
Paid Employee	513,370	283,301	230,069
Working Employer	35,767	18,595	17,172
Own Account Worker	198,388	97,830	100,558
Members of Producer's Co-operatives	2,238	1,117	1,121
Contributing Family Worker	420,835	232,356	188,479
Paid Apprentice/Intern	2,941	1,830	1,111
Paid Volunteer	6,095	3,401	2,694
Other	50,034	25,989	24,045
Urban	110,431	53,680	56,751
Paid Employee	42,870	20,993	21,877
Working Employer	7,062	3,362	3,700
Own Account Worker	20,886	9,707	11,179
Members of Producer's Co-operatives	159	71	88
Contributing Family Worker	36,133	17,768	18,365
Paid Apprentice/Intern	688	491	197
Paid Volunteer	316	170	146
Other	2,317	1,118	1,199

4.4. School Attendance Status of Working Children

Child labour is widely perceived to impede the educational attainment of children in a number of ways. Fundamentally, since both are time inputs, child labour competes with time that a child ought to devote to education and related activities such as attending school, attending extra classes and completing homework. Left with less time for school and study, children engaged in child labour are not able to derive the same educational benefits as those who are not working. Child labour may also be strenuous, causing exhaustion and leaving children without requisite energy thus impeding their ability to concentrate in the classroom or on home study. Table 4.4 presents the distribution of working children by status of school attendance, sex and residence. According to the 2019 KPHC, majority of children (73.9%) who were working had never attended school and 69.3 per cent were in rural areas. Working boys were more than girls at 53.8 per cent and 46.2 per cent, respectively.

Table 4.4: Distribution of Working Children by Status of School Attendance, Sex and Residence

Status of School Attendance/Residence	Total	Male	Female
Kenya	1,340,099	718,099	622,000
At School/Learning Institution	93,891	56,507	37,384
Left School/Learning Institution after Completion	98,554	47,835	50,719
Left School/Learning Institution before Completion	127,031	65,149	61,882
Never Attended School/Learning Institution	990,636	532,515	458,121
Not Stated/Don't Know	29,987	16,093	13,894
Rural	1,229,668	664,419	565,249
At School/Learning Institution	88,862	53,925	34,937
Left School/Learning Institution after Completion	74,550	37,084	37,466
Left School/Learning Institution before Completion	110,065	57,602	52,463
Never Attended School/Learning Institution	929,330	501,312	428,018
Not Stated/Don't Know	26,861	14,496	12,365
Urban	110,431	53,680	56,751
At School/Learning Institution	5,029	2,582	2,447
Left School/Learning Institution after Completion	24,004	10,751	13,253
Left School/Learning Institution before Completion	16,966	7,547	9,419
Never Attended School/Learning Institution	61,306	31,203	30,103
Not Stated/Don't Know	3,126	1,597	1,529

4.5. Working Children by Economic Activity (Industry)

Information on working children by economic activity (industry) and sex is shown in Table 4.5. The data indicate that majority of working children are mainly engaged in agriculture sector at 94.1 per cent. Five per cent of working children are engaged in services sector.

Table 4.5: Working Children by Economic Activity (Industry) and Sex

Economic Activity (Industry)	Total	Male	Female
Kenya	1,340,099	718,099	622,000
Agriculture	1,260,678	677,294	583,384
Industry	7,972	6,108	1,864
Services	71,449	34,697	36,752

4.6. Hours Worked

Hours worked in respect to working children is the total number of hours usually worked by the children each week. It refers to the children age 5 - 17 years who:

- worked one hour or more for pay, profit, or payment in kind, in a job, business, farm, or professional practice, or
- worked one hour or more without pay in work that contributed directly to the operation of a business, farm, or professional practice operated by a relative, or
- had a job or business they were temporarily absent from.

Hours worked in employment is derived by adding hours worked per week in main job and hours worked per week in other jobs. The hours of work indicator is used to determine time related under-employment and working patterns. In addition, it is used for monitoring working and living conditions as well as economic development.

Table 4.6 presents distribution of working children by average hours worked per week by residence, county and sex. Overall, the average hours worked by children age 5 - 17 years was 38.6 hours per week. Boys worked for a relatively longer duration (40.2 hours per week) compared to girls (36.7 hours per week). Children in the urban areas worked for more hours (44.1 hours per week) compared to those in the rural areas (38.1 hours per week). Children working in Nairobi City County recorded the highest average working hours per week at 50.6 hours while those in West Pokot recorded the lowest average working hours at 28.0 hours per week.

Table 4.6: Employed Population Age 5-17 Years by Average Hours Worked per Week by Residence, County and Sex, 2019

Residence / County	Total	Male	Female
Kenya	38.6	40.2	36.7
Rural	38.1	39.8	36.1
Urban	44.1	45.0	43.3
County			
Mombasa	50.3	51.1	49.6
Kwale	44.3	45.8	42.6
Kilifi	46.3	48.1	44.5
Tana River	39.2	40.9	37.5
Lamu	42.1	44.6	39.0
Taita-Taveta	46.7	48.4	44.7
Garissa	34.1	36.0	31.5
Wajir	34.8	36.5	32.9
Mandera	34.4	35.6	33.2
Marsabit	46.2	47.8	44.3
Isiolo	46.3	47.6	44.7
Meru	43.8	45.2	41.8
Tharaka-Nithi	42.0	42.2	41.7
Embu	40.3	41.5	38.6
Kitui	44.7	45.6	43.6
Machakos	46.4	47.7	44.8
Makueni	46.0	47.2	44.4
Nyandarua	38.3	39.3	36.8
Nyeri	43.9	44.8	42.6
Kirinyaga	43.7	44.1	43.2
Murang'a	42.0	42.9	40.7
Kiambu	47.7	48.2	47.0
Turkana	39.0	40.5	37.3
West Pokot	28.0	29.3	26.7
Samburu	42.1	43.4	40.6
Trans Nzoia	41.6	43.6	39.2
Uasin Gishu	43.8	45.2	42.1
Elgeyo-Marakwet	37.3	38.1	36.3
Nandi	38.4	39.4	37.1
Baringo	35.2	37.7	32.1
Laikipia	44.7	46.8	42.2
Nakuru	40.9	41.9	39.6
Narok	39.9	41.9	37.5
Kajiado	40.7	41.4	40.0
Kericho	37.3	38.6	35.7
Bomet	39.5	40.9	38.0
Kakamega	36.8	39.1	33.9
Vihiga	42.0	43.7	39.8
Bungoma	35.6	37.6	33.3
Busia	32.6	34.8	30.1
Siaya	37.9	40.1	35.3
Kisumu	41.5	43.7	39.1
Homabay	37.3	38.7	35.8
Migori	36.6	38.1	35.0
Kisii	36.3	38.6	34.0
Nyamira	38.5	40.3	36.6
Nairobi City	50.6	51.1	50.1

4.7. Working Children with Disabilities

Table 4.7 presents the number of working children with disability by economic activity, sex, and residence. About 42.5 per cent of children with disability were on paid employee – outside household. Majority (89.8%) of the working children with disability were in the rural areas. Irrespective of the region, more boys with disability were working compared to girls.

Table 4.7: Economic Activity of Children with Disability by Sex and Residence

Residence / Status in Employment	Total	Male	Female
Kenya	31,580	18,114	13,466
Paid Employee	13,491	8,085	5,406
Working Employer	959	525	434
Own Account Worker	6,189	3,144	3,045
Members of Producer's Co-operatives	32	22	10
Contributing Family Worker	9,942	5,816	4,126
Paid Apprentice/Intern	42	31	11
Paid Volunteer	78	46	32
Other	847	445	402
Rural	28,369	16,328	12,041
Paid Employee	12,593	7,580	5,013
Working Employer	692	383	309
Own Account Worker	5,312	2,676	2,636
Members of Producer's Co-operatives	30	21	9
Contributing Family Worker	8,827	5,179	3,648
Paid Apprentice/Intern	35	24	11
Paid Volunteer	76	45	31
Other	804	420	384
Urban	3,211	1,786	1,425
Paid Employee	898	505	393
Working Employer	267	142	125
Own Account Worker	877	468	409
Members of Producer's Co-operatives	2	1	1
Contributing Family Worker	1,115	637	478
Paid Apprentice/Intern	7	7	-
Paid Volunteer	2	1	1
Other	43	25	18

4.8. Parental Characteristics of Working Children

Parental characteristics, particularly education and awareness of parents/guardians on child rights/protection issues is an important factor in explaining children's engagement in working children. Table 4.8 and Figure 4.2 shows the number and percentage of working children based on the educational status of the parents. The prevalence of child labour (working children) declines with the increasing education attainment of the parent (household head). The proportion of working children is high in households where parent's education attainment is not higher than secondary level education followed by Middle Level/Technical and Vocational Training (TVET). Irrespective of parent's education level, data from the 2019 KPHC shows that male children are more prone to child labour than female children. Overall, the study highlights that working children are more likely to come from households with less-educated parents.

Table 4.8: Distribution of Working Children by Education Status of Household Head

Education Attainment of Household Head	Total	Male	Female
Kenya	1,241,768	664,937	576,831
Primary Education	258,899	141,938	116,961
Secondary Education	86,746	45,707	41,039
Middle Level College/Technical and Vocational Training (TVET) Education	26,681	13,191	13,490
University Education	10,345	4,487	5,858
Other Education	23,414	12,697	10,717
None/Never Attended	811,209	433,955	377,254
Not Stated/Don't Know	24,474	12,962	11,512
Rural	1,136,691	614,122	522,569
Primary Education	233,715	128,915	104,800
Secondary Education	68,621	37,338	31,283
Middle Level College/Technical and Vocational Training (TVET) Education	26,681	10,297	8,694
University Education	10,345	2,782	2,627
Other Education	23,414	11,823	9,934
None/Never Attended	766,479	411,377	355,102
Not Stated/Don't Know	21,719	11,590	10,129
Urban	105,077	50,815	54,262
Primary Education	25,184	13,023	12,161
Secondary Education	18,125	8,369	9,756
Middle Level College/Technical and Vocational Training (TVET) Education	26,681	2,894	4,796
University Education	10,345	1,705	3,231
Other Education	23,414	874	783
None/Never Attended	44,730	22,578	22,152
Not Stated/Don't Know	2,755	1,372	1,383

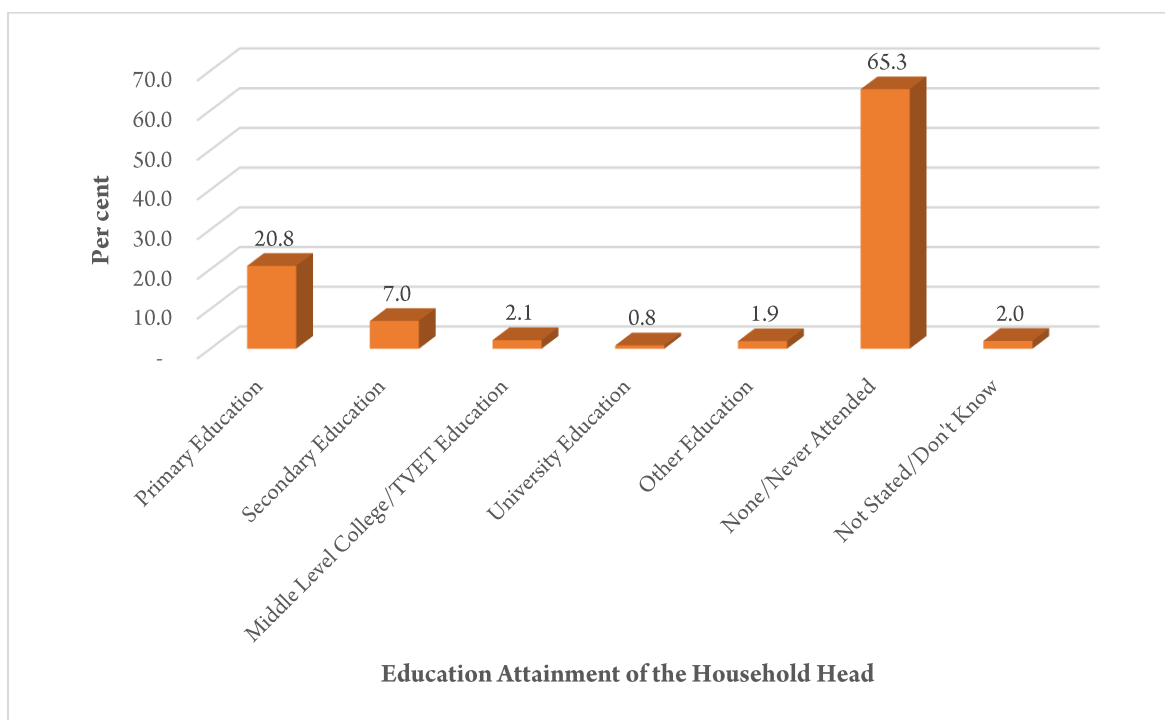


Figure 4.2: Prevalence of Working Children (Age 5 to 17) by Sex and Education Attainment of the Parents

4.9. Youth Population

United Nations defines youth as persons between the ages of 15 and 24 years, without prejudice to other definitions by Member States. Kenyan Constitution defines youth as persons between the ages of 18 and 34 years, with age 18 and 34 years included.

Table 4.9 presents the distribution of employed youth by age group, sex, residence and county. The total number of working youth age 15-24 years was 3.2 million of whom 1.6 million were females. The data also shows that the working youth age 15-24 years constituted 18.8 per cent of the total working age population. Seventy-one per cent of young people who reported to have worked during the reference period were mainly residing in rural areas. Nairobi City County had the highest proportion of the working youths at 8.8 per cent while Lamu County had the lowest proportion at 0.3 per cent.

In 2019, the working youth age 18-34 years were 8.3 million, 51.7 per cent of whom were females. This youth cohort accounted for 48.9 per cent of the working age population, signalling the critical role that the youth play in income generation, livelihood, and economic growth. Nairobi City, Kiambu and Nakuru counties recorded the highest proportions of working youth. Nairobi City County accounted for 12.0 per cent of the total number of working youths while Kiambu and Nakuru counties had 6.2 and 4.9 per cent, respectively.

Table 4.9: Distribution of Employed Youth Population by Age Group, Sex, Residence and County

Residence/County	15 - 24			18 - 34		
	Total	Male	Female	Total	Male	Female
KENYA	3,209,393	1,537,389	1,672,004	8,333,866	4,024,592	4,309,274
Rural	2,277,145	1,086,123	1,191,022	5,290,293	2,427,866	2,862,427
Urban	932,248	451,266	480,982	3,043,573	1,596,726	1,446,847
County						
Mombasa	65,315	32,782	32,533	219,665	122,827	96,838
Kwale	63,168	26,942	36,226	142,472	61,912	80,560
Kilifi	95,218	41,441	53,777	240,215	106,762	133,453
Tana River	24,544	11,962	12,582	44,557	21,343	23,214
Lamu	10,976	6,157	4,819	26,596	15,361	11,235
Taita-Taveta	25,026	12,863	12,163	62,634	32,456	30,178
Garissa	63,482	37,012	26,470	87,796	48,008	39,788
Wajir	65,165	34,533	30,632	96,135	47,126	49,009
Mandera	71,614	36,193	35,421	97,809	47,423	50,386
Marsabit	41,258	22,853	18,405	63,683	33,479	30,204
Isiolo	21,677	11,671	10,006	39,857	20,831	19,026
Meru	103,824	52,073	51,751	267,072	130,841	136,231
Tharaka-Nithi	23,681	11,212	12,469	65,887	30,798	35,089
Embu	44,358	23,142	21,216	117,029	59,399	57,630
Kitui	73,663	34,327	39,336	179,999	79,980	100,019
Machakos	92,434	46,920	45,514	263,308	132,679	130,629
Makueni	61,492	31,227	30,265	165,499	79,931	85,568
Nyandarua	44,948	23,345	21,603	113,503	55,154	58,349
Nyeri	41,209	21,095	20,114	125,509	61,941	63,568
Kirinyaga	37,071	18,178	18,893	113,452	55,499	57,953
Murang'a	63,107	32,340	30,767	173,435	86,104	87,331
Kiambu	164,266	81,160	83,106	515,656	266,025	249,631
Turkana	76,673	42,788	33,885	112,865	59,606	53,259
West Pokot	46,049	20,524	25,525	96,710	43,589	53,121
Samburu	33,252	16,384	16,868	54,778	25,767	29,011
Trans Nzoia	59,532	28,099	31,433	152,838	71,870	80,968
Uasin Gishu	71,454	36,174	35,280	208,273	105,393	102,880
Elgeyo-Marakwet	30,528	14,971	15,557	76,334	36,683	39,651
Nandi	54,825	25,252	29,573	157,757	73,148	84,609
Baringo	53,329	26,333	26,996	109,713	52,638	57,075
Laikipia	36,166	17,785	18,381	91,806	44,744	47,062
Nakuru	148,636	73,814	74,822	409,949	203,065	206,884
Narok	96,374	43,806	52,568	214,382	97,435	116,947
Kajiado	79,398	37,971	41,427	226,569	114,921	111,648
Kericho	66,595	30,114	36,481	182,105	84,256	97,849
Bomet	62,991	26,575	36,416	169,131	74,194	94,937
Kakamega	116,726	52,772	63,954	292,024	126,624	165,400
Vihiga	32,853	15,562	17,291	83,583	37,674	45,909
Bungoma	108,004	46,961	61,043	266,321	116,055	150,266
Busia	63,781	28,244	35,537	148,088	63,941	84,147
Siaya	63,156	27,907	35,249	167,283	73,454	93,829
Kisumu	68,538	30,275	38,263	201,464	93,682	107,782
Homabay	70,494	28,518	41,976	185,615	76,912	108,703
Migori	79,419	32,001	47,418	192,048	81,895	110,153
Kisii	76,970	31,566	45,404	215,909	89,082	126,827
Nyamira	34,064	14,292	19,772	99,921	40,516	59,405
Nairobi City	282,090	139,273	142,817	996,632	541,569	455,063

Table 4.10 presents the distribution of employed youth population by activity status, age group and sex. Based on the data presented in Table 4.10, majority (53.7%) of the working youth age 25-34 years were on paid employment, 20.5 per cent worked on their own account while 19.6 per cent were contributing family workers.

Table 4.11 presents the distribution of employed youth by occupation, age group and sex. The data presented indicate that more than half (54.1%) of the employed youth age 15-24 years were skilled farm, fishery, wildlife and related workers. Majority (54.4%) of these youth were females. The employed youth who were in elementary constituted 17.4 per cent of the working youth population while those in the occupational group of legislators, administrators and managers accounted for 5.8 per cent of the working youth population. Majority of employed youth population in occupational group of secretarial, clerical services and related workers; and service workers, shop and market sales workers were females. On the other hand, majority of the employed youth from the category of craft and related trades workers; and plant and machine operators and assemblers were males.

