



KENYA NATIONAL BUREAU OF STATISTICS

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1. Introduction

The Quarterly Labour Force Survey (QLFS) is a modular survey under the Kenya Continuous Household Survey (KCHS). The survey is designed to provide data on a wide range of socio-economic indicators on a quarterly and annual basis. Data collection for the KCHS was undertaken for 24 days at the middle of the quarter. The QLFS module collected information about the Kenya labour market activities for the population aged 5 years and above. The survey results were updated using estimation weights based on the 2019 Population and Housing census.

This quarterly release analyses the labour market situation for the population aged 15 to 64 years for the period January to March 2022. Topics covered include labour Force Participation Rates, Employment, Unemployment, Labour Underutilization, Youth Not in Education, Employment or Training (NEET) and Inactivity. The statistics are measured based on the labour force framework as guided by the International Labour Organization (ILO) standard for labour market statistics for international comparability. Indicators are compared between the current quarter and the corresponding quarter of the previous year and the immediate previous quarter. No adjustments are made for seasonality and therefore some of the variations may be due to seasonality factors.

2. Key Highlights

Table 1: Key Labour Market Indicators

Indicator	Quarter 1, 2021	Quarter 4, 2021	Quarter 1, 2022
Population (15-64).....	27,932,331	28,312,936	28,464,189
Labour Force.....	19,039,724	18,716,433	18,908,915
Extended Labour Force.....	20,289,622	20,363,810	20,636,619
Employed.....	17,750,825	17,660,616	17,862,711
Employment/Population Ratio (%).....	63.5	62.4	62.8
Unemployed ¹	1,288,899	1,055,816	1,046,203
Unemployment Rate [LU1](%).....	6.8	5.6	5.5
Unemployed ²	2,538,796	2,703,194	2,773,908
Unemployment Rate [LU3](%).....	12.5	13.3	13.4
Long-Term Unemployed.....	776,503	640,925	540,260
Long-Term Unemployed (%).....	4.1	3.4	2.9
Not in Labor Force (Inactive).....	8,892,607	9,596,503	9,555,274
Not in Labor Force (Inactive) ³ ...	7,642,709	7,949,126	7,827,570
Labour Force Participation (%).....	68.2	66.1	66.4
Labour Under Utilization ⁴	2,367,109	2,143,560	2,534,574
Labour Under Utilization (LU2).....	12.4	11.5	13.5

¹ Using strict definition of unemployment (see appendix 2)

² Includes the unemployed under the strict definition and the potential Labour Force (see Appendix 2)

³ Excludes potential Labour Force (see appendix 2)

