



KENYA NATIONAL BUREAU OF STATISTICS

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Table of Contents

| | |
|--|-----|
| List of Tables | iii |
| List of Figures | iii |
| 1. Introduction | 1 |
| 2. Key Highlights | 1 |
| 3. Labour Force Participation | 3 |
| 4. Employment | 3 |
| 4.1 Employment to Population Ratio | 3 |
| 5. Labour Underutilization | 5 |
| 5.1 Unemployment Rate [LU1] | 5 |
| 5.2 Combined Rate of Unemployment and Potential Labour Force [LU3] | 5 |
| 5.3 Unemployment and Time Related Underemployment [LU2] | 5 |
| 5.4 Long Term Unemployment Rate | 5 |
| 6. Youth not in Education, Employment or Training (NEET) | 8 |
| 7. Persons not in the Labour Force | 8 |
| Appendices | 11 |
| Survey Design and Methodology | 11 |
| Appendix 2: Concepts and Definitions | 14 |

List of Tables

| | |
|--|----|
| Table 1: Key Labour Market Indicators | 1 |
| Table 2: Labour Participation Rates by Age Cohorts | 4 |
| Table 3: Employed and Employment to Population Ratios | 4 |
| Table 4: Unemployment (strict definition) by Age Cohorts [LU1] | 6 |
| Table 5: Combined rate of Unemployment and Potential Labour Force by Age Cohorts [LU3] | 6 |
| Table 6: Unemployment and Time Related Underemployment by Age Cohorts [LU2] | 7 |
| Table 7: Long Term Unemployment by Age Cohorts | 7 |
| Table 8: Youth Not in Education, Employment or Training (NEET) | 9 |
| Table 9a: Persons Outside the Labour force by Age Cohorts | 9 |
| Table 9b: Persons Outside the Labour force ¹ by Age Cohorts | 10 |
| Table 10: Sample Allocation for the 4th Quarter of 2021 KCHS | 13 |

List of Figures

| | |
|--|---|
| Figure 1: Labour Underutilization Framework | 1 |
| Figure 2: Quarterly Trends of Selected Key Indicators of the Labour Market | 2 |

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 per 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 October to November 2021. 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 4 2020 | Quarter 3, 2021 | Quarter 4, 2021 |
|--|-------------------|--------------------|--------------------|
| Population (15-64)..... | 27,805,085 | 28,186,264 | 28,312,936 |
| Labour Force..... | 19,131,186 | 18,740,306 | 18,716,433 |
| Extended Labour Force..... | 20,606,237 | 19,802,305 | 20,363,810 |
| Employed..... | 18,164,930 | 17,695,302 | 17,660,616 |
| Employment/Population Ratio (%)..... | 65.3 | 62.8 | 62.4 |
| Unemployed ¹ | 966,258 | 1,045,005 | 1,055,816 |
| Unemployment Rate [LU1](%)..... | 5.1 | 5.6 | 5.6 |
| Unemployed ² | 2,441,309 | 2,107,003 | 2,703,194 |
| Unemployment Rate [LU3](%)..... | 11.8 | 10.6 | 13.3 |
| Long-Term Unemployed..... | 494,688 | 683,751 | 640,925 |
| Long-Term Unemployed (%)..... | 2.6 | 3.6 | 3.4 |
| Not in Labor Force (Inactive)..... | 8,673,899 | 9,445,958 | 9,596,503 |
| Not in Labor Force (Inactive) ³ ... | 7,198,848 | 8,383,959 | 7,949,126 |
| Labour Force Participation (%)..... | 68.8 | 66.5 | 66.1 |
| Labour Under Utilization ⁴ | 2,519,736 | 1,979,543 | 2,143,560 |
| Labour Under Utilization (LU2)..... | 13.2 | 10.6 | 11.5 |

¹ Using strict definition of unemployment (see appendix 2)

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

³ Excludes potential Labour Force (see appendix 2)