Table 4.10: Distribution of Employed Youth Population by Activity Status, Age Group and Sex

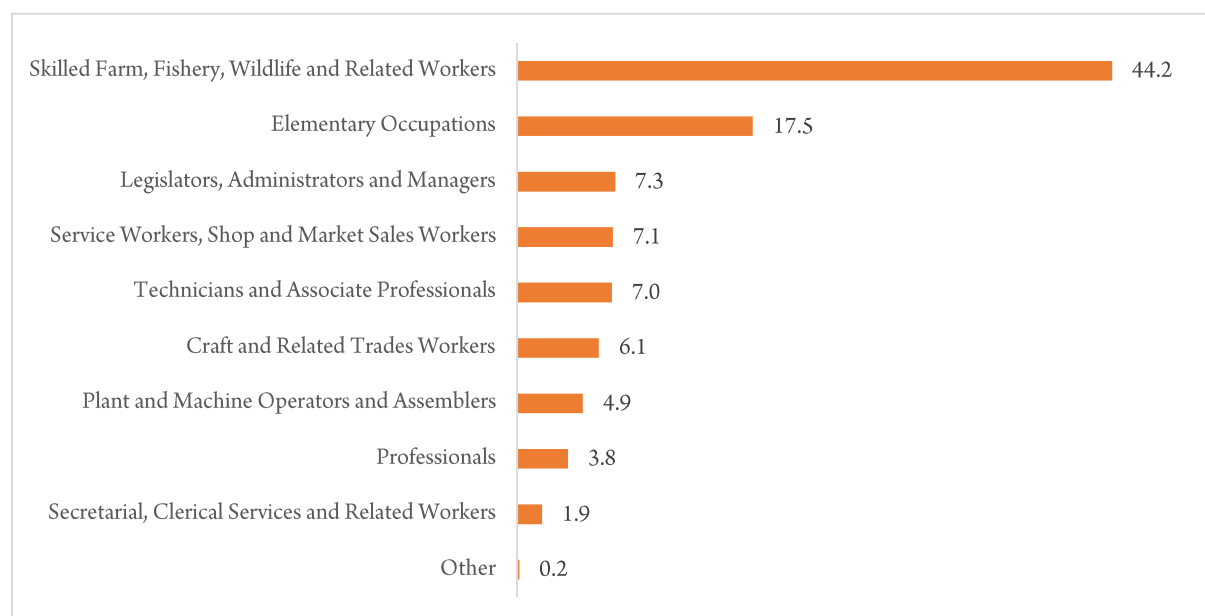
Activity Status	Total		15 - 17			18 - 24			25 - 34		
			Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	8,703,857	100.0	369,991	54.8	45.2	2,839,402	47.0	53.0	5,494,464	49.0	51.0
Paid Employee	4,572,658	52.5	156,038	56.5	43.5	1,465,938	52.2	47.8	2,950,682	56.0	44.0
Working Employer	321,529	3.7	11,344	51.6	48.4	91,715	41.8	58.2	218,470	44.4	55.6
Own Account Worker	1,695,163	19.5	61,700	48.8	51.2	508,438	39.3	60.7	1,125,025	41.5	58.5
Members of Producer's Co-operatives	6,571	0.1	562	56.4	43.6	2,195	44.9	55.1	3,814	43.7	56.3
Contributing Family Worker	1,869,634	21.5	125,500	55.7	44.3	666,688	41.4	58.6	1,077,446	38.2	61.8
Paid Apprentice/Intern	69,972	0.8	1,759	72.5	27.5	35,934	57.7	42.3	32,279	65.2	34.8
Paid Volunteer	55,452	0.6	1,483	60.0	40.0	23,685	61.3	38.7	30,284	58.4	41.6
Other	112,878	1.3	11,605	53.9	46.1	44,809	40.8	59.2	56,464	34.9	65.1

Table 4.11: Distribution of Employed Youth Population by Occupation, Age Group and Sex

Occupation	15 - 17			18 - 24			25 - 34		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	369,999	202,784	167,203	2,839,493	1,334,590	1,504,782	5,494,593	2,689,962	2,804,445
Legislators, Administrators and Managers	12,669	5,201	7,468	172,753	62,727	110,023	435,654	168,396	267,240
Professionals	2,442	1,617	825	61,568	31,848	29,718	253,889	137,391	116,486
Technicians and Associate Professionals	9,014	4,443	4,571	145,152	70,471	74,675	441,572	226,575	214,983
Secretarial, Clerical Services and Related Workers	1,196	475	721	47,987	16,550	31,435	106,397	38,321	68,074
Service Workers, Shop and Market Sales Workers	8,294	2,116	6,177	185,903	72,280	113,608	407,787	194,338	213,427
Skilled Farm, Fishery, Wildlife and Related Workers	270,856	154,812	116,033	1,466,542	637,645	828,846	2,220,814	878,458	1,342,297
Craft and Related Trades Workers	8,289	5,898	2,391	144,426	114,961	29,456	361,410	290,121	71,277
Plant and Machine Operators and Assemblers	4,910	4,394	516	105,805	99,934	5,867	301,507	287,441	14,058
Elementary Occupations	52,328	23,828	28,500	505,615	224,910	280,677	955,569	460,312	495,219
Other	1	-	1	3,742	3,264	477	9,994	8,609	1,384

Similarly, as shown in Figure 4.3, the employed youth population age 18-34 years who were in skilled farm, fishery, wildlife and related workers was 44.2 per cent while those in the elementary occupations was 17.5 per cent.

Figure 4.3: Distribution of Employed Youth Population 18-34 by Activity Status



Distribution of employed youth by economic activity (industry), sex and age group is presented in Table 4.12. The data presented shows employed youth in 18-34 years were mainly engaged in agriculture; other service activities; wholesale and retail trade; repair of motor vehicles and motorcycles; accommodation and food service activities; transportation and storage; and construction.

Table 4.12: Distribution of Employed Youth Population by Economic Activity (Industry), Sex and Age Group

Economic Activity (Industry)	Total			Male			Female		
	15-17	18-24	25-34	15-17	18-24	25-34	15-17	18-24	25-34
Total	369,991	2,839,402	5,494,464	202,787	1,334,602	2,689,990	167,204	1,504,800	2,804,474
Agriculture	328,973	1,745,914	2,627,856	181,674	744,360	1,023,629	147,299	1,001,554	1,604,227
Mining and quarrying	748	10,993	29,021	568	9,493	24,895	180	1,500	4,126
Manufacturing	908	37,481	104,881	562	24,254	68,884	346	13,227	35,997
Electricity gas steam and air conditioning supply	246	12,290	39,357	210	10,568	35,087	36	1,722	4,270
Water supply; sewerage waste management and remediation activities	190	5,682	15,660	136	4,179	11,470	54	1,503	4,190
Construction	2,003	66,698	190,944	1,899	63,240	181,062	104	3,458	9,882
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,713	105,215	253,761	1,973	53,827	122,488	1,740	51,388	131,273
Transportation and storage	1,538	64,892	202,560	1,423	61,669	193,293	115	3,223	9,267
Accommodation and food service activities	2,180	75,800	155,464	702	26,640	58,401	1,478	49,160	97,063
Information and communication	116	12,627	39,021	53	6,663	24,746	63	5,964	14,275
Financial and insurance activities	297	16,574	70,181	110	5,940	33,984	187	10,634	36,197
Real estate activities	318	6,617	19,458	160	3,518	11,351	158	3,099	8,107
Professional scientific and technical activities	368	16,793	68,918	201	8,541	39,298	167	8,252	29,620
Administrative and support service activities	313	22,028	72,269	129	11,149	39,373	184	10,879	32,896
Public administration and defense; compulsory social security	126	16,192	68,403	85	12,354	53,786	41	3,838	14,617
Education	898	28,111	139,635	367	9,652	60,212	531	18,459	79,423
Human health and social work activities	380	18,792	76,410	140	6,264	31,187	240	12,528	45,223
Arts entertainment and recreation	388	17,797	39,910	175	9,128	21,307	213	8,669	18,603
Other service activities	22,997	512,029	1,208,977	11,122	247,078	624,601	11,875	264,951	584,376
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	3,153	41,971	57,565	1,030	13,441	22,163	2,123	28,530	35,402
Activities of extraterritorial organizations and bodies	138	4,906	14,213	68	2,644	8,773	70	2,262	5,440

Table 4.13 presents the youth employment to population ratio by residence, sex and age group. Nationally, the youth employment to population ratio for those in the age cohort of 15-24 years was 33.3 per cent. The youth employment to population ratio for the youth age 15-24 years in the rural areas was higher (34.6%) compared to 30.3 per cent in urban areas. The youth employment to population ratio for the youth age 18-34 years was 61.2 per cent.

Table 4.13: Youth Employment to Population Ratio by Residence, Sex and Age Group

Age Group	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15 - 17	11.0	11.8	10.2	12.8	13.7	11.7	5.4	5.1	5.5
18 - 24	45.2	44.0	46.2	48.7	44.9	52.4	39.0	42.2	36.4
25 - 34	74.9	77.5	72.7	80.2	78.6	81.7	68.0	76.1	60.4
15 - 24	33.3	32.4	34.1	34.6	32.5	36.9	30.3	32.2	28.8
18 - 34	61.2	61.9	60.6	64.7	61.4	67.8	55.8	62.5	50.0

Distribution of unemployed youth population by residence, sex and age group is presented in Table 4.14. The data shows that the number of unemployed youth age 15-24 years was 897,781, representing 33.1 per cent of the total unemployed population. The unemployed youth age 15-24 years who were living in the rural areas were slightly more than those living in the urban areas. The unemployed youth age 18-34 years were 1,750,366, accounting for 64.5 per cent of the total unemployed population. Majority of the unemployed youth were males.

Table 4.14: Distribution of Unemployed Youth Population by Residence, Sex and Age Group

Age Group	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15-17	137,298	80,227	57,071	96,700	58,897	37,803	40,598	21,330	19,268
18-24	760,483	398,900	361,583	365,768	213,539	152,229	394,715	185,361	209,354
25-34	989,883	554,583	435,300	450,014	280,005	170,009	539,869	274,578	265,291

Table 4.15 shows the distribution of unemployed youth by age group, sex, residence and county. The data presented indicate that Nairobi City, Garissa, Turkana, Kiambu and Mombasa counties recorded the highest proportion of unemployed youth age 15-24 years. Lamu, Tharaka-Nithi, Nyandarua, Vihiga and Nyamira counties recorded the lowest proportion of the unemployed youth age 15-24 years.

The highest proportion of unemployed youth age 18-34 years were recorded in Nairobi City, Kiambu, Mombasa, Garissa and Turkana counties.

Table 4.15: Distribution of Unemployed Youth Population by Age Group, Sex, Residence and County

Residence/ County	15-24			18-34		
	Total	Male	Female	Total	Male	Female
Kenya	897,781	479,127	418,654	1,750,366	953,483	796,883
Rural	462,468	272,436	190,032	815,782	493,544	322,238
Urban	435,313	206,691	228,622	934,584	459,939	474,645
County						
Mombasa	43,020	21,367	21,653	96,020	50,107	45,913
Kwale	13,893	8,136	5,757	28,639	17,551	11,088
Kilifi	24,764	13,979	10,785	52,255	30,321	21,934
Tana River	8,941	4,940	4,001	15,224	8,885	6,339
Lamu	2,264	1,402	862	4,342	2,842	1,500
Taita-Taveta	5,101	3,036	2,065	10,338	6,286	4,052
Garissa	75,693	44,599	31,094	94,050	53,571	40,479
Wajir	49,620	28,759	20,861	62,717	35,354	27,363
Mandera	44,635	25,345	19,290	53,915	31,625	22,290
Marsabit	21,044	13,023	8,021	28,293	17,742	10,551
Isiolo	10,400	6,444	3,956	16,616	10,390	6,226
Meru	24,047	14,123	9,924	49,797	30,249	19,548
Tharaka-Nithi	3,739	2,131	1,608	8,911	5,401	3,510
Embu	5,891	3,601	2,290	13,133	8,324	4,809
Kitui	9,530	5,326	4,204	19,922	11,834	8,088
Machakos	22,275	12,428	9,847	51,427	30,418	21,009
Makueni	9,191	5,430	3,761	20,797	13,040	7,757
Nyandarua	3,852	2,239	1,613	7,411	4,491	2,920
Nyeri	7,200	3,927	3,273	15,886	9,188	6,698
Kirinyaga	5,082	2,791	2,291	11,385	6,529	4,856
Murang'a	10,364	6,294	4,070	21,552	13,583	7,969
Kiambu	50,927	25,550	25,377	114,313	59,328	54,985
Turkana	60,831	34,173	26,658	87,475	47,596	39,879
West Pokot	6,857	3,431	3,426	13,196	6,991	6,205
Samburu	5,911	3,286	2,625	8,934	4,990	3,944
Trans Nzoia	11,063	5,829	5,234	25,078	14,021	11,057
Uasin Gishu	19,610	9,694	9,916	48,634	25,803	22,831
Elgeyo-Marakwet	4,856	3,019	1,837	11,193	7,151	4,042
Nandi	7,577	4,168	3,409	18,454	10,764	7,690
Baringo	11,422	6,634	4,788	20,357	11,877	8,480
Laikipia	7,047	3,944	3,103	13,999	7,819	6,180
Nakuru	31,285	16,730	14,555	66,878	36,396	30,482
Narok	8,723	4,896	3,827	17,193	9,926	7,267
Kajiado	24,804	11,079	13,725	55,691	26,370	29,321
Kericho	7,725	4,209	3,516	17,607	10,381	7,226
Bomet	6,631	3,764	2,867	14,517	8,767	5,750
Kakamega	14,681	7,939	6,742	33,323	19,122	14,201
Vihiga	4,128	2,308	1,820	9,752	5,707	4,045
Bungoma	12,699	6,814	5,885	28,891	16,939	11,952
Busia	7,274	3,715	3,559	15,611	8,516	7,095
Siaya	7,019	3,422	3,597	15,938	8,410	7,528
Kisumu	15,568	7,319	8,249	36,575	18,478	18,097
Homabay	8,411	3,981	4,430	19,945	10,480	9,465
Migori	11,110	5,499	5,611	23,752	12,815	10,937
Kisii	11,712	6,210	5,502	28,555	16,230	12,325
Nyamira	4,835	2,688	2,147	12,124	7,135	4,989
Nairobi City	134,529	59,506	75,023	309,751	143,740	166,011

Table 4.16 presents the distribution of unemployed youth by highest level of education completed, age group and sex. The data presented shows that majority (29.6%) of youths age 15-24 years who were unemployed in 2019 had secondary education. The unemployed youth age 15-24 years who

had completed middle level college education and university education were 10.1 per cent and 5.9 per cent, respectively.

Table 4.16: Distribution of Unemployed Youth Population by Highest Level of Education Completed, Age Group and Sex

Age Group / Sex	Total	Primary Education	Secondary Education	Middle Level College/ Technical and Vocational Training (TVET) Education	University Education	Other Education	None/ Never Attended	Not Stated/ Don't Know
Total	1,887,664	23.3	29.6	10.1	5.9	1.2	27.2	2.8
15 - 17	137,298	15.1	5.4	0.0	0.0	1.1	73.0	5.5
18 - 24	760,483	21.3	37.4	8.3	4.4	1.0	25.0	2.5
25 - 34	989,883	25.9	27.0	12.9	7.8	1.3	22.6	2.6
Male	1,033,710	23.9	29.4	8.5	6.0	1.2	28.0	2.9
15 - 17	80,227	14.4	4.2	0.0	0.0	1.1	74.9	5.4
18 - 24	398,900	22.7	36.6	6.3	4.0	1.1	26.7	2.6
25 - 34	554,583	26.1	27.9	11.3	8.3	1.3	22.2	2.7
Female	853,954	22.5	29.8	12.1	5.7	1.1	26.2	2.6
15 - 17	57,071	15.9	7.0	0.0	-	1.0	70.3	5.7
18 - 24	361,583	19.8	38.2	10.5	4.9	0.9	23.2	2.4
25 - 34	435,300	25.7	25.8	15.0	7.0	1.3	23.0	2.3

Table 4.17a presents the distribution of unemployed youth by job search status, age group and residence. Of the unemployed youth age 15-24 years, 62.1 per cent indicated that there was no work available, 19.4 per cent had sought work and took action, 11.6 per cent sought work but did not take action while 6.9 per cent were awaiting to start work. For the unemployed youth age 18-34 years, 5.9 per cent were waiting to start work while 58.3 per cent indicated that there was no work available. Majority (54.4%) of youth population age 18-24 years who indicated there is no work available were living in urban areas.

Table 4.17b presents the distribution of unemployed youth by job search status, age group and sex. Male population age 25-34 years who sought work and took action were 63.5 per cent. Female population age 18-24 years who indicated that there is no work available were 52.2 per cent.

Table 4.17a: Distribution of Unemployed Youth Population by Job Search Status, Age Group and Residence

Age Group/ Residence	Total	Future Starters	Seeking Work – Action Taken	Seeking Work – Action Not Taken	No Work Available
Total					
15 - 17	137,298	9,808	7,894	8,249	111,347
18 - 24	760,483	52,331	165,930	96,074	446,148
25 - 34	989,883	50,554	245,185	120,543	573,601
Rural					
15 - 17	96,700	8,132	4,841	6,228	77,499
18 - 24	365,768	35,119	68,908	58,209	203,532
25 - 34	450,014	32,271	99,865	72,512	245,366
Urban					
15 - 17	40,598	1,676	3,053	2,021	33,848
18 - 24	394,715	17,212	97,022	37,865	242,616
25 - 34	539,869	18,283	145,320	48,031	328,235

Table 4.17b: Distribution of Unemployed Youth Population by Job Search Status, Age Group and Sex

Age Group/ Sex	Total	Future Starters	Seeking Work – Action Taken	Seeking Work – Action Not Taken	No Work Available
Total					
15 - 17	137,298	9,808	7,894	8,249	111,347
18 - 24	760,483	52,331	165,930	96,074	446,148
25 - 34	989,883	50,554	245,185	120,543	573,601
Male					
15 - 17	80,227	6,196	5,281	5,405	63,345
18 - 24	398,900	31,337	97,476	56,638	213,449
25 - 34	554,583	33,611	155,580	77,485	287,907
Female					
15 - 17	57,071	3,612	2,613	2,844	48,002
18 - 24	361,583	20,994	68,454	39,436	232,699
25 - 34	435,300	16,943	89,605	43,058	285,694

Youth unemployment rates by residence, sex and age group are presented in Table 4.18. Unemployment rates for youth age 15-24 years was 21.9 per cent. In 2019, the unemployment rate for youth age 25-34 years was 15.3 per cent with slightly more young males (17.1%) being unemployed than females (13.4%). The unemployment rate for the youth age 25-34 years was higher in urban areas (20.0%) than in the rural areas (11.9%). The implication is that young persons living in urban areas are more likely to be unemployed than those living in the rural areas.

The unemployment rate for the youth age 18-24 years was 21.1 per cent. Young males in this youth cohort still bore a higher brunt of unemployment at 23.0 per cent compared to 19.4 per cent for females.