⁴ Comprise the time related underemployment and the Unemployed

Figure 1: Labour Underutilization Framework

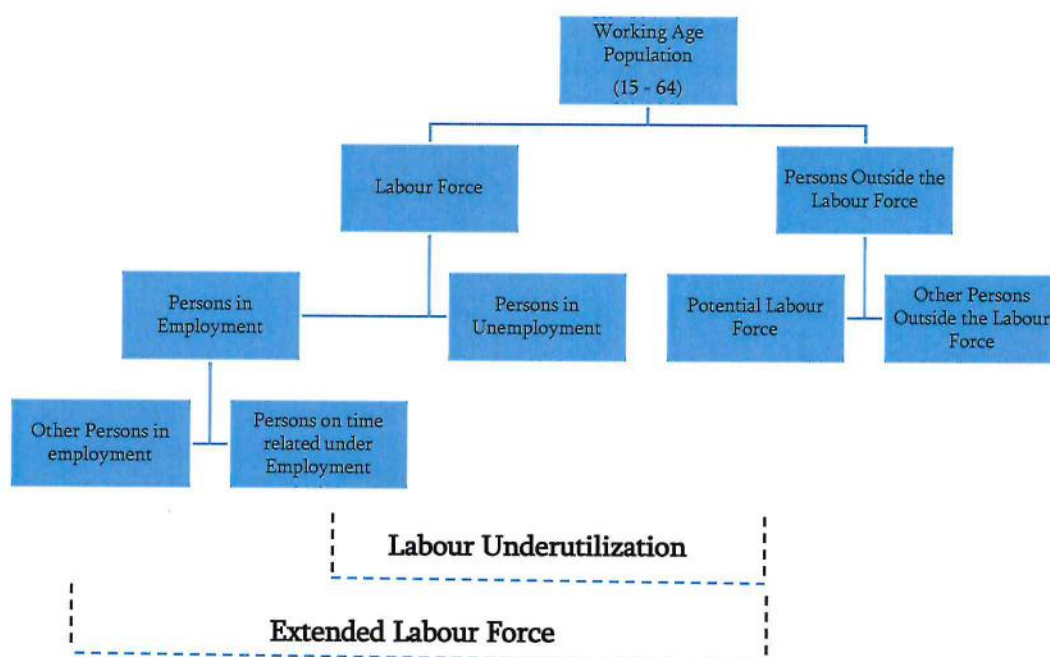
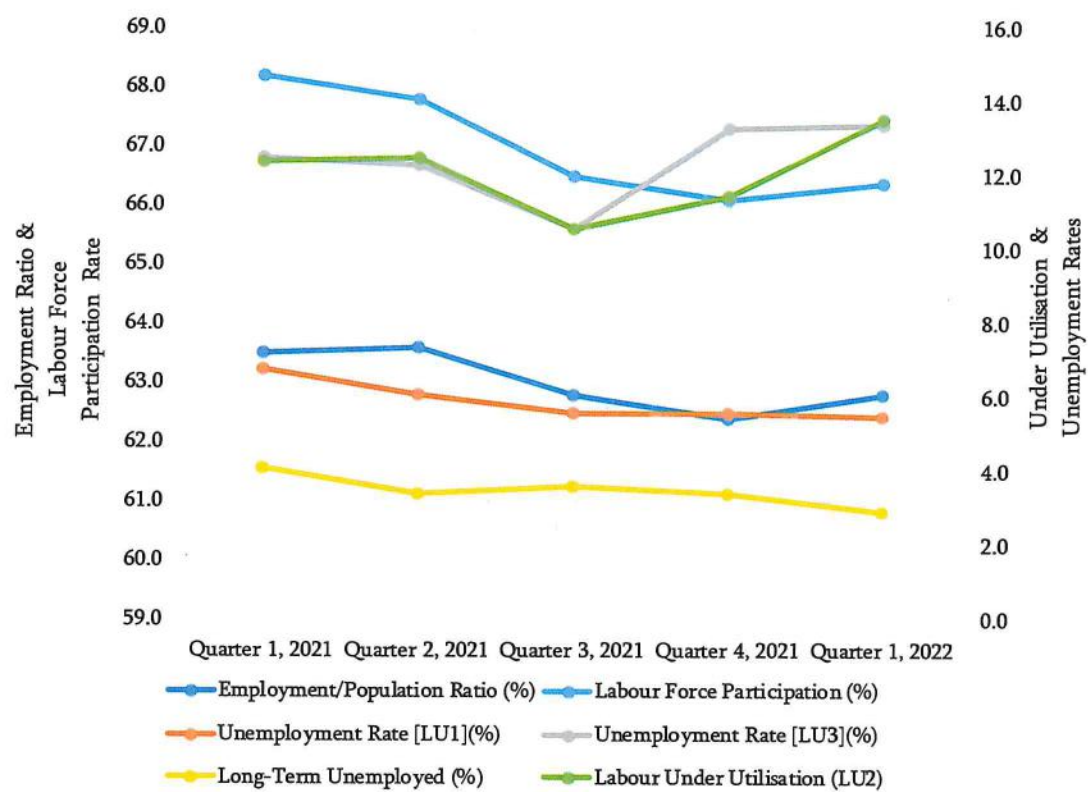


Figure 2: Quarterly Trends of Selected Key Indicators of the Labour Market



3. Labour Force Participation

Information on labour force participation rates by age cohorts is presented in Table 2. Labour force participation rate increased to 66.4 per cent during the first quarter of the year compared to 66.1 per cent registered in the previous quarter. This represented a 1.7 per cent decline relative to 68.2 per cent registered in the same quarter of 2021. The age group 50-54 years had significant decline of 6.0 percentage points compared to the previous quarter.

4. Employment

4.1 Employment to Population Ratio

Table 3 shows the distribution of the employed population and employment to population ratios. Overall, employment to population ratio in the country, for the working age population (15-64 years), was 62.8 per cent in the first quarter of 2022 an increase from 62.4 per cent recorded in the previous quarter. This was a 0.7 percentage points decline from 63.5 per cent recorded in the same quarter of 2021.