⁴ Comprise the time related underemployment and the Unemployed

Figure 1: Labour Underutilization Framework

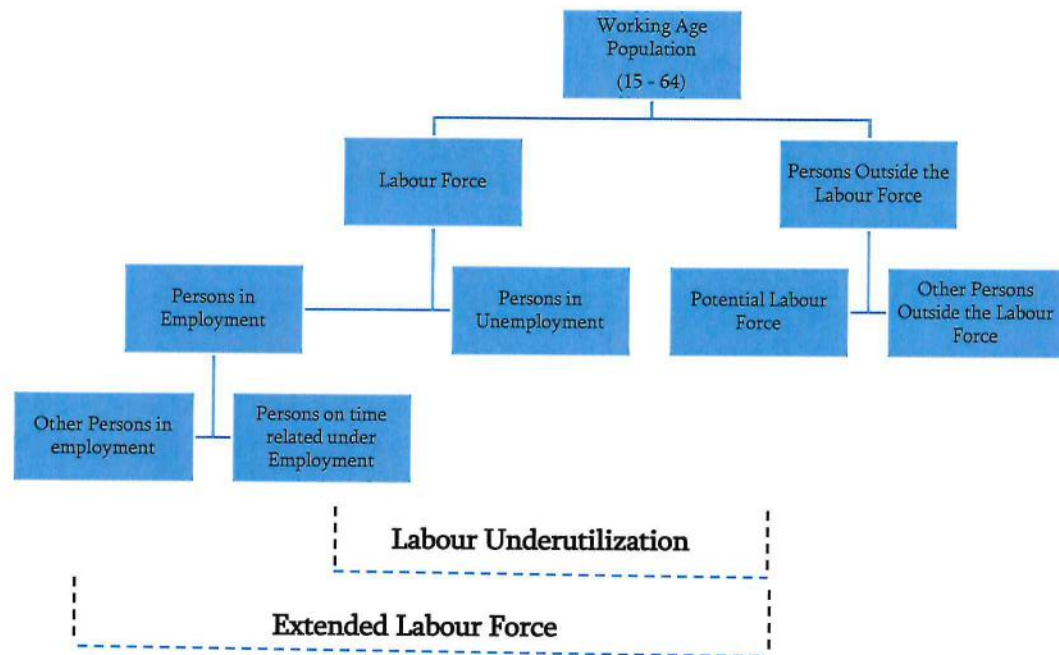
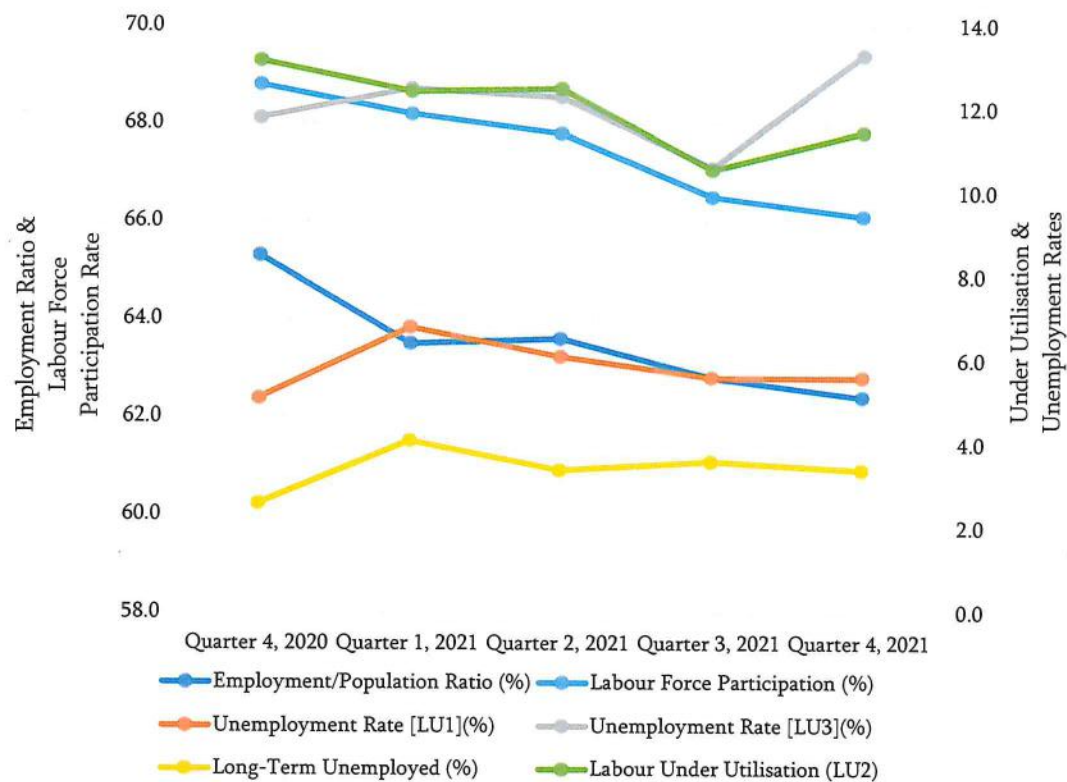


Figure 2: Quarterly Trends of Selected Key Indicators of the Labour Market



3. Labour Force Participation

Table 2 presents the labour force participation rates by age cohorts. The participation rate decreased to 66.1 per cent during the fourth quarter of the year compared to 66.5 per cent registered in the previous quarter. This was a decline of 2.7 per cent relative to 68.8 per cent registered in the same quarter of 2020. Participation in the labour force for persons in age group 60-64 years registered a remarkable increase of 4.6 percentage points relative 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. The survey revealed that the overall employment to population ratio in the country, for the working age population (15-64 years), was 62.4 per cent in the fourth quarter of 2021, a drop from 62.8 per cent recorded in the previous quarter, and 65.3 per cent recorded in the same quarter of 2020.