Table 4.18: Youth Unemployment Rates by Residence, Sex and Age Group

Age Group	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
15 - 17	27.1	28.3	25.4	22.8	24.3	20.8	48.9	52.2	45.7
18 - 24	21.1	23.0	19.4	15.8	19.1	12.7	30.7	30.0	31.4
25 - 34	15.3	17.1	13.4	11.9	15.5	8.6	20.0	19.1	21.2
15 - 24	21.9	23.8	20.0	16.9	20.1	13.8	31.8	31.4	32.2
18 - 34	17.4	19.2	15.6	13.4	16.9	10.1	23.5	22.4	24.7

Table 4.19 presents the distribution of underemployed youth population by highest level of education completed, age group and sex. Majority (37.9%) of these youths age 15-34 years had completed primary education while 27.1 per cent had completed secondary education. The youth age 15-34 years with no education constituted 21.6 per cent of the total underemployed youth population. Majority of the underemployed youths age 15-34 years were females.

Table 4.19: Distribution of Underemployed Youth Population by Highest Level of Education Completed, Age Group and Sex

Age Group / Sex	Middle Level College/ Technical and Vocational Training (TVET) University Education Other Education None/ Never Attended Not Stated/ Don't Know							
	Total	Primary Education	Secondary Education	Education	Education	Education	Attended	Know
Total	1,756,972	37.9	27.1	7.1	2.8	2.2	21.6	1.4
15 - 17	117,798	31.5	11.2	0.0	-	2.0	53.1	2.3
18 - 24	611,337	34.1	34.7	5.1	1.8	1.9	21.1	1.3
25 - 34	1,027,837	40.9	24.3	9.1	3.8	2.3	18.3	1.3
Male	708,879	33.2	27.7	7.6	4.0	2.1	23.6	1.8
15 - 17	60,850	29.6	9.4	0.0	-	1.8	56.9	2.4
18 - 24	242,408	31.0	33.9	4.9	2.2	2.0	24.4	1.7
25 - 34	405,621	35.0	26.7	10.4	5.7	2.2	18.2	1.7
Female	1,048,093	41.1	26.6	6.7	2.0	2.2	20.2	1.1
15 - 17	56,948	33.7	13.1	0.0	-	2.1	49.0	2.2
18 - 24	368,929	36.1	35.2	5.3	1.5	1.9	18.9	1.1
25 - 34	622,216	44.7	22.8	8.2	2.5	2.4	18.4	1.0

Labour force participation rates for youth population by sex residence and age group are presented in Table 4.20. The LFPR for youth population age 15-24 years was 42.6 per cent. The LFPR for population age 15-24 years in urban areas was 44.5 per cent higher than that reported in rural areas at 41.7 per cent. The LFPR for young people in the age cohorts of 18-34 years was 74.0 per cent. Male youth in 18-34 age group had a slightly higher participation rate (76.5%) compared to females (71.8%).

Table 4.20: Labour Force Participation Rates for Youth Population by Sex, Residence and Age Group

Age Group/ Residence	Population Age 15-34 Years			Labour Force Age 15-34 Years			Labour Force Participation Rates		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total									
15 - 17	3,361,448	1,715,248	1,646,200	507,289	283,014	224,275	15.1	16.5	13.6
18 - 24	6,288,668	3,033,138	3,255,530	3,599,885	1,733,502	1,866,383	57.2	57.2	57.3
25 - 34	7,332,211	3,472,389	3,859,822	6,484,347	3,244,573	3,239,774	88.4	93.4	83.9
Rural									
15 - 24	9,650,116	4,748,386	4,901,730	4,107,174	2,016,516	2,090,658	42.6	42.5	42.7
18 - 34	13,620,879	6,505,527	7,115,352	10,084,232	4,978,075	5,106,157	74.0	76.5	71.8
Urban									
15 - 17	2,568,490	1,335,963	1,232,527	424,256	242,157	182,099	16.5	18.1	14.8
18 - 24	4,006,510	2,010,424	1,996,086	2,315,357	1,116,402	1,198,955	57.8	55.5	60.1
25 - 34	4,164,209	1,940,603	2,223,606	3,790,718	1,805,008	1,985,710	91.0	93.0	89.3
15 - 24	6,575,000	3,346,387	3,228,613	2,739,613	1,358,559	1,381,054	41.7	40.6	42.8
18 - 34	8,170,719	3,951,027	4,219,692	6,106,075	2,921,410	3,184,665	74.7	73.9	75.5
Urban									
15 - 17	792,870	379,285	413,585	83,033	40,857	42,176	10.5	10.8	10.2
18 - 24	2,281,912	1,022,714	1,259,198	1,284,528	617,100	667,428	56.3	60.3	53.0
25 - 34	3,167,723	1,531,786	1,635,937	2,693,629	1,439,565	1,254,064	85.0	94.0	76.7
15 - 24	3,074,782	1,401,999	1,672,783	1,367,561	657,957	709,604	44.5	46.9	42.4
18 - 34	5,449,635	2,554,500	2,895,135	3,978,157	2,056,665	1,921,492	73.0	80.5	66.4

Chapter 5: Working Population Age 65+

Older workers participate in the same labour market as their younger counterparts. The laws of a market economy apply to them, and they are subject to the same competition for jobs as all others. However, older workers are often declared redundant faster or laid off from labour markets compared to their younger colleagues.

5.1. Employed Population Age 65+ years

Table 5.1 shows employed population age 65+ by gender and residence for the years 2009 and 2019. The data presented in Table 5.1 shows that the population of persons age 65 years and above increased from 1.3 million in 2009 to 1.9 million in 2019, representing an increase of 46.2 per cent. Majority (90.3%) of the older workers were in the rural areas with 9.7 per cent being in the urban areas. Older female workers accounted for 54.5 per cent of the working population age 65+ years. The employment to population ratio for the older workers increased to 81.6 per cent in 2019 from 66.7 per cent in 2009.

Table 5.1: Employed Population Age 65+ by Sex and Residence, 2009 – 2019

Gender/ Residence	2009			2019		
	Population 65+	Employed 65+	Employment Rate (%)	Population 65+	Employed 65+	Employment Rate (%)
Kenya	1,329,404	886,850	66.7	1,859,690	1,518,340	81.6
Men	600,675	442,256	73.6	819,843	690,759	84.3
Women	728,729	444,594	61	1,039,847	827,581	79.6
Rural	1,070,298	736,293	68.8	1,591,948	1,370,237	86.1
Urban	259,106	150,557	58.1	267,783	148,136	55.3

5.2. Employment status for Population Age 65+ Years by Activity Status

Figure 5.1 shows that employment status of the population age 65+ years by sex. The data presented in Figure 5.1 show 39.1 per cent of the employed population age 65+ years worked as paid employee followed by those who worked as contributing family and own account worker at 29.7 and 25.2 per cent, respectively. In 2009 KPHC, out of employed population age 65+ years, paid employees were 10.3 per cent, those employed in own family business were 13.5 per cent, those employed in own family agriculture holding were 75.3 per cent while those who were volunteers/interns were 0.9 per cent.

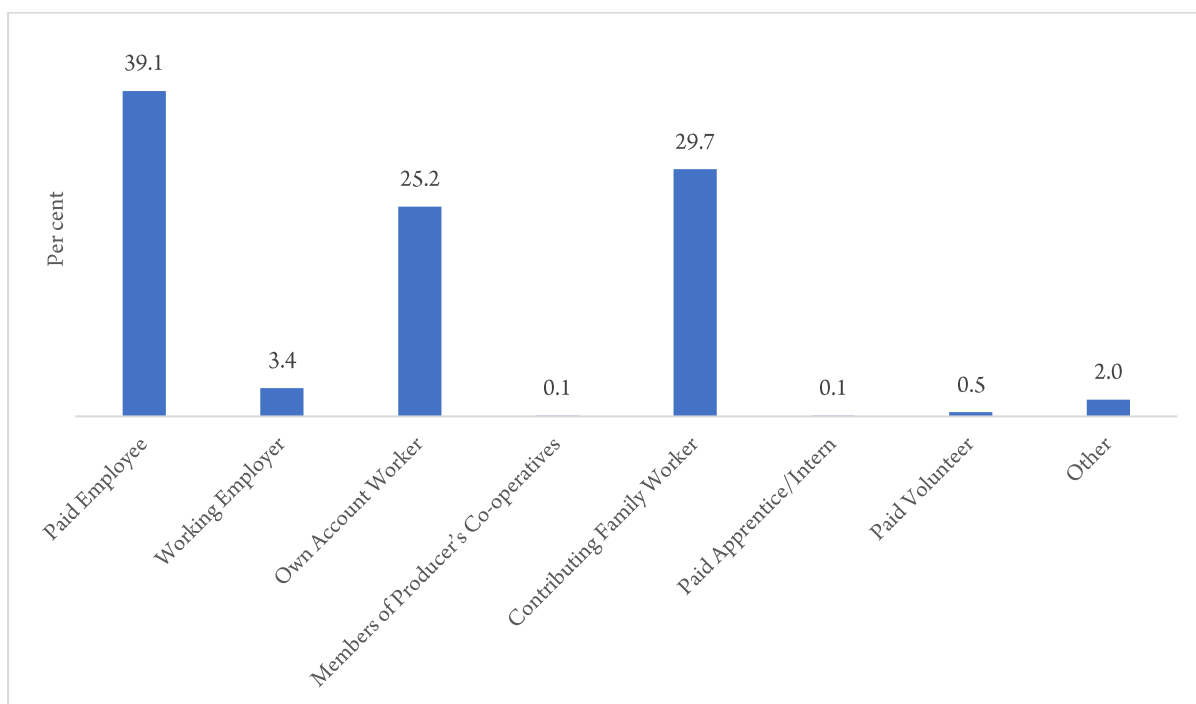


Figure 5.1: Employment Status of Population Age 65+ years

Figure 5.2 shows the percentage distribution by activity status of the population age 65+ years and sex. Overall, the older population has a higher participation rate than average. The data presented suggests that older male workers are more likely to be in employment compared to females.

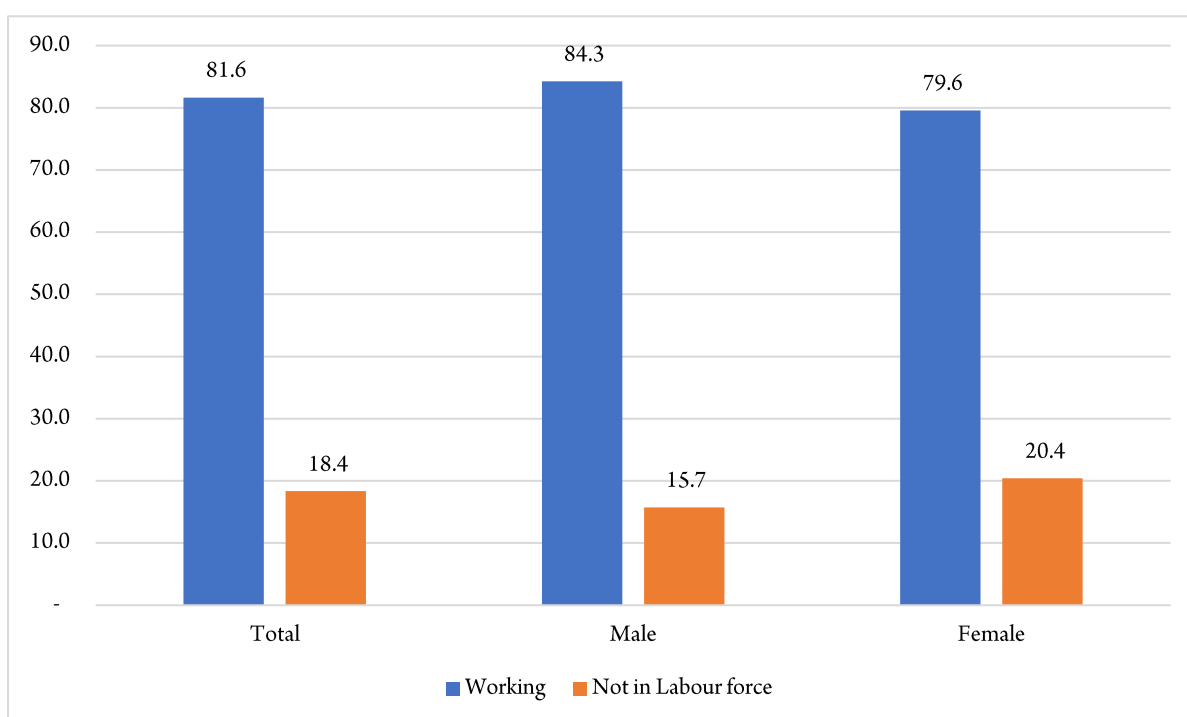


Figure 5.2: Percentage Distribution by Activity Status of the Population Age 65+ Years and Sex

Chapter 6-Conclusion and Recommendations

This chapter presents a summary of the findings of the labour characteristics from the 2019 Census, a broad outline of the youth employment problem and an outline of policy implications of the findings.

6.1. Findings

6.1.1. Working Age Population

The trend analysis of the 2009 and 2019 Censuses shows that the working age population grew faster than the labour force. In absolute terms, population aged 15-64 increased from 20.6 million to 26.9 million while overall labour force increased from 15.8 million to 19.7 million. Changes in the size of the working-age population can significantly impact the labour market and the economy. A growing working-age population provides opportunities for economic growth while at the same time creating challenges for job creation and integration of new labour market entrants.

6.1.2. Economically Active Population

Out of 41.2 million aged 5 and above, the active population was 22.2 million of whom 19.5 million were working and 2.7 million unemployed. The youth age 18 to 34 years constituted 45.2 per cent while children age 5 to 17 years accounted for 6.6 per cent of the active population. An estimated 18.9 million persons age 5 years and above were not in labour force in 2019. Women accounted for a higher share of the not in labour force population age 5 and above at 52.2 per cent.

6.1.3. Persons with Disability

The total number of persons with disability stood at 916.7 thousand of whom 53.5 per cent were of working age. Children living with disability age 5 to 17 years were 153.8 thousand while those age 65 years and above were 309.9 thousand. About 629.4 thousand of persons with disability were reported as being in employment while 15,105 were unemployed.

6.1.4. Employed Population

The total number of persons age 15-64 years who reported to be working in 2019 were 17.0 million, an increase of 19.7 per cent from 14.2 million employed persons reported in 2009 Census. There was gender parity in employment with the number of males and females employed each being 8.5 million. The total number of employed persons residing in rural areas was 11.5 million with females accounting for 52.2 per cent. The total number of employed population in the urban areas was estimated at 5.5 million of which males accounted for 54.6 per cent. Nairobi City County reported the highest proportion of the employed population at 10.4 per cent. Majority of employed population had completed secondary education level at 28.2 per cent. Those with no education was found to be 2.3 million representing 13.6 per cent of total employed population. Nationally, the average working hours of all employed persons was 45.3 hours per week.

Employment to population ratio for the working age population was 63.4 per cent. Males had a higher employment to population ratio of 64.3 per cent compared to 62.6 per cent for females.

6.1.5. Unemployed Population

The deepening unemployment crisis remains a major concern to the Government. In 2019 the total number of unemployed persons were 2.7 million in 2019 compared to the 1.5 million unemployed persons reported in 2009. In 2019, the unemployment rate in Kenya stood at 13.7 per cent compared to 9.7 per cent in 2009. A greater proportion of male labour force (15.4%) was unemployed than for the female labour force (12.0%) and that the incidence of unemployment was higher in the urban areas (19.8%) than in the rural areas (10.5%). Majority of the unemployed population had no education at 29.0 per cent, while 26.6 per cent had completed secondary level. Those who had completed middle level college education and university education experienced unemployment rates of 9.0 and 4.8 per cent, respectively. Of the unemployed people 61.0 per cent indicated that there was no work available.

6.1.6. Underemployment

The time-related visible underemployment in 2019 stood at 3.4 million persons with females comprising 58.9 per cent. About 24.9 per cent of underemployed persons worked for an average of 6 to 9 hours per week. The proportion of underemployed persons to the employed population was 19.8 per cent. Underemployment rate was higher in rural areas at 23.5 per cent compared to 12.2 per cent in urban areas. Overall females have a higher underemployment rate at 23.3 per cent compared to the 16.4 per cent for males.

6.1.7. Labour Force Participation Rates

The labour force participation rate stood at 73.5 per cent in 2019 compared to 76.7 percent in 2009. The participation rates were higher (76.0%) for males compared to females (71.1%). The LFPR for males were in all instances higher than those of females in all age groups with largest variation being for those in the 25-29 years' cohort. In the urban areas, the LFPR for males was higher (80.3%) than that of females (66.1%). Participation rates for population with middle level college and university education were 80.9 per cent and 80.3 per cent, respectively. Population with no education had a participation rate of 86.7 per cent while those with adult education had a rate of 20.4 per cent.

6.1.8. Youth Population (18-34 years)

In 2019, the working youth (based on the Kenyan definition of youth) age 18-34 years were 8.3 million, 51.7 per cent of whom were females. This youth cohort accounted for 48.9 per cent of the working age population, signalling the critical role that the youth play in income generation, livelihood, and economic growth. The youth employment to population ratio for the youth age 18-34 years was 61.2 per cent. The unemployed youth age 18-34 years were 1,750,366, accounting for 64.5 per cent of the total unemployed population. The unemployment rate for the youth age

25-34 years was higher in urban areas (20.0%) than in the rural areas (11.9%). The implication is that young persons living in urban areas are more likely to be unemployed than those living in the rural areas. The labour force participation rate for young people in the age cohorts of 18-34 years was 74.0 per cent. Male youth in 18-34 age group had a slightly higher participation rate (76.5%) compared to females (71.8%).

6.1.9. Working Children (5-17 years)

Out of 15.9 million children aged 5-17, 1.34 million were working with boys accounting for 53.5 per cent. Working children age 5-9 years accounted for 40.5 per cent of the total population of working children. Incidence of working children is higher in the rural areas (91.8%) compared to urban areas (8.2%). Majority of children (1.03 million) who were working had never attended school. The proportion of working children is high in households where parent's education attainment is not higher than secondary level education. Out of 1.34 million children who were working, 31,580 were disabled. Majority (89.8%) of the working children with disability were in the rural areas.

6.1.10. Working Population 65+ years

The employed population 65+ years was 1,518,340 compared to 886,850 in 2009. Majority (90.3%) of the older workers were in the rural areas with a paltry 9.7 per cent being in the urban areas. Older female workers accounted for 54.5 per cent of the working population age 65+ years. The employment to population ratio for the older workers increased to 81.6 per cent in 2019 from 66.7 per cent in 2009.