Table 2: Labour Participation Rates by Age Cohorts

Age	Quarter 1, 2021			Quarter 4, 2021			Quarter 1, 2022			Change	
	Labour Force	Total Population	Rate	Labour Force	Total Population	Rate	Labour Force	Total Population	Rate	Qrt1, 2022/ Qrt4, 2021	Qrt1, 2022/ Qrt1, 2021
15-19	1,239,043	5,459,875	22.7	894,994	5,534,297	16.2	1,049,896	5,563,856	18.9	2.7	-3.8
20-24	2,412,273	4,573,026	52.8	2,483,730	4,635,315	53.6	2,444,192	4,660,083	52.4	-1.1	-0.3
25-29	3,146,247	3,955,921	79.5	3,133,366	4,009,805	78.1	3,114,423	4,031,231	77.3	-0.9	-2.3
30-34	3,212,986	3,666,363	87.6	3,033,896	3,716,301	81.6	3,194,756	3,736,159	85.5	3.9	-2.1
35-39	2,463,309	2,720,112	90.6	2,406,613	2,757,188	87.3	2,401,162	2,771,915	86.6	-0.7	-3.9
40-44	2,070,069	2,322,231	89.1	2,059,961	2,353,886	87.5	2,108,939	2,366,457	89.1	1.6	0.0
45-49	1,641,344	1,837,714	89.3	1,696,494	1,862,766	91.1	1,664,450	1,872,714	88.9	-2.2	-0.4
50-54	1,188,672	1,346,223	88.3	1,249,659	1,364,572	91.6	1,173,545	1,371,861	85.5	-6.0	-2.8
55-59	948,278	1,152,847	82.3	1,014,043	1,168,554	86.8	1,038,396	1,174,797	88.4	1.6	6.1
60-64	717,503	898,019	79.9	743,736	910,252	81.7	719,154	915,116	78.6	-3.1	-1.3
Total	19,039,724	27,932,331	68.2	18,716,433	28,312,936	66.1	18,908,915	28,464,189	66.4	0.3	-1.7

Table 3: Employed and Employment to Population Ratios

5. Labour Underutilization

This section presents information on labour underutilization measured using unemployment, time-related underemployment, long term unemployment and potential labour force (all definitions are in Appendix 2). The results presented in Table 4, to Table 7, indicate an increase in unemployment.

5.1 Unemployment Rate [LU1]

As indicated in Table 4, the unemployment rate, measured based on the strict definition of not working, seeking work in the last four weeks and available to work, was 5.5 per cent in the first quarter of 2022, compared to 5.6 per cent registered in the fourth quarter of 2021 and 6.8 per cent recorded in the first quarter of 2021. The age group 20-24 recorded the highest unemployment rate of 18.3 per cent.

5.2 Combined Rate of Unemployment and Potential Labour Force [LU3]

Table 5 presents the combined rate of unemployment and potential labour force (LU3) measured as either unavailable jobseekers or available potential jobseekers. As shown in the Table, LU3 for the first quarter of 2022 was 13.4 per cent compared to 12.5 per cent recorded in the same quarter of 2021, this was similar to the level recorded in the previous quarter.

5.3 Unemployment and Time Related Underemployment [LU2]

As shown in Table 6, the Labour Underutilization (LU2), which is the combined rate of time-related underemployment and unemployment increased to 13.4 per cent in the first quarter of 2022 from 11.5 per cent recorded in the fourth quarter 2021. The number of people who were time related underemployed increased from 1,087,744 in the fourth quarter of 2021 to 1,488,371 in the first quarter of 2022. Further analysis shows an increase in LU2 of 1.0 percentage points over the corresponding quarter in 2021.

5.4 Long Term Unemployment Rate

Table 7 presents details of the long-term unemployment rates. The results indicate that the long-term unemployment rate was 2.9 per cent, which was a decrease from the 3.4 per cent rate recorded in the previous quarter. The youth aged 20 - 24 continued to have the highest rate of long-term unemployment which stood at 6.9 per cent.

