



# KENYA POPULATION CENSUS 1989

## LABOUR FORCE

### ANALYTICAL REPORT VOLUME IX

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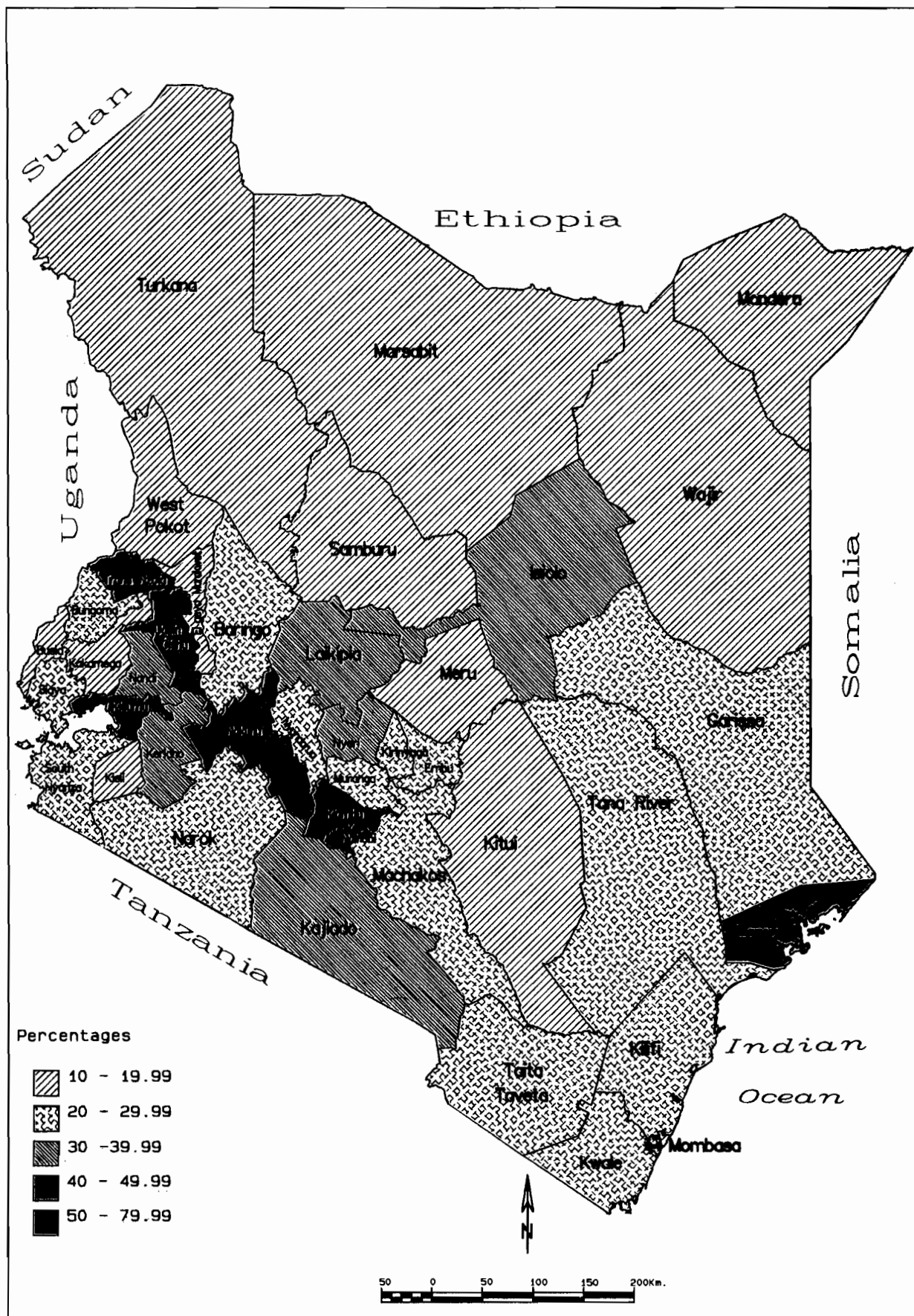


**KENYA POPULATION CENSUS  
1989**

**ANALYTICAL REPORT:  
VOLUME IX**

**LABOUR FORCE**

# KENYA: WAGE EARNERS - 1989



Map Production - DRSRS/CBS

Source: 1989 Population Census

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## **Foreword**

The 1989 Population and Housing Census was carried out on a de facto basis with the midnight of 24/25 August as the reference date under the provisions of the Statistical Act (Cap. 112) of the Laws of Kenya and as per Legal Notice No. 466 of 4 November, 1988.

The census was taken to determine: the size, composition and distribution of the population; the levels and trends of fertility, mortality, migration and urbanisation; and to obtain information on housing, education, and employment.

The analytical work involved collaborative efforts of both local and external experts, a number of institutions and the Central Bureau of Statistics (CBS). The recruitment of the professional experts was done on a competitive basis, ensuring that in addition, such experts had adequate knowledge and involvement in the Kenyan demographic scene.

The production of the tabulations for the analyses was preceded by a rigorous programme of validation and editing to ensure internal consistency and to minimise errors. The analysis was therefore carried out on cleaned data files, and the population projections, in particular, are based on the census figures adjusted for errors of coverage. Should there be any discrepancies between the basic data in Volumes I and II and the cleaned data in the new volumes, the latter are preferred.

For the first time in the history of Kenya's population census, data on the labour force was collected. This volume presents the analysis of the data on the economic activities of the population aged 10 years and above. It was noted that while the employment rate was as high as 92 per cent, only 32 per cent were wage earners. The analysis also revealed that the issue of child labour persists.

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**DIRECTOR OF STATISTICS**



## **Acknowledgement**

The 1989 Population and Housing Census was the fifth census after those of 1948, 1962, 1969, and 1979. The census collected more information that was comprehensively analysed than any previous censuses.