6.2. Conclusion

The Government has many current and past policies bearing on employment creation. However, youth employment is a major challenge facing the country and is closely related to the more general, qualitative and quantitative employment situation in the country. Unless productive employment is at the heart of macroeconomic and social policies and the aggregate demand for labour is expanding, it is not possible to have successful programmes to integrate disadvantaged young people into the labour market. The age-specific difficulties that young women and men face include lack of employment experience; mismatch between youth skills and aspirations and labour market demand and realities; and constraints on self-employment and entrepreneurship development. It is, therefore, critical that the national development framework adopt a comprehensive, rights-based approach to the issues of young people, especially related to productive and decent employment.

To address this, the 2019 Labour Monograph provides information on youth unemployment rates and employment-to-population ratios, status of employment, among others, which are important labour market indicators. The information provided should assist the Government to address issues related to youth unemployment, underemployment, and child labour (working children). Other information in this monograph includes education characteristics of the employed and

unemployed, gender differences in labour force behaviour, age cohorts, data on PWDs and working children, among other indicators. This will assist the Government to update the existing policies on employment especially for the youth and working children (child labour) and the interplay of these factors (indicators) in the labour market.

6.3. Recommendations

The 2019 Census did not include much information on Labour migration. There is need to collect labour migration information in the future surveys. Statistical information needed on labour migrants' characteristics over time include: demographic and socio-economic characteristics; share of labour migrants in the total work force; occupations and skills; economic sectors; status in employment; working conditions (working hours, wages, resting period, and other contractual conditions etc.); social security coverage; emerging changes in existing and new flows; causes of labour migration ; contribution to/impact of labour migration on sending and receiving countries (labour markets, remittances, share of GDP, job creation, poverty reduction, human development etc.)

The labour migration statistics are needed, not only for informing policy debates at the national, regional, and international levels, but also for formulating, implementing, and evaluating labour migration policies which address the real effects of migration on labour markets and national development.

Census results show that Kenya has a youthful population and that unemployment rate among the youth is high particularly for those in urban areas. This therefore requires policies geared towards providing the youth with more opportunities for employment. These policies should encourage youth, especially those with middle level college and university education, to engage in entrepreneurship.

In order to fill the data gaps in labour statistics, there is need to conduct a detailed labour force survey. Furthermore, this will provide information to help understand the phenomenon of working children and those who might be involved in child labour and worst forms of child labour.

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Appendix A: 2019 KPHC Questionnaires

(STRICTLY CONFIDENTIAL)



Population and Housing Census - 24th/25th August 2019

The Statistics Act 2006

Serial No. of continuation form:



Republic of Kenya

POPULATION AND HOUSING CENSUS 24TH/25TH AUGUST 2019



Statistics Act 2006

STRICTLY CONFIDENTIAL

HOTEL/LODGE RESIDENTS, HOSPITAL IN-PATIENTS, PRISON/POLICE CELLS AND SCHOOLS/CHILDREN HOMES

County=		Sub-County=		Division=		Location=		Sub-Location=		E.A. Number	
E.A. Type=		E.A. Status=		Constituency=		Ward=		Males =		Females =	
Total Population =											
Type of Institution: Hotel/Lodge Residents ☐		Hospital In-patients ☐		Prison/Police Cells ☐		Schools/learning institution ☐					
Name of Institution:.....											

Line Number (SQ01)	Name (SQ02)	Sex (SQ03)	Age (SQ04)	Country/ Country of Birth (SQ05)	Nationality/ Ethnicity (SQ07)
Illustration	What are the names of all persons who spent the night of 24th/25th August, 2019 in this institution? (Record two names for each person.) <i>An illustration of how to write the names is shown below.</i>	What is <NAME>'s sex? 1=Male 2=Female 3=Other	How old is <NAME>? <i>(Record age in completed years using two digits. If under 1 year, record '00'. If 95 years and above, code '95'.)</i>	What is <NAME>'s country/ county of birth?	What is <NAME>'s Nationality/Ethnicity?
0 1	JOHN MOGAKA				
0 1					
0 2					
0 3					
0 4					
0 5					
0 6					
0 7					
0 8					
0 9					
1 0					



REPUBLIC OF KENYA



CONFIDENTIAL

REPUBLIC OF KENYA

POPULATION AND HOUSING CENSUS 24th /25th AUGUST 2019 SHORT QUESTIONNAIRE FOR EMIGRANTS

E-01: Serial No.	E-01(a): Line No. of Respondent	E-02: Name of Emigrant Please give me the name(s) of the emigrant(s)?	E-03: Sex What is <NAME>'s Sex? Male=1 Female=2	E-04: Age How old was <NAME> at the time of his/her departure?	E-05: Level of Education What was the highest level of education that <NAME> had completed at the time of his/her departure?	E-06: Professional training What professional training had <NAME> acquired before departure from Kenya? (Applicable to persons age 15 years & above)	E-07: Country of first Destination What was <NAME>'s country of first destination during his/her departure?	E-08: Year of Departure When did <NAME> depart from Kenya?	E-09: Main reason for Departure What was the main reason for <NAME> departing from Kenya?	E-10: Country of current residence What is the current country of residence of <NAME>?	E-10a: Select the Name of the Emigrant if currently in Kenya.	E-11: Remittances Did <NAME> remit money to any member of this household while outside Kenya in the last 12 months? Yes= 1 No= 2 DK= 9	E-12: Utilization of funds How was the money utilized? (Allow for maximum of 3 responses)
1													
2													
3													
4													
5													
6													
7													
8													



POPULATION AND HOUSING CENSUS 24TH/25TH AUGUST 2019



Republic of Kenya

TRAVELLERS AND PERSONS ON TRANSIT

[illegible]



REPUBLIC OF KENYA



POPULATION AND HOUSING CENSUS 24th /25th AUGUST 2019

CONFIDENTIAL

SHORT QUESTIONNAIRE FOR STREET PERSONS/OUTDOOR SLEEPERS/VAGRANTS

County Sub-county Division

Location Sub-Location EA Number

Constituency Ward

Name of the street.....Code.....

Line /NO	Name (List at least two names)	SEX 1. Male 2. Female 3. Other 4. Not Stated	AGE in Completed years	COUNTRY/ COUNTRY OF BIRTH	ETHNICITY/ NATIONALITY <i>What is <N/AME>'s Nationality/Ethnicity?</i>
1					
2					
3					
4					
5					
6					
7					
8					

TOTAL: MALES _____ FEMALES _____ OTHER _____ UNSPECIFIED SEX _____ TOTAL _____

Appendix B: Tables based on the New Labour force framework

Appendix B1: Distribution of Employed Population Age 15-64 by Sex, Residence and County

	Total	Male	Female	Intersex
Total	15,386,557	7,793,639	7,592,430	488
Rural	9,952,411	4,810,075	5,142,098	238
Urban	5,434,146	2,983,564	2,450,332	250
County				
Mombasa	405,490	242,254	163,227	9
Kwale	255,464	121,495	133,964	5
Kilifi	427,234	203,030	224,197	7
Tana River	77,718	39,302	38,416	-
Lamu	45,689	26,996	18,693	-
Taita-Taveta	123,524	64,914	58,607	3
Garissa	153,280	86,756	66,517	7
Wajir	162,990	86,123	76,849	18
Mandera	163,360	83,540	79,814	6
Marsabit	105,796	57,147	48,646	3
Isiolo	70,695	38,319	32,375	1
Meru	535,711	270,958	264,746	7
Tharaka-Nithi	143,478	70,184	73,290	4
Embu	233,144	117,777	115,355	12
Kitui	378,135	174,148	203,978	9
Machakos	554,399	284,673	269,716	10
Makueni	357,968	174,014	183,946	8
Nyandarua	205,799	105,214	100,576	9
Nyeri	284,513	143,815	140,687	11
Kirinyaga	245,284	122,713	122,556	15
Murang'a	386,024	197,143	188,866	15
Kiambu	979,643	518,303	461,278	62
Turkana	193,384	103,027	90,353	4
West Pokot	162,591	76,499	86,089	3
Samburu	91,651	45,424	46,226	1
Trans Nzoia	289,019	142,035	146,979	5
Uasin Gishu	389,439	201,662	187,765	12
Elgeyo-Marakwet	132,398	64,652	67,744	2
Nandi	296,277	143,817	152,450	10
Baringo	191,431	94,289	97,140	2
Laikipia	177,201	90,305	86,891	5
Nakuru	745,690	386,001	359,652	37
Narok	328,451	158,111	170,326	14
Kajiado	393,279	208,789	184,480	10
Kericho	311,576	154,188	157,375	13
Bomet	285,680	136,336	149,339	5
Kakamega	564,021	260,954	303,060	7
Vihiga	185,510	86,259	99,248	3
Bungoma	480,489	223,857	256,628	4
Busia	263,496	121,289	142,203	4
Siaya	306,082	141,771	164,301	10
Kisumu	361,438	179,780	181,643	15
Homabay	316,607	143,162	173,437	8
Migori	306,677	141,041	165,628	8
Kisii	380,694	176,834	203,854	6
Nyamira	179,560	83,958	95,600	2
Nairobi City	1,758,578	1,000,781	757,720	77

Appendix B2: Employed Population Aged 15-64 by Status in Employment and Education Attainment

	Total	Paid employee – outside household	Paid employee – within household	Working employer	Own account worker	Members of producer's co- operatives	Contributing family worker	Paid Apprentice/in tern	Paid Volunteer	Other
Total	15,386,557	8,063,951	470,335	510,768	2,216,906	15,043	3,711,556	88,274	109,004	200,720
Pre Primary	298,429	142,875	9,090	7,907	39,864	421	90,153	1,112	1,923	5,084
Std 1-4	734,704	359,868	24,918	15,631	93,388	664	222,612	2,439	3,873	11,311
Std 5-8	5,149,089	2,475,305	206,902	153,300	787,186	5,153	1,411,444	21,555	26,017	62,227
Form 1-4	4,342,903	2,233,834	162,227	175,751	723,252	3,892	950,249	24,102	33,667	35,929
Form 5-6	43,111	24,170	998	2,259	7,052	51	7,707	149	457	268
Middle Level/Technical And Vocational Training(Tvet)	1,690,312	1,092,059	28,559	71,741	233,964	866	222,636	16,468	16,786	7,233
Vocational Training	4,046	2,061	173	138	649	7	889	38	42	49
University	840,361	636,383	4,507	32,202	73,392	295	66,608	15,254	9,663	2,057
Adult Education	2,876	1,356	144	94	373	5	798	46	53	7
Madrassa/Duksis	411	203	7	11	54	-	101	4	15	16
None/Never Attended	2,057,053	976,499	23,223	44,770	228,694	3,467	686,851	5,872	14,765	72,912
Not Stated/Dk	223,262	119,338	9,587	6,964	29,038	222	51,508	1,235	1,743	3,627

Appendix B3: Employed Population Aged 15-64 by Education Attainment and Sex

	Total	Male	Female	Intersex
Total	15,386,557	7,793,639	7,592,430	488
Pre Primary	298,429	143,736	154,685	8
Std 1-4	734,704	374,563	360,119	22
Std 5-8	5,149,089	2,498,010	2,650,917	162
Form 1-4	4,342,903	2,334,875	2,007,885	143
Form 5-6	43,111	31,860	11,249	2
Middle Level/Technical And Vocational Training(Tvet)	1,690,312	863,721	826,561	30
Vocational Training	4,046	2,574	1,472	-
University	840,361	505,027	335,307	27
Adult Education	2,876	1,629	1,246	1
Madrassa/Duksis	411	272	139	-
None/Never Attended	2,057,053	901,084	1,155,886	83
Not Stated/Dk	223,262	136,288	86,964	10

Appendix B4: Employed Population Aged 15-64 by Status in Employment and Sex

	Total	Male	Female	Intersex
Total	15,386,557	7,793,639	7,592,430	488
Paid employee – outside household	8,063,951	4,550,027	3,513,650	274
Paid employee – within household	470,335	258,131	212,177	27
Working employer	510,768	245,646	265,109	13
Own account worker	2,216,906	985,139	1,231,699	68
Members of producer's co-operatives	15,043	7,180	7,856	7
Contributing family worker	3,711,556	1,549,256	2,162,219	81
Paid Apprentice/intern	88,274	56,071	32,198	5
Paid Volunteer	109,004	65,168	43,826	10
Other	200,720	77,021	123,696	3

Appendix B5: Distribution of Employed Population Age 15-64 by Status in Employment and Age Cohorts

		Paid employee – outside household	Paid employee – within household	Working employer	Own account worker	Members of producer's co-operatives	Contributing family worker	Paid Apprentice/intern	Paid Volunteer	Other
	Total									
Total	15,386,557	8,063,951	470,335	510,768	2,216,906	15,043	3,711,556	88,274	109,004	200,720
15 - 19	810,152	371,608	29,192	17,818	86,251	1,054	271,408	5,954	4,312	22,555
20 - 24	2,149,541	1,123,241	98,016	55,546	263,767	1,704	520,810	31,741	20,856	33,860
25 - 29	2,529,474	1,407,833	89,000	81,577	357,707	1,810	525,525	20,993	16,016	29,013
30 - 34	2,554,073	1,375,921	78,041	94,212	398,941	2,006	551,944	11,286	14,270	27,452
35 - 39	1,949,703	1,033,258	57,168	76,984	319,170	1,670	422,078	7,709	11,729	19,937
40 - 44	1,672,919	869,442	45,969	63,859	266,141	1,715	390,474	5,173	11,781	18,365
45 - 49	1,332,189	688,132	32,171	47,790	200,616	1,522	332,163	3,818	10,793	15,184
50 - 54	964,425	501,134	19,899	32,557	137,446	1,314	251,768	532	7,891	11,884
55 - 59	816,662	414,200	13,502	23,894	107,485	1,193	238,075	507	6,472	11,334
60 - 64	607,419	279,182	7,377	16,531	79,382	1,055	207,311	561	4,884	11,136

Appendix B6: Distribution of Employed Population Age 15-64 Years by Occupation and Sex

	Total	Male	Female	Intersex
Total	15,386,416	7,793,564	7,592,365	487
1 - Legislators Administrators and Managers	1,191,585	490,740	700,810	35
2 - Professionals	652,032	367,395	284,608	29
3 - Technicians and Associate Professionals	1,163,826	616,342	547,451	33
4 - Secretarial Clerical Services and Related Workers	251,322	94,049	157,269	4
5 - Service Workers Shop and Market Sales Workers	1,023,241	519,755	503,433	53
6 - Skilled Farm Fishery Wildlife and Related Workers	6,647,852	2,833,583	3,814,098	171
7 - Craft and Related Trades Workers	1,015,000	834,385	180,574	41
8 - Plant and Machine Operators and Assemblers	763,785	727,806	35,964	15
9 - Elementary Occupations	2,677,773	1,309,509	1,368,158	106

Appendix B7: Distribution of Employed Population Age 15-64 years by Economic Activity and Sex

	Total	Male	Female	Intersex
Total	15,386,557	7,793,639	7,592,430	488
A - Agriculture	7,894,410	3,304,907	4,589,306	197
B - Mining and quarrying	83,844	71,881	11,960	3
C - Manufacturing	259,803	178,311	81,485	7
D - Electricity gas steam and air conditioning supply	92,534	82,961	9,568	5
E - Water supply; sewerage waste management and remediation activities	44,005	33,106	10,897	2
F - Construction	521,176	498,723	22,422	31
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	675,456	334,979	340,454	23
H - Transportation and storage	505,951	483,819	22,116	16
I - Accommodation and food service activities	387,663	150,241	237,394	28
J - Information and communication	81,210	50,882	30,324	4
K - Financial and insurance activities	154,132	78,972	75,157	3
L - Real estate activities	53,564	33,707	19,856	1
M - Professional scientific and technical activities	174,501	104,041	70,456	4
N - Administrative and support service activities	205,752	120,556	85,188	8
O - Public administration and defense; compulsory social security	173,683	142,460	31,211	12
P - Education	392,997	175,631	217,361	5
Q - Human health and social work activities	182,142	74,905	107,227	10
R - Arts entertainment and recreation	93,391	52,161	41,228	2
S - Other service activities	3,200,164	1,727,545	1,472,502	117
T - Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	171,237	68,726	102,504	7
U - Activities of extraterritorial organizations and bodies	38,942	25,125	13,814	3

Appendix B8: Employed Population Aged 15-64 by Main Employer, Residence and Sex

	Total	Rural				Urban			
		Total	Male	Female	Intersex	Total	Male	Female	Intersex
Total	15,386,557	9,952,411	4,810,075	5,142,098	238	5,434,146	2,983,564	2,450,332	250
National Government	370,232	135,407	107,246	28,159	2	234,825	159,392	75,416	17
State Owned Enterprise/Institution/Parastatals	220,167	90,391	64,984	25,404	3	129,776	80,921	48,843	12
Teachers Service Commission	275,228	182,750	99,756	82,992	2	92,478	40,736	51,740	2
Other constitutional Commission	15,987	7,311	5,485	1,825	1	8,676	5,516	3,158	2
County Government	190,952	93,235	50,760	42,475	-	97,717	51,249	46,465	3
Private Sector enterprise	2,532,518	827,833	580,257	247,556	20	1,704,685	1,109,605	595,011	69
International organizations/NGO	48,139	13,376	8,418	4,957	1	34,763	18,857	15,901	5
Extraterritorial organizations and bodies	14,437	5,961	4,677	1,283	1	8,476	5,690	2,786	-
Local NGO/CBO	64,192	28,296	18,522	9,773	1	35,896	20,476	15,412	8
Faith based Organization	89,358	46,376	32,411	13,964	1	42,982	26,901	16,077	4
Self-employed (Formal)	1,149,443	515,801	252,707	263,085	9	633,642	310,485	323,137	20
Informal sector “Jua kali”(employed)	962,758	491,926	371,874	120,032	20	470,832	336,936	133,864	32
Self-employed (informal)	4,026,224	2,703,792	1,108,240	1,595,484	68	1,322,432	564,983	757,405	44
Small scale agriculture – employed	2,212,185	2,042,338	814,834	1,227,454	50	169,847	64,453	105,385	9
Self-small scale agriculture	2,170,965	2,059,385	852,837	1,206,499	49	111,580	39,883	71,695	2
Pastoralists activities - employed	284,221	262,225	151,167	111,058	-	21,996	12,393	9,602	1
Self-pastoralists activities	212,921	200,534	116,092	84,439	3	12,387	6,225	6,162	-
Individual/private household	470,335	187,325	137,485	49,833	7	283,010	120,646	162,344	20
Schools Board of Management (BOM)	76,295	58,149	32,323	25,826	-	18,146	8,217	9,929	-