Table 4: Unemployment (strict definition) by Age Cohorts [LU1]

Age	Quarter 1, 2021				Quarter 4, 2021				Quarter 1, 2022				Change	
	Unemployed	Total		Rate	Unemployed	Total		Rate	Unemployed	Total		Rate	Qrt1, 2022/ Qrt4, 2021	Qrt1, 2022/ Qrt1, 2021
		Labour	Force			Labour	Force			Labour	Force			
15-19	88,139		1,239,043	7.1	74,957		894,994	8.4	61,558		1,049,896	5.9	-2.5	-1.2
20-24	405,042		2,412,273	16.8	361,411		2,483,730	14.6	446,100		2,444,192	18.3	3.7	1.5
25-29	280,883		3,146,247	8.9	329,393		3,133,366	10.5	245,513		3,114,423	7.9	-2.6	-1.0
30-34	197,173		3,212,986	6.1	88,746		3,033,896	2.9	112,541		3,194,756	3.5	0.6	-2.6
35-39	109,236		2,463,309	4.4	128,786		2,406,613	5.4	67,762		2,401,162	2.8	-2.6	-1.6
40-44	108,093		2,070,069	5.2	21,853		2,059,961	1.1	47,262		2,108,939	2.2	1.1	-3.0
45-49	59,459		1,641,344	3.6	35,257		1,696,494	2.1	13,724		1,664,450	0.8	-1.3	-2.8
50-54	7,993		1,188,672	0.7	12,200		1,249,659	1.0	34,540		1,173,545	2.9	1.9	2.2
55-59	25,024		948,278	2.6	3,213		1,014,043	0.3	10,058		1,038,396	1.0	0.7	-1.6
60-64	7,855		717,503	1.1	0		743,736	0.0	7,145		719,154	1.0	1.0	-0.1
Total	1,288,899		19,039,724	6.8	1,055,816		18,716,433	5.6	1,046,203		18,908,915	5.5	(0.1)	(1.3)

Table 5: Combined rate of Unemployment and Potential Labour Force by Age Cohorts [LU3]

Age	Quarter 1, 2020			Quarter 4, 2021			Quarter 1, 2021			Change	
	Unemployed	Extended Labour Force ¹	Rate	Unemployed	Extended Labour Force ¹	Rate	Unemployed	Extended Labour Force ¹	Rate	Qrt1, 2021/ Qrt4, 2021	Qrt1, 2020/ Qrt1, 2020
15-19	311,239	1,462,144	21.3	240,130	1,060,108	22.7	327,494	1,315,832	24.9	2.2	3.6
20-24	783,198	2,790,428	28.1	832,711	2,955,031	28.2	900,616	2,898,707	31.1	2.9	3.0
25-29	518,580	3,383,943	15.3	737,110	3,541,082	20.8	570,706	3,439,616	16.6	-4.2	1.3
30-34	323,145	3,338,958	9.7	335,184	3,280,333	10.2	377,584	3,459,799	10.9	0.7	1.2
35-39	186,476	2,540,549	7.3	241,134	2,518,960	9.6	218,832	2,552,233	8.6	-1.0	1.3
40-44	201,412	2,163,388	9.3	140,378	2,178,486	6.4	128,915	2,190,592	5.9	-0.5	-3.4
45-49	96,320	1,678,204	5.7	82,832	1,744,069	4.7	62,770	1,713,495	3.7	-1.0	-2.0
50-54	45,473	1,226,151	3.7	28,345	1,265,804	2.2	103,784	1,242,790	8.4	6.2	4.7
55-59	48,132	971,386	5.0	36,365	1,047,195	3.5	49,807	1,078,146	4.6	1.1	-0.4
60-64	24,823	734,471	3.4	29,005	772,742	3.8	33,399	745,409	4.5	0.7	1.1
Total	2,538,796	20,289,622	12.5	2,703,194	20,363,810	13.3	2,773,908	20,636,619	13.4	0.1	0.9

¹ Includes Potential Labour Force

Table 6: Unemployment and Time Related Underemployment by Age Cohorts [LU2]