The 1989 census was a strenuous and costly exercise which was accomplished through concerted efforts of many organisations, institutions, government ministries and individuals who assisted in a variety of ways in preparing, collecting, compiling, processing, analysing and publishing the census results. The Office of the Vice President and Ministry of Planning and National Development and in particular, the Central Bureau of Statistics (CBS), wish to thank all of them and pay special tribute to the late Director of Statistics, Mr. P.P. Kallaa.

Further, the Ministry wishes to thank UNFPA, UNDP, CIDA, ODA, UNDTCD, UNECA and the Government of Netherlands for their material, financial and technical support at all stages of preparing and conducting the census. Special commendation go to UNFPA and ODA for providing further support for the detailed analysis of the 1989 census. In particular, the Ministry wishes to acknowledge contributions from the authors, technical support staff and professionals who individually and collectively gave comments and advice in the process of writing the various volumes.

## EXECUTIVE SUMMARY

As a result of the high fertility coupled with declining mortality, Kenya has experienced a high population growth rate. Consequently, Kenya has a relatively young population which is expected to continue increasing rapidly. The impact of this increasing young population is being felt in the labour market as more and more young persons are seeking for jobs. It is the government's concern to create more job opportunities to accommodate the youth. It was in light of this concern that one of the main objectives of the 1989 census was to determine the size and composition of the labour force.

Due to definitional and technical problems, data on occupation and work status was not analysed. Economic activity of the population aged 10 years and over remained the only topic for analysis.

The census revealed that 66.2 per cent (9.3 million) of this population was economically active. Work on family holdings was the main economic activity as it engaged 40.0 per cent of the population aged 10 years and over. Clear evidence of child labour was borne by the fact that 30.1 per cent of the population aged 10-14 years was economically active.

When the level of education of the economically active population was considered, the analysis showed that the largest proportion, at 33.6 per cent, of this population had no formal education - majority of whom were females. Wide regional variations in the level of education in the economically active population were evident in the data which tended to reflect the regional economic and educational disparities. For example, the percentage of the economically active population without formal education was only 8.4 in Nairobi yet it was 85.4 in North Eastern province.

The national employment rate stood at 92.1 per cent with rural areas recording a rate of 93.7 per cent. However, these rates of employment were debatable against a background of cultural perceptions, especially in rural areas, as per the meaning of employment. These doubts were strengthened when analysis on employment was split into wage earners and non-wage earners. A relatively small percentage of 31.7 of the economically active population was on wage employment.

Being the first time to collect data on labour force in the history of population census in Kenya, it was not possible to establish meaningful labour force trends since the only other data available was from surveys whose data collection and analytical methods tend to differ with those of censuses.

## CHAPTER 1: BACKGROUND INFORMATION

### 1.1 Introduction

One objective of the 1989 Population and Housing Census was to determine the size and composition of the labour force. The census questionnaire (see Appendix 1) was used to collect detailed information on economic activities from all persons aged 10 years and over. This included the following:-

- The type of activity done by the respondent during the last 7 days preceding the census.
- The respondent's occupation such as teacher, clerk, farmer, carpenter, etc.
- **Work status:** whether the respondent was an employer, self-employed, employee or a family worker.

This was the first time in the history of population census in Kenya that an attempt was made to collect and analyze, in detail, information on labour force.

This volume presents results of the analysis in four chapters. Chapter 1 gives background information including data quality and methods of analysis. Chapter 2 discusses labour force characteristics and participation rates while Chapter 3 shows the employment status in the country. Finally, Chapter 4 gives a summary of findings and recommendations.

Kenya remains among the countries with the fastest growing populations in the world with an estimated growth rate of over 3 per cent. Kenya's population grew from 8 million in 1962 to 15 million in 1979 and 21 million in 1989. This rapid population increase has been attributed in part to the high and stable fertility coupled with a rapidly declining infant and child mortality. Similarly, life expectancy at birth increased from 35 years in 1948 to about 60 years in 1989 [UNFPA, 1989/90: .288]. These have consequently resulted in an increase in the size of the labour force.

As a result of the high population growth rate, Kenya has a relatively young population. The 1989 census results indicated that: 47.9 per cent of Kenya's population was under 15 years; 48.8 per cent was between age 15 and 64; and 3.3 per cent was 65 years and over. The 1991 estimates show a total economic dependency ratio of 156; child dependency ratio of 106; and old age dependency ratio of 6 out of every 100 persons in the productive age-group 15-64 [UN/ECA, 1991: p.6].

The labour force is estimated to have increased from 3.9 million in 1964 to 4.7 million in 1972; then to 6.6 million in 1981 and then to 9.9 million in 1990 (5th National Development Plan, 1984-1988).

### 1.2 Quality of Data on Labour Force

The labour force data collected during the 1989 Population Census had a number of shortcomings. One of them was the problem of appropriate definitions of the various concepts used in the census. While most of the concepts are based on international UN/ILO definitions, a

number of deviations were inevitable to conform to the local conditions in terms of age and type of economic activities. As high as 15.5 per cent of the total working population had their occupations not stated. This may have occurred probably due to the respondents' failure to distinguish between occupation and industry as well as the unsatisfactory probing by enumerators.

During the data processing stage, individuals' occupations such as doctors, lawyers, drivers, clerks, etc, were collapsed into broad occupational categories. The broad groups used were:

1. Professional/technical
2. Administrative/managerial/clerical
3. Sales workers
4. Service workers
5. Agriculture/forestry
6. Production/manufacturing/maintenance
7. Packing/storage/transport
8. Not stated

It was, however, realised during analysis that these categories were too broad and therefore meaningless for any effective analysis of the labour force. This topic, therefore, was not analysed.

Besides the problem in the responses on occupation, most of the respondents did not state their work status. Table 1.1 clearly indicates that 92.3 per cent of the labour force did not state their work status. This was attributed to the failure in recording during enumeration and subsequent failure of proper editing of the census questionnaire. Consequently, no analysis on work status was done.