Table 2: Labour Participation Rates by Age Cohorts

| Age | Quarter 4, 2020 | | | Quarter 3, 2021 | | | Quarter 4, 2021 | | | Change | |
|--------------|-------------------|-------------------|-------------|-------------------|-------------------|-------------|-------------------|-------------------|-------------|---------------------------|---------------------------|
| | Labour Force | Population | Rate | Labour Force | Population | Rate | Labour Force | Population | Rate | Qrt4, 2021/ Qrt3, 2021 | Qrt4, 2021/ Qrt4, 2020 |
| 15-19 | 1,470,176 | 5,434,993 | 27.1 | 776,925 | 5,509,528 | 14.1 | 894,934 | 5,534,297 | 16.2 | 2.1 | -10.9 |
| 20-24 | 2,429,400 | 4,552,202 | 53.4 | 2,393,846 | 4,614,584 | 51.9 | 2,483,730 | 4,635,315 | 53.6 | 1.7 | 0.2 |
| 25-29 | 3,014,469 | 3,937,906 | 76.6 | 3,223,258 | 3,991,871 | 80.7 | 3,133,366 | 4,009,805 | 78.1 | -2.6 | 1.6 |
| 30-34 | 3,207,616 | 3,649,667 | 87.9 | 3,112,573 | 3,699,681 | 84.1 | 3,033,896 | 3,716,301 | 81.6 | -2.5 | -6.3 |
| 35-39 | 2,333,110 | 2,707,717 | 86.2 | 2,431,934 | 2,744,849 | 88.6 | 2,406,613 | 2,757,188 | 87.3 | -1.3 | 1.1 |
| 40-44 | 2,081,556 | 2,311,647 | 90.0 | 2,124,187 | 2,343,350 | 90.6 | 2,059,961 | 2,353,886 | 87.5 | -3.1 | -2.5 |
| 45-49 | 1,648,326 | 1,829,339 | 90.1 | 1,724,650 | 1,854,428 | 93.0 | 1,696,494 | 1,862,766 | 91.1 | -1.9 | 1.0 |
| 50-54 | 1,188,389 | 1,340,089 | 88.7 | 1,223,788 | 1,358,465 | 90.1 | 1,249,659 | 1,364,572 | 91.6 | 1.5 | 2.9 |
| 55-59 | 1,037,023 | 1,147,595 | 90.4 | 1,030,592 | 1,163,327 | 88.6 | 1,014,043 | 1,168,554 | 86.8 | -1.8 | -3.6 |
| 60-64 | 721,121 | 893,929 | 80.7 | 698,554 | 906,181 | 77.1 | 743,736 | 910,252 | 81.7 | 4.6 | 1.0 |
| Total | 19,131,187 | 27,805,085 | 68.8 | 18,740,306 | 28,186,264 | 66.5 | 18,716,433 | 28,312,936 | 66.1 | -0.4 | -2.7 |

Table 3: Employed and Employment to Population Ratios

| Age | Quarter 4, 2020 | | | Quarter 3, 2021 | | | Quarter 4, 2021 | | | Change | |
|--------------|-------------------|-------------------|-------------|-------------------|-------------------|-------------|-------------------|-------------------|-------------|---------------------------|---------------------------|
| | Employed | Population | Ratio | Employed | Population | Ratio | Employed | Population | Ratio | Qrt4, 2021/ Qrt3, 2021 | Qrt4, 2021/ Qrt4, 2020 |
| 15-19 | 1,429,298 | 5,434,993 | 26.3 | 700,587 | 5,509,528 | 12.7 | 819,977 | 5,534,297 | 14.8 | 2.1 | -11.5 |
| 20-24 | 2,086,315 | 4,552,202 | 45.8 | 2,112,288 | 4,614,584 | 45.8 | 2,122,320 | 4,635,315 | 45.8 | 0.0 | 0.0 |
| 25-29 | 2,773,974 | 3,937,906 | 70.4 | 2,925,757 | 3,991,871 | 73.3 | 2,803,973 | 4,009,805 | 69.9 | -3.4 | -0.5 |
| 30-34 | 3,078,149 | 3,649,667 | 84.3 | 2,924,282 | 3,699,681 | 79.0 | 2,945,150 | 3,716,301 | 79.2 | 0.2 | -5.1 |
| 35-39 | 2,252,718 | 2,707,717 | 83.2 | 2,344,090 | 2,744,849 | 85.4 | 2,277,826 | 2,757,188 | 82.6 | -2.8 | -0.6 |
| 40-44 | 2,034,766 | 2,311,647 | 88.0 | 2,061,462 | 2,343,350 | 88.0 | 2,038,108 | 2,353,886 | 86.6 | -1.4 | -1.4 |
| 45-49 | 1,608,856 | 1,829,339 | 87.9 | 1,701,963 | 1,854,428 | 91.8 | 1,661,237 | 1,862,766 | 89.2 | -2.6 | 1.3 |
| 50-54 | 1,171,805 | 1,340,089 | 87.4 | 1,210,952 | 1,358,465 | 89.1 | 1,237,459 | 1,364,572 | 90.7 | 1.6 | 3.3 |
| 55-59 | 1,009,705 | 1,147,595 | 88.0 | 1,015,366 | 1,163,327 | 87.3 | 1,010,830 | 1,168,554 | 86.5 | -0.8 | -1.5 |
| 60-64 | 719,344 | 893,929 | 80.5 | 698,554 | 906,181 | 77.1 | 743,736 | 910,252 | 81.7 | 4.6 | 1.2 |
| Total | 18,164,930 | 27,805,085 | 65.3 | 17,695,302 | 28,186,264 | 62.8 | 17,660,616 | 28,312,936 | 62.4 | -0.4 | -2.9 |