Age	Quarter 1, 2021				Quarter 4, 2021				Quarter 1, 2022				Change	
	Time related Under Employed	Unemp-loyed	Total Labour Force	Labour Under - Utilization [LU2]	Time related Under Employed	Unemp-loyed	Total Labour Force	Labour Under - Utilization [LU2]	Time related Under Employed	Unemp-loyed	Total Labour Force	Labour Under - Utilization [LU2]	Qrt1, 2022/ Qrt4, 2021	Qrt1, 2022/ Qrt1, 2021
15-19	55,510	88,139	1,239,043	11.6	46,562	74,957	894,934	13.6	54,086	61,558	1,049,896	11.0	-2.6	-0.6
20-24	164,933	405,042	2,412,273	23.6	146,900	361,411	2,483,730	20.5	251,061	446,100	2,444,192	28.5	8.0	4.9
25-29	200,909	280,883	3,146,247	15.3	177,799	329,393	3,133,366	16.2	275,517	245,513	3,114,423	16.7	0.5	1.4
30-34	132,043	197,173	3,212,986	10.2	184,960	88,746	3,033,896	9.0	186,485	112,541	3,194,756	9.4	0.4	-0.8
35-39	126,228	109,236	2,463,309	9.6	119,847	128,786	2,406,613	10.3	225,288	67,762	2,401,162	12.2	1.9	2.6
40-44	161,130	108,093	2,070,069	13.0	113,818	21,853	2,059,961	6.6	141,828	47,262	2,108,939	9.0	2.4	-4.0
45-49	101,465	59,459	1,641,344	9.8	118,023	35,257	1,696,494	9.0	141,377	13,724	1,664,450	9.3	0.3	-0.5
50-54	63,066	7,993	1,188,672	6.0	84,359	12,200	1,249,659	7.7	85,015	34,540	1,173,545	10.2	2.5	4.2
55-59	29,988	25,024	948,278	5.8	56,879	3,213	1,014,043	5.9	74,187	10,058	1,038,396	8.1	2.2	2.3
60-64	42,939	7,855	717,503	7.1	38,596	0	743,736	5.2	53,528	7,145	719,154	8.4	3.2	1.3
Total	1,078,210	1,288,899	19,039,724	12.4	1,087,744	1,055,816	18,716,433	11.5	1,488,371	1,046,203	18,908,915	13.4	1.9	1.0

Table 7: Long Term Unemployment by Age Cohorts

Age	Quarter 1, 2021			Quarter 4, 2021			Quarter 1, 2022			Change	
	Long Term Unemployed	Labour Force	Rate	Long Term Unemployed	Labour Force	Rate	Long Term Unemployed	Labour Force	Rate	Qrt1, 2022/ Qrt4, 2021	Qrt1, 2022/ Qrt1, 2021
15-19	21,040	1,239,043	1.7	39,511	894,934	4.4	29,304	1,049,896	2.8	-	1.6
20-24	338,233	2,412,273	14.0	262,424	2,483,730	10.6	168,770	2,444,192	6.9	-	3.7
25-29	160,619	3,146,247	5.1	206,780	3,133,366	6.6	153,041	3,114,423	4.9	-	1.7
30-34	72,739	3,212,986	2.3	59,267	3,033,896	2.0	69,439	3,194,756	2.2	0.2	0.1
35-39	52,575	2,463,309	2.1	45,093	2,406,613	1.9	49,392	2,401,162	2.1	0.2	-
40-44	79,137	2,070,069	3.8	14,086	2,059,961	0.7	23,025	2,108,939	1.1	0.4	2.7
45-49	28,932	1,641,344	1.8	12,333	1,696,494	0.7	11,800	1,664,450	0.7	-	1.1
50-54	7,993	1,188,672	0.7	0	1,249,659	-	20,310	1,173,545	1.7	1.7	1.0
55-59	15,236	948,278	1.6	1,431	1,014,043	0.1	8,586	1,038,396	0.8	0.7	0.8
60-64	0	717,503	-	0	743,736	-	6,594	719,154	0.9	0.9	0.9
Total	776,503	19,039,724	4.1	640,925	18,716,433	3.4	540,260	18,908,915	2.9	0.5	1.2

6. Youth not in Education, Employment or Training (NEET)

This section presents results of the youth aged 15 – 34 who were not in the education system and were not working or being trained for work during the reference period. The results for those in NEET at the time of the survey are presented in Table 8. Youth NEET was recorded at 20.6 per cent in quarter 1 of 2022, a 0.9 percentage decrease from the level recorded in the previous quarter. This was however a 0.8 percentage points increase in NEET over the one-year period. Youth aged 20 – 24 years continued to record the highest percentage of persons in NEET at 31.8 per cent.

7. Persons not in the Labour Force

Tables 9a and 9b present persons outside the labour force by age cohorts. In Table 9a, the potential labour force entrants are included while they are excluded in Table 9b. As shown in Table 9a, there was a 0.3 percentage point decrease of persons outside the labour force compared to the previous quarter. However, compared to quarter 1 of 2021, the number of persons outside the labour force increased by 1.8 per cent.