#### **Percentage Distribution of the Labour Force by Work Status**

**Table 1.1**

Sex	Employer	Self-Employed	Employee	Family Worker	Not Stated	Per cent	Total Number
Male	0.1	1.0	5.7	2.6	90.6	100.0	4,490,580
Female	0.0	0.6	1.5	3.6	94.3	100.0	4,077,277
<b>Total</b>	<b>0.1</b>	<b>0.8</b>	<b>3.7</b>	<b>3.1</b>	<b>92.3</b>	<b>100.0</b>	<b>8,567,857</b>

After discarding the data on occupation and work status, the only remaining aspect for analysis was economic activity.

Age being a major determinant of the size of the labour force, the definition used to determine who constituted the labour force in this census was the population aged 10 years and above. This definition differed from previous labour force surveys whereby in rural areas, it has been the population aged 8 years and above whereas for urban areas, the range has been 14-64 years. These differences made the comparison of the census data with those of the previous labour force surveys difficult.

Although age misreporting and omissions was evident in the 1989 census data, its magnitude (under 5 per cent) was considered insignificant.

The 1989 census questionnaire did not capture the following variables: hours worked by an individual, economic sector/industry, duration of unemployment and income earned. Such omissions limited critical assessment of the accuracy and quality of data collected.

The enumeration period for the 1989 census was on the night of 24/25 August - a time when most students were on holiday and some were probably involved in some kind of work. For this reason, it is possible that an unquantifiable proportion of students may have been included in the assessment of the economically active population.

Despite the above shortcomings, data on economic activity was used to determine the size and composition of the labour force - an aspect hitherto not addressed by previous censuses.

### **1.3 Methods of Data Analysis**

In order to capture the labour force components from the census data, the labour force framework was applied. This involved separating the labour force components from the total population into the working population and the unemployed which, when merged, give the economically active population. A number of data analysis techniques were applied which included cross-tabulations and computation of basic percentages and ratios.

## CHAPTER 2: LABOUR FORCE CHARACTERISTICS

### 2.1 Introduction

The labour force is a very important segment of a nation's population because of its functional role in the production of economic goods and services. Labour force was taken to be synonymous to the economically active population which comprised all persons aged 10 years and above who supplied labour for the production of economic goods and services during the preceding week before the census night.

The census sought to classify people aged 10 years and over into ten categories:

1. Worked for pay or profit
2. On leave or sick leave
3. Worked on family holding
4. No work
5. Seeking work
6. Student
7. Retired
8. Disabled
9. Homemaker
10. Other

Of these, categories 1 to 5 were classified as economically active; while 6 to 10 as being inactive. The employed (or working) population was made up of categories 1 to 3 whereas 4 and 5 formed the unemployed group. The distribution of the 1989 population into these categories is shown in Table 2.1.

**Population 10 Years and Over by Sex and Type of Activity**

**Table 2.1**

Sex	TYPE OF ACTIVITY										
	Worked for Pay/Profit	On Leave	Worked on Fami.Hold.	No Work	Seeking Work	Student	Retired	Disabled	Home Maker	Other	Total
Male	2,022,897	104,312	2,358,790	246,652	123,416	1,470,199	34,704	25,793	260,739	236,738	6,884,240
Female	741,909	72,704	3,258,268	304,016	58,005	1,280,537	24,246	24,844	1,171,667	213,344	7,149,540
Total	2,764,806	177,016	5,617,058	550,668	181,421	2,750,736	58,950	50,637	1,432,406	450,082	14,033,780
% of Total	19.7	1.3	40.0	3.9	1.3	19.6	0.4	0.4	10.2	3.2	100.0

While a total of 14,049,679 persons stated the type of activity they had engaged themselves in, 15,899 out of this total (0.1 per cent) did not state their ages. Subsequently, this number was excluded during the analysis.

Out of a total of 14 million people aged 10 years and above, 9.3 million (66 per cent) were economically active. The highest proportion (40 per cent) of the population aged 10 years and above worked on family holdings followed by those who worked for pay or profit at 20 per cent.

## 2.2 Size and Composition of the Labour Force

The size and growth of the economically active population depends largely on fertility and mortality trends. The available data indicate that the impact of high population growth rates of between 3.0 and 3.8 per cent annually during the 1970s is now being felt in the labour market. Persons born in the last 15 to 20 years are now joining the labour force in large numbers and it is expected that the economically active population will continue to increase rapidly. Table 2.2 shows the size and age-sex composition of the economically active population as compared to the corresponding population in each respective age-group in 1989.

**Proportion of the Population in the Labour Force by Sex and Age-group, 1989**

**Table 2.2**

Age Group	Population			Labour Force			Labour Force as % of Population		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
10+	6,884,240	7,149,540	14,033,780	4,856,067	4,434,902	9,290,969	70.5	62.0	66.2
10-14	1,500,234	1,482,948	2,983,182	473,452	423,117	896,569	31.6	28.5	30.1
15-24	2,041,356	2,194,421	4,235,777	1,216,086	1,243,336	2,459,422	59.6	56.7	58.1
15-64	5,039,973	5,304,568	10,344,541	4,084,963	3,749,208	7,834,171	81.1	70.7	75.7
65+	344,033	362,024	706,057	297,652	262,577	560,229	86.5	72.5	79.3

The data indicate that 9.3 million, or 66.2 per cent, of the total population aged 10 years and above were economically active. The percentage for males within the labour force was higher than that for females by 8.

From Table 2.3, the economically active population consisted of 52.3 per cent males and 47.7 per cent females. About 7.6 million (81.5 per cent) of the economically active population was recorded in the rural areas while the remaining 18.5 per cent was in urban areas. The sex distribution of the labour force by rural-urban residence showed that there was no significant difference between males (40.2 per cent) and females (41.3 per cent) in rural areas. There were, however, about twice the number of males compared to females in urban areas.