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).

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 5.6 per cent in the fourth quarter of 2021, same levels as registered in the third quarter of 2021 and 5.1 per cent recorded in the fourth quarter of 2020. The age group 20-24 recorded the highest unemployment rate of 14.6 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 fourth quarter of 2021 was 13.3 per cent, compared to 11.8 per cent recorded in the same quarter of 2020, this was a 2.7 percentage point increase than that recorded in the third quarter of 2021.

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 from 10.6 per cent in the previous quarter to 11.5 per cent recorded in the fourth quarter 2021. The number of people who were time related underemployed increased from 934,538 in the third quarter of 2021 to 1,087,744 in the fourth quarter of 2021. Further analysis shows a decline in LU2 of 1.7 percentage points over the corresponding quarter in 2020.

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 3.4 per cent, which was a decrease from the 3.6 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 10.6 per cent.

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

| Age | Quarter 4, 2020 | | | Quarter 3, 2021 | | | Quarter 4, 2021 | | | Change | |
|--------------|-----------------|--------------------|------------|------------------|--------------------|------------|------------------|--------------------|------------|------------------------|------------------------|
| | Unemployed | Total Labour Force | Rate | Unemployed | Total Labour Force | Rate | Unemployed | Total Labour Force | Rate | Qrt4, 2021/ Qrt3, 2021 | Qrt4, 2021/ Qrt4, 2020 |
| 15-19 | 40,878 | 1,470,176 | 2.8 | 76,337 | 776,925 | 9.8 | 74,957 | 894,934 | 8.4 | -1.4 | 5.6 |
| 20-24 | 343,085 | 2,429,400 | 14.1 | 281,558 | 2,393,846 | 11.8 | 361,411 | 2,483,730 | 14.6 | 2.8 | 0.5 |
| 25-29 | 240,496 | 3,014,469 | 8.0 | 297,502 | 3,223,259 | 9.2 | 329,393 | 3,133,366 | 10.5 | 1.3 | 2.5 |
| 30-34 | 129,467 | 3,207,616 | 4.0 | 188,291 | 3,112,573 | 6.0 | 88,746 | 3,033,896 | 2.9 | -3.1 | -1.1 |
| 35-39 | 80,393 | 2,333,110 | 3.4 | 87,844 | 2,431,934 | 3.6 | 128,786 | 2,406,613 | 5.4 | 1.8 | 2.0 |
| 40-44 | 46,790 | 2,081,556 | 2.2 | 62,725 | 2,124,187 | 3.0 | 21,853 | 2,059,961 | 1.1 | -1.9 | -1.1 |
| 45-49 | 39,470 | 1,648,326 | 2.4 | 22,686 | 1,724,650 | 1.3 | 35,257 | 1,696,494 | 2.1 | 0.8 | -0.3 |
| 50-54 | 16,584 | 1,188,389 | 1.4 | 12,837 | 1,223,788 | 1.0 | 12,200 | 1,249,659 | 1.0 | 0.0 | -0.4 |
| 55-59 | 27,318 | 1,037,023 | 2.6 | 15,225 | 1,030,592 | 1.5 | 3,213 | 1,014,043 | 0.3 | -1.2 | -2.3 |
| 60-64 | 1,777 | 721,121 | 0.2 | 0 | 698,554 | 0.0 | 0 | 743,736 | 0.0 | 0.0 | -0.2 |
| Total | 966,257 | 19,131,187 | 5.1 | 1,045,005 | 18,740,306 | 5.6 | 1,055,816 | 18,716,433 | 5.6 | 0.0 | 0.5 |