Appendix B9: Employed Population Aged 15-64 by Main Employer, Sex and Residence

	Total	Male			Female			Intersex		
		Total	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban
Total	15,386,557	7,793,639	4,810,075	2,983,564	7,592,430	5,142,098	2,450,332	488	238	250
National Government	370,232	266,638	107,246	159,392	103,575	28,159	75,416	19	2	17
State Owned Enterprise/Institution/Parastatals	220,167	145,905	64,984	80,921	74,247	25,404	48,843	15	3	12
Teachers Service Commission	275,228	140,492	99,756	40,736	134,732	82,992	51,740	4	2	2
Other constitutional Commission	15,987	11,001	5,485	5,516	4,983	1,825	3,158	3	1	2
County Government	190,952	102,009	50,760	51,249	88,940	42,475	46,465	3	-	3
Private Sector enterprise	2,532,518	1,689,862	580,257	1,109,605	842,567	247,556	595,011	89	20	69
International organizations/NGO	48,139	27,275	8,418	18,857	20,858	4,957	15,901	6	1	5
Extraterritorial organizations and bodies	14,437	10,367	4,677	5,690	4,069	1,283	2,786	1	1	-
Local NGO/CBO	64,192	38,998	18,522	20,476	25,185	9,773	15,412	9	1	8
Faith based Organization	89,358	59,312	32,411	26,901	30,041	13,964	16,077	5	1	4
Self-employed (Formal)	1,149,443	563,192	252,707	310,485	586,222	263,085	323,137	29	9	20
Informal sector “Jua kali”(employed)	962,758	708,810	371,874	336,936	253,896	120,032	133,864	52	20	32
Self-employed (informal)	4,026,224	1,673,223	1,108,240	564,983	2,352,889	1,595,484	757,405	112	68	44
Small scale agriculture – employed	2,212,185	879,287	814,834	64,453	1,332,839	1,227,454	105,385	59	50	9
Self-small scale agriculture	2,170,965	892,720	852,837	39,883	1,278,194	1,206,499	71,695	51	49	2
Pastoralists activities - employed	284,221	163,560	151,167	12,393	120,660	111,058	9,602	1	-	1
Self-pastoralists activities	212,921	122,317	116,092	6,225	90,601	84,439	6,162	3	3	-
Individual/private household	470,335	258,131	137,485	120,646	212,177	49,833	162,344	27	7	20
Schools Board of Management (BOM)	76,295	40,540	32,323	8,217	35,755	25,826	9,929	-	-	-

Appendix B10: Unemployed Population Age 15-64 Years by Residence, Activity Status, Age Group and Sex

	Total	Activity Status				Residence		Sex		
		Future starters	Seeking work – action taken	Seeking work – action not taken	No work available	Rural	Urban	Male	Female	Intersex
Total	2,713,274	146,644	602,667	308,427	1,655,536	1,345,141	1,368,133	1,542,933	1,170,199	142
15 - 19	287,253	21,532	29,789	24,009	211,923	179,949	107,304	159,616	127,623	14
20 - 24	610,580	40,611	144,039	80,316	345,614	282,544	328,036	319,511	291,031	38
25 - 29	569,031	30,371	143,595	72,014	323,051	251,446	317,585	314,692	254,314	25
30 - 34	420,907	20,187	101,600	48,534	250,586	198,588	222,319	239,891	180,986	30
35 - 39	274,428	12,411	67,148	30,961	163,908	135,087	139,341	164,494	109,921	13
40 - 44	210,036	8,989	48,273	22,237	130,537	108,874	101,162	130,668	79,363	5
45 - 49	141,111	5,672	32,381	14,384	88,674	74,795	66,316	89,179	51,925	7
50 - 54	93,148	3,351	18,279	7,982	63,536	51,583	41,565	59,059	34,085	4
55 - 59	63,302	2,207	11,630	5,181	44,284	35,557	27,745	39,291	24,007	4
60 - 64	43,478	1,313	5,933	2,809	33,423	26,718	16,760	26,532	16,944	2

Appendix B11: Unemployed Population Age 15-64 Years by Activity Status, Age Group and Sex

	Total	Future starters	Seeking work – action taken	Seeking work – action not taken	No work available
Male					
Total	1,542,933	95,064	389,548	200,861	857,460
15 - 19	159,616	12,972	18,606	14,876	113,162
20 - 24	319,511	24,561	84,151	47,167	163,632
25 - 29	314,692	19,959	89,519	45,199	160,015
30 - 34	239,891	13,652	66,061	32,286	127,892
35 - 39	164,494	8,673	45,897	21,841	88,083
40 - 44	130,668	6,377	34,217	16,270	73,804
45 - 49	89,179	3,992	23,613	10,952	50,622
50 - 54	59,059	2,381	13,815	6,113	36,750
55 - 59	39,291	1,580	8,992	4,020	24,699
60 - 64	26,532	917	4,677	2,137	18,801
Female					
Total	1,170,199	51,571	213,097	107,553	797,978
15 - 19	127,623	8,558	11,183	9,133	98,749
20 - 24	291,031	16,048	59,884	33,147	181,952
25 - 29	254,314	10,408	54,073	26,812	163,021
30 - 34	180,986	6,535	35,532	16,246	122,673
35 - 39	109,921	3,737	21,248	9,117	75,819
40 - 44	79,363	2,612	14,056	5,967	56,728
45 - 49	51,925	1,680	8,766	3,431	38,048
50 - 54	34,085	970	4,463	1,868	26,784
55 - 59	24,007	627	2,636	1,161	19,583
60 - 64	16,944	396	1,256	671	14,621
Intersex					
Total	142	9	22	13	98
15 - 19	14	2	-	-	12
20 - 24	38	2	4	2	30
25 - 29	25	4	3	3	15
30 - 34	30	-	7	2	21
35 - 39	13	1	3	3	6
40 - 44	5	-	-	-	5
45 - 49	7	-	2	1	4
50 - 54	4	-	1	1	2
55 - 59	4	-	2	-	2
60 - 64	2	-	-	1	1

Appendix B12: Unemployed Population Age 15-64 Years by Activity Status, Age Group and Residence

	Total	Future starters	Seeking work – action taken	Seeking work – action not taken	No work available
Rural					
Total	1,345,141	98,231	263,178	192,356	791,376
15 - 19	179,949	16,246	15,384	16,418	131,901
20 - 24	282,544	27,006	58,368	48,020	149,150
25 - 29	251,446	19,273	56,587	42,637	132,949
30 - 34	198,588	13,001	43,279	29,876	112,432
35 - 39	135,087	8,160	30,289	19,631	77,007
40 - 44	108,874	5,907	22,970	14,603	65,394
45 - 49	74,795	3,804	16,356	9,790	44,845
50 - 54	51,583	2,276	9,681	5,523	34,103
55 - 59	35,557	1,559	6,587	3,732	23,679
60 - 64	26,718	999	3,677	2,126	19,916
Urban					
Total	1,368,133	48,413	339,489	116,071	864,160
15 - 19	107,304	5,286	14,405	7,591	80,022
20 - 24	328,036	13,605	85,671	32,296	196,464
25 - 29	317,585	11,098	87,008	29,377	190,102
30 - 34	222,319	7,186	58,321	18,658	138,154
35 - 39	139,341	4,251	36,859	11,330	86,901
40 - 44	101,162	3,082	25,303	7,634	65,143
45 - 49	66,316	1,868	16,025	4,594	43,829
50 - 54	41,565	1,075	8,598	2,459	29,433
55 - 59	27,745	648	5,043	1,449	20,605
60 - 64	16,760	314	2,256	683	13,507

Appendix C: International Labour Migration Statistics in Kenya

Appendix C1: Working-Age Population by Sex, Age and Country of Birth

Age Cohort	Total	Male	Female	Intersex
Total	28,726,451	14,012,669	14,712,864	918
15 - 64	26,866,720	13,192,826	13,673,017	877
15 - 19	5,251,094	2,665,825	2,585,125	144
20 - 24	4,399,022	2,082,561	2,316,271	190
25 - 29	3,805,348	1,805,558	1,999,654	136
30 - 34	3,526,863	1,666,831	1,859,889	143
35 - 39	2,616,139	1,323,015	1,293,038	86
40 - 44	2,233,408	1,137,687	1,095,662	59
45 - 49	1,767,413	902,278	865,089	46
50 - 54	1,294,756	653,225	641,506	25
55 - 59	1,108,875	540,512	568,339	24
60 - 64	863,802	415,334	448,444	24
65+	1,859,731	819,843	1,039,847	41
Birth place outside Kenya	331,761	162,028	169,712	21
15 - 64	316,012	155,157	160,834	21
15 - 19	46,383	22,664	23,717	2
20 - 24	60,768	28,955	31,809	4
25 - 29	53,649	26,727	26,917	5
30 - 34	42,173	21,078	21,090	5
35 - 39	31,603	15,541	16,061	1
40 - 44	24,929	12,172	12,755	2
45 - 49	20,549	10,219	10,330	-
50 - 54	15,997	7,993	8,004	-
55 - 59	11,428	5,785	5,643	-
60 - 64	8,533	4,023	4,508	2
65+	15,749	6,871	8,878	-
Not stated/DK	763	366	397	-
15 - 64	687	337	350	-
15 - 19	92	49	43	-
20 - 24	115	55	60	-
25 - 29	91	46	45	-
30 - 34	88	42	46	-
35 - 39	76	40	36	-
40 - 44	70	35	35	-
45 - 49	54	28	26	-
50 - 54	36	18	18	-
55 - 59	34	15	19	-
60 - 64	31	9	22	-
65+	76	29	47	-

Appendix C2: Working-Age Foreign-Born Population by Sex , Education and Country of Birth

Age Cohort	Total	Male	Female	Intersex
Total	23,951,471	11,997,663	11,953,099	709
Pre Primary	507,532	242,841	264,678	13
STD 1-4	1,459,542	732,029	727,467	46
STD 5-8	9,154,678	4,434,340	4,720,043	295
Form 1-4	8,748,421	4,449,418	4,298,757	246
Form 5-6	72,116	51,754	20,359	3
Middle Level/Technical and Vocational Training(TVET)	2,554,885	1,247,037	1,307,793	55
VOCATIONAL TRAINING	6,306	3,859	2,447	-
University	1,253,633	733,739	519,851	43
Adult Education	17,913	9,311	8,600	2
MADRASSA/DUKSIS	1,506	867	638	1
None/Never Attended	53,095	25,299	27,794	2
NOT STATED/DK	121,844	67,169	54,672	3
Birth place outside Kenya	243,423	125,560	117,846	17
Pre Primary	5,696	2,549	3,147	-
STD 1-4	18,466	8,518	9,946	2
STD 5-8	72,761	34,219	38,540	2
Form 1-4	70,959	36,205	34,748	6
Form 5-6	7,794	4,529	3,265	-
Middle Level/Technical and Vocational Training(TVET)	19,021	10,843	8,175	3
VOCATIONAL TRAINING	48	27	21	-
University	43,101	25,934	17,164	3
Adult Education	306	126	180	-
MADRASSA/DUKSIS	67	24	43	-
None/Never Attended	1,059	432	627	-
NOT STATED/DK	4,145	2,154	1,990	1
Not stated/DK	544	257	287	-
Pre Primary	23	5	18	-
STD 1-4	27	11	16	-
STD 5-8	192	102	90	-
Form 1-4	142	64	78	-
Form 5-6	17	11	6	-
Middle Level/Technical and Vocational Training(TVET)	43	20	23	-
VOCATIONAL TRAINING	1	-	1	-
University	76	32	44	-
Adult Education	3	2	1	-
MADRASSA/DUKSIS	-	-	-	-
None/Never Attended	2	-	2	-
NOT STATED/DK	18	10	8	-

Appendix C3: Working-age foreign-born population by sex and country of birth

Country of Birth	Total	Male	Female	Intersex
Total	332,524	162,394	170,109	21
Uganda	80,342	33,188	47,147	7
Somalia	52,413	21,796	30,616	1
United Republic Of Tanzania	45,179	22,233	22,944	2
India	31,491	16,804	14,687	-
South Sudan	30,520	14,602	15,918	-
Democratic Republic Of The Congo	14,810	8,110	6,699	1
Ethiopia	10,938	5,546	5,391	1
Burundi	9,563	6,695	2,865	3
Congo Republic Of The...	8,172	4,529	3,643	-
Rwanda	6,794	4,329	2,463	2
China	4,518	3,563	955	-
Sudan	4,151	2,569	1,582	-
United Kingdom Of Great Britain And Northern Ireland	3,708	2,032	1,676	-
United States Of America	3,425	1,647	1,777	1
Nigeria	2,313	1,862	451	-
Pakistan	1,805	904	901	-
Germany	1,215	675	540	-
Italy	1,068	628	440	-
Eritrea	1,000	466	534	-
South Africa	999	522	477	-
Other Nationality	18,100	9,694	8,403	3

Appendix C4: Employment by sex, age and Country of Birth

Age Cohort	Total	Male	Female	Intersex
Total	18,560,646	9,179,238	9,380,849	559
15 - 64	17,042,273	8,488,479	8,553,268	526
15 - 19	888,824	448,457	440,338	29
20 - 24	2,320,702	1,088,932	1,231,666	104
25 - 29	2,717,153	1,336,756	1,380,307	90
30 - 34	2,777,497	1,353,234	1,424,167	96
35 - 39	2,141,074	1,110,100	1,030,906	68
40 - 44	1,869,782	966,625	903,107	50
45 - 49	1,516,008	782,815	733,161	32
50 - 54	1,114,408	568,366	546,022	20
55 - 59	964,815	476,230	488,566	19
60 - 64	732,010	356,964	375,028	18
65+	1,518,373	690,759	827,581	33
Birth place outside Kenya	166,249	94,778	71,458	13
15 - 64	159,213	91,343	67,857	13
15 - 19	11,649	5,573	6,075	1
20 - 24	28,219	14,736	13,480	3
25 - 29	28,504	16,599	11,901	4
30 - 34	23,118	14,070	9,046	2
35 - 39	17,878	10,897	6,981	-
40 - 44	15,056	8,875	6,179	2
45 - 49	13,012	7,764	5,248	-
50 - 54	9,984	5,926	4,058	-
55 - 59	7,078	4,257	2,821	-
60 - 64	4,715	2,646	2,068	1
65+	7,036	3,435	3,601	-
Not stated/ DK	457	250	207	-
15 - 64	413	229	184	-
15 - 19	26	16	10	-
20 - 24	64	36	28	-
25 - 29	59	33	26	-
30 - 34	58	31	27	-
35 - 39	50	30	20	-
40 - 44	50	26	24	-
45 - 49	40	25	15	-
50 - 54	25	13	12	-
55 - 59	22	10	12	-
60 - 64	19	9	10	-
65+	44	21	23	-

Appendix C5: Employment by sex, economic activity and Country of Birth

Industry	Total	Male	Female	Intersex
Total	18,560,646	9,179,238	9,380,849	559
A - Agriculture	10,936,798	4,597,709	6,338,824	265
B - Mining and quarrying	86,068	73,687	12,378	3
C - Manufacturing	263,782	181,431	82,343	8
D - Electricity gas steam and air conditioning supply	93,399	83,753	9,641	5
E - Water supply; sewerage waste management and remediation activities	44,776	33,745	11,029	2
F - Construction	529,180	506,465	22,684	31
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	689,889	343,028	346,838	23
H - Transportation and storage	511,243	488,830	22,396	17
I - Accommodation and food service activities	392,643	152,810	239,805	28
J - Information and communication	81,796	51,298	30,494	4
K - Financial and insurance activities	155,673	79,996	75,674	3
L - Real estate activities	55,223	34,975	20,247	1
M - Professional scientific and technical activities	176,889	105,928	70,957	4
N - Administrative and support service activities	209,464	123,628	85,828	8
O - Public administration and defense; compulsory social security	175,885	144,526	31,347	12
P - Education	396,586	178,170	218,411	5
Q - Human health and social work activities	184,816	76,503	108,303	10
R - Arts entertainment and recreation	94,662	53,053	41,607	2
S - Other service activities	3,267,088	1,772,590	1,494,380	118
T - Activities of households as employers; undifferentiated goods - and services-producing activities of households for own use	175,017	71,332	103,678	7
U - Activities of extraterritorial organizations and bodies	39,769	25,781	13,985	3
Birth place outside Kenya	166,249	94,778	71,458	13
A - Agriculture	41,156	19,415	21,740	1
B - Mining and quarrying	1,200	1,063	137	-
C - Manufacturing	4,560	3,821	739	-
D - Electricity gas steam and air conditioning supply	1,059	945	114	-
E - Water supply; sewerage waste management and remediation activities	498	359	139	-
F - Construction	7,114	6,635	478	1
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	12,365	8,280	4,083	2
H - Transportation and storage	3,508	3,132	376	-
I - Accommodation and food service activities	7,264	3,351	3,913	-
J - Information and communication	1,705	1,162	542	1
K - Financial and insurance activities	2,974	1,641	1,333	-
L - Real estate activities	995	620	375	-
M - Professional scientific and technical activities	2,980	1,895	1,085	-
N - Administrative and support service activities	2,702	1,589	1,113	-
O - Public administration and defense; compulsory social security	771	593	178	-
P - Education	2,722	1,241	1,479	2
Q - Human health and social work activities	2,964	1,432	1,532	-
R - Arts entertainment and recreation	1,881	1,205	676	-
S - Other service activities	60,176	33,558	26,613	5
T - Activities of households as employers; undifferentiated goods - and services-producing activities of households for own use	6,111	1,868	4,242	1
U - Activities of extraterritorial organizations and bodies	1,544	973	571	-
Not stated/DK	457	250	207	-
A - Agriculture	185	91	94	-
B - Mining and quarrying	4	3	1	-
C - Manufacturing	6	3	3	-
D - Electricity gas steam and air conditioning supply	1	1	-	-
E - Water supply; sewerage waste management and remediation activities	-	-	-	-
F - Construction	6	6	-	-
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	28	16	12	-
H - Transportation and storage	4	4	-	-
I - Accommodation and food service activities	11	6	5	-
J - Information and communication	1	1	-	-
K - Financial and insurance activities	4	3	1	-
L - Real estate activities	3	2	1	-
M - Professional scientific and technical activities	7	2	5	-
N - Administrative and support service activities	8	6	2	-
O - Public administration and defense; compulsory social security	3	3	-	-
P - Education	9	6	3	-
Q - Human health and social work activities	3	-	3	-
R - Arts entertainment and recreation	4	4	-	-
S - Other service activities	146	81	65	-
T - Activities of households as employers; undifferentiated goods - and services-producing activities of households for own use	17	9	8	-
U - Activities of extraterritorial organizations and bodies	7	3	4	-