**The Economically Active Population by Sex and Rural-Urban Residence, 1989**

**Table 2.3**

Population Group by Place of Residence	Number			Percentage		
	Male	Female	Total	Male	Female	Total
Labour Force age 10+						
Rural	3,738,471	3,836,824	7,575,295	40.2	41.3	81.5
Urban	1,117,596	598,078	1,715,674	12.0	6.4	18.5
Kenya	4,856,067	4,434,902	9,290,969	52.3	47.7	100.0
Labour Force age 15 - 64						
Rural	3,020,447	3,203,444	6,223,891	38.5	40.9	79.4
Urban	1,064,516	545,764	1,610,280	13.6	7.0	20.6
Kenya	4,084,963	3,749,208	7,834,171	52.1	47.9	100.0

The same table also shows that 7.8 million population aged 15-64 years was economically active. Out of this total, 79.4 and 20.6 per cent was recorded in rural and urban areas respectively. Males constituted 52.1 per cent of the labour force aged 15-64 and females 47.9 per cent. [The labour force had previously been estimated at about 85 per cent of the total population aged 15-64 [4th National Development Plan, 1979-83 - Table 2.2 shows 76 per cent].

## 2.3 Age and Sex Composition

Table 2.4 shows the distribution of the economically active population by five year age-groups, according to sex and rural-urban residence. Majority of these (52.2 per cent) were concentrated between the ages 15-34. The distribution of this population by age-group rose steadily from 9.6 per cent for age-group 10-14 to a peak of 15.1 per cent for the age-group 20-24. This trend then declined steadily from age-group 25-29 to 60-64. Gender comparison, however, showed that the highest percentage for males was found in the age-group 25-29 and females in the age-group 20-24. The overall sex ratio of males to females was 1.09 indicating that there were more males than females in the labour force.

**Percentage Distribution of the Economically Active Population by Age and Sex, 1989**  
**Table 2.4**

Age Group	KENYA				RURAL				URBAN			
	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio
10-14	9.7	9.5	9.6	1.12	11.7	10.0	10.8	1.14	3.2	6.7	4.4	0.90
15-19	10.7	12.0	11.3	0.98	12.0	11.9	11.9	0.98	6.6	12.9	8.8	0.95
20-24	14.3	16.0	15.1	0.98	12.9	15.1	14.0	0.83	19.1	22.1	20.1	1.61
25-29	15.0	14.8	14.9	1.11	12.8	13.8	13.3	0.90	22.3	21.2	21.9	1.97
30-34	11.4	10.4	10.9	1.21	10.1	10.0	10.0	0.99	15.8	12.8	14.7	2.30
35-39	9.1	8.4	8.8	1.18	8.4	8.4	8.4	0.98	11.2	8.8	10.4	2.37
40-44	7.2	6.7	7.0	1.18	7.0	6.9	7.0	0.99	8.1	5.4	7.2	2.77
45-49	5.5	5.5	5.5	1.11	5.6	5.8	5.7	0.94	5.4	3.4	4.7	2.98
50-54	4.6	4.4	4.5	1.14	4.9	4.8	4.8	0.99	3.8	2.2	3.3	3.17
55-59	3.4	3.4	3.4	1.11	3.8	3.7	3.8	1.02	1.9	1.3	1.7	2.69
60-64	2.8	3.0	2.9	1.04	3.4	3.3	3.3	0.99	1.1	1.1	1.1	1.86
65+	6.1	5.9	6.0	1.13	7.5	6.5	7.0	1.12	1.5	2.0	1.7	1.40
TOTAL	100.0	100.0	100.0	1.09	100.0	100.1	100.0	0.97	100.0	99.9	100.0	1.87

In the rural areas, the largest concentration of the economically active population was within the age-group 20-24 followed by the 25-29 age-group. The reverse was true in the urban areas where the highest distribution was found in the age-group 25-29 (21.9 per cent) followed by the 20-24 age-group (20.1 per cent). The overall sex ratio of 0.97 in the rural areas indicated that the majority of the economically active population in the rural areas were females. In the urban areas, the males dominated with a sex ratio of 1.87, a consequence of the migratory behaviour of males in search of employment opportunities.

The regional distribution of the economically active population by sex and rural-urban residence is shown in Table 2.5. Out of the total population of 9.3 million, Rift Valley province had the highest proportion of 21.0 per cent; Eastern Province had 20.3 per cent; while North Eastern province had the least share of about 1.6 per cent.



The highest concentration of the labour force in the rural areas was in Eastern province, followed by Rift Valley and Nyanza provinces respectively. Out of the total economically active population of 7.6 million in the rural areas, the above provinces accounted for 23.5, 22.1 and 16.3 per cent respectively. In the urban areas, high concentrations were in Nairobi (40.4 per cent) and Coast (16.8 per cent) while the least was in North Eastern province (1.9 per cent).

**Distribution of the Economically Active Population by Sex, Province and Rural-Urban Residence**

**Table 2.5**

Province	KENYA			RURAL			URBAN		
	M	F	T	M	F	T	M	F	T
Nairobi	9.7	5.0	7.5	0.0	0.0	0.0	42.2	37.1	40.4
Central	12.6	13.5	13.0	14.4	14.4	14.4	6.3	7.6	6.8
Coast	10.3	9.0	9.7	8.2	8.0	8.1	17.6	15.1	16.8
Eastern	19.0	21.8	20.3	23.0	24.0	23.5	5.6	7.2	6.2
N/Eastern	2.2	0.9	1.6	2.3	0.8	1.5	2.0	1.7	1.9
Nyanza	12.9	17.0	14.8	14.5	18.1	16.3	7.4	9.8	8.2
R/Valley	22.1	19.8	21.0	24.0	20.2	22.1	15.7	16.9	16.1
Western	11.1	13.1	12.1	13.5	14.4	14.0	3.1	4.6	3.6
Total (%)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	4,856,067	4,434,902	9,290,969	3,738,471	3,836,824	7,575,295	1,117,596	598,078	1,715,674

## 2.4 Analysis by Selected Age-groups

Analysis of selected age-groups of the economically active population was done for various reasons. First, the age-group 10-14 within the economically active population has implications both on economic dependency of the working population and incidences of child labour. Secondly, the youth, defined as the population aged 15-24, forms an important group of the labour force regarding economic development, education, training and employment. Thirdly, the population aged 15-64 is considered as the productive age-group and is used to assess dependency levels of the population within the economy. Finally, while those aged 65 years and over may be written off as retirees, sometimes the proportion that is actually economically active is quite significant. The distribution of the economically active population from the 1989 census by these age-groups is given in Table 2.6 below.