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

| Age | Quarter 4, 2020 | | | Quarter 3, 2021 | | | Quarter 4, 2021 | | | Change | |
|--------------|------------------|------------------------------------|-------------|------------------|------------------------------------|-------------|------------------|------------------------------------|-------------|------------------------|------------------------|
| | Unemployed | Extended Labour Force ¹ | Rate | Unemployed | Extended Labour Force ¹ | Rate | Unemployed | Extended Labour Force ¹ | Rate | Qrt4, 2021/ Qrt3, 2021 | Qrt4, 2021/ Qrt4, 2020 |
| 15-19 | 266,138 | 1,695,436 | 15.7 | 216,241 | 916,828 | 23.6 | 240,130 | 1,060,108 | 22.7 | -0.9 | 7.0 |
| 20-24 | 709,915 | 2,796,230 | 25.4 | 622,134 | 2,734,422 | 22.8 | 832,711 | 2,955,031 | 28.2 | 5.4 | 2.8 |
| 25-29 | 541,593 | 3,315,566 | 16.3 | 483,079 | 3,408,836 | 14.2 | 737,110 | 3,541,082 | 20.8 | 6.6 | 4.5 |
| 30-34 | 300,089 | 3,378,238 | 8.9 | 355,520 | 3,279,802 | 10.8 | 335,184 | 3,280,333 | 10.2 | -0.6 | 1.3 |
| 35-39 | 227,962 | 2,480,680 | 9.2 | 158,710 | 2,502,800 | 6.3 | 241,134 | 2,518,960 | 9.6 | 3.3 | 0.4 |
| 40-44 | 152,562 | 2,187,327 | 7.0 | 121,249 | 2,182,711 | 5.6 | 140,378 | 2,178,486 | 6.4 | 0.8 | -0.6 |
| 45-49 | 88,380 | 1,697,236 | 5.2 | 47,117 | 1,749,081 | 2.7 | 82,832 | 1,744,069 | 4.7 | 2.0 | -0.5 |
| 50-54 | 71,324 | 1,243,128 | 5.7 | 37,636 | 1,248,588 | 3.0 | 28,345 | 1,265,804 | 2.2 | -0.8 | -3.5 |
| 55-59 | 50,920 | 1,060,625 | 4.8 | 51,771 | 1,067,137 | 4.9 | 36,365 | 1,047,195 | 3.5 | -1.4 | -1.3 |
| 60-64 | 32,426 | 751,771 | 4.3 | 13,545 | 712,099 | 1.9 | 29,005 | 772,742 | 3.8 | 1.9 | -0.5 |
| Total | 2,441,308 | 20,606,238 | 11.8 | 2,107,003 | 19,802,305 | 10.6 | 2,703,194 | 20,363,810 | 13.3 | 2.7 | 1.5 |

¹ Includes Potential Labour Force

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

| Age | Quarter 4, 2020 | | | | Quarter 3, 2021 | | | | Quarter 4, 2021 | | | | 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] | Qrt4, 2021/ Qrt4, 2020 | Qrt4, 2021/ Qrt3, 2021 |
| 15-19 | 71,300 | 40,878 | 1,470,176 | 7.6 | 66,279 | 76,337 | 776,925 | 18.4 | 46,562 | 74,957 | 894,934 | 13.6 | -4.8 | 6.0 |
| 20-24 | 248,686 | 343,085 | 2,429,400 | 24.4 | 198,397 | 281,558 | 2,393,846 | 20.0 | 146,900 | 361,411 | 2,483,730 | 20.5 | 0.5 | -3.9 |
| 25-29 | 313,000 | 240,496 | 3,014,469 | 18.4 | 149,265 | 297,502 | 3,223,259 | 13.9 | 177,799 | 329,393 | 3,133,366 | 16.2 | 2.3 | -2.2 |
| 30-34 | 231,101 | 129,467 | 3,207,616 | 11.2 | 112,092 | 188,291 | 3,112,573 | 9.7 | 184,960 | 88,746 | 3,033,896 | 9.0 | -0.7 | -2.2 |
| 35-39 | 196,248 | 80,393 | 2,333,110 | 11.9 | 95,062 | 87,844 | 2,431,934 | 7.5 | 119,847 | 128,786 | 2,406,613 | 10.3 | 2.8 | -1.6 |
| 40-44 | 144,636 | 46,790 | 2,081,556 | 9.2 | 91,057 | 62,725 | 2,124,187 | 7.2 | 113,818 | 21,853 | 2,059,961 | 6.6 | -0.6 | -2.6 |
| 45-49 | 100,222 | 39,470 | 1,648,326 | 8.5 | 98,717 | 22,686 | 1,724,650 | 7.0 | 118,023 | 35,257 | 1,696,494 | 9.0 | 2.0 | 0.5 |
| 50-54 | 90,821 | 16,584 | 1,188,389 | 9.0 | 47,377 | 12,837 | 1,223,788 | 4.9 | 84,359 | 12,200 | 1,249,659 | 7.7 | 2.8 | -1.3 |
| 55-59 | 86,971 | 27,318 | 1,037,023 | 11.0 | 50,816 | 15,225 | 1,030,592 | 6.4 | 56,879 | 3,213 | 1,014,043 | 5.9 | -0.5 | -5.1 |
| 60-64 | 70,495 | 1,777 | 721,121 | 10.0 | 25,476 | 0 | 698,554 | 3.6 | 38,596 | 0 | 743,736 | 5.2 | 1.6 | -4.8 |
| Total | 1,553,479 | 966,257 | 19,131,187 | 13.2 | 934,538 | 1,045,005 | 18,740,306 | 10.6 | 1,087,744 | 1,055,816 | 18,716,433 | 11.5 | 0.9 | -1.7 |