Table 8: Youth Not in Education, Employment or Training (NEET)

Age	Quarter 1, 2021			Quarter 4, 2021			Quarter 1, 2022			Change	
	Not in Education, Employment or Training*	Total Population	%	Not in Education, Employment or Training*	Total Population	%	Not in Education, Employment or Training*	Total Population	%	Qrt1, 2021/ Qrt4, 2021	Qrt1, 2021/ Qrt1, 2021
15-19	535,474	5,459,875	9.8	538,809	5,534,297	9.7	598,807	5,563,856	10.8	1.1	1.0
20-24	1,386,101	4,573,026	30.3	1,458,799	4,635,315	31.5	1,481,998	4,660,083	31.8	0.3	1.5
25-29	930,143	3,955,921	23.5	1,099,857	4,009,805	27.4	1,015,005	4,031,231	25.2	-2.2	1.7
30-34	637,360	3,666,363	17.4	749,061	3,716,301	20.2	615,440	3,736,159	16.5	-3.7	-0.9
Total	3,489,079	17,655,185	19.8	3,846,526	17,895,718	21.5	3,711,250	17,991,329	20.6	-0.9	0.8

* Vocational training was not captured so, some of the youth might still be in training.

Table 9a: Persons Outside the Labour force by Age Cohorts

Age	Quarter 1, 2021			Quarter 4, 2021			Quarter 1, 2022			Change	
	Not in Labour Force	Total Population	Prop.	Not in Labour Force	Total Population	Prop.	Not in Labour Force	Total Population	Prop.	Qrt1, 2022/ Qrt4, 2021	Qrt1, 2022/ Qrt1, 2021
15-19	4,220,831	5,459,875	77.3	4,639,363	5,534,297	83.8	4,513,960	5,563,856	81.1	-2.7	3.8
20-24	2,160,753	4,573,026	47.2	2,151,585	4,635,315	46.4	2,215,891	4,660,083	47.6	1.2	0.4
25-29	809,674	3,955,921	20.5	876,440	4,009,805	21.9	916,808	4,031,231	22.7	0.8	2.2
30-34	453,377	3,666,363	12.4	682,405	3,716,301	18.4	541,403	3,736,159	14.5	-3.9	2.1
35-39	256,803	2,720,112	9.4	350,575	2,757,188	12.7	370,752	2,771,915	13.4	0.7	4.0
40-44	252,161	2,322,231	10.9	293,925	2,353,886	12.5	257,518	2,366,457	10.9	-1.6	0.0
45-49	196,371	1,837,714	10.7	166,271	1,862,766	8.9	208,264	1,872,714	11.1	2.2	0.4
50-54	157,552	1,346,223	11.7	114,913	1,364,572	8.4	198,315	1,371,861	14.5	6.1	2.8
55-59	204,569	1,152,847	17.7	154,511	1,168,554	13.2	136,401	1,174,797	11.6	-1.6	-6.1
60-64	180,516	898,019	20.1	166,516	910,252	18.3	195,961	915,116	21.4	3.1	1.3
Total	8,892,607	27,932,331	31.8	9,596,503	28,312,936	33.9	9,555,274	28,464,189	33.6	-0.3	1.8

Table 9b: Persons Outside the Labour force¹ by Age Cohorts

Age	Quarter 1, 2021			Quarter 4, 2021			Quarter 1, 2022			Change	
	Not in Labour Force	Total Population	Prop.	Not in Labour Force	Total Population	Prop.	Not in Labour Force	Total Population	Prop.	Qrt1, 2022/ Qrt4, 2021	Qrt1, 2022/ Qrt1, 2021
15-19	3,997,731	5,459,875	73.2	4,474,189	5,534,297	80.8	4,248,024	5,563,856	76.4	-4.4	3.2
20-24	1,782,598	4,573,026	39.0	1,680,284	4,635,315	36.2	1,761,376	4,660,083	37.8	1.6	-1.2
25-29	571,978	3,955,921	14.5	468,723	4,009,805	11.7	591,615	4,031,231	14.7	3.0	0.2
30-34	327,405	3,666,363	8.9	435,968	3,716,301	11.7	276,360	3,736,159	7.4	-4.3	-1.5
35-39	179,564	2,720,112	6.6	238,228	2,757,188	8.6	219,682	2,771,915	7.9	-0.7	1.3
40-44	158,843	2,322,231	6.8	175,400	2,353,886	7.5	175,865	2,366,457	7.4	-0.1	0.6
45-49	159,510	1,837,714	8.7	118,696	1,862,766	6.4	159,219	1,872,714	8.5	2.1	-0.2
50-54	120,072	1,346,223	8.9	98,768	1,364,572	7.2	129,071	1,371,861	9.4	2.2	0.5
55-59	181,461	1,152,847	15.7	121,359	1,168,554	10.4	96,652	1,174,797	8.2	-2.2	-7.5
60-64	163,548	898,019	18.2	137,511	910,252	15.1	169,707	915,116	18.5	3.4	0.3
Total	7,642,709	27,932,331	27.4	7,949,126	28,312,936	28.1	7,827,569	28,464,189	27.5	-0.6	0.1