**Distribution of the Labour Force by Sex and Age-group**

**Table 2.6**

Age Group	Labour Force			Percent of Total		
	Male	Female	Total	Male	Female	Total
10+	4,856,067	4,434,902	9,290,969	100.0	100.0	100.0
10-14	473,452	423,117	896,569	9.7	9.5	9.6
15-24	1,216,086	1,243,336	2,459,422	25.0	28.0	26.5
15-64	4,084,963	3,749,208	7,834,171	84.1	84.5	84.3
65+	297,652	262,577	560,229	6.1	5.9	6.0

### 2.4.1 Age-group 10-14

As can be seen from Table 2.2, a total of 896,569 persons were reported to be economically active in this age-group. The fact that this number represented 30.1 per cent of the population in this age-group strongly pointed at the existence of child labour. From Table 2.6, this age-group accounted for 9.6 per cent of the total labour force.

### 2.4.2 Age-group 15-24

This age-group represents the youth who numbered 4,235,777 in 1989. Out of this total, 2,459,422 (or 58.1 per cent) were economically active. The 2.5 million youth who were economically active formed 26.5 per cent of the total economically active population as can be seen from Table 2.6. The proportion of females comprising the youth was observed to be higher than that of males.

As shown in Table 2.7, the regional distribution of the youth varied from 24.3 per cent in Nyanza to 29.3 per cent in North Eastern province. The share for Coast and also Rift Valley province was very close to the national figure of 26.5 per cent. The sex distribution of the youth showed that Nyanza had the least proportion (21.5 per cent) of males. Nairobi province had the largest concentration of female youth (36.9 per cent). The proportion of youth in urban areas was observed to be higher than in rural areas in all provinces except in North Eastern province.

**Percentage Distribution of the Economically Active Population Aged 15-24 by Sex,  
Province and Rural-Urban Residence**

**Table 2.7**

Province	Kenya			Rural			Urban		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nairobi	25.4	36.9	29.0	-	-	-	25.4	36.9	29.0
Central	24.5	26.4	25.4	24.3	25.8	25.0	25.8	34.0	29.0
Coast	25.3	28.0	26.5	24.7	26.6	25.7	26.4	32.9	28.4
Eastern	27.2	27.4	27.3	27.2	27.1	27.1	27.3	33.3	29.7
N/Eastern	29.3	29.3	29.3	30.0	29.8	29.9	26.8	27.9	27.2
Nyanza	21.5	26.7	24.3	21.1	26.0	23.9	24.2	33.9	28.2
R/Valley	24.3	28.7	26.3	24.0	27.8	25.8	25.7	35.8	29.4
Western	26.2	28.1	27.2	26.3	27.9	27.1	24.5	32.1	27.9
KENYA	25.0	28.0	26.5	24.9	27.0	26.0	25.7	35.0	28.9

### 2.4.3 Age-group 15-64

From a total population of 10,344,541 aged 15-64, those who reported to be economically active were 7,834,171 which amounted to 75.7 per cent. This group, which is generally referred to as the 'economically productive' population, constituted about 84.3 per cent of the total economically active population (Table 2.6).

The majority (79.4 per cent) of the economically active population in this group was found in the rural areas. This is consistent with the Kenyan rural economic structure, which is basically agricultural. Sex comparisons indicated a higher representation of males in urban areas (66.1

per cent) against 48.5 per cent in the rural areas; an indication of the high migration of males to urban areas in search for employment.

The distribution of the economically active population aged 15-64 in the provinces as shown in Table 2.8 was high in Rift Valley with 21.4 per cent and low in North-Eastern with 1.4 per cent. Again the labour force concentration data followed the expected trends consistent with regional economic resource endowments and job opportunities in the country.

**Percentage Distribution of the Economically Active Population Aged 15-64 by Sex, Province and Rural-Urban Residence**

**Table 2.8**

Province	KENYA			RURAL			URBAN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nairobi	11.2	5.5	8.5	-	-	-	43.0	37.8	41.2
Central	13.3	14.0	13.6	15.7	15.1	15.4	6.4	7.8	6.9
Coast	10.2	8.8	9.5	7.7	7.8	7.7	17.4	14.6	16.4
Eastern	17.1	20.2	18.6	21.2	22.5	21.9	5.3	6.9	5.9
					0.6	1.3	1.8	1.5	1.7

At the national level, there was a much higher percentage of males at all educational levels. In contrast, the economically active female population without formal education outnumbered that of males with the former at 42.8 per cent as compared to 25.2 per cent for the latter.

It should be noted that while the distribution in Table 2.9 shows the analysis within sexes, the sex ratios in the same table give an indication of the distribution between the sexes.

**Percentage Distribution of the Economically Active Population by Sex, Education and Rural-Urban Residence, 1989**

**Table 2.9**

Education Level	KENYA				RURAL				URBAN			
	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio
None	25.2	42.8	33.6	0.64	29.5	46.1	37.9	0.62	10.8	21.5	15.6	0.50
Std. 1-4	16.9	13.8	15.4	1.34	19.3	14.5	16.9	1.29	8.9	6.1	7.5	1.46
Std. 5-8	34.3	28.9	31.7	1.30	34.1	28.9	31.7	1.29	34.1	28.9	31.7	1.29

per cent) against 48.5 per cent in the rural areas; an indication of the high migration of males to urban areas in search for employment.

The distribution of the economically active population aged 15-64 in the provinces as shown in Table 2.8 was high in Rift Valley with 21.4 per cent and low in North-Eastern with 1.4 per cent. Again the labour force concentration data followed the expected trends consistent with regional economic resource endowments and job opportunities in the country.