Appendix C6: Employment by sex, occupation and Country of Birth

Occupation	Total	Male	Female	Intersex
Total	18,560,495	9,179,157	9,380,780	558
1 - Legislators Administrators and Managers	1,259,501	520,101	739,359	41
2 - Professionals	667,241	378,228	288,984	29
3 - Technicians and Associate Professionals	1,202,502	637,385	565,082	35
4 - Secretarial Clerical Services and Related Workers	254,634	95,831	158,799	4
5 - Service Workers Shop and Market Sales Workers	1,026,567	510,460	516,056	51
6 - Skilled Farm Fishery Wildlife and Related Workers	9,277,480	3,964,082	5,313,171	227
7 - Craft and Related Trades Workers	1,055,543	865,239	190,263	41
8 - Plant and Machine Operators and Assemblers	785,958	747,061	38,882	15
9 - Elementary Occupations	3,008,579	1,440,654	1,567,812	113
10 - Not Elsewhere Classified (n.e.c)	22,490	20,116	2,372	2
Birth place outside Kenya	166,244	94,773	71,458	13
1 - Legislators Administrators and Managers	22,361	11,681	10,679	1
2 - Professionals	9,418	6,299	3,117	2
3 - Technicians and Associate Professionals	15,805	9,809	5,994	2
4 - Secretarial Clerical Services and Related Workers	2,414	1,065	1,349	-
5 - Service Workers Shop and Market Sales Workers	16,056	7,586	8,468	2
6 - Skilled Farm Fishery Wildlife and Related Workers	41,023	20,207	20,814	2
7 - Craft and Related Trades Workers	9,895	8,409	1,486	-
8 - Plant and Machine Operators and Assemblers	6,606	6,310	296	-
9 - Elementary Occupations	42,561	23,308	19,249	4
10 - Not Elsewhere Classified (n.e.c)	105	99	6	-
Not stated/DK	457	250	207	-
1 - Legislators Administrators and Managers	55	31	24	-
2 - Professionals	25	12	13	-
3 - Technicians and Associate Professionals	40	28	12	-
4 - Secretarial Clerical Services and Related Workers	3	1	2	-
5 - Service Workers Shop and Market Sales Workers	37	16	21	-
6 - Skilled Farm Fishery Wildlife and Related Workers	174	85	89	-
7 - Craft and Related Trades Workers	23	21	2	-
8 - Plant and Machine Operators and Assemblers	13	11	2	-
9 - Elementary Occupations	86	44	42	-
10 - Not Elsewhere Classified (n.e.c)	1	1	-	-

Appendix C7: Employment by sex, status in employment and Country of Birth

Status in Employment	Total	Male	Female	Intersex
Total	18,560,646	9,179,238	9,380,849	559
Paid employee – outside household	8,650,807	4,828,068	3,822,450	289
Paid employee – within household	476,849	263,448	213,373	28
Working employer	728,729	339,491	389,217	21
Own account worker	4,089,105	1,774,236	2,314,764	105
Members of producer's co-operatives	17,207	8,243	8,955	9
Contributing family worker	4,161,808	1,750,118	2,411,602	88
Paid Apprentice/intern	89,635	56,805	32,825	5
Paid Volunteer	116,055	69,632	46,412	11
Other	230,451	89,197	141,251	3
Birth place outside Kenya	166,249	94,778	71,458	13
Paid employee – outside household	83,030	58,123	24,901	6
Paid employee – within household	15,067	4,609	10,454	4
Working employer	9,810	6,166	3,644	-
Own account worker	28,944	15,118	13,826	-
Members of producer's co-operatives	131	100	31	-
Contributing family worker	24,501	8,090	16,409	2
Paid Apprentice/intern	802	510	292	-
Paid Volunteer	3,370	1,915	1,454	1
Other	594	147	447	-
Not stated/DK	457	250	207	-
Paid employee – outside household	221	144	77	-
Paid employee – within household	31	9	22	-
Working employer	18	7	11	-
Own account worker	74	38	36	-
Members of producer's co-operatives	-	-	-	-
Contributing family worker	94	41	53	-
Paid Apprentice/intern	6	6	-	-
Paid Volunteer	10	5	5	-
Other	3	-	3	-

Appendix C8: Employed foreign-born population by sex and country of birth

Country of Birth	Total	Male	Female	Intersex
Total	166,706	95,028	71,665	13
Uganda	59,836	27,595	32,236	5
United Republic Of Tanzania	33,168	17,958	15,208	2
India	19,794	14,287	5,507	-
Somalia	9,189	4,759	4,429	1
Democratic Republic Of The Congo	6,252	4,068	2,183	1
Burundi	4,338	3,676	661	1
Rwanda	4,216	3,139	1,075	2
China	3,798	3,213	585	-
Ethiopia	3,416	2,146	1,270	-
Congo Republic Of The...	3,387	2,314	1,073	-
United Kingdom Of Great Britain And Northern Ireland	1,937	1,180	757	-
United States Of America	1,741	879	861	1
South Sudan	1,324	689	635	-
Nigeria	1,145	959	186	-
Pakistan	1,082	701	381	-
Germany	660	394	266	-
Italy	587	375	212	-
Other Nationality	477	279	198	-
South Africa	474	304	170	-
Others	9,885	6,113	3,772	-

Appendix C9: Unemployment by sex, age and Country of Birth

Age Cohort	Total	Male	Female	Intersex
Total	2,713,274	1,542,933	1,170,199	142
15 - 64	2,713,274	1,542,933	1,170,199	142
15 - 19	287,253	159,616	127,623	14
20 - 24	610,580	319,511	291,031	38
25 - 29	569,031	314,692	254,314	25
30 - 34	420,907	239,891	180,986	30
35 - 39	274,428	164,494	109,921	13
40 - 44	210,036	130,668	79,363	5
45 - 49	141,111	89,179	51,925	7
50 - 54	93,148	59,059	34,085	4
55 - 59	63,302	39,291	24,007	4
60 - 64	43,478	26,532	16,944	2
65+	-	-	-	-
Birth place outside Kenya	58,948	30,050	28,893	5
15 - 64	58,948	30,050	28,893	5
15 - 19	7,226	3,517	3,709	-
20 - 24	11,270	5,436	5,833	1
25 - 29	11,616	6,078	5,537	1
30 - 34	9,119	4,792	4,326	1
35 - 39	6,508	3,280	3,227	1
40 - 44	4,625	2,385	2,240	-
45 - 49	3,378	1,741	1,637	-
50 - 54	2,493	1,354	1,139	-
55 - 59	1,597	869	728	-
60 - 64	1,116	598	517	1
65+	-	-	-	-
Not stated/DK	118	57	61	-
15 - 64	118	57	61	-
15 - 19	11	5	6	-
20 - 24	22	12	10	-
25 - 29	17	9	8	-
30 - 34	21	8	13	-
35 - 39	11	5	6	-
40 - 44	12	7	5	-
45 - 49	9	3	6	-
50 - 54	6	5	1	-
55 - 59	6	3	3	-
60 - 64	3	-	3	-
65+	-	-	-	-

Appendix C10: Working-age population by sex, age and citizenship

Age Cohorts	Total	Male	Female	Intersex
Total	28,726,451	14,012,669	14,712,864	918
15 - 64	26,866,720	13,192,826	13,673,017	877
15 - 19	5,251,094	2,665,825	2,585,125	144
20 - 24	4,399,022	2,082,561	2,316,271	190
25 - 29	3,805,348	1,805,558	1,999,654	136
30 - 34	3,526,863	1,666,831	1,859,889	143
35 - 39	2,616,139	1,323,015	1,293,038	86
40 - 44	2,233,408	1,137,687	1,095,662	59
45 - 49	1,767,413	902,278	865,089	46
50 - 54	1,294,756	653,225	641,506	25
55 - 59	1,108,875	540,512	568,339	24
60 - 64	863,802	415,334	448,444	24
65+	1,859,731	819,843	1,039,847	41
Foreigner / Non-Citizen	303,329	150,949	152,360	20
15 - 64	290,733	145,656	145,057	20
15 - 19	47,277	23,535	23,740	2
20 - 24	59,058	28,745	30,307	6
25 - 29	50,513	25,761	24,748	4
30 - 34	38,832	19,800	19,029	3
35 - 39	28,790	14,438	14,351	1
40 - 44	21,661	10,873	10,786	2
45 - 49	16,676	8,472	8,204	-
50 - 54	12,613	6,455	6,158	-
55 - 59	8,651	4,427	4,224	-
60 - 64	6,662	3,150	3,510	2
65+	12,596	5,293	7,303	-
Unknown Citizenship Status	14,899	7,571	7,328	-
15 - 64	14,203	7,204	6,999	-
15 - 19	2,646	1,311	1,335	-
20 - 24	2,583	1,273	1,310	-
25 - 29	2,380	1,203	1,177	-
30 - 34	1,890	944	946	-
35 - 39	1,436	750	686	-
40 - 44	1,042	521	521	-
45 - 49	798	451	347	-
50 - 54	617	341	276	-
55 - 59	443	244	199	-
60 - 64	368	166	202	-
65+	696	367	329	-

Appendix C11: Working-age population by sex, education and citizenship

Highest level Reached	Total	Male	Female	Intersex
Total	23,951,471	11,997,663	11,953,099	709
Pre Primary	507,532	242,841	264,678	13
STD 1-4	1,459,542	732,029	727,467	46
STD 5-8	9,154,678	4,434,340	4,720,043	295
Form 1-4	8,748,421	4,449,418	4,298,757	246
Form 5-6	72,116	51,754	20,359	3
Middle Level/Technical and Vocational Training(TVET)	2,554,885	1,247,037	1,307,793	55
VOCATIONAL TRAINING	6,306	3,859	2,447	-
University	1,253,633	733,739	519,851	43
Adult Education	17,913	9,311	8,600	2
MADRASSA/DUKSIS	1,506	867	638	1
None/Never Attended	53,095	25,299	27,794	2
NOT STATED/DK	121,844	67,169	54,672	3
Foreigner/Non-Citizen	221,222	116,129	105,078	15
Pre Primary	4,995	2,324	2,671	-
STD 1-4	16,283	7,851	8,430	2
STD 5-8	65,761	32,193	33,566	2
Form 1-4	65,702	33,781	31,915	6
Form 5-6	7,202	4,232	2,970	-
Middle Level/Technical and Vocational Training(TVET)	17,065	9,611	7,451	3
VOCATIONAL TRAINING	48	26	22	-
University	39,055	23,560	15,494	1
Adult Education	304	131	173	-
MADRASSA/DUKSIS	61	24	37	-
None/Never Attended	981	420	561	-
NOT STATED/DK	3,765	1,976	1,788	1
Unknown Citizenship Status	7,292	3,850	3,442	-
Pre Primary	156	64	92	-
STD 1-4	527	270	257	-
STD 5-8	2,308	1,132	1,176	-
Form 1-4	2,312	1,266	1,046	-
Form 5-6	62	39	23	-
Middle Level/Technical and Vocational Training(TVET)	694	341	353	-
VOCATIONAL TRAINING	6	2	4	-
University	968	586	382	-
Adult Education	5	2	3	-
MADRASSA/DUKSIS	2	2	-	-
None/Never Attended	40	21	19	-
NOT STATED/DK	212	125	87	-

Appendix C12: Working age foreign citizens by sex and country of citizenship

Country of Citizenship	Total	Male	Female	Intersex
Total	303,329	150,949	152,360	20
Uganda.....	68,515	29,485	39,023	7
Somalia.....	49,563	21,236	28,325	2
United Republic Of Tanzania.....	35,347	18,903	16,442	2
South Sudan.....	33,620	16,109	17,511	-
India.....	22,983	11,645	11,338	-
Democratic Republic Of The Congo.....	14,755	8,026	6,728	1
Ethiopia.....	9,968	5,086	4,882	-
Burundi.....	9,652	6,748	2,901	3
Congo Republic Of The.....	8,195	4,545	3,650	-
Rwanda.....	7,025	4,475	2,548	2
United Kingdom Of Great Britain And Northern Ireland.....	6,821	2,966	3,855	-
China.....	4,521	3,570	951	-
United States Of America.....	4,038	1,862	2,176	-
Sudan.....	3,881	2,471	1,410	-
Nigeria.....	2,281	1,847	434	-
Pakistan.....	1,407	742	665	-
Germany.....	1,211	652	559	-
Italy.....	1,118	659	459	-
Eritrea.....	1,028	480	548	-
Other Nationality.....	17,400	9,442	7,955	3

Appendix C13: Employment by sex, age and citizenship

Age Cohort	Total	Male	Female	Intersex
Total	18,560,646	9,179,238	9,380,849	559
15 - 64	17,042,273	8,488,479	8,553,268	526
15 - 19	888,824	448,457	440,338	29
20 - 24	2,320,702	1,088,932	1,231,666	104
25 - 29	2,717,153	1,336,756	1,380,307	90
30 - 34	2,777,497	1,353,234	1,424,167	96
35 - 39	2,141,074	1,110,100	1,030,906	68
40 - 44	1,869,782	966,625	903,107	50
45 - 49	1,516,008	782,815	733,161	32
50 - 54	1,114,408	568,366	546,022	20
55 - 59	964,815	476,230	488,566	19
60 - 64	732,010	356,964	375,028	18
65+	1,518,373	690,759	827,581	33
Foreigner/Non-Citizen	142,403	83,917	58,475	11
15 - 64	137,429	81,486	55,932	11
15 - 19	10,782	5,290	5,491	1
20 - 24	26,114	14,034	12,077	3
25 - 29	26,170	15,730	10,437	3
30 - 34	20,731	13,024	7,706	1
35 - 39	15,879	10,015	5,864	-
40 - 44	12,458	7,709	4,747	2
45 - 49	9,863	6,159	3,704	-
50 - 54	7,229	4,520	2,709	-
55 - 59	4,909	3,063	1,846	-
60 - 64	3,294	1,942	1,351	1
65+	4,974	2,431	2,543	-
Unknown Citizenship Status	5,922	3,356	2,566	-
15 - 64	5,641	3,193	2,448	-
15 - 19	426	207	219	-
20 - 24	914	467	447	-
25 - 29	1,053	592	461	-
30 - 34	907	507	400	-
35 - 39	707	430	277	-
40 - 44	512	295	217	-
45 - 49	433	282	151	-
50 - 54	299	190	109	-
55 - 59	231	145	86	-
60 - 64	159	78	81	-
65+	281	163	118	-

Appendix C14: Employment by sex, Industry and citizenship

Industry	Total	Male	Female	Intersex
Total	18,560,646	9,179,238	9,380,849	559
A - Agriculture	10,936,798	4,597,709	6,338,824	265
B - Mining and quarrying	86,068	73,687	12,378	3
C - Manufacturing	263,782	181,431	82,343	8
D - Electricity gas steam and air conditioning supply	93,399	83,753	9,641	5
E - Water supply; sewerage waste management and remediation activities	44,776	33,745	11,029	2
F - Construction	529,180	506,465	22,684	31
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	689,889	343,028	346,838	23
H - Transportation and storage	511,243	488,830	22,396	17
I - Accommodation and food service activities	392,643	152,810	239,805	28
J - Information and communication	81,796	51,298	30,494	4
K - Financial and insurance activities	155,673	79,996	75,674	3
L - Real estate activities	55,223	34,975	20,247	1
M - Professional scientific and technical activities	176,889	105,928	70,957	4
N - Administrative and support service activities	209,464	123,628	85,828	8
O - Public administration and defense; compulsory social security	175,885	144,526	31,347	12
P - Education	396,586	178,170	218,411	5
Q - Human health and social work activities	184,816	76,503	108,303	10
R - Arts entertainment and recreation	94,662	53,053	41,607	2
S - Other service activities	3,267,088	1,772,590	1,494,380	118
T - Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	175,017	71,332	103,678	7
U - Activities of extraterritorial organizations and bodies	39,769	25,781	13,985	3
Foreigner / Non-Citizen	142,403	83,917	58,475	11
A - Agriculture	31,641	16,946	14,694	1
B - Mining and quarrying	1,043	942	101	-
C - Manufacturing	3,739	3,146	593	-
D - Electricity gas steam and air conditioning supply	905	821	84	-
E - Water supply; sewerage waste management and remediation activities	422	295	127	-
F - Construction	6,061	5,604	456	1
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	10,240	6,880	3,358	2
H - Transportation and storage	3,068	2,748	320	-
I - Accommodation and food service activities	6,596	3,133	3,463	-
J - Information and communication	1,553	1,081	471	1
K - Financial and insurance activities	2,497	1,356	1,141	-
L - Real estate activities	918	570	348	-
M - Professional scientific and technical activities	2,589	1,671	918	-
N - Administrative and support service activities	2,330	1,387	943	-
O - Public administration and defense; compulsory social security	701	552	149	-
P - Education	2,475	1,156	1,318	1
Q - Human health and social work activities	2,628	1,300	1,328	-
R - Arts entertainment and recreation	1,712	1,136	576	-
S - Other service activities	54,159	30,530	23,625	4
T - Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	5,615	1,712	3,902	1
U - Activities of extraterritorial organizations and bodies	1,511	951	560	-
Unknown Citizenship Status	5,922	3,356	2,566	-
A - Agriculture	2,208	1,073	1,135	-
B - Mining and quarrying	30	30	-	-
C - Manufacturing	138	92	46	-
D - Electricity gas steam and air conditioning supply	33	30	3	-
E - Water supply; sewerage waste management and remediation activities	17	14	3	-
F - Construction	154	143	11	-
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	282	175	107	-
H - Transportation and storage	172	148	24	-
I - Accommodation and food service activities	177	81	96	-
J - Information and communication	72	46	26	-
K - Financial and insurance activities	98	49	49	-
L - Real estate activities	19	9	10	-
M - Professional scientific and technical activities	90	61	29	-
N - Administrative and support service activities	65	33	32	-
O - Public administration and defense; compulsory social security	38	30	8	-
P - Education	95	51	44	-
Q - Human health and social work activities	87	32	55	-
R - Arts entertainment and recreation	57	34	23	-
S - Other service activities	1,921	1,167	754	-
T - Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	134	38	96	-
U - Activities of extraterritorial organizations and bodies	35	20	15	-

Appendix C15: Employment by sex, occupation and citizenship

Occupation	Total	Male	Female	Intersex
Total	18,560,495	9,179,157	9,380,780	558
1 - Legislators Administrators And Managers	1,259,501	520,101	739,359	41
2 - Professionals	667,241	378,228	288,984	29
3 - Technicians And Associate Professionals	1,202,502	637,385	565,082	35
4 - Secretarial Clerical Services And Related Workers	254,634	95,831	158,799	4
5 - Service Workers Shop And Market Sales Workers	1,026,567	510,460	516,056	51
6 - Skilled Farm Fishery Wildlife And Related Workers	9,277,480	3,964,082	5,313,171	227
7 - Craft And Related Trades Workers	1,055,543	865,239	190,263	41
8 - Plant And Machine Operators And Assemblers	785,958	747,061	38,882	15
9 - Elementary Occupations	3,008,579	1,440,654	1,567,812	113
10 - Armed Forces	22,490	20,116	2,372	2
Foreigner /Non- Citizen	142,398	83,912	58,475	11
1 - Legislators Administrators And Managers	18,845	9,882	8,963	-
2 - Professionals	8,371	5,611	2,758	2
3 - Technicians And Associate Professionals	13,961	8,778	5,181	2
4 - Secretarial Clerical Services And Related Workers	2,094	929	1,165	-
5 - Service Workers Shop And Market Sales Workers	14,515	6,964	7,549	2
6 - Skilled Farm Fishery Wildlife And Related Workers	32,664	17,760	14,902	2
7 - Craft And Related Trades Workers	8,527	7,340	1,187	-
8 - Plant And Machine Operators And Assemblers	5,828	5,596	232	-
9 - Elementary Occupations	37,490	20,955	16,532	3
10 - Not Elsewhere Classified (n.e.c)	103	97	6	-
Unknown Citizenship Status	5,922	3,356	2,566	-
1 - Legislators Administrators And Managers	639	321	318	-
2 - Professionals	316	197	119	-
3 - Technicians And Associate Professionals	501	276	225	-
4 - Secretarial Clerical Services And Related Workers	112	44	68	-
5 - Service Workers Shop And Market Sales Workers	377	195	182	-
6 - Skilled Farm Fishery Wildlife And Related Workers	2,152	1,200	952	-
7 - Craft And Related Trades Workers	472	345	127	-
8 - Plant And Machine Operators And Assemblers	271	251	20	-
9 - Elementary Occupations	1,080	526	554	-
10 - Not Elsewhere Classified (n.e.c)	2	1	1	-

