

Section L: Labour Force

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 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 programmes.

Definitions of Key Terms and Concepts

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

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.

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 not in labour force population, 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.

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 a 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 unemployed persons 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 (age 15-64) 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 (age 15-64) 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.

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" (age 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).

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

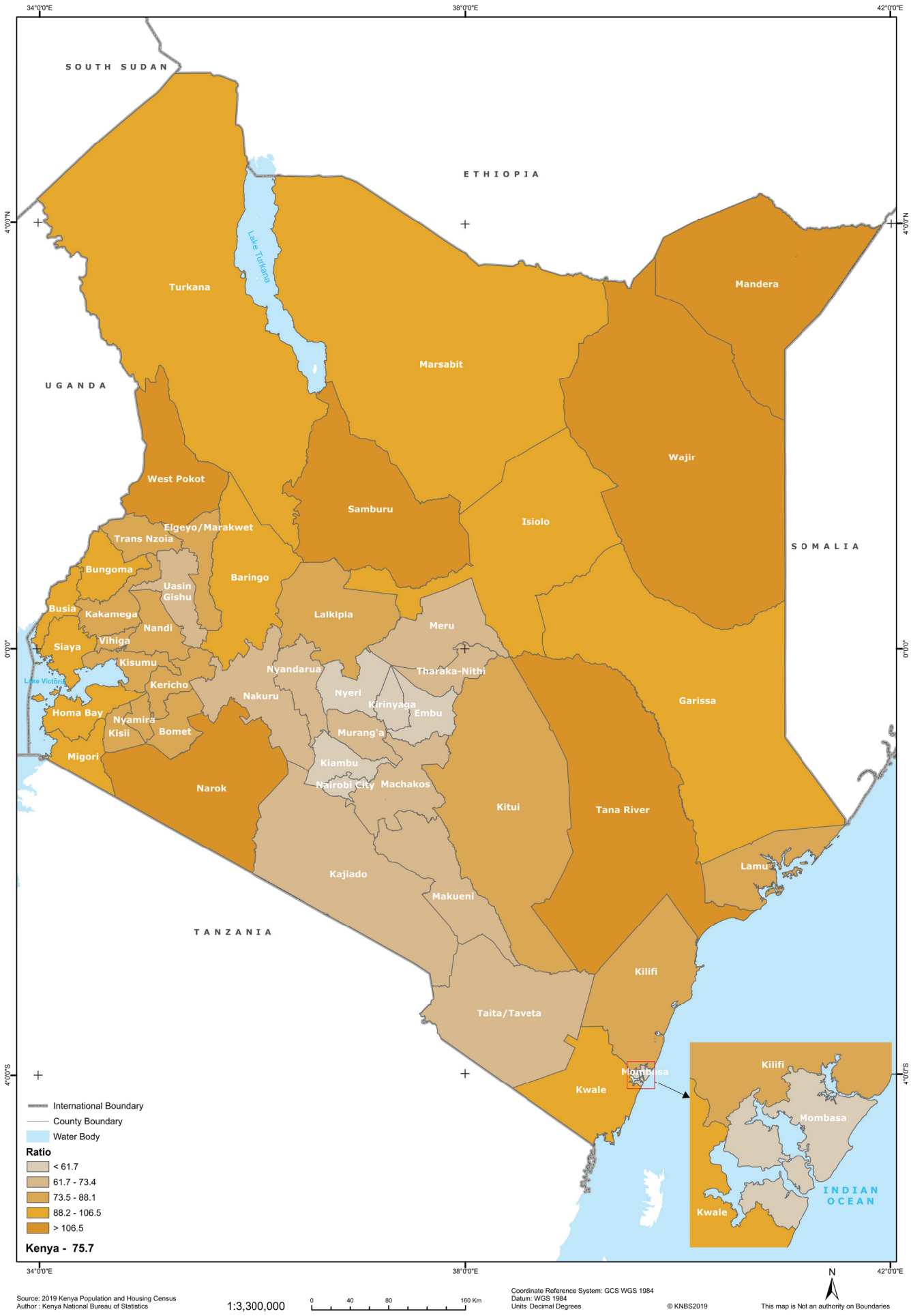
Employment to population ratio: This is the proportion of a country's working age population (15 to 64 years) that is employed.



L.1: Total dependency ratios by County

Map L.1 presents total dependency ratio by County. The map shows that Mandera, Wajir, Tana River, Narok, Samburu and West Pokot counties had the highest total dependency ratios (more than 106.5). Nyeri, Kirinyaga, Embu, Kiambu, Nairobi City and Mombasa counties had the lowest total dependency ratios (less than 61.7).

Map L 1: Total dependency ratio by County



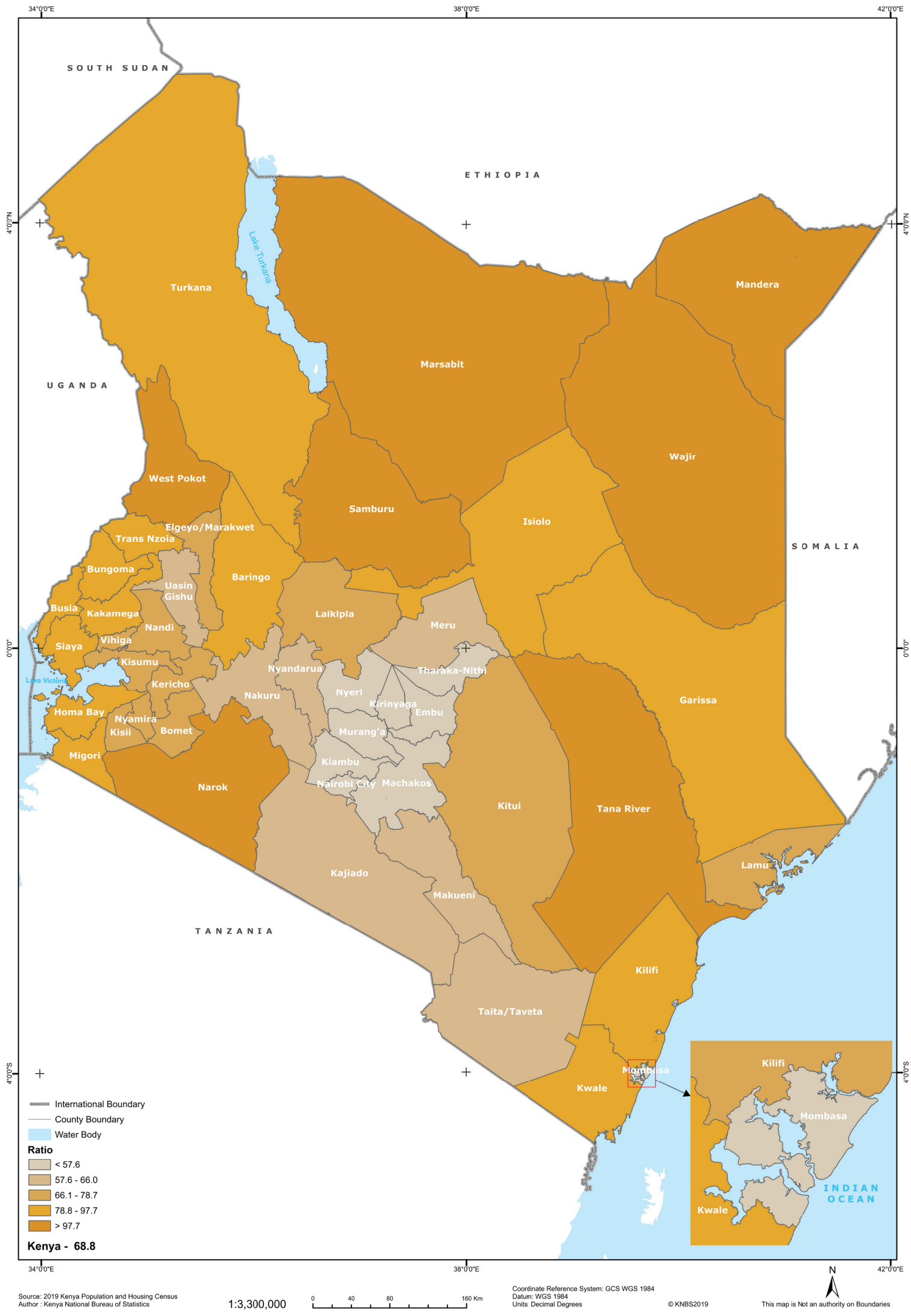
L.2: Child dependency ratio by County

This is the ratio of the population age 0-14 years to the working age population (15 to 64 years). Map L.2 shows that Mandera, Wajir, Tana River, Marsabit, Samburu, West Pokot and Narok counties had the highest child dependency ratios (more than 97.7). Counties that recorded the lowest child dependency ratios (less than 57.6) were Nyeri, Kirinyaga, Tharaka-Nithi, Embu, Murang'a, Machakos, Mombasa, Kiambu and Nairobi City.