**Percentage Distribution of the Economically Active Population Aged 15-64 by Sex, Province and Rural-Urban Residence**

**Table 2.8**

Province	KENYA			RURAL			URBAN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nairobi	11.2	5.5	8.5	-	-	-	43.0	37.8	41.2
Central	13.3	14.0	13.6	15.7	15.1	15.4	6.4	7.8	6.9
Coast	10.2	8.8	9.5	7.7	7.8	7.7	17.4	14.6	16.4
Eastern	17.1	20.2	18.6	21.2	22.5	21.9	5.3	6.9	5.9
N/Eastern	2.1	0.7	1.4	2.1	0.6	1.3	1.8	1.5	1.7
Nyanza	13.2	18.0	15.5	15.2	19.3	17.3	7.4	9.9	8.2
R/Valley	22.6	20.1	21.4	25.0	20.6	22.7	15.8	17.1	16.2
Western	10.4	12.7	11.5	13.0	14.2	13.6	3.0	4.3	3.4

#### **2.4.4 Age-group 65 years and over**

The population aged 65 years and over amounted to 706,057 out of which 560,229 (a high 79.3 per cent) were reported to be economically active. However, the group accounted for only 6.0 per cent of the total economically active population as shown in Table 2.6.

### **2.5 Education Status of the Labour Force**

Data on the educational attainment of the labour force is important in determining the stock of available manpower levels needed in all production sectors of the economy. The 1989 census collected information only on the highest level of education completed. Due to this, only formal educational attainment could be linked to the type of economic activity of the population.

#### **2.5.1 Labour Force by Level of Education**

The distribution of the economically active population by educational level is shown in Table 2.9. The analysis revealed that 33.6 per cent of the economically active population was without any formal education. Those with primary standard 1-4 level of education were 15.4 per cent while 31.7 per cent had completed primary standard 5-8. The table further shows that the size of the population which completed secondary form 1-4 was 16.8 per cent with males being the majority (20.3 per cent). The percentages of those who had completed form 5-6 and university level of education were much smaller: 1.3 and 0.7 per cent of the total labour force respectively.

At the national level, there was a much higher percentage of males at all educational levels. In contrast, the economically active female population without formal education outnumbered that of males with the former at 42.8 per cent as compared to 25.2 per cent for the latter.

It should be noted that while the distribution in Table 2.9 shows the analysis within sexes, the sex ratios in the same table give an indication of the distribution between the sexes.

**Percentage Distribution of the Economically Active Population by Sex, Education and Rural-Urban Residence, 1989**

**Table 2.9**

Education Level	KENYA				RURAL				URBAN			
	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio
None	25.2	42.8	33.6	0.64	29.5	46.1	37.9	0.62	10.8	21.5	14.5	0.93
Std. 1-4	16.9	13.8	15.4	1.34	19.3	14.5	16.9	1.29	8.9	9.3	9.1	1.78
Std. 5-8	34.3	28.9	31.7	1.30	34.1	28.6	31.3	1.16	35.2	31.4	33.8	2.09
Form 1-4	20.3	12.9	16.8	1.72	15.1	9.9	12.5	1.50	37.4	32.5	35.7	2.15
Form 5-6	1.9	0.7	1.3	2.99	1.2	0.4	0.8	3.17	4.4	2.9	3.9	2.87
University	1.0	0.3	0.7	3.10	0.4	0.1	0.3	3.30	3.0	1.8	2.6	2.95
Not Stated	0.4	0.5	0.5	0.85	0.4	0.5	0.5	0.79	0.4	0.6	0.4	0.87
Total	100.0	100.0	100.0	1.09	100.0	100.0	100.0	0.97	100.0	100.0	100.0	1.87
Number	4,856,067	4,434,902	9,290,969		3,738,471	3,836,824	7,575,295		1,117,596	598,078	1,715,674	

The table further shows that the educational attainment of the economically active population in the urban areas was much better than that for the rural areas (except for standard 1-4). The urban population with form 1-4 level of secondary education was 35.7 per cent as compared to 12.5 per cent in the rural areas. At university level, this proportion was 2.6 and 0.3 per cent in urban and rural areas respectively.

### 2.5.2 Labour Force by Level of Education and Province

The proportion of the economically active population without formal education in Nairobi was 8.4 per cent and 23.1 per cent in Central province; comparatively lower than those in Western (31.7), Eastern (32.4) and Nyanza (36.7) provinces respectively. In North Eastern province, 85.4 per cent of the economically active population had no formal education whereas the percentage in Coast and Rift Valley provinces was 43.5 and 40.6 per cent respectively. Details are presented in Table 2.10.

The proportion of the economically active population with primary standard 5-8 level of education was double that of those with primary standard 1-4. In Central, Eastern and Western provinces, the percentage distribution of those who had completed primary education (standard 1-8) was 52.0, 54.1 and 51.3 respectively. North Eastern province, with 8.9 per cent, had the least.

About 16.8 per cent of the total economically active population had completed secondary form 1-4 level of education as compared to only 1.3 per cent for secondary form 5-6. Similar proportions were high in Nairobi (41 and 5 per cent respectively) thus reflecting a wider variation from that in other provinces. This was followed by Central province where 22.3 and

1.6 per cent of its economically active population had completed secondary form 1-4 and form 5-6 level of education respectively. For secondary education, gender representation was in favour of males in all provinces.

Only 0.7 per cent of the economically active population had completed university level of education. While in Nairobi province this proportion was 4.1 per cent, it was less than one percent in the rest of the provinces. As was in the case of secondary education, the proportion of males was higher than that of females.