Appendix C16: Employment by sex, status in employment and citizenship

Status in Employment	Total	Male	Female	Intersex
Total	18,560,646	9,179,238	9,380,849	559
Paid employee – outside household	8,650,807	4,828,068	3,822,450	289
Paid employee – within household	476,849	263,448	213,373	28
Working employer	728,729	339,491	389,217	21
Own account worker	4,089,105	1,774,236	2,314,764	105
Members of producer's co-operatives	17,207	8,243	8,955	9
Contributing family worker	4,161,808	1,750,118	2,411,602	88
Paid Apprentice/intern	89,635	56,805	32,825	5
Paid Volunteer	116,055	69,632	46,412	11
Other	230,451	89,197	141,251	3
Foreigner/Non-Citizen	142,403	83,917	58,475	11
Paid employee – outside household	73,112	52,506	20,601	5
Paid employee – within household	13,991	4,268	9,720	3
Working employer	7,936	4,988	2,948	-
Own account worker	23,174	12,845	10,329	-
Members of producer's co-operatives	110	85	25	-
Contributing family worker	19,672	6,807	12,863	2
Paid Apprentice/intern	732	468	264	-
Paid Volunteer	3,246	1,833	1,412	1
Other	430	117	313	-
Unknown Citizenship Status	5,922	3,356	2,566	-
Paid employee – outside household	2,692	1,686	1,006	-
Paid employee – within household	284	108	176	-
Working employer	354	177	177	-
Own account worker	1,293	761	532	-
Members of producer's co-operatives	9	4	5	-
Contributing family worker	1,116	524	592	-
Paid Apprentice/intern	36	25	11	-
Paid Volunteer	67	47	20	-
Other	71	24	47	-

Appendix C17: Employed foreign citizens by sex and country of citizenship

Nationality	Total	Male	Female	Intersex
Total	142,403	83,917	58,475	11
Uganda	50,663	24,467	26,192	4
United Republic Of Tanzania	25,517	15,159	10,356	2
India	13,286	9,720	3,566	-
Somalia	7,775	4,058	3,716	1
Democratic Republic Of The Congo	6,117	3,971	2,145	1
Burundi	4,309	3,683	625	1
Rwanda	4,261	3,169	1,090	2
China	3,797	3,219	578	-
United Kingdom Of Great Britain And Northern Ireland	3,697	1,925	1,772	-
Congo Republic Of The...	3,371	2,297	1,074	-
Ethiopia	3,012	1,897	1,115	-
United States Of America	2,017	1,051	966	-
South Sudan	1,472	739	733	-
Nigeria	1,114	941	173	-
Pakistan	863	584	279	-
Germany	654	379	275	-
Italy	611	385	226	-
Other Nationality	9,867	6,273	3,594	-

Appendix C18: Unemployment by sex, age and citizenship

Age Cohort	Total	Male	Female	Intersex
Total	2,713,274	1,542,933	1,170,199	142
15 - 64	2,713,274	1,542,933	1,170,199	142
15 - 19	287,253	159,616	127,623	14
20 - 24	610,580	319,511	291,031	38
25 - 29	569,031	314,692	254,314	25
30 - 34	420,907	239,891	180,986	30
35 - 39	274,428	164,494	109,921	13
40 - 44	210,036	130,668	79,363	5
45 - 49	141,111	89,179	51,925	7
50 - 54	93,148	59,059	34,085	4
55 - 59	63,302	39,291	24,007	4
60 - 64	43,478	26,532	16,944	2
65+	-	-	-	-
Foreigner / Non-Citizen	57,668	29,667	27,996	5
15 - 64	57,668	29,667	27,996	5
15 - 19	7,655	3,813	3,842	-
20 - 24	11,397	5,604	5,792	1
25 - 29	11,385	6,003	5,381	1
30 - 34	8,740	4,613	4,126	1
35 - 39	6,179	3,107	3,071	1
40 - 44	4,385	2,280	2,105	-
45 - 49	3,146	1,623	1,523	-
50 - 54	2,304	1,275	1,029	-
55 - 59	1,459	803	656	-
60 - 64	1,018	546	471	1
65+	-	-	-	-
Unknown Citizenship Status	4,476	2,409	2,067	-
15 - 64	4,476	2,409	2,067	-
15 - 19	791	415	376	-
20 - 24	853	455	398	-
25 - 29	803	434	369	-
30 - 34	614	326	288	-
35 - 39	443	246	197	-
40 - 44	336	169	167	-
45 - 49	243	139	104	-
50 - 54	195	116	79	-
55 - 59	111	63	48	-
60 - 64	87	46	41	-
65+	-	-	-	-

Appendix D: Youth Not in Employment Education or Training

Appendix D1: Distribution of Youth (15-34 years) Not in Employment Education or Training by Broad Age Groups, County and Nationally, 2019

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Kenya						
Total	2,956,838	1,217,302	1,739,373	16,982,327	8,220,775	8,760,939
15 - 17 years	186,047	98,692	87,345	3,361,448	1,715,248	1,646,112
18 - 24 years	1,171,708	464,141	707,497	6,288,668	3,033,138	3,255,284
25 - 34 years	1,599,083	654,469	944,531	7,332,211	3,472,389	3,859,543
Mombasa						
Total	164,809	57,677	107,127	496,942	236,776	260,156
15 - 17 years	4,280	1,547	2,733	56,905	27,137	29,768
18 - 24 years	64,346	22,570	41,773	179,596	81,553	98,037
25 - 34 years	96,183	33,560	62,621	260,441	128,086	132,351
Kwale						
Total	45,590	20,332	25,258	283,412	133,139	150,267
15 - 17 years	2,148	1,098	1,050	60,601	31,033	29,568
18 - 24 years	17,977	7,871	10,106	106,588	50,156	56,430
25 - 34 years	25,465	11,363	14,102	116,223	51,950	64,269
Kilifi						
Total	84,203	35,211	48,992	509,487	239,983	269,499
15 - 17 years	2,866	1,262	1,604	106,783	53,855	52,928
18 - 24 years	34,212	14,420	19,792	197,348	94,820	102,525
25 - 34 years	47,125	19,529	27,596	205,356	91,308	114,046
Tana River						
Total	27,169	11,448	15,719	99,597	48,185	51,410
15 - 17 years	2,619	1,217	1,401	20,998	10,885	10,112
18 - 24 years	11,305	4,505	6,800	38,831	18,705	20,126
25 - 34 years	13,245	5,726	7,518	39,768	18,595	21,172
Lamu						
Total	8,444	3,375	5,069	49,539	26,558	22,981
15 - 17 years	402	164	238	9,365	4,867	4,498
18 - 24 years	3,552	1,412	2,140	18,425	9,779	8,646
25 - 34 years	4,490	1,799	2,691	21,749	11,912	9,837
Taita/Taveta						
Total	16,363	7,193	9,168	112,835	57,328	55,502
15 - 17 years	547	268	279	21,951	11,230	10,721
18 - 24 years	6,991	3,059	3,932	41,315	20,952	20,362
25 - 34 years	8,825	3,866	4,957	49,569	25,146	24,419
Garissa						
Total	155,919	80,880	75,029	316,273	174,080	142,175
15 - 17 years	31,525	18,715	12,809	76,583	46,684	29,897
18 - 24 years	62,759	32,681	30,073	125,445	69,151	56,284
25 - 34 years	61,635	29,484	32,147	114,245	58,245	55,994

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Wajir						
Total	105,003	53,583	51,411	265,241	139,595	125,628
15 - 17 years	22,685	13,117	9,564	67,000	39,404	27,592
18 - 24 years	38,674	19,524	19,146	96,274	50,440	45,826
25 - 34 years	43,644	20,942	22,701	101,967	49,751	52,210
Mandera						
Total	104,998	50,381	54,611	278,408	141,752	136,644
15 - 17 years	21,521	11,387	10,134	71,783	39,719	32,060
18 - 24 years	41,603	19,423	22,176	108,244	54,426	53,814
25 - 34 years	41,874	19,571	22,301	98,381	47,607	50,770
Marsabit						
Total	49,189	25,214	23,970	155,273	82,886	72,377
15 - 17 years	8,665	5,088	3,577	37,633	21,411	16,220
18 - 24 years	19,508	9,732	9,776	59,145	31,198	27,947
25 - 34 years	21,016	10,394	10,617	58,495	30,277	28,210
Isiolo						
Total	28,052	13,751	14,301	94,917	49,387	45,527
15 - 17 years	3,377	2,054	1,323	21,130	11,700	9,429
18 - 24 years	10,974	5,192	5,782	34,769	17,753	17,014
25 - 34 years	13,701	6,505	7,196	39,018	19,934	19,084
Meru						
Total	84,467	39,535	44,928	522,744	256,809	265,921
15 - 17 years	4,718	2,525	2,193	104,243	51,755	52,486
18 - 24 years	33,140	14,443	18,696	190,744	93,549	97,190
25 - 34 years	46,609	22,567	24,039	227,757	111,505	116,245
Tharaka-Nithi						
Total	13,283	6,596	6,687	128,350	62,805	65,541
15 - 17 years	395	224	171	27,379	13,773	13,605
18 - 24 years	4,993	2,254	2,739	46,673	22,993	23,678
25 - 34 years	7,895	4,118	3,777	54,298	26,039	28,258
Embu						
Total	21,641	10,129	11,512	206,498	104,344	102,145
15 - 17 years	573	308	265	40,357	20,528	19,828
18 - 24 years	8,772	3,876	4,896	75,307	38,213	37,091
25 - 34 years	12,296	5,945	6,351	90,834	45,603	45,226
Kitui						
Total	29,034	14,390	14,644	373,135	180,125	192,998
15 - 17 years	1,296	679	617	100,720	51,300	49,417
18 - 24 years	11,785	5,532	6,253	137,928	68,525	69,400
25 - 34 years	15,953	8,179	7,774	134,487	60,300	74,181

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Machakos						
Total	79,673	34,916	44,756	505,347	252,526	252,812
15 - 17 years	1,658	824	834	94,156	47,864	46,290
18 - 24 years	31,630	13,080	18,549	182,207	91,535	90,669
25 - 34 years	46,385	21,012	25,373	228,984	113,127	115,853
Makueni						
Total	29,377	15,074	14,303	329,874	166,295	163,572
15 - 17 years	738	425	313	80,690	41,368	39,318
18 - 24 years	11,596	5,640	5,956	120,221	62,775	57,444
25 - 34 years	17,043	9,009	8,034	128,963	62,152	66,810
Nyandarua						
Total	12,419	5,275	7,144	203,934	101,504	102,422
15 - 17 years	359	202	157	49,733	25,803	23,928
18 - 24 years	5,785	2,302	3,483	73,678	37,517	36,158
25 - 34 years	6,275	2,771	3,504	80,523	38,184	42,336
Nyeri						
Total	24,188	10,158	14,030	233,763	116,354	117,401
15 - 17 years	346	167	179	45,912	23,572	22,338
18 - 24 years	10,117	4,067	6,050	85,391	43,400	41,989
25 - 34 years	13,725	5,924	7,801	102,460	49,382	53,074
Kirinyaga						
Total	18,555	7,514	11,040	194,294	95,906	98,380
15 - 17 years	479	205	274	37,075	18,740	18,335
18 - 24 years	7,524	2,856	4,667	66,603	33,289	33,307
25 - 34 years	10,552	4,453	6,099	90,616	43,877	46,738
Murang'a						
Total	33,479	15,432	18,046	315,696	159,543	156,140
15 - 17 years	914	494	420	68,443	35,507	32,931
18 - 24 years	14,395	6,338	8,056	111,582	57,474	54,103
25 - 34 years	18,170	8,600	9,570	135,671	66,562	69,106
Kiambu						
Total	192,628	66,684	125,925	954,463	454,665	499,732
15 - 17 years	3,048	1,347	1,701	126,165	61,816	64,349
18 - 24 years	78,699	26,751	51,941	347,958	160,029	187,901
25 - 34 years	110,881	38,586	72,283	480,340	232,820	247,482
Turkana						
Total	145,263	72,879	72,377	344,313	182,899	161,403
15 - 17 years	24,163	13,923	10,238	76,264	43,094	33,168
18 - 24 years	56,996	28,753	28,241	136,265	73,949	62,311
25 - 34 years	64,104	30,203	33,898	131,784	65,856	65,924

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
West Pokot						
Total	23,964	11,304	12,659	197,714	96,174	101,537
15 - 17 years	2,289	1,213	1,076	44,246	22,912	21,333
18 - 24 years	8,945	3,854	5,091	76,546	36,522	40,024
25 - 34 years	12,730	6,237	6,492	76,922	36,740	40,180
Samburu						
Total	17,860	8,266	9,594	104,428	52,700	51,726
15 - 17 years	2,264	1,284	980	23,051	12,763	10,288
18 - 24 years	7,493	3,333	4,160	41,696	20,961	20,733
25 - 34 years	8,103	3,649	4,454	39,681	18,976	20,705
Trans Nzoia						
Total	47,251	19,100	28,150	339,694	164,558	175,127
15 - 17 years	1,839	857	982	81,037	41,198	39,837
18 - 24 years	18,224	6,724	11,499	127,319	62,374	64,941
25 - 34 years	27,188	11,519	15,669	131,338	60,986	70,349
Uasin Gishu						
Total	76,638	30,118	46,517	453,834	220,854	232,968
15 - 17 years	1,459	583	876	82,267	40,884	41,383
18 - 24 years	28,885	10,504	18,379	174,789	84,681	90,104
25 - 34 years	46,294	19,031	27,262	196,778	95,289	101,481
Elgeyo/Marakwet						
Total	17,697	9,094	8,602	159,351	79,314	80,032
15 - 17 years	573	329	244	35,648	18,105	17,543
18 - 24 years	6,804	3,400	3,404	62,152	31,273	30,878
25 - 34 years	10,320	5,365	4,954	61,551	29,936	31,611
Nandi						
Total	28,487	13,109	15,378	318,448	155,336	163,107
15 - 17 years	762	389	373	69,729	35,393	34,336
18 - 24 years	10,507	4,504	6,003	118,782	58,772	60,009
25 - 34 years	17,218	8,216	9,002	129,937	61,171	68,762
Baringo						
Total	35,053	17,309	17,744	228,126	114,065	114,059
15 - 17 years	3,364	1,970	1,394	52,623	27,608	25,013
18 - 24 years	14,543	7,027	7,516	89,453	44,883	44,570
25 - 34 years	17,146	8,312	8,834	86,050	41,574	44,476
Laikipia						
Total	22,562	9,326	13,235	172,204	84,730	87,469
15 - 17 years	1,123	632	491	36,231	18,840	17,389
18 - 24 years	9,415	3,772	5,643	62,910	30,918	31,992
25 - 34 years	12,024	4,922	7,101	73,063	34,972	38,088

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Nakuru						
Total	117,653	43,260	74,384	790,588	384,538	406,012
15 - 17 years	3,124	1,514	1,610	148,286	75,113	73,167
18 - 24 years	49,120	17,659	31,458	295,496	145,124	150,354
25 - 34 years	65,409	24,087	41,316	346,806	164,301	182,491
Narok						
Total	33,404	14,908	18,494	377,400	183,221	194,169
15 - 17 years	2,234	1,218	1,016	80,957	42,341	38,615
18 - 24 years	13,647	5,697	7,949	142,888	68,733	74,150
25 - 34 years	17,523	7,993	9,529	153,555	72,147	81,404
Kajiado						
Total	89,852	32,432	57,412	430,283	205,737	224,528
15 - 17 years	2,830	1,295	1,535	61,800	30,921	30,876
18 - 24 years	34,997	11,827	23,168	156,111	71,517	84,589
25 - 34 years	52,025	19,310	32,709	212,372	103,299	109,063
Kericho						
Total	28,012	12,681	15,331	333,280	161,668	171,597
15 - 17 years	741	349	392	68,387	34,633	33,750
18 - 24 years	11,185	4,598	6,587	123,110	59,838	63,267
25 - 34 years	16,086	7,734	8,352	141,783	67,197	74,580
Bomet						
Total	21,580	10,475	11,104	318,870	153,153	165,714
15 - 17 years	662	318	344	71,336	36,334	35,002
18 - 24 years	8,896	4,004	4,891	119,233	57,646	61,585
25 - 34 years	12,022	6,153	5,869	128,301	59,173	69,127
Kakamega						
Total	56,771	24,804	31,966	615,999	289,501	326,486
15 - 17 years	2,057	963	1,094	155,987	77,831	78,154
18 - 24 years	21,956	8,962	12,994	230,375	111,594	118,777
25 - 34 years	32,758	14,879	17,878	229,637	100,076	129,555
Vihiga						
Total	15,793	7,136	8,656	181,612	87,286	94,322
15 - 17 years	395	208	187	48,144	24,280	23,863
18 - 24 years	5,914	2,533	3,381	68,016	33,691	34,324
25 - 34 years	9,484	4,395	5,088	65,452	29,315	36,135
Bungoma						
Total	51,017	23,027	27,987	564,511	269,110	295,388
15 - 17 years	2,233	1,002	1,231	142,660	71,732	70,925
18 - 24 years	19,710	7,995	11,714	211,283	102,311	108,966
25 - 34 years	29,074	14,030	15,042	210,568	95,067	115,497