97.7%

Mandera, Wajir, Tana River, Marsabit, Samburu, West Pokot and Narok counties had the highest child dependency ratios (more than 97.7).

Map L 2: Child dependency ratio by County



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Source: 2019 Kenya Population and Housing Census
Author : Kenya National Bureau of Statistics

Coordinate Reference System: GCS WGS 1984
Datum: WGS 1984
Units: Decimal Degrees

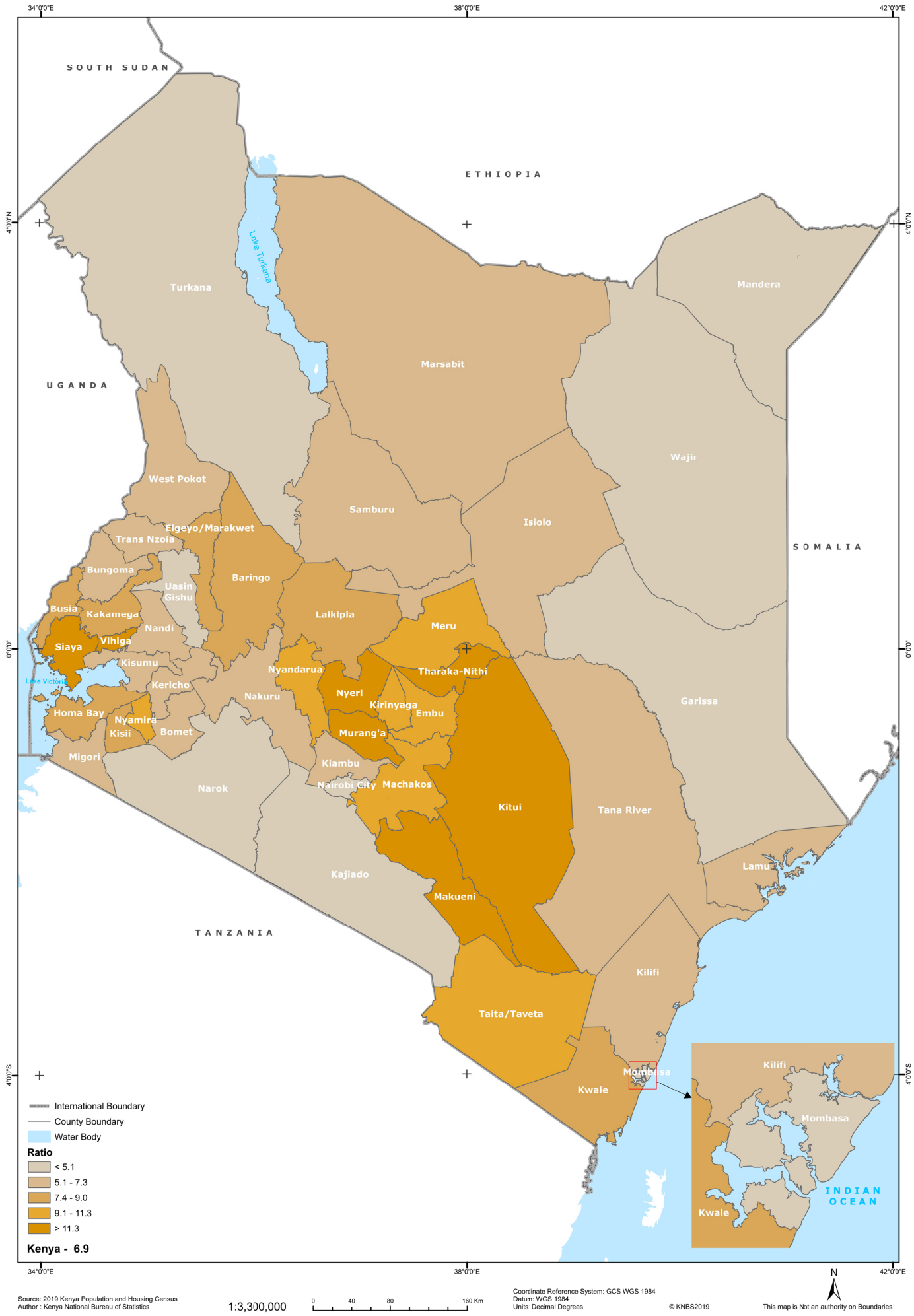
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L.3: Old Age dependency ratio by County

This is the ratio of the population age 65 years and above to the working age population (15 to 64 years). As shown in Map L.3, Nairobi City, Mandera, Wajir, Garissa, Mombasa, Kajiado, Narok, Uasin Gishu and Turkana counties recorded the lowest old age dependency ratios (less than 5.1). Tharaka-Nithi, Kitui, Makueni, Murang'a, Nyeri, Murang'a, Siaya, Vihiga and Nyamira counties recorded the highest old age dependency ratios (more than 11.3).

Map L 3: Age dependency ratio by County



Source: 2019 Kenya Population and Housing Census
Author : Kenya National Bureau of Statistics

Coordinate Reference System: GCS WGS 1984
Datum: WGS 1984
Units: Decimal Degrees

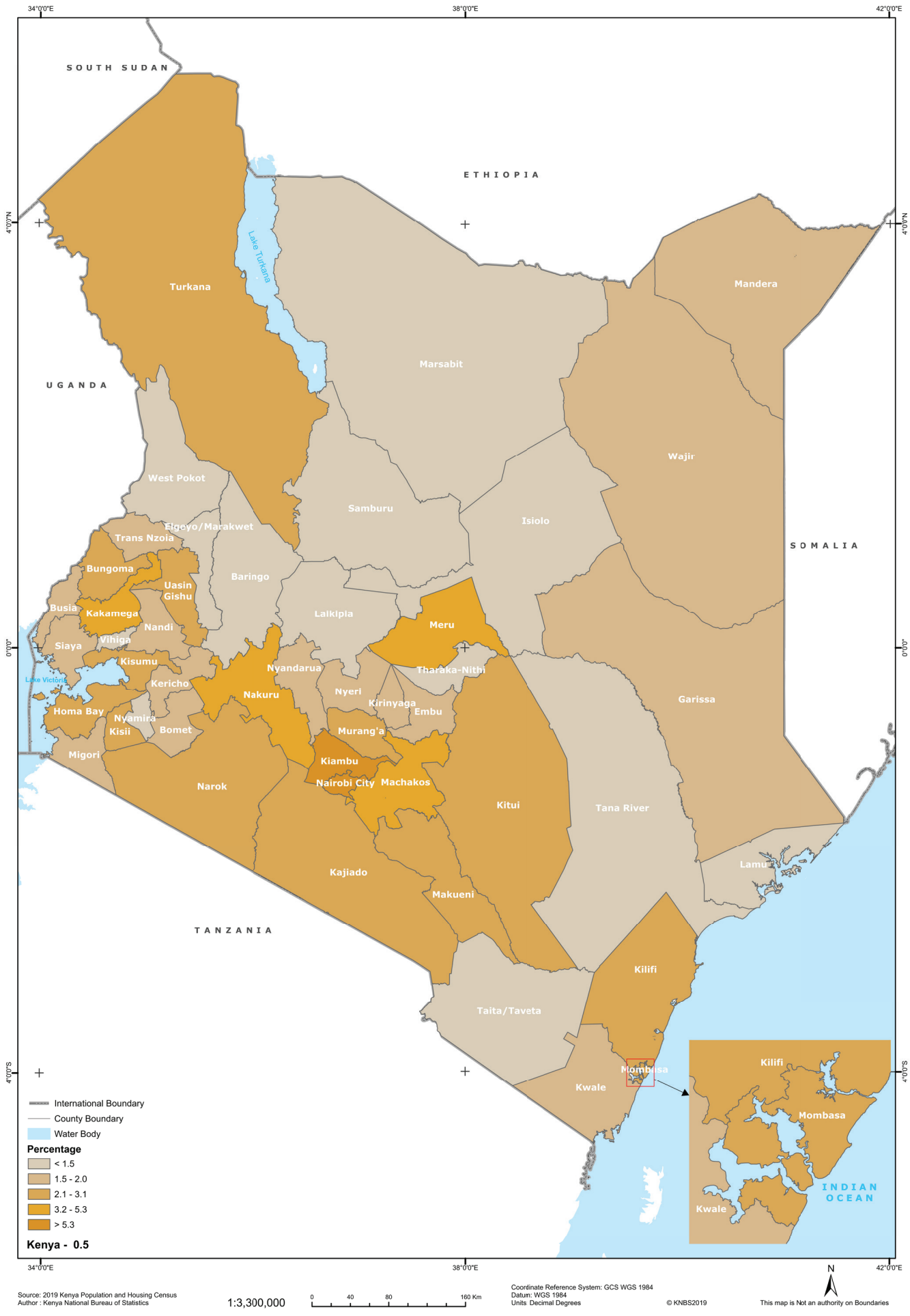
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L.4: Economically Active Population