Table 7: Long Term Unemployment by Age Cohorts

| Age | Quarter 4, 2020 | | | Quarter 3, 2021 | | | Quarter 4, 2021 | | | Change | |
|-------|----------------------|--------------|------|----------------------|--------------|------|----------------------|--------------|------|------------------------|------------------------|
| | Long Term Unemployed | Labour Force | Rate | Long Term Unemployed | Labour Force | Rate | Long Term Unemployed | Labour Force | Rate | Qrt4, 2021/ Qrt3, 2021 | Qrt4, 2021/ Qrt4, 2020 |
| 15-19 | 9,681 | 1,470,176 | 0.7 | 51,300 | 776,925 | 6.6 | 39,511 | 894,934 | 4.4 | - | 2.2 |
| 20-24 | 217,510 | 2,429,400 | 9.0 | 190,435 | 2,393,846 | 8.0 | 262,424 | 2,483,730 | 10.6 | - | 2.6 |
| 25-29 | 124,661 | 3,014,469 | 4.1 | 216,836 | 3,223,259 | 6.7 | 206,780 | 3,133,366 | 6.6 | - | 0.1 |
| 30-34 | 41,415 | 3,207,616 | 1.3 | 129,242 | 3,112,573 | 4.2 | 59,267 | 3,033,896 | 2.0 | - | 2.2 |
| 35-39 | 61,906 | 2,333,110 | 2.7 | 38,461 | 2,431,934 | 1.6 | 45,093 | 2,406,613 | 1.9 | 0.3 | - |
| 40-44 | 5,997 | 2,081,556 | 0.3 | 29,683 | 2,124,187 | 1.4 | 14,086 | 2,059,961 | 0.7 | - | 0.7 |
| 45-49 | 15,799 | 1,648,326 | 1.0 | 17,555 | 1,724,650 | 1.0 | 12,333 | 1,696,494 | 0.7 | - | 0.3 |
| 50-54 | 6,358 | 1,188,389 | 0.5 | 5,471 | 1,223,788 | 0.4 | 0 | 1,249,659 | - | - | 0.4 |
| 55-59 | 11,360 | 1,037,023 | 1.1 | 4,769 | 1,030,592 | 0.5 | 1,431 | 1,014,043 | 0.1 | - | 0.4 |
| 60-64 | 0 | 721,121 | - | 0 | 698,554 | - | 0 | 743,736 | - | - | - |
| Total | 494,688 | 19,131,187 | 2.6 | 683,751 | 18,740,306 | 3.6 | 640,925 | 18,716,433 | 3.4 | - | 0.2 |
| | | | | | | | | | | | 0.8 |

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. The percentage of youth in NEET was recorded at 21.5 per cent in quarter 4 of 2021, a 1.7 percentage increase from the level recorded in the previous quarter. This was also a 1.7 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 31.5 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 1.6 percentage point decrease of persons outside the labour force compared to the previous quarter. Similarly, compared to quarter 4 of 2020, the number of persons outside the labour force increased by 2.7 per cent.

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

| Age | Quarter 4, 2020 | | | Quarter 3, 2021 | | | Quarter 4, 2021 | | | 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 | % | Qrt4, 2021/ Qrt4, 2020 | Qrt3, 2021 Qrt4, 2020 |
| 15-19 | 493,742 | 5,434,993 | 9.1 | 547,327 | 5,509,528 | 9.9 | 538,809 | 5,534,297 | 9.7 | -0.2 | 0.6 |
| 20-24 | 1,398,833 | 4,552,202 | 30.7 | 1,283,484 | 4,614,584 | 27.8 | 1,458,799 | 4,635,315 | 31.5 | 3.7 | 0.8 |
| 25-29 | 1,027,579 | 3,937,906 | 26.1 | 941,595 | 3,991,871 | 23.6 | 1,099,857 | 4,009,805 | 27.4 | 3.8 | 1.3 |
| 30-34 | 559,288 | 3,649,667 | 15.3 | 746,373 | 3,699,681 | 20.2 | 749,061 | 3,716,301 | 20.2 | 0.0 | 4.9 |
| Total | 3,479,442 | 17,574,768 | 19.8 | 3,518,779 | 17,815,664 | 19.8 | 3,846,526 | 17,895,718 | 21.5 | 1.7 | 1.7 |