**Percentage Distribution of the Economically Active Population by Sex, Education and Province**  
**Table 2.10**

National Education	NAIROBI			CENTRAL			COAST			EASTERN			N/EASTERN		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Never	6.6	12.4	8.4	14.6	31.7	23.1	31.3	58.8	43.5	25.0	39.5	32.4	83.4	91.0	85.4
Std 1-4	7.4	7.9	7.5	15.2	12.9	14.1	17.4	12.8	15.4	25.1	19.3	22.1	4.4	2.7	3.9
Std 5-8	34.6	31.4	33.6	40.9	34.8	37.9	30.9	18.8	25.5	34.0	30.0	32.0	5.7	3.0	5.0
Form 1-4	41.5	39.9	41.0	25.7	18.8	22.3	17.8	8.3	13.6	14.1	10.2	12.1	5.5	2.8	4.8
Form 5-6	5.2	4.5	5.0	2.3	0.9	1.6	1.6	0.6	1.2	1.1	0.4	0.8	0.6	0.1	0.5
University	4.4	3.5	4.1	0.9	0.3	0.6	0.8	0.3	0.5	0.4	0.1	0.3	0.2	0.1	0.2
Not Stated	0.3	0.5	0.4	0.4	0.6	0.5	0.3	0.4	0.4	0.3	0.4	0.4	0.2	0.3	0.2
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

National Education	NYANZA			R/VALLEY			WESTERN			KENYA		
	M	F	T	M	F	T	M	F	T	M	F	T
Never	23.5	47.6	36.7	33.1	49.7	40.6	22.9	40.0	31.7	25.2	42.8	33.6
Std 1-4	16.6	11.9	14.0	14.0	11.2	12.7	21.3	15.8	18.5	16.9	13.8	15.4
Std 5-8	37.9	29.4	33.3	32.8	27.2	30.3	34.9	30.8	32.8	34.3	28.9	31.7
Form 1-4	18.8	9.9	13.9	17.5	10.7	14.5	18.4	12.2	15.2	20.3	12.9	16.8
Form 5-6	1.9	0.4	1.1	1.5	0.5	1.0	1.6	0.4	1.0	1.9	0.7	1.3
University	0.7	0.1	0.4	0.6	0.2	0.4	0.5	0.1	0.3	1.0	0.3	0.7
Not Stated	0.6	0.7	0.7	0.4	0.6	0.5	0.5	0.6	0.5	0.4	0.5	0.5
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Percentage Distribution of the Economically Active Population by Sex, Education and Province**  
**Table 2.10 (Cont.)**

Rural Education	NAIROBI			CENTRAL			COAST			EASTERN			N/EASTERN		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Never	-	-	-	15.7	33.1	24.5	40.9	66.7	53.9	25.8	40.2	33.2	91.4	96.9	92.8
Std 1-4	-	-	-	16.2	13.3	14.7	21.2	13.0	17.1	26.0	19.7	22.7	3.3	1.4	2.8
Std 5-8	-	-	-	41.7	34.9	38.2	27.3	15.8	21.5	33.9	30.0	31.9	2.8	0.9	2.3
Form 1-4	-	-	-	23.4	17.1	20.2	9.5	3.9	6.7	12.7	9.3	11.0	2.2	0.5	1.8
Form 5-6	-	-	-	1.9	0.8	1.3	0.6	0.2	0.4	0.9	0.4	0.6	0.1	0.0	0.1
University	-	-	-	0.7	0.3	0.5	0.2	0.0	0.1	0.3	0.1	0.2	0.1	0.0	0.1
Not Stated	-	-	-	0.4	0.6	0.5	0.3	0.4	0.3	0.3	0.4	0.4	0.1	0.2	0.1
<b>TOTAL</b>	-	-	-	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Rural Education	NYANZA			R/VALLEY			WESTERN			KENYA		
	M	F	T	M	F	T	M	F	T	M	F	T
Never	25.5	49.4	38.9	37.5	53.1	44.7	23.6	40.6	32.5	29.5	46.1	37.9
Std 1-4	17.7	12.1	14.5	15.0	11.4	13.4	21.9	16.0	18.8	19.3	14.5	16.9
Std 5-8	37.9	29.0	32.9	32.1	26.4	29.5	35.0	30.8	32.8	34.1	28.6	31.3
Form 1-4	16.4	8.6	12.0	13.7	8.1	11.1	17.2	11.5	14.2	15.1	9.9	12.5
Form 5-6	1.5	0.2	0.8	1.0	0.3	0.6	1.4	0.4	0.9	1.2	0.4	0.8
University	0.4	0.1	0.2	0.4	0.1	0.2	0.4	0.1	0.3	0.4	0.1	0.3
Not Stated	0.6	0.7	0.6	0.4	0.5	0.5	0.5	0.6	0.5	0.4	0.5	0.5
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Urban Education	NAIROBI			CENTRAL			COAST			EASTERN			N/EASTERN		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Never	6.6	12.4	8.4	6.4	14.9	9.7	16.3	31.9	21.2	13.5	24.4	17.9	52.9	74.0	59.6
Std 1-4	7.4	7.9	7.5	7.8	8.2	8.0	11.5	12.1	11.7	12.3	11.7	12.1	8.5	6.4	7.8
Std 5-8	34.6	31.4	33.6	35.3	33.6	34.7	36.5	29.2	34.2	34.4	31.2	33.1	16.8	9.0	14.3
Form 1-4	41.5	39.9	41.0	43.0	39.2	41.5	30.6	23.2	28.3	33.6	29.7	32.0	18.0	9.6	15.3
Form 5-6	5.2	4.5	5.0	4.7	2.5	3.8	3.2	2.0	2.8	3.8	1.9	3.0	2.5	0.4	1.8
University	4.4	3.5	4.1	2.4	1.1	1.9	1.6	1.0	1.4	2.2	0.8	1.6	0.9	0.2	0.7
Not Stated	0.3	0.5	0.4	0.3	0.4	0.3	0.3	0.6	0.4	0.2	0.3	0.3	0.4	0.5	0.4
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Urban Education	NYANZA			R/VALLEY			WESTERN			KENYA		
	M	F	T	M	F	T	M	F	T	M	F	T
Never	10.4	27.1	17.4	11.1	23.7	15.7	11.9	27.9	19.0	10.8	21.5	14.5
Std 1-4	9.4	9.6	9.5	8.6	8.9	8.7	11.7	11.7	11.7	8.9	9.3	9.1
Std 5-8	38.1	34.6	36.7	36.7	33.1	35.4	33.4	30.9	32.3	35.2	31.4	33.8
Form 1-4	34.7	25.6	30.9	37.2	30.7	34.8	36.1	26.3	31.8	37.4	32.5	35.7
Form 5-6	4.4	1.7	3.3	4.0	2.0	3.2	4.5	1.7	3.2	4.4	2.9	3.9
University	2.2	0.6	1.6	2.1	0.9	1.6	2.0	0.7	1.4	3.0	1.8	2.6
Not Stated	0.8	0.8	0.8	0.4	0.7	0.5	0.4	0.7	0.5	0.4	0.6	0.4
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>