Map L.4 presents the percentage distribution of Kenya's economically active population by county. The map shows that the following counties had the highest proportion (more than 5.3% each) of the country's economically active population; Nairobi City, Kiambu, Nakuru, Meru, Kakamega and Machakos. The national share of the economically active population was lowest in Lamu, Taita/Taveta, Tana River, Tharaka-Nithi, Isiolo, Marsabit, Samburu, Laikipia, Baringo, Elgeyo/Marakwet, West Pokot, Nyamira and Vihiga counties at less than 1.5 per cent each.

Map L 4 : Percentage distribution of economically active population by County



Source: 2019 Kenya Population and Housing Census
Author : Kenya National Bureau of Statistics

Coordinate Reference System: GCS WGS 1984
Datum: WGS 1984
Units Decimal Degrees

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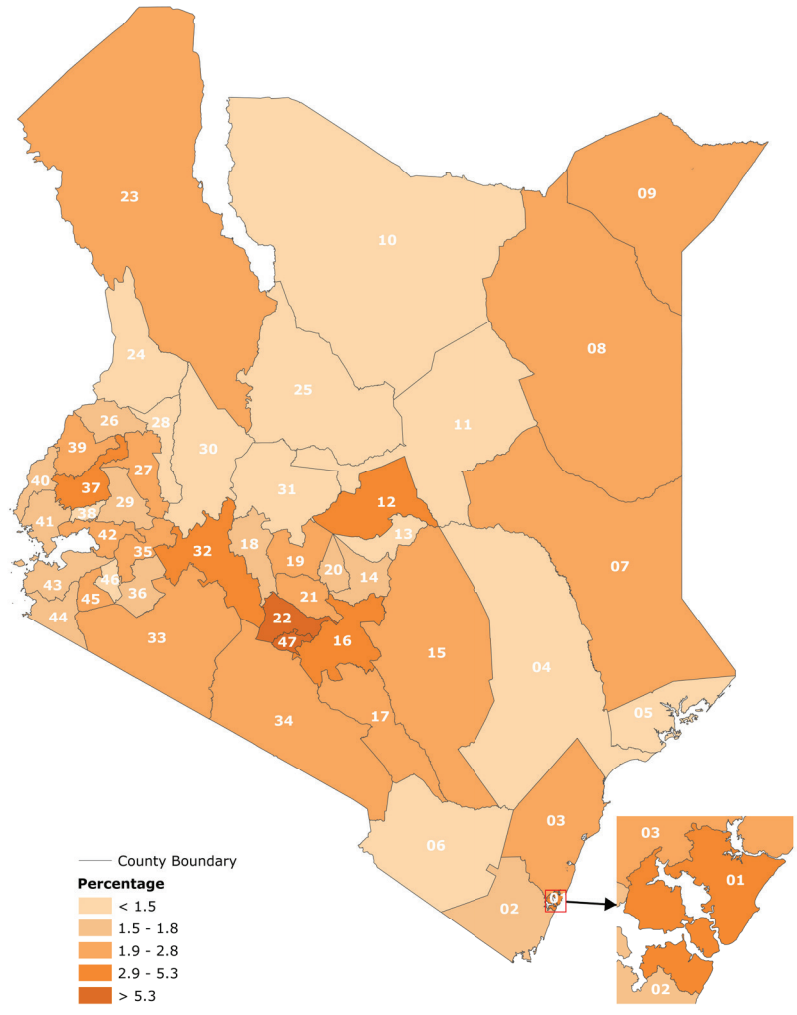
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Percentage Distribution of Economically Active Population by Sex and County

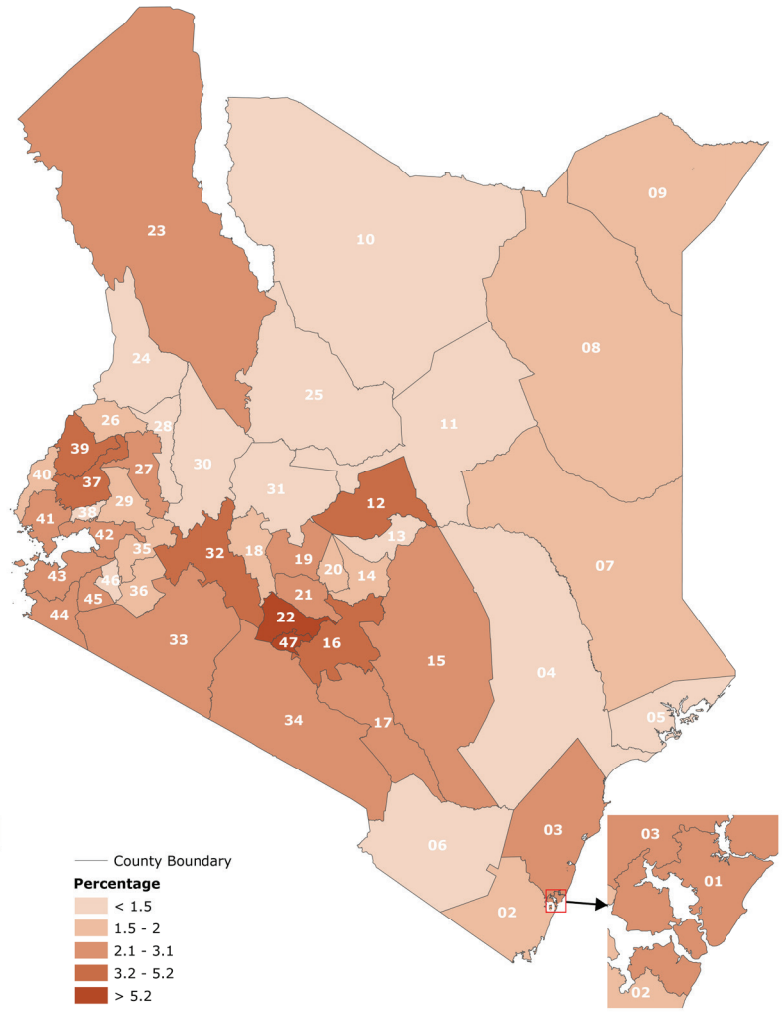
Map L.4A and Map L.4B show the percentage distribution of Kenya's economically active male and female population by county respectively. From the maps, Meru, Kiambu, Nairobi City, Nakuru, Kakamega and Mombasa counties had the highest percentages of the country's economically active male population at more than 5.3 per cent each. There is a similar pattern for the economically active female population.