* 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 4, 2020 | | | Quarter 3, 2021 | | | Quarter 4, 2021 | | | Change | |
|--------------|---------------------|-------------------|-------------|---------------------|-------------------|-------------|---------------------|-------------------|-------------|------------------------|------------------------|
| | Not in Labour Force | Total Population | Prop. | Not in Labour Force | Total Population | Prop. | Not in Labour Force | Total Population | Prop. | Qrt4, 2021/ Qrt3, 2021 | Qrt4, 2021/ Qrt4, 2020 |
| 15-19 | 3,964,817 | 5,434,993 | 72.9 | 4,732,603 | 5,509,528 | 85.9 | 4,639,363 | 5,534,297 | 83.8 | -2.1 | 10.9 |
| 20-24 | 2,122,801 | 4,552,202 | 46.6 | 2,220,738 | 4,614,584 | 48.1 | 2,151,585 | 4,635,315 | 46.4 | -1.7 | -0.2 |
| 25-29 | 923,437 | 3,937,906 | 23.4 | 768,613 | 3,991,871 | 19.3 | 876,440 | 4,009,805 | 21.9 | 2.6 | -1.5 |
| 30-34 | 442,052 | 3,649,667 | 12.1 | 587,108 | 3,699,681 | 15.9 | 682,405 | 3,716,301 | 18.4 | 2.5 | 6.3 |
| 35-39 | 374,607 | 2,707,717 | 13.8 | 312,915 | 2,744,849 | 11.4 | 350,575 | 2,757,188 | 12.7 | 1.3 | -1.1 |
| 40-44 | 230,092 | 2,311,647 | 10.0 | 219,163 | 2,343,350 | 9.4 | 293,925 | 2,353,886 | 12.5 | 3.1 | 2.5 |
| 45-49 | 181,013 | 1,829,339 | 9.9 | 129,778 | 1,854,428 | 7.0 | 166,271 | 1,862,766 | 8.9 | 1.9 | -1.0 |
| 50-54 | 151,700 | 1,340,089 | 11.3 | 134,677 | 1,358,465 | 9.9 | 114,913 | 1,364,572 | 8.4 | -1.5 | -2.9 |
| 55-59 | 110,572 | 1,147,595 | 9.6 | 132,735 | 1,163,327 | 11.4 | 154,511 | 1,168,554 | 13.2 | 1.8 | 3.6 |
| 60-64 | 172,808 | 893,929 | 19.3 | 207,627 | 906,181 | 22.9 | 166,516 | 910,252 | 18.3 | -4.6 | -1.0 |
| Total | 8,673,898 | 27,805,085 | 31.2 | 9,445,958 | 28,186,264 | 33.5 | 9,596,503 | 28,312,936 | 33.9 | 0.4 | 2.7 |

Table 9b: Persons Outside the Labour force' by Age Cohorts

| Age | Quarter 4, 2020 | | | Quarter 3, 2021 | | | Quarter 4, 2021 | | | Change | |
|-------|---------------------------|---------------------|-------|---------------------------|---------------------|-------|---------------------------|---------------------|-------|---------------------------|---------------------------|
| | Not in Labour Force | Total Population | Prop. | Not in Labour Force | Total Population | Prop. | Not in Labour Force | Total Population | Prop. | Qrt4, 2021/ Qrt3, 2021 | Qrt4, 2021/ Qrt4, 2020 |
| 15-19 | 3,739,557 | 5,434,993 | 68.8 | 4,592,700 | 5,509,528 | 83.4 | 4,474,189 | 5,534,297 | 80.8 | -2.6 | 12.0 |
| 20-24 | 1,755,971 | 4,552,202 | 38.6 | 1,880,162 | 4,614,584 | 40.7 | 1,680,284 | 4,635,315 | 36.2 | -4.5 | -2.4 |
| 25-29 | 622,340 | 3,937,906 | 15.8 | 583,035 | 3,991,871 | 14.6 | 468,723 | 4,009,805 | 11.7 | -2.9 | -4.1 |
| 30-34 | 271,429 | 3,649,667 | 7.4 | 419,879 | 3,699,681 | 11.3 | 435,968 | 3,716,301 | 11.7 | 0.4 | 4.3 |
| 35-39 | 227,037 | 2,707,717 | 8.4 | 242,048 | 2,744,849 | 8.8 | 238,228 | 2,757,188 | 8.6 | -0.2 | 0.2 |
| 40-44 | 124,320 | 2,311,647 | 5.4 | 160,639 | 2,343,350 | 6.9 | 175,400 | 2,353,886 | 7.5 | 0.6 | 2.1 |
| 45-49 | 132,103 | 1,829,339 | 7.2 | 105,347 | 1,854,428 | 5.7 | 118,696 | 1,862,766 | 6.4 | 0.7 | -0.8 |
| 50-54 | 96,960 | 1,340,089 | 7.2 | 109,877 | 1,358,465 | 8.1 | 98,768 | 1,364,572 | 7.2 | -0.9 | 0.0 |
| 55-59 | 86,970 | 1,147,595 | 7.6 | 96,189 | 1,163,327 | 8.3 | 121,359 | 1,168,554 | 10.4 | 2.1 | 2.8 |
| 60-64 | 142,158 | 893,929 | 15.9 | 194,082 | 906,181 | 21.4 | 137,511 | 910,252 | 15.1 | -6.3 | -0.8 |
| Total | 7,198,847 | 27,805,085 | 25.9 | 8,383,960 | 28,186,264 | 29.7 | 7,949,126 | 28,312,936 | 28.1 | -1.6 | 2.2 |