¹ Excludes Potential Labour force

Appendices

Appendix 1: Survey Design and Methodology

Sample Design

The KCHS focuses on data collection for monitoring key labour and welfare indicators among others. Under the programme, data is collected on a quarterly basis and analysis undertaken to provide quarterly national estimates of labour indicators. At the end of each year (12 months) annual county level estimates of both labour and poverty indicators are produced. It is particularly noted that monitoring of labour indicators on a quarterly basis allows for analysis of changes over specific time periods to check on quarterly seasonality on labour indicators.

Sample Size and Allocation

The 2021 KCHS was the third series of the program and it had a total of 50 study domains, namely; national, urban, rural and 47 counties. In designing the sample, the minimum sample size for anticipated integrated surveys and relative sizes of the counties were considered. The sample size for the annual survey consisted of 1,500 Enumeration Areas (EAs) and 24,000 households. The EAs were randomized into 4 quarters each comprising of 375 EAs and 6,000 households. The quarterly sample was distributed to all the 47 counties using power allocation method. Unlike the previous two surveys under the program which comprised of both cross-sectional and panel designed, the 2021 KCHS was purely cross-sectional.

The sample allocation for the 2nd quarter is presented in Table 10.

Sampling Frame

The sample for the survey was drawn from the newly created Kenya Household Master Sample Frame (K-HMSF) developed from the 2019 Kenya Population and Housing Census. The K-HMSF is composed of 10,000 clusters selected with Probability Proportional to Size (PPS) from approximately 128,000 Enumeration Areas (EAs) created during the 2019 Population and Housing Census. In the development of the frame, it was stratified into 92 sampling strata, that is, urban and rural strata in 45 counties plus Nairobi and Mombasa counties that are purely urban. The counties formed 1st level of stratification.

The frame is further divided into four sub-samples (C1, C2, C3 and C4) each composed of 2,500 clusters that can each serve as independent sample frames. Any two or more sub-samples can be combined whenever a bigger sample size is required. The EAs for quarter 1 of the 2021 KCHSP were drawn from component 1(C1) of the frame.

Sampling

Two sets of units were sampled, namely; Enumeration Areas and households, the units were sampled without replacement and only preselected units were visited for interviews. At the time of interviews in the households, it was expected that individuals would be eligible for various modules of the survey, with individuals aged 5 years and above being eligible for labour module.

Sampling of EAs

The EAs were the primary sampling units for survey and were selected independently from each of the 92 strata in K-HMSF frame. All the required EAs for the entire year were selected systematically with equal probability. The selected EAs from each stratum were further randomized systematically into the four quarters.

Sampling of Households

A total of 16 households per EA were sampled systematically (with a random start) from the list of households enumerated during the 2019 KPHC. Sampling of the households was done centrally at the head-office and interviews were only undertaken in the preselected households.