Maps L.4.A and L.4.B : Percentage distribution of male and female economically active population

Map L.4A: Percentage Distribution of Male Economically Active Population by County



Map L.4B: Percentage Distribution of Female Economically Active Population by County



Datum: WGS 1984,
Units: Decimal Degrees
Source: Kenya National Bureau of Statistics 2019

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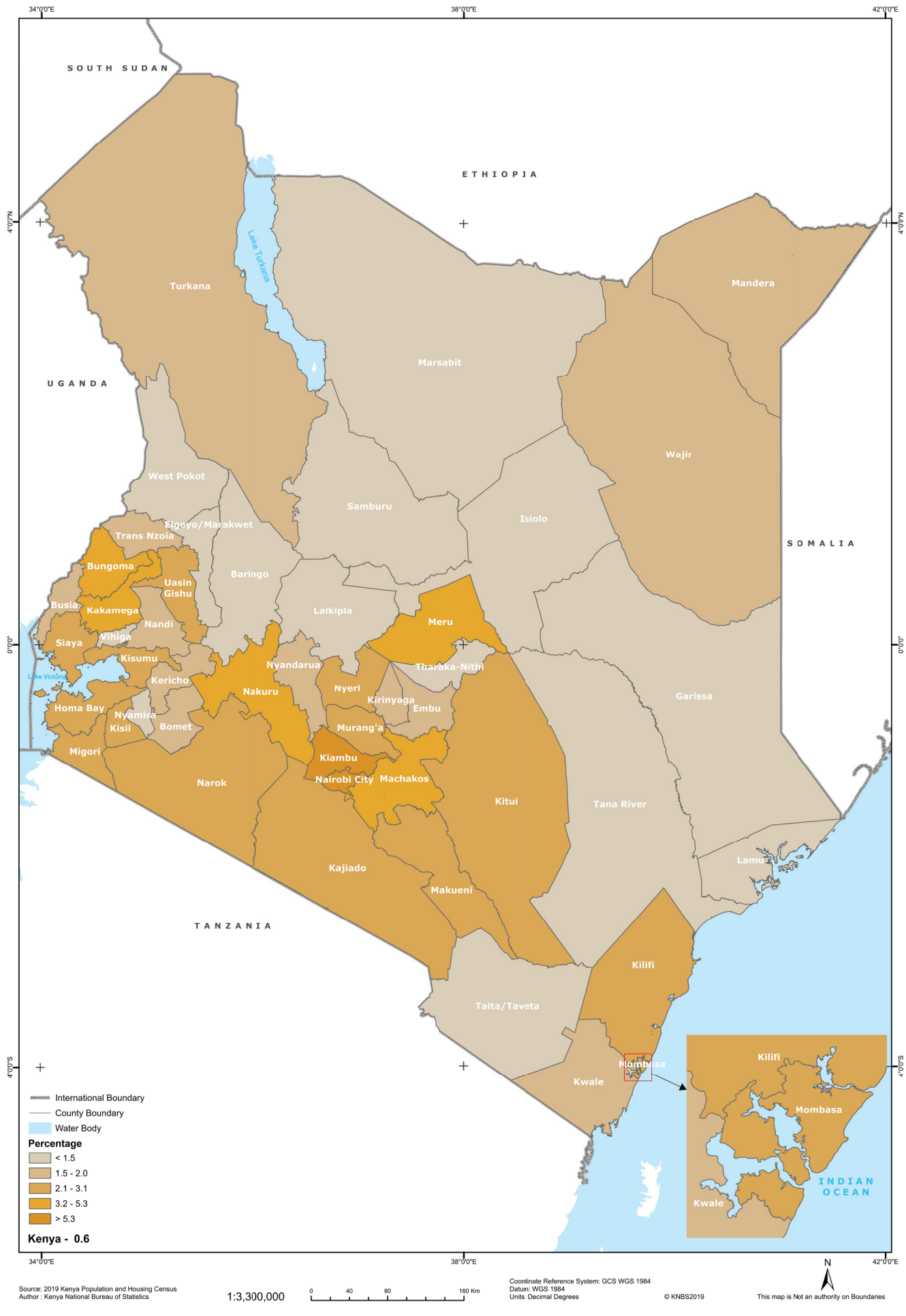
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L.5: Working Population

The percentage distribution of Kenya's working population by county is presented in Map L.5. Counties with the highest proportion of the country's working population at more than 3.2 per cent each were Nairobi City, Kiambu, Nakuru, Kakamega, Meru, Machakos and Bungoma. Thirteen counties had the lowest percentages of the country's working population at less than 1.5 per cent each.

Map L 5: Percentage distribution of total working population by County



Source: 2019 Kenya Population and Housing Census
Author : Kenya National Bureau of Statistics

Coordinate Reference System: GCS WGS 1984
Datum: WGS 1984
Units: Decimal Degrees

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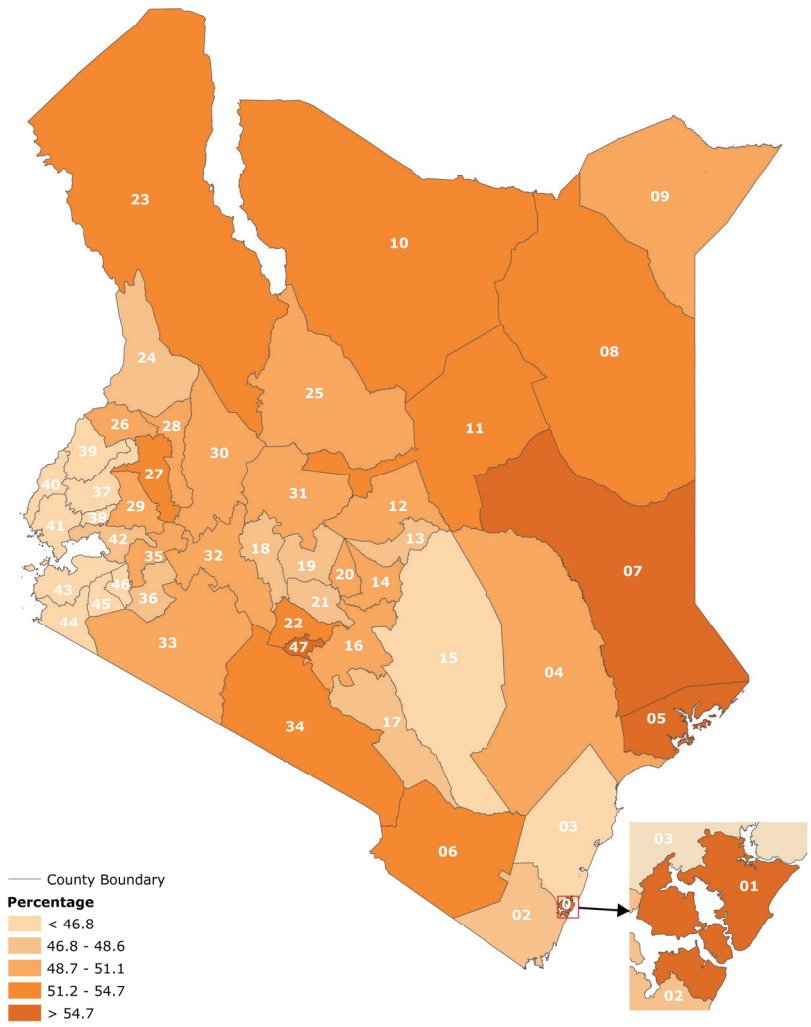
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Percentage distribution of Working Population by Sex and County

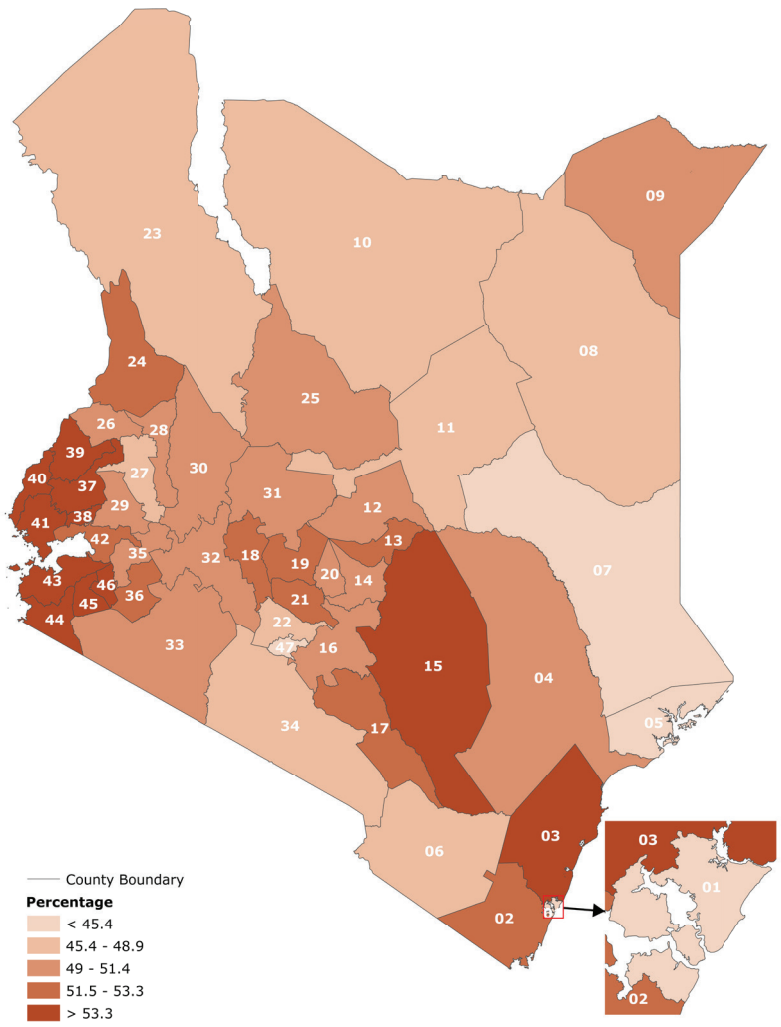
Percentage distribution of Kenya's male and female working population by County are presented in Map L.5A and Map L.5B respectively. Mombasa, Lamu, Nairobi City, Garissa and Isiolo counties had a higher percentage of males than females in the working population. In Homa Bay, Kisii, Siaya, Busia, Nyamira and Kitui counties, the proportion of females working population was higher than that of males.