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Busia						
Total	27,373	11,262	16,111	304,591	141,983	162,602
15 - 17 years	1,198	506	692	76,006	37,781	38,221
18 - 24 years	10,785	4,160	6,625	116,601	55,646	60,953
25 - 34 years	15,390	6,596	8,794	111,984	48,556	63,428
Siaya						
Total	26,707	10,865	15,841	326,006	152,749	173,247
15 - 17 years	732	323	409	76,675	38,871	37,804
18 - 24 years	10,691	3,889	6,801	119,551	56,373	63,172
25 - 34 years	15,284	6,653	8,631	129,780	57,505	72,271
Kisumu						
Total	66,258	23,610	42,648	429,837	200,176	229,649
15 - 17 years	1,570	673	897	84,938	41,882	43,055
18 - 24 years	25,767	8,390	17,377	160,974	74,146	86,824
25 - 34 years	38,921	14,547	24,374	183,925	84,148	99,770
Homa Bay						
Total	34,827	13,570	21,254	379,499	174,915	204,576
15 - 17 years	1,103	426	677	90,016	45,459	44,555
18 - 24 years	13,520	4,583	8,935	141,209	65,958	75,247
25 - 34 years	20,204	8,561	11,642	148,274	63,498	84,774
Migori						
Total	42,768	17,203	25,562	384,426	178,242	206,169
15 - 17 years	1,968	846	1,122	86,254	43,158	43,093
18 - 24 years	17,286	6,191	11,094	147,382	67,700	79,678
25 - 34 years	23,514	10,166	13,346	150,790	67,384	83,398
Kisii						
Total	51,327	21,245	30,076	434,227	197,303	236,907
15 - 17 years	1,574	700	874	97,355	48,808	48,544
18 - 24 years	18,816	7,145	11,668	153,658	71,004	82,645
25 - 34 years	30,937	13,400	17,534	183,214	77,491	105,718
Nyamira						
Total	23,734	10,131	13,603	200,696	90,746	109,948
15 - 17 years	779	356	423	46,704	23,446	23,258
18 - 24 years	8,135	3,255	4,880	67,484	31,665	35,817
25 - 34 years	14,820	6,520	8,300	86,508	35,635	50,873
Nairobi City						
Total	526,504	165,440	361,018	1,962,368	919,272	1,042,967
15 - 17 years	9,852	3,498	6,352	199,242	91,910	107,322
18 - 24 years	209,134	63,854	145,257	701,113	307,627	393,433
25 - 34 years	307,518	98,088	209,409	1,062,013	519,735	542,212

Appendix D2: Distribution of Youth (15-34 years) Not in Employment Education or Training by 5 years Age Groups, County and Nationally, 2019

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Kenya						
Total	2,956,838	1,217,302	1,739,373	16,982,327	8,220,775	8,760,939
15-19	408,227	192,929	215,274	5,251,094	2,665,825	2,585,125
20-24	949,528	369,904	579,568	4,399,022	2,082,561	2,316,271
25-29	906,181	366,736	539,407	3,805,348	1,805,558	1,999,654
30-34	692,902	287,733	405,124	3,526,863	1,666,831	1,859,889
Mombasa						
Total	164,809	57,677	107,127	496,942	236,776	260,156
15-19	14,740	5,188	9,551	98,835	46,163	52,671
20-24	53,886	18,929	34,955	137,666	62,527	75,134
25-29	54,725	19,231	35,494	140,375	68,295	72,080
30-34	41,458	14,329	27,127	120,066	59,791	60,271
Kwale						
Total	45,590	20,332	25,258	283,412	133,139	150,267
15-19	5,728	2,694	3,034	96,273	48,961	47,311
20-24	14,397	6,275	8,122	70,916	32,228	38,687
25-29	14,101	6,287	7,814	61,681	27,747	33,932
30-34	11,364	5,076	6,288	54,542	24,203	30,337
Kilifi						
Total	84,203	35,211	48,992	509,487	239,983	269,499
15-19	8,626	3,646	4,980	170,320	86,001	84,319
20-24	28,452	12,036	16,416	133,811	62,674	71,134
25-29	27,217	11,476	15,741	110,518	50,445	60,073
30-34	19,908	8,053	11,855	94,838	40,863	53,973
Tana River						
Total	27,169	11,448	15,719	99,597	48,185	51,410
15-19	5,174	2,259	2,914	32,798	16,750	16,047
20-24	8,750	3,463	5,287	27,031	12,840	14,191
25-29	7,525	3,251	4,273	21,984	10,281	11,702
30-34	5,720	2,475	3,245	17,784	8,314	9,470
Lamu						
Total	8,444	3,375	5,069	49,539	26,558	22,981
15-19	1,085	417	668	14,901	7,739	7,162
20-24	2,869	1,159	1,710	12,889	6,907	5,982
25-29	2,469	1,008	1,461	11,396	6,375	5,021
30-34	2,021	791	1,230	10,353	5,537	4,816

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Taita/Taveta						
Total	16,363	7,193	9,168	112,835	57,328	55,502
15-19	1,922	887	1,035	34,611	17,777	16,834
20-24	5,616	2,440	3,176	28,655	14,405	14,249
25-29	4,897	2,107	2,789	25,407	12,793	12,612
30-34	3,928	1,759	2,168	24,162	12,353	11,807
Garissa						
Total	155,919	80,880	75,029	316,273	174,080	142,175
15-19	50,737	29,158	21,577	117,607	70,153	47,450
20-24	43,547	22,238	21,305	84,421	45,682	38,731
25-29	33,489	16,131	17,356	62,390	32,103	30,284
30-34	28,146	13,353	14,791	51,855	26,142	25,710
Wajir						
Total	105,003	53,583	51,411	265,241	139,595	125,628
15-19	34,410	19,340	15,065	98,437	56,697	41,735
20-24	26,949	13,301	13,645	64,837	33,147	31,683
25-29	23,544	11,109	12,435	55,048	26,488	28,559
30-34	20,100	9,833	10,266	46,919	23,263	23,651
Mandera						
Total	104,998	50,381	54,611	278,408	141,752	136,644
15-19	33,934	17,405	16,528	107,898	58,619	49,274
20-24	29,190	13,405	15,782	72,129	35,526	36,600
25-29	23,158	10,571	12,585	54,103	25,890	28,210
30-34	18,716	9,000	9,716	44,278	21,717	22,560
Marsabit						
Total	49,189	25,214	23,970	155,273	82,886	72,377
15-19	13,937	7,822	6,115	55,871	31,367	24,502
20-24	14,236	6,998	7,238	40,907	21,242	19,665
25-29	12,006	5,898	6,105	32,226	16,747	15,475
30-34	9,010	4,496	4,512	26,269	13,530	12,735
Isiolo						
Total	28,052	13,751	14,301	94,917	49,387	45,527
15-19	5,698	3,198	2,500	31,167	17,012	14,153
20-24	8,653	4,048	4,605	24,732	12,441	12,290
25-29	7,459	3,557	3,902	20,469	10,430	10,039
30-34	6,242	2,948	3,294	18,549	9,504	9,045
Meru						
Total	84,467	39,535	44,928	522,744	256,809	265,921
15-19	11,392	5,326	6,066	164,240	81,297	82,941
20-24	26,466	11,642	14,823	130,747	64,007	66,735
25-29	25,066	12,077	12,988	111,478	55,368	56,107
30-34	21,543	10,490	11,051	116,279	56,137	60,138

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Tharaka-Nithi						
Total	13,283	6,596	6,687	128,350	62,805	65,541
15-19	1,169	585	584	42,577	21,480	21,096
20-24	4,219	1,893	2,326	31,475	15,286	16,187
25-29	4,439	2,273	2,166	26,602	12,899	13,702
30-34	3,456	1,845	1,611	27,696	13,140	14,556
Embu						
Total	21,641	10,129	11,512	206,498	104,344	102,145
15-19	2,070	1,005	1,065	63,244	32,396	30,847
20-24	7,275	3,179	4,096	52,420	26,345	26,072
25-29	6,705	3,234	3,471	44,677	22,842	21,833
30-34	5,591	2,711	2,880	46,157	22,761	23,393
Kitui						
Total	29,034	14,390	14,644	373,135	180,125	192,998
15-19	3,402	1,690	1,712	150,674	77,304	73,365
20-24	9,679	4,521	5,158	87,974	42,521	45,452
25-29	8,772	4,401	4,371	66,654	30,681	35,971
30-34	7,181	3,778	3,403	67,833	29,619	38,210
Machakos						
Total	79,673	34,916	44,756	505,347	252,526	252,812
15-19	6,350	2,768	3,582	146,438	74,924	71,512
20-24	26,938	11,136	15,801	129,925	64,475	65,447
25-29	26,197	11,422	14,775	115,827	57,434	58,390
30-34	20,188	9,590	10,598	113,157	55,693	57,463
Makueni						
Total	29,377	15,074	14,303	329,874	166,295	163,572
15-19	2,537	1,338	1,199	122,289	63,631	58,654
20-24	9,797	4,727	5,070	78,622	40,512	38,108
25-29	9,374	4,861	4,513	64,344	31,723	32,620
30-34	7,669	4,148	3,521	64,619	30,429	34,190
Nyandarua						
Total	12,419	5,275	7,144	203,934	101,504	102,422
15-19	1,401	658	743	75,290	39,284	36,002
20-24	4,743	1,846	2,897	48,121	24,036	24,084
25-29	3,665	1,584	2,081	38,690	18,683	20,006
30-34	2,610	1,187	1,423	41,833	19,501	22,330
Nyeri						
Total	24,188	10,158	14,030	233,763	116,354	117,401
15-19	1,901	821	1,080	72,829	37,578	35,248
20-24	8,562	3,413	5,149	58,474	29,394	29,079
25-29	7,660	3,187	4,473	48,594	23,538	25,054
30-34	6,065	2,737	3,328	53,866	25,844	28,020

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Kirinyaga						
Total	18,555	7,514	11,040	194,294	95,906	98,380
15-19	1,797	663	1,134	57,720	29,429	28,290
20-24	6,206	2,398	3,807	45,958	22,600	23,352
25-29	5,628	2,348	3,280	41,511	20,253	21,258
30-34	4,924	2,105	2,819	49,105	23,624	25,480
Murang'a						
Total	33,479	15,432	18,046	315,696	159,543	156,140
15-19	3,679	1,762	1,917	105,100	55,100	49,994
20-24	11,630	5,070	6,559	74,925	37,881	37,040
25-29	9,948	4,502	5,446	64,373	31,520	32,851
30-34	8,222	4,098	4,124	71,298	35,042	36,255
Kiambu						
Total	192,628	66,684	125,925	954,463	454,665	499,732
15-19	15,155	5,828	9,323	209,469	100,636	108,825
20-24	66,592	22,270	44,319	264,654	121,209	143,425
25-29	64,062	22,198	41,857	252,151	121,673	130,451
30-34	46,819	16,388	30,426	228,189	111,147	117,031
Turkana						
Total	145,263	72,879	72,377	344,313	182,899	161,403
15-19	39,519	21,974	17,543	118,657	66,535	52,119
20-24	41,640	20,702	20,936	93,872	50,508	43,360
25-29	36,487	17,456	19,031	75,062	38,335	36,726
30-34	27,617	12,747	14,867	56,722	27,521	29,198
West Pokot						
Total	23,964	11,304	12,659	197,714	96,174	101,537
15-19	4,122	2,029	2,093	67,569	34,567	33,001
20-24	7,112	3,038	4,074	53,223	24,867	28,356
25-29	7,158	3,406	3,751	41,696	19,834	21,860
30-34	5,572	2,831	2,741	35,226	16,906	18,320
Samburu						
Total	17,860	8,266	9,594	104,428	52,700	51,726
15-19	4,060	2,136	1,924	35,831	19,651	16,180
20-24	5,697	2,481	3,216	28,916	14,073	14,841
25-29	4,670	2,144	2,526	22,203	10,766	11,437
30-34	3,433	1,505	1,928	17,478	8,210	9,268
Trans Nzoia						
Total	47,251	19,100	28,150	339,694	164,558	175,127
15-19	5,075	2,063	3,012	123,862	63,207	60,653
20-24	14,988	5,518	9,469	84,494	40,365	44,125
25-29	14,864	6,212	8,652	67,318	31,264	36,054
30-34	12,324	5,307	7,017	64,020	29,722	34,295

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Uasin Gishu						
Total	76,638	30,118	46,517	453,834	220,854	232,968
15-19	5,469	2,037	3,432	130,862	65,012	65,849
20-24	24,875	9,050	15,823	126,194	60,553	65,638
25-29	26,995	10,950	16,045	104,744	51,064	53,676
30-34	19,299	8,081	11,217	92,034	44,225	47,805
Elgeyo/Marakwet						
Total	17,697	9,094	8,602	159,351	79,314	80,032
15-19	1,548	811	737	55,206	28,112	27,093
20-24	5,829	2,918	2,911	42,594	21,266	21,328
25-29	5,947	3,092	2,855	32,751	16,125	16,623
30-34	4,373	2,273	2,099	28,800	13,811	14,988
Nandi						
Total	28,487	13,109	15,378	318,448	155,336	163,107
15-19	2,310	1,024	1,286	108,396	55,219	53,177
20-24	8,959	3,869	5,090	80,115	38,946	41,168
25-29	9,544	4,534	5,010	65,061	30,772	34,286
30-34	7,674	3,682	3,992	64,876	30,399	34,476
Baringo						
Total	35,053	17,309	17,744	228,126	114,065	114,059
15-19	6,458	3,554	2,904	80,655	42,153	38,500
20-24	11,449	5,443	6,006	61,421	30,338	31,083
25-29	9,892	4,744	5,148	46,741	22,564	24,177
30-34	7,254	3,568	3,686	39,309	19,010	20,299
Laikipia						
Total	22,562	9,326	13,235	172,204	84,730	87,469
15-19	2,904	1,396	1,508	56,157	29,105	27,050
20-24	7,634	3,008	4,626	42,984	20,653	22,331
25-29	6,607	2,732	3,875	36,555	17,664	18,890
30-34	5,417	2,190	3,226	36,508	17,308	19,198
Nakuru						
Total	117,653	43,260	74,384	790,588	384,538	406,012
15-19	11,455	4,767	6,688	233,662	118,262	115,393
20-24	40,789	14,406	26,380	210,120	101,975	108,128
25-29	37,422	13,639	23,781	178,429	84,788	93,637
30-34	27,987	10,448	17,535	168,377	79,513	88,854
Narok						
Total	33,404	14,908	18,494	377,400	183,221	194,169
15-19	4,876	2,350	2,526	124,431	64,574	59,854
20-24	11,005	4,565	6,439	99,414	46,500	52,911
25-29	9,802	4,408	5,393	81,557	37,931	43,624
30-34	7,721	3,585	4,136	71,998	34,216	37,780

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Kajiado						
Total	89,852	32,432	57,412	430,283	205,737	224,528
15-19	8,357	3,286	5,071	100,180	49,006	51,171
20-24	29,470	9,836	19,632	117,731	53,432	64,294
25-29	29,652	10,677	18,973	113,752	54,666	59,082
30-34	22,373	8,633	13,736	98,620	48,633	49,981
Kericho						
Total	28,012	12,681	15,331	333,280	161,668	171,597
15-19	2,447	1,016	1,431	106,877	54,170	52,701
20-24	9,479	3,931	5,548	84,620	40,301	44,316
25-29	9,406	4,441	4,965	72,422	34,525	37,893
30-34	6,680	3,293	3,387	69,361	32,672	36,687
Bomet						
Total	21,580	10,475	11,104	318,870	153,153	165,714
15-19	2,129	938	1,190	109,838	56,013	53,824
20-24	7,429	3,384	4,045	80,731	37,967	42,763
25-29	7,180	3,682	3,498	65,552	30,533	35,019
30-34	4,842	2,471	2,371	62,749	28,640	34,108
Kakamega						
Total	56,771	24,804	31,966	615,999	289,501	326,486
15-19	6,047	2,638	3,409	237,611	119,482	118,127
20-24	17,966	7,287	10,679	148,751	69,943	78,804
25-29	17,892	7,948	9,943	113,533	49,861	63,668
30-34	14,866	6,931	7,935	116,104	50,215	65,887
Vihiga						
Total	15,793	7,136	8,656	181,612	87,286	94,322
15-19	1,397	658	739	73,448	37,265	36,182
20-24	4,912	2,083	2,829	42,712	20,706	22,005
25-29	5,203	2,371	2,831	32,275	14,533	17,740
30-34	4,281	2,024	2,257	33,177	14,782	18,395
Bungoma						
Total	51,017	23,027	27,987	564,511	269,110	295,388
15-19	5,777	2,446	3,331	215,125	108,927	106,191
20-24	16,166	6,551	9,614	138,818	65,116	73,700
25-29	16,220	7,778	8,440	107,686	48,925	58,758
30-34	12,854	6,252	6,602	102,882	46,142	56,739
Busia						
Total	27,373	11,262	16,111	304,591	141,983	162,602
15-19	3,212	1,257	1,955	116,846	58,436	58,405
20-24	8,771	3,409	5,362	75,761	34,991	40,769
25-29	8,780	3,691	5,089	57,537	25,017	32,520
30-34	6,610	2,905	3,705	54,447	23,539	30,908

County	NEET			Population		
	Total	Male	Female	Total	Male	Female
Siaya						
Total	26,707	10,865	15,841	326,006	152,749	173,247
15-19	2,512	943	1,569	117,054	59,126	57,927
20-24	8,911	3,269	5,641	79,172	36,118	43,049
25-29	8,514	3,497	5,017	64,874	28,542	36,332
30-34	6,770	3,156	3,614	64,906	28,963	35,939
Kisumu						
Total	66,258	23,610	42,648	429,837	200,176	229,649
15-19	5,431	1,899	3,532	134,097	65,740	68,356
20-24	21,906	7,164	14,742	111,815	50,288	61,523
25-29	22,099	7,931	14,168	95,247	43,223	52,019
30-34	16,822	6,616	10,206	88,678	40,925	47,751
Homa Bay						
Total	34,827	13,570	21,254	379,499	174,915	204,576
15-19	3,345	1,134	2,211	136,166	68,568	67,596
20-24	11,278	3,875	7,401	95,059	42,849	52,206
25-29	11,285	4,659	6,625	74,673	32,490	42,181
30-34	8,919	3,902	5,017	73,601	31,008	42,593
Migori						
Total	42,768	17,203	25,562	384,426	178,242	206,169
15-19	5,168	1,950	3,218	133,735	66,374	67,357
20-24	14,086	5,087	8,998	99,901	44,484	55,414
25-29	13,289	5,632	7,657	78,960	35,462	43,495
30-34	10,225	4,534	5,689	71,830	31,922	39,903
Kisii						
Total	51,327	21,245	30,076	434,227	197,303	236,907
15-19	4,761	1,881	2,880	149,527	74,763	74,757
20-24	15,629	5,964	9,662	101,486	45,049	56,432
25-29	17,038	7,194	9,843	90,185	38,750	51,432
30-34	13,899	6,206	7,691	93,029	38,741	54,286
Nyamira						
Total	23,734	10,131	13,603	200,696	90,746	109,948
15-19	2,162	930	1,232	70,200	35,322	34,876
20-24	6,752	2,681	4,071	43,988	19,789	24,199
25-29	7,695	3,318	4,377	41,318	17,361	23,957
30-34	7,125	3,202	3,923	45,190	18,274	26,916
Nairobi City						
Total	526,504	165,440	361,018	1,962,368	919,272	1,042,967
15-19	40,842	13,354	27,481	346,514	155,938	190,554
20-24	178,144	53,998	124,128	553,841	243,599	310,201
25-29	180,434	57,887	122,538	574,719	276,355	298,338
30-34	127,084	40,201	86,871	487,294	243,380	243,874

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