Overall, about 50 per cent of the country's labour force had attained at least upper primary (std. 5-8) level of education and thus had better potential for employment and in acquisition of specific occupational skills. Furthermore, the 1989 census results showed that the urban areas continued to attract the educated population. This was true for districts with better infrastructure, industries and other social amenities, which tended to attract migrant labour force.

## 2.6 Marital Status of the Economically Active Population

An attempt to analyse the assumed relationship between marital status and economic activity failed to yield any clear cut linkages. However, further detailed studies ought to be conducted to investigate relations between delayed marriages, job search and education. In particular a relationship may exist between education, marital status and employment.

## 2.7 Relationship to Head of Household

The composition and relationship of members of the household has a bearing on its involvement in the socio-economic activities taking place within the family holding and in the society generally. It is also expected that the decisions made by the head of the household will largely depend on the needs of all household members on such matters as income, expenditure, education and employment. The relationship of the economically active population to the head of household is shown in Table 2.11

The majority (42.7 per cent) of the economically active population were heads of households while children accounted for 22.8 per cent. This pattern prevailed in the rural areas but changed slightly in the urban areas where the percentage share of "other relatives" was higher than that of children.

**Percentage Distribution of the Economically Active Population by Sex, Relationship to Head of Household and Rural-Urban Residence**

**Table 2.11**

Relation to Household	Kenya				Rural				Urban			
	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio
Head	55.50	28.70	42.70	2.12	53.00	28.30	40.50	1.83	63.80	31.00	52.40	3.85
Spouse	1.40	34.90	17.40	0.04	1.40	35.50	18.60	0.04	1.70	31.40	12.00	0.10
Child	25.70	19.60	22.80	1.43	30.60	20.80	25.60	1.43	9.10	11.80	10.00	1.44
Other Relatives	11.00	13.60	12.20	0.89	9.60	13.20	11.40	0.71	15.90	15.80	15.80	1.88
Non Relatives	6.30	3.20	4.80	2.15	5.30	2.10	3.70	2.42	9.40	9.90	9.70	1.78
Not Stated	0.10	0.04	0.10	2.29	0.10	0.00	0.10	2.01	0.10	0.10	0.10	3.52
Total (%)	100.00	100.00	100.00	1.09	100.00	100.00	100.00	0.97	100.00	100.00	100.00	1.87
Number	4,856,067	4,434,902	9,290,969		3,738,471	3,836,824	7,575,295		1,117,596	548,078	1,715,674	

## **2.8 Labour Force Participation Rates**

### **2.8.1 Crude Activity Rate**

Crude activity rate refers to the percentage of the economically active population to the total population of all ages. It indicates the ratio of the population that produces economic goods and services for the nation. The crude activity rate is greatly influenced by the age composition of the population (Shyrock, 1976:201); [UNESCO, 1986: 220].

In this analysis, the crude activity rate was taken to be the percentage of the population aged 10 years and above to the total population. This rate does not provide a precise indication of the extent of the economic participation as the denominator includes persons who are either too young or too old to participate effectively.

The national crude activity rate was 43.3 per cent. Rates for the urban and rural areas were 48.5 and 42.3 per cent respectively. The males recorded a crude activity rate of 45.7 and the females 41.0.

### **2.8.2 Refined Activity Rate**

Refined activity rate is defined as the proportion of the potential labour force which is actually in the labour force (De Graff-Johnson, et al, 1988:38). This rate considers only those within the working age. The refined activity rate is usually preferred to the crude activity rate because it is a "true rate" and is usually free from distortions produced by the presence in the population of children too young to be classified as economically active.

In the analysis of the 1989 census data, the refined activity rate was calculated as the percentage of the population aged 10 years and over, who were reported to be economically active to the total population of all persons aged 10 years and above. For international comparison, the refined activity rate for the age-group 15-64 was also calculated. As shown in Table 2.12, the overall refined activity rate stood at 66.2 per cent with the urban areas having a higher rate of 68.4 per cent relative to 65.7 per cent for rural areas.

**Regional Refined Activity Rates (Population Aged 10 Years and Above)**  
**Table 2.12**

Region	KENYA			URBAN			RURAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Kenya</b>	<b>70.5</b>	<b>62.0</b>	<b>66.2</b>	<b>79.6</b>	<b>54.1</b>	<b>68.4</b>	<b>68.2</b>	<b>63.4</b>	<b>65.7</b>
<b>Nairobi</b>	<b>82.4</b>	<b>54.6</b>	<b>70.9</b>	<b>82.4</b>	<b>54.6</b>	<b>70.9</b>	-	-	-
Kiambu	66.3	57.8	62.1	80.4	60.1	71.4	63.8	57.5	60.6
Kirinyaga	61.9	57.2	59.5	82.3	63.8	73.6	60.9	56.9	58.8
Muranga	54.2	52.5	53.3	74.3	61.0	67.9	53.5	52.2	52.8
Nyandarua	56.7	54.4	55.5	76.4	59.7	68.2	54.9	54.0	54.4
Nyeri	58.1	54.1	56.0	80.9	61.1	71.7	55.8	53.6	54.6
<b>Central</b>	<b>60.0</b>	<b>55.2</b>	<b>57.5</b>	<b>79.6</b>	<b>60.6</b>	<b>70.9</b>	<b>58.1</b>	<b>54.7</b>	<b>56.4</b>
Kilifi	