Maps L.5.A and L.5.B : Percentage distribution of Male and Female working population 5 years and Above by County

Map L.5A: Percentage Distribution of Male Working Population 5 years and Above



Map L.5B: Percentage Distribution of Female Working Population 5 years and Above



Datum: WGS 1984,
Units: Decimal Degrees
Source: Kenya National Bureau of Statistics 2019

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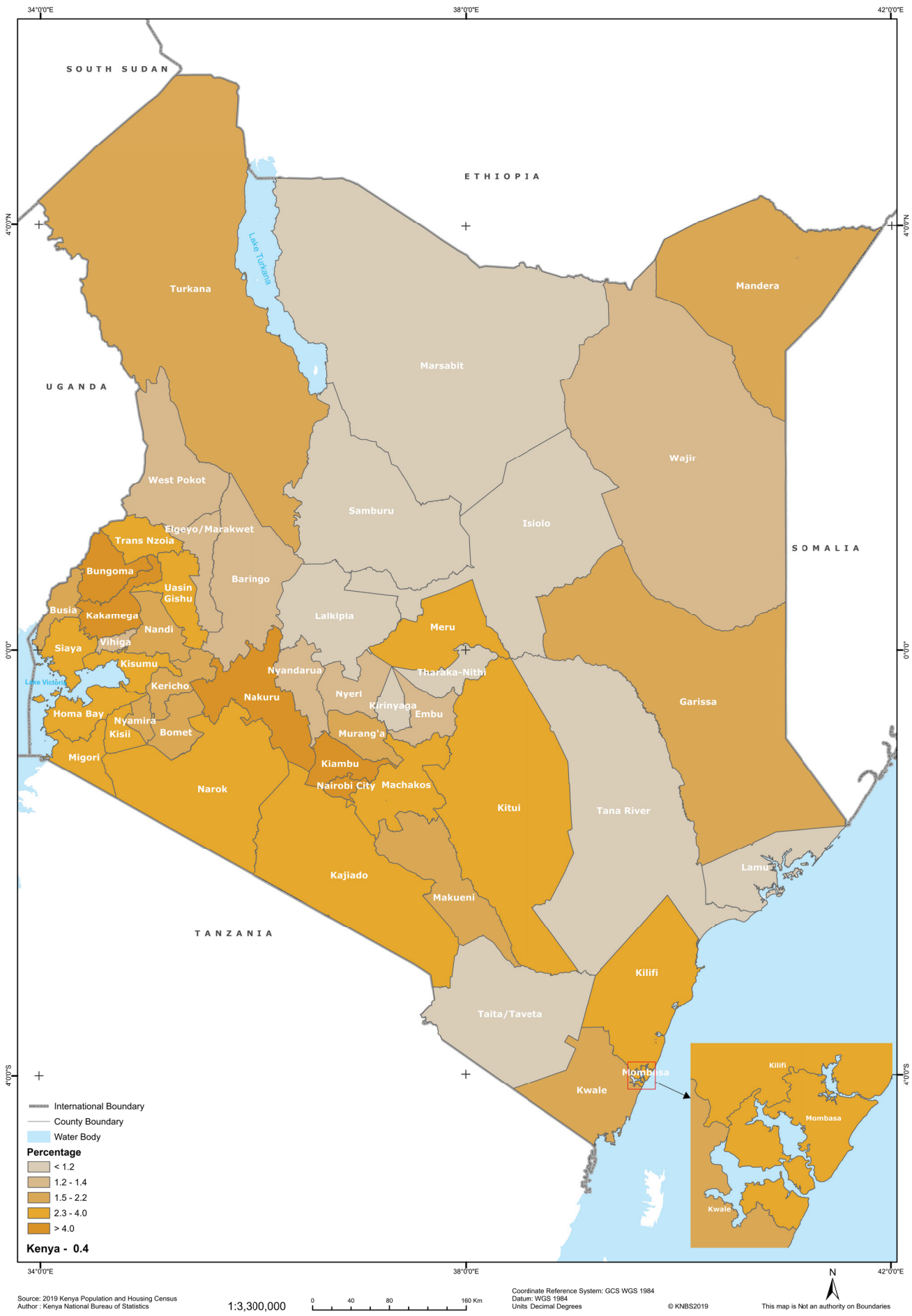
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L.6: Population Not in Labour Force

Population not in the labour force refers to persons who are not involved in the labour market. This means that they are neither in employment nor actively seeking employment. Map L.6 presents the overall percentage of population not in the labour force by county. Nairobi City, Kiambu, Nakuru, Kakamega and Bungoma counties recorded the highest percentage of population not in the labour force, which was greater than 4.0 per cent each. The following counties recorded the lowest percentage of the country's population not in the labour force of less than 1.5 per cent each; Taita/Taveta, Lamu, Tana River, Isiolo, Marsabit, Samburu, Laikipia, Tharaka-Nithi and Kirinyaga.