Table 10: Sample Allocation for the 3rd Quarter of 2021 KCHS

County Code	County	Enumeration Areas			Households		
		Rural	Urban	Total	Rural	Urban	Total
1	MOMBASA	0	8	8	0	128	128
2	KWALE	5	3	8	80	48	128
3	KILIFI	4	4	8	64	64	128
4	TANA RIVER	4	3	7	64	48	112
5	LAMU	4	3	7	64	48	112
6	TAITA-TAVETA	4	3	7	64	48	112
7	GARISSA	5	3	8	80	48	128
8	WAJIR	5	3	8	80	48	128
9	MANDERA	5	3	8	80	48	128
10	MARSABIT	4	3	7	64	48	112
11	ISIOLO	3	4	7	48	64	112
12	MERU	6	2	8	96	32	128
13	THARAKA-NITHI	6	2	8	96	32	128
14	EMBU	5	3	8	80	35	115
15	KITUI	6	2	8	96	32	128
16	MACHAKOS	4	4	8	64	64	128
17	MAKUENI	6	2	8	96	32	128
18	NYANDARUA	6	2	8	96	32	128
19	NYERI	5	3	8	80	48	128
20	KIRINYAGA	5	3	8	80	48	128
21	MURANG'A	6	2	8	96	32	128
22	KIambu	4	6	10	64	96	160
23	TURKANA	5	3	8	80	48	128
24	WEST POKOT	6	2	8	96	32	128
25	SAMBURU	5	2	7	80	32	112
26	TRANS NZOLA	5	3	8	80	48	128
27	UASIN GISHU	4	4	8	64	64	128
28	ELGEYO-MARAKWET	5	2	7	80	32	112
29	NANDI	6	2	8	96	32	128
30	BARINGO	5	3	8	80	48	128
31	LAIKIPIA	5	3	8	80	48	128
32	NAKURU	4	5	9	64	80	144
33	NAROK	6	2	8	96	32	128
34	KAJIADO	3	5	8	48	80	128
35	KERICHO	6	2	8	96	32	128
36	BOMET	6	2	8	96	32	128
37	KAKAMEGA	6	2	8	96	32	128
38	VIHIGA	6	2	8	96	32	128
39	BUNGOMA	6	2	8	96	32	128
40	BUSIA	5	3	8	80	48	128
41	SLAYA	6	2	8	96	32	128
42	KISUMU	4	4	8	64	64	128
43	HOMA BAY	6	2	8	96	32	128
44	MIGORI	5	3	8	80	48	128
45	KISII	6	2	8	96	32	128
46	NYAMIRA	6	2	8	96	32	128
47	NAIROBI CITY	0	11	11	0	176	176
Total		229	146	375	3,664	2,323	5,987

Appendix 2: Concepts and Definitions

Economically Active: The activity principle of the labour force framework is based on the concept of production of goods and services falling under the production frontiers of the United Nations System of National Accounts (SNA 2008). The economically active population analysed here consist of the employed and the unemployed persons. The 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 actually doing any work at the time. This covers persons who were on leave or had a business to return to. The unemployed were persons who reported to be without work, available for work and actively seeking work. Also included here were persons who though they may not satisfy the criteria for unemployment, reported that they were out of season or on temporary layoff.

Inactive Population: The economically inactive population also known as persons not in the labour force, covers persons who did not work or hold a job during the reference period and did not seek work because they were either full time students, infirm/incapacitated, retired or did not need work due to unspecified reasons. Persons who reported that they were retrenched or declared redundant and persons whose businesses closed and had not taken steps towards looking for alternative jobs or starting other businesses were included in the inactive population.

Labour force: consists of all persons in the working age population who are either employed or unemployed. It was previously also referred to as the 'currently active population'

Extended Labour force: consists of all persons in the working age population who are either employed or unemployed and the potential labour force.

Potential labour Force: is defined as all persons of working age who, during the short reference period, were neither in employment nor in unemployment and: (a) carried out activities to "seek employment", were not "currently available" but would become available within a short subsequent period established in the light of national circumstances (i.e. unavailable jobseekers); or (b) did not carry out activities to "seek employment", but wanted employment and were "currently available" (i.e. available potential jobseekers).

Employment: Refers to performance of work as defined above. 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.

Unemployment – Strict definition: Under the strict terms is defined as people who do not have a job, have actively looked for work in the past four weeks, and are currently available for work.

Combined rate of unemployment and potential labour force (LU3): In addition to the unemployed under the strict definition, individuals who carried out activities to 'seek

employment in the short reference period but were not “currently available” and those who were available but did not actively seek employment are also included.

Long-term unemployment: This refers to all unemployed persons with continuous periods of unemployment extending for one year or longer (52 weeks and over).

Labour Force Participation Rate (LFPR): The LFPR is a measure of the proportion of a country’s working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age.

The Working Age Population (WAP): includes all persons in the population above a specified age (15-64) threshold used for statistical purposes to define the economically active population

Employment to Population Ratio: This is the proportion of a country’s working age population that is employed. It gives an indication of the job opportunities that are available for persons in the economically active age groups in an economy. A high employment to population ratio indicates that a large proportion of the population is employed, while a low ratio means that large share of the population is not directly involved in market related economic activities because they are either unemployed or out of the labour force.

Time Related Underemployment Rate: This is a measure of labour underutilization that provides information regarding the share of employed persons who are willing and available to increase their working time (for production of goods and services within the SNA production boundary) and worked fewer hours than a specified time threshold during the reference period.

Labour Underutilization [LU2]: Refers to mismatches between labour supply and demand, which translate into an unmet need for employment among the population. Labour underutilization [LU2] is computed as the combined rate of time-related Underemployment and Unemployment.



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