Appendices

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 clusters and 24,000 households. The clusters were randomized into 4 quarters each comprising of 375 clusters 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 designs, the 2021 KCHS was purely cross-sectional.

The sample allocation for the 4th quarter is presented in Table 10.

Sampling Frame

The sample for the survey was drawn from the 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 cartographic mapping. 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 the 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 clusters for quarter 4 of the 2021 KCHSP were drawn from component 1(C1) of the frame.

Sampling

Two sets of units were sampled, namely; clusters 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 the labour module.

Sampling of clusters

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

Sampling of Households

A total of 16 households per cluster were sampled systematically (with a random start) from the list of households enumerated during the 2019 KPHC and those listed during cluster development. 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 4th Quarter of 2021 KCHS

| County Code | County | Clusters | | | Households | | |
|-------------|-----------------|------------|------------|------------|--------------|--------------|--------------|
| | | Rural | Urban | Total | Rural | Urban | Total |
| 1 | MOMBASA | | 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 | 4 | 4 | 8 | 64 | 64 | 128 |
| 10 | MARSABIT | 4 | 3 | 7 | 64 | 48 | 112 |
| 11 | ISIOLO | 3 | 4 | 7 | 48 | 64 | 112 |
| 12 | MERU | 5 | 3 | 8 | 80 | 48 | 128 |
| 13 | THARAKA-NITHI | 6 | 2 | 8 | 96 | 32 | 128 |
| 14 | EMBU | 5 | 3 | 8 | 80 | 48 | 128 |
| 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 | 5 | 3 | 8 | 80 | 48 | 128 |
| 19 | NYERI | 5 | 3 | 8 | 80 | 48 | 128 |
| 20 | KIRINYAGA | 5 | 3 | 8 | 80 | 48 | 128 |
| 21 | MURANG'A | 5 | 3 | 8 | 80 | 48 | 128 |
| 22 | KIAMBU | 3 | 7 | 10 | 48 | 112 | 160 |
| 23 | TURKANA | 5 | 3 | 8 | 80 | 48 | 128 |
| 24 | WEST POKOT | 6 | 2 | 8 | 96 | 32 | 128 |
| 25 | SAMBURU | 4 | 3 | 7 | 64 | 48 | 112 |
| 26 | TRANS NZOIA | 5 | 3 | 8 | 80 | 48 | 128 |
| 27 | UASIN GISHU | 3 | 5 | 8 | 48 | 80 | 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 | 4 | 4 | 8 | 64 | 64 | 128 |
| 32 | NAKURU | 4 | 5 | 9 | 64 | 80 | 144 |
| 33 | NAROK | 5 | 3 | 8 | 80 | 48 | 128 |
| 34 | KAJIADO | 3 | 5 | 8 | 48 | 80 | 128 |
| 35 | KERICHO | 5 | 3 | 8 | 80 | 48 | 128 |
| 36 | BOMET | 6 | 2 | 8 | 96 | 32 | 128 |
| 37 | KAKAMEGA | 5 | 3 | 8 | 80 | 48 | 128 |
| 38 | VIHIGA | 6 | 2 | 8 | 96 | 32 | 128 |
| 39 | BUNGOMA | 5 | 3 | 8 | 80 | 48 | 128 |
| 40 | BUSIA | 5 | 3 | 8 | 80 | 48 | 128 |
| 41 | SIAYA | 6 | 2 | 8 | 96 | 32 | 128 |
| 42 | KISUMU | 4 | 4 | 8 | 64 | 64 | 128 |
| 43 | HOMA BAY | 5 | 3 | 8 | 80 | 48 | 128 |
| 44 | MIGORI | 5 | 3 | 8 | 80 | 48 | 128 |
| 45 | KISII | 5 | 3 | 8 | 80 | 48 | 128 |
| 46 | NYAMIRA | 6 | 2 | 8 | 96 | 32 | 128 |
| 47 | NAIROBI CITY | | 11 | 11 | 0 | 176 | 176 |
| | Total | 215 | 160 | 375 | 3,440 | 2,560 | 6,000 |

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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