Map L 6:Percentage of Population not in Labour Force by County

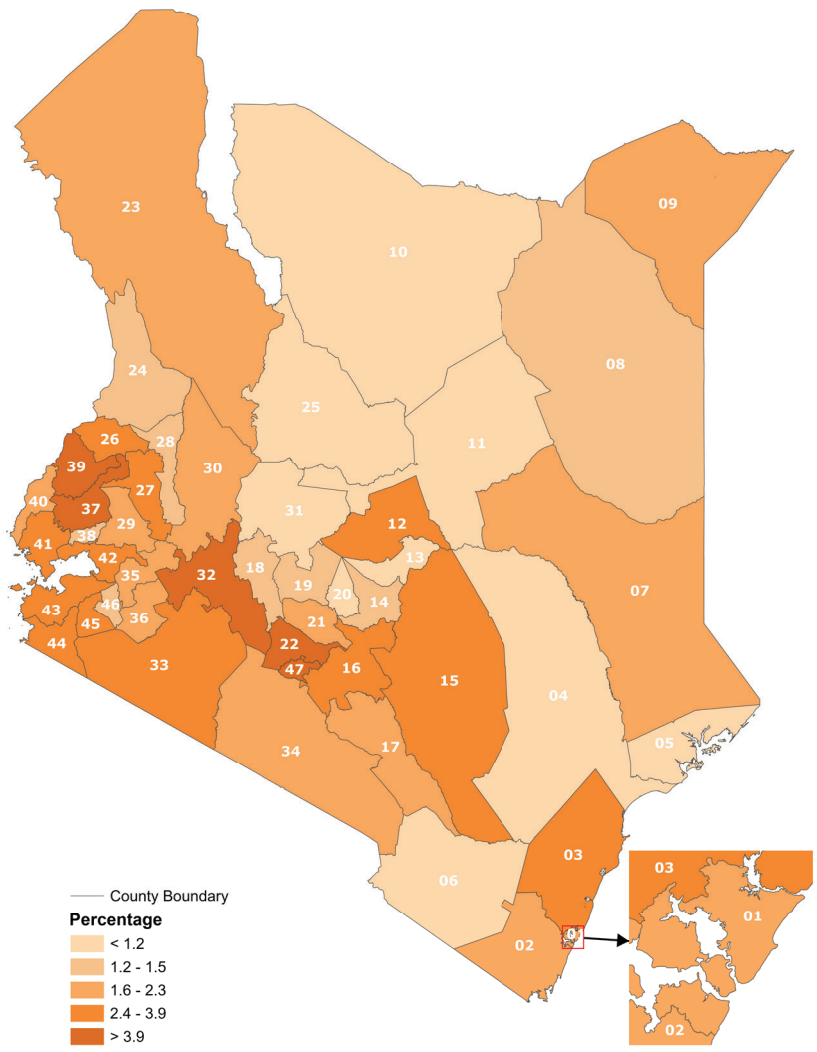


Percentage distribution of population not in labour force by Sex and County

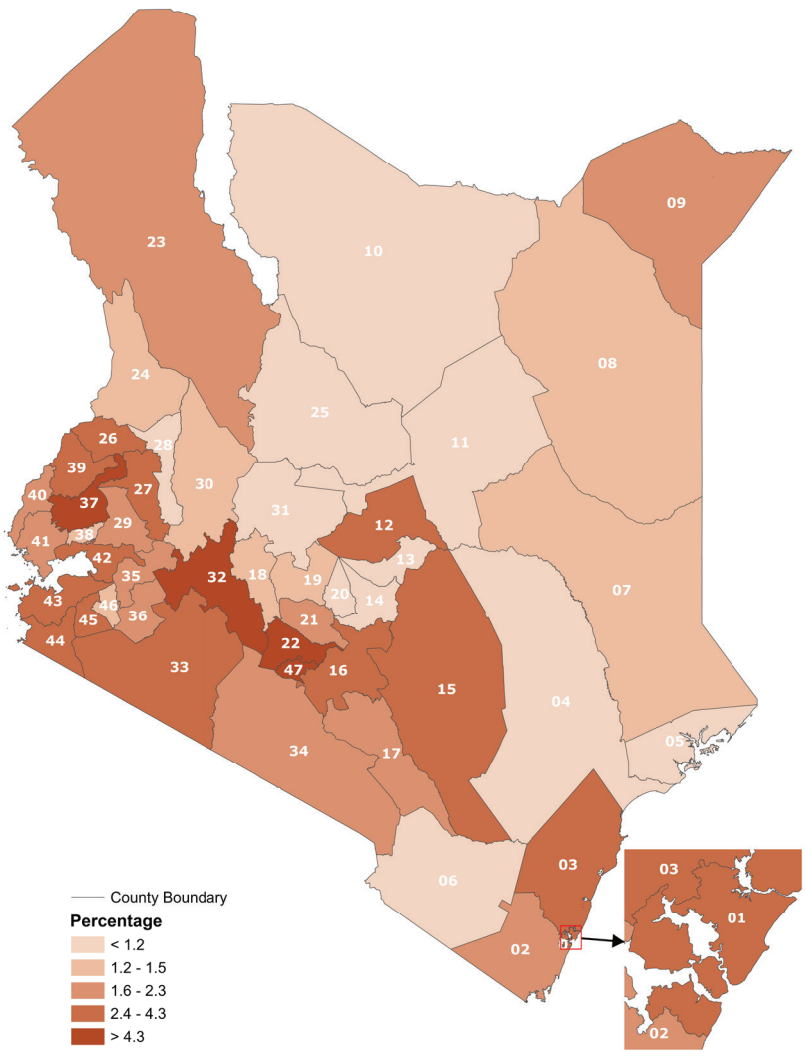
Percentage distribution of male and female population not in the labour force by County are presented in Map L.6A and Map L.6B respectively. The percentage of female population not in labour force was higher than percentage of male population not in labour force in all the counties except Garissa, Wajir, Kitui, Makueni, West Pokot, Samburu, Narok and Bomet counties, where a higher percentage of male than female population were not in the labour force.

Maps L.6.A and L.6.B 1: Percentage Distribution Male and Female Not in Labour Force by County

Map L.6A: Percentage Distribution of Male Not in Labour Force Population.



Map L.6B: Percentage Distribution of Female Not in Labour Force Population.



Datum: WGS 1984,
Units: Decimal Degrees
Source: Kenya National Bureau of Statistics 2019

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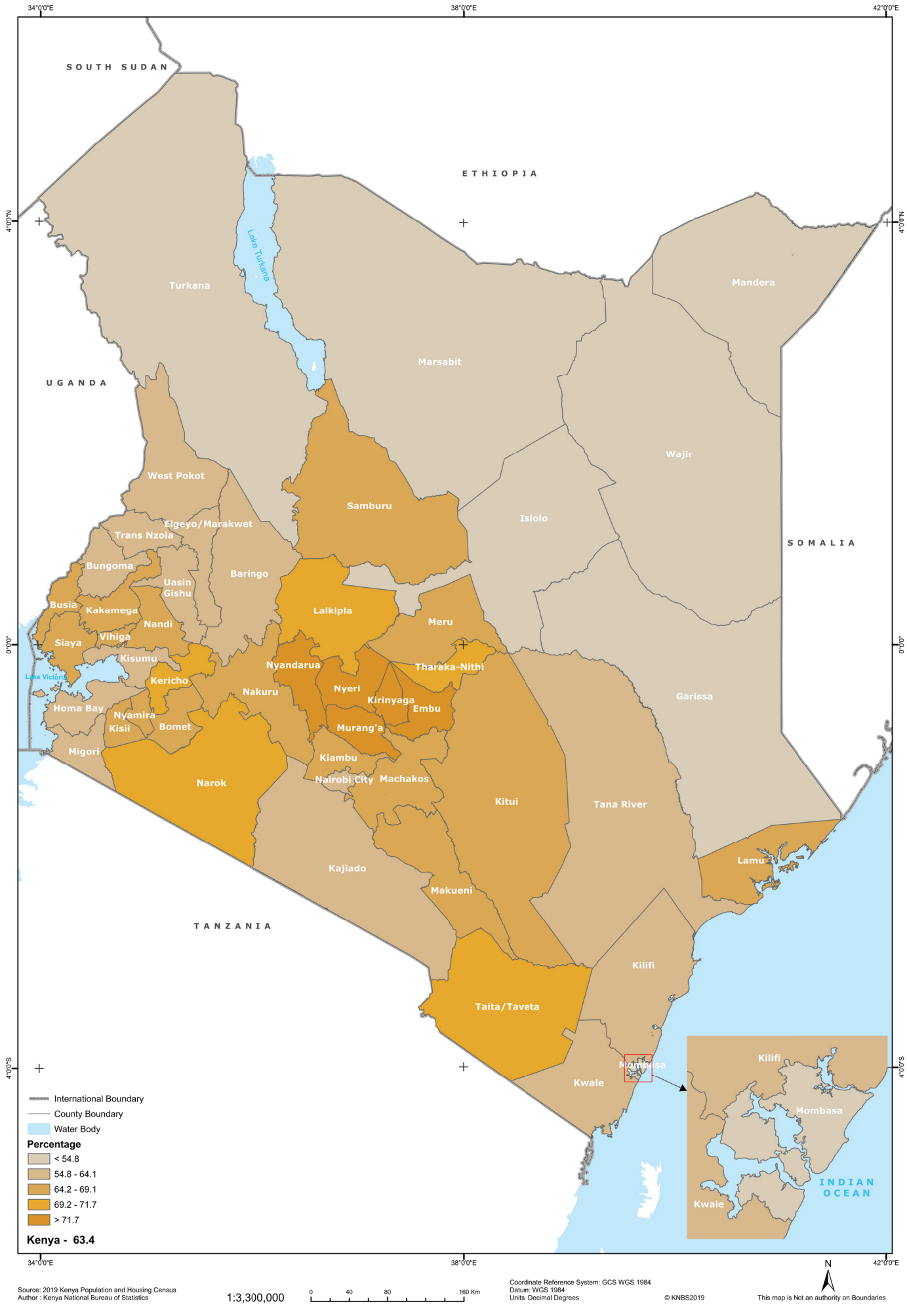
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L.7: Employment to Population Ratio by County

Overall employment to population ratios by county are presented in Map L.7. The map shows that Embu, Kirinyaga, Murang'a, Nyeri and Nyandarua counties recorded the highest employment to population ratios, which were above 71.7. Lowest employment to population ratios were recorded in Garissa, Wajir, Mandera, Marsabit, Isiolo and Turkana counties at less than 58.4.

Map L 7: Employment to Population Ratio by County



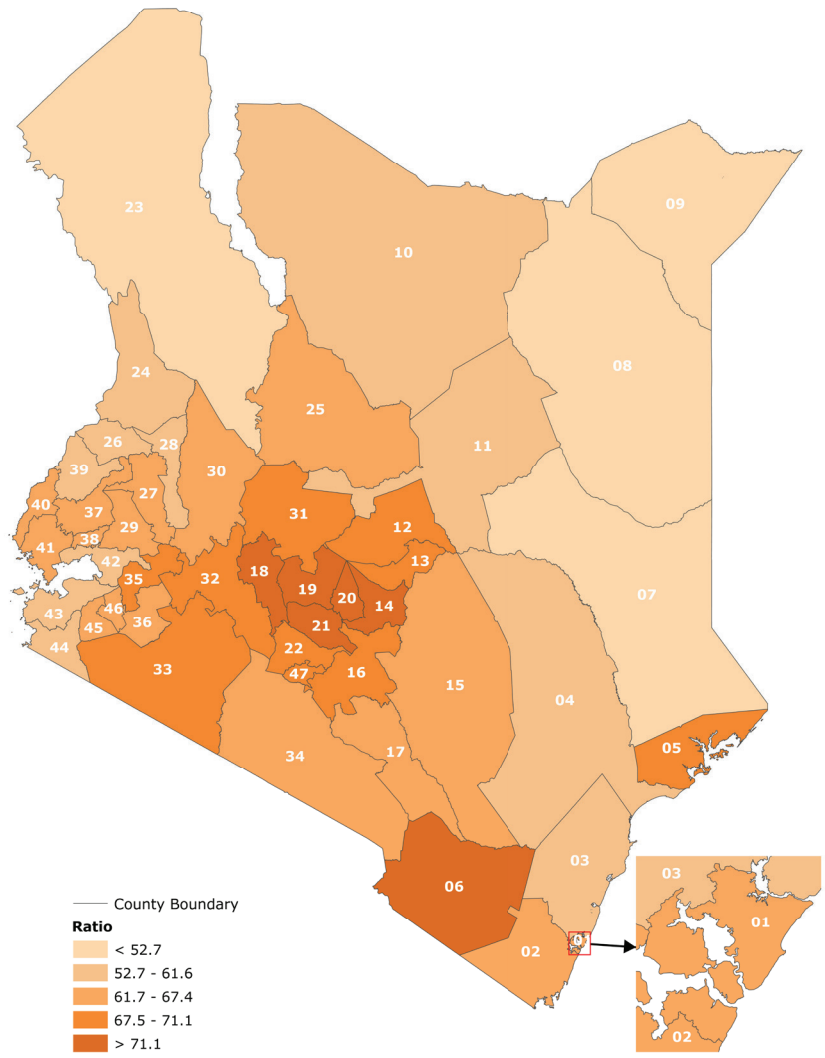
Source: 2019 Kenya Population and Housing Census
Author : Kenya National Bureau of Statistics

Employment to population ratio by Sex and County

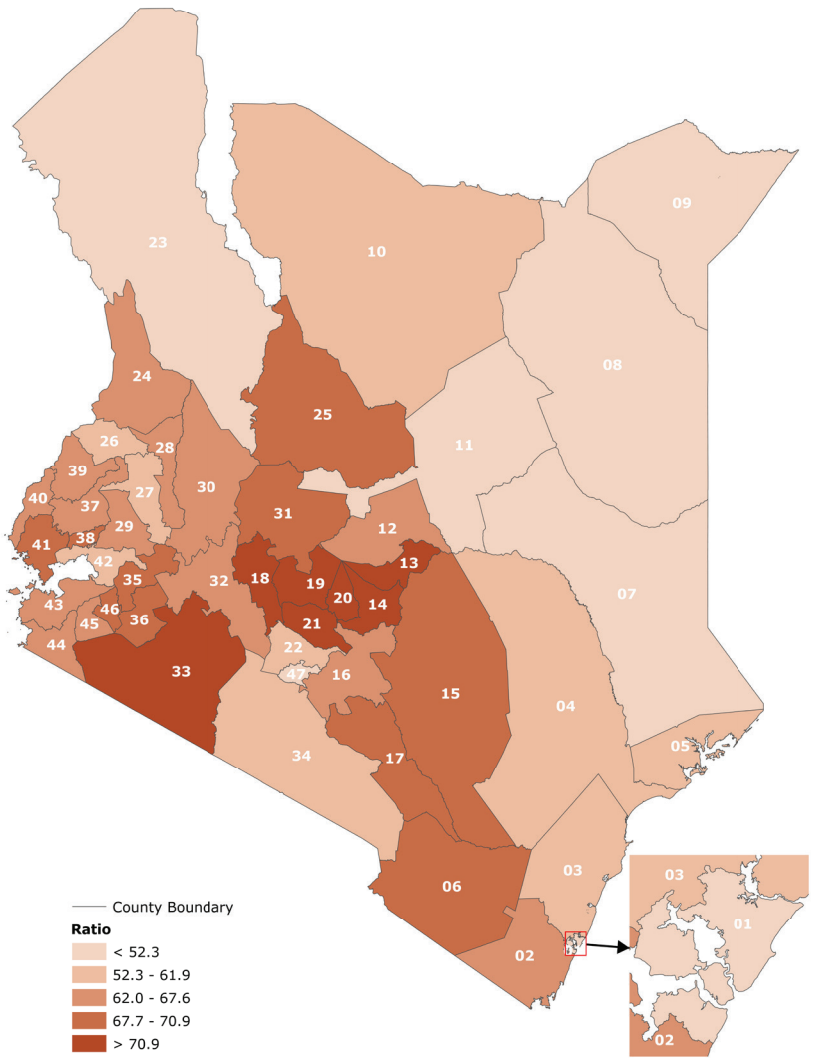
Maps L.7A and Map L.7B present employment to population ratio for males and females by County respectively. Employment to population ratio for males was higher than that of females in Mombasa, Lamu, Kiambu, Nairobi City and Kajiado counties. Conversely, employment to population ratio for the female population was higher than that of the male population in Kitui, Vihiga, Bomet, Homa Bay and Bungoma counties.

Map L.7.A and L.7.B : Male and Female Population Ratios by County

Map L.7A: Employment to Population Ratios for Male by County



Map L.7B: Employment to Population Ratios for Female by County



Datum: WGS 1984,
Units: Decimal Degrees
Source: Kenya National Bureau of Statistics 2019

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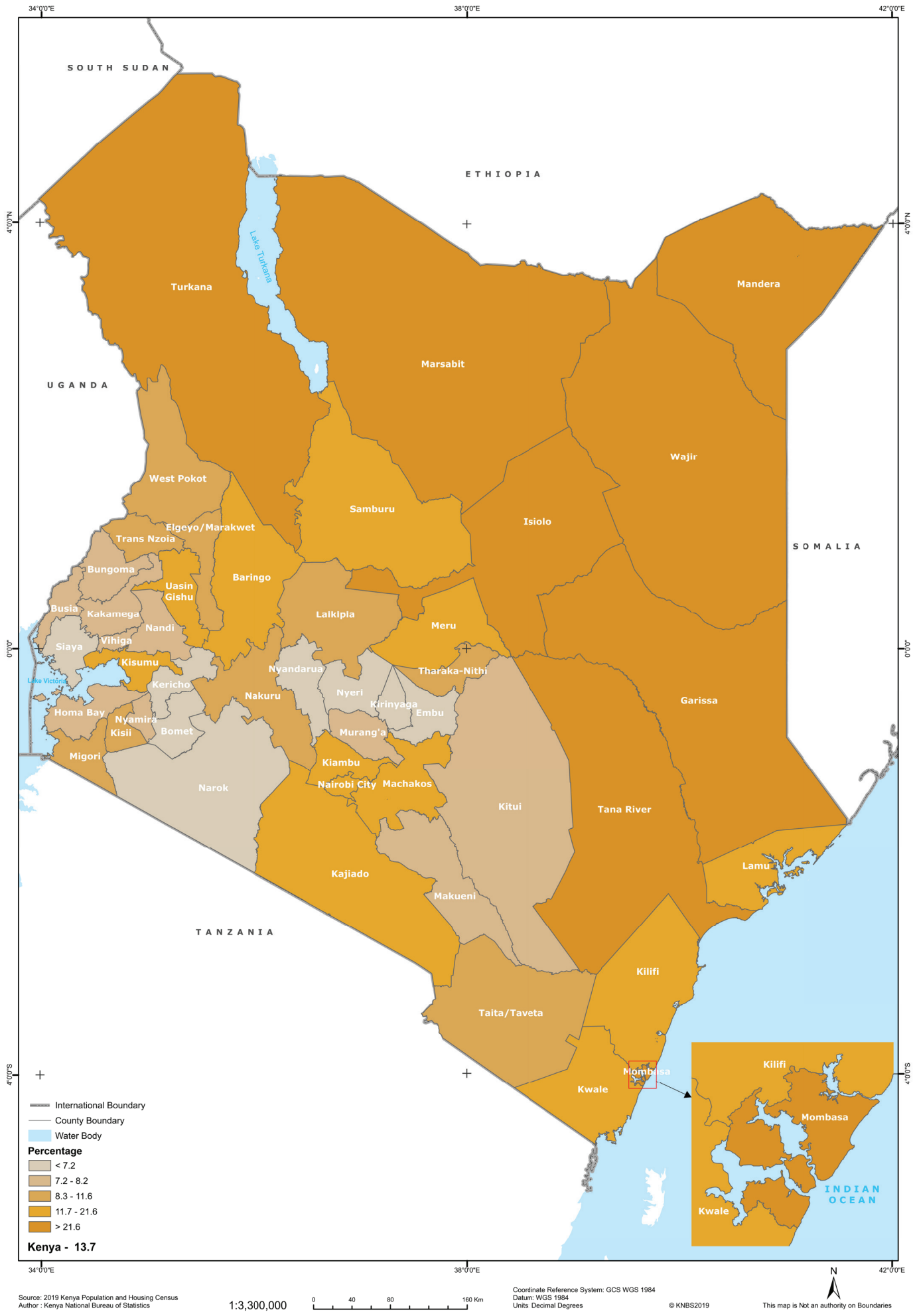
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L.8: Unemployment rates

Total unemployment rates by County are shown in Map L.8. Mandera, Wajir, Garissa, Tana River, Isiolo, Marsabit and Turkana counties had the highest unemployment rates of more than 21.6 per cent.

Low unemployment rates, of less than 7.2 per cent, were recorded in Nyandarua, Nyeri, Kirinyaga, Embu, Narok, Bomet, Kericho and Siaya counties.

Map L 8: Unemployment rates by County



Source: 2019 Kenya Population and Housing Census
Author : Kenya National Bureau of Statistics

1:3,300,000

Coordinate Reference System: GCS WGS 1984
Datum: WGS 1984
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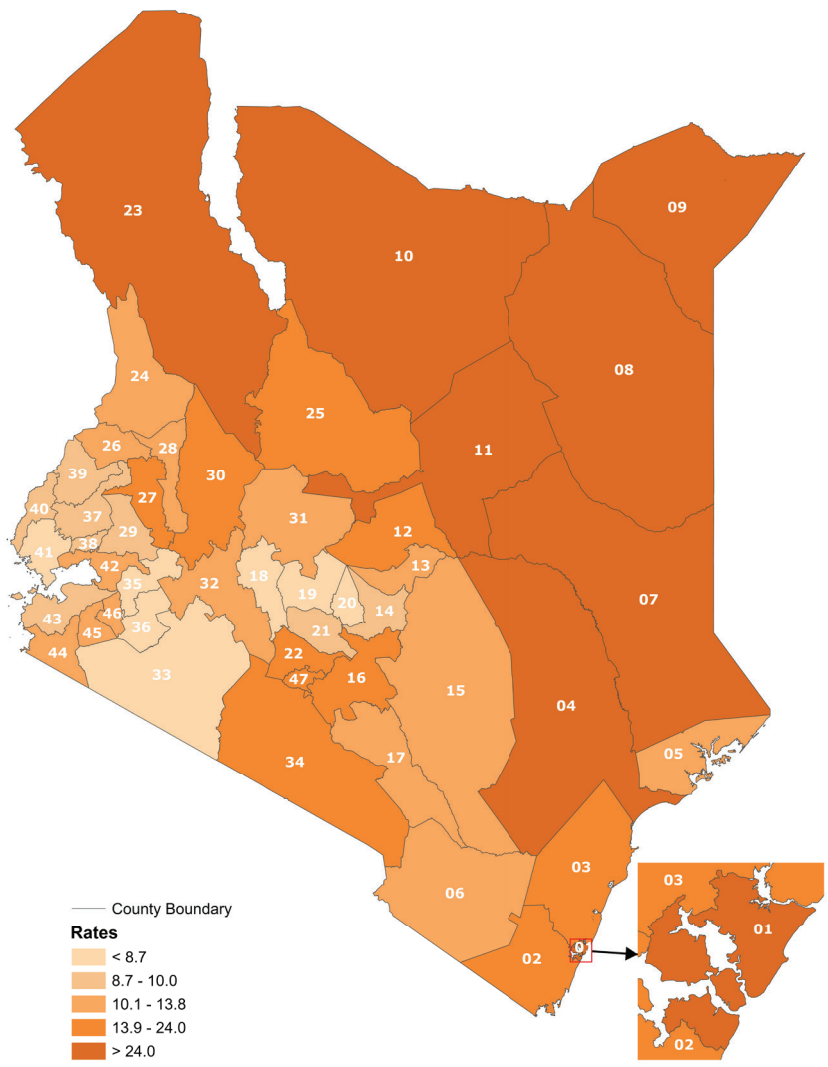
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Unemployment rates by Sex and County

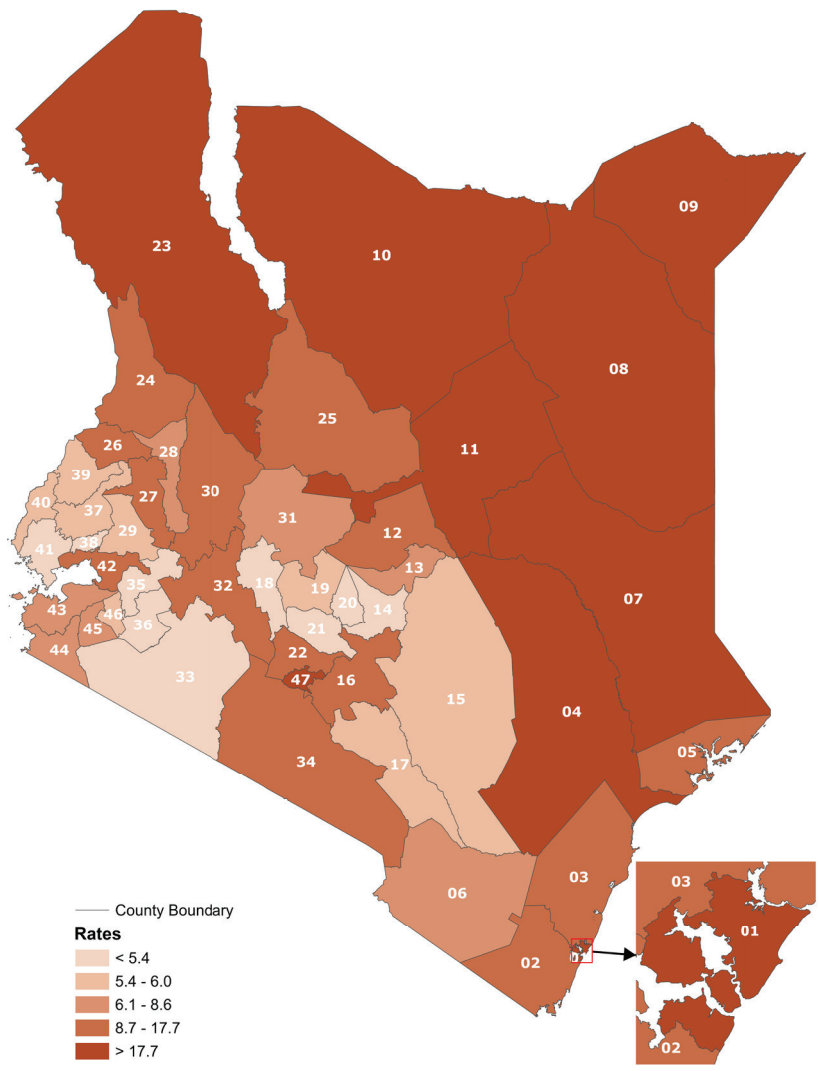
Male and female unemployment rates by County are presented in Map L.8A and Map L.8B respectively. High male and female unemployment rates were reported in Mombasa, Tana River, Garissa, Wajir, Mandera, Marsabit, Isiolo, Turkana and Nairobi City counties.

Map L.8.A and L.8.B : Percentage Distribution of Male and Female Unemployment Rates by County

Map L.8A: Percentage Distribution of Male Unemployment Rates by County



Map L.8B: Percentage Distribution of Female Unemployment Rates by County



Datum: WGS 1984,
Units: Decimal Degrees
Source: Kenya National Bureau of Statistics 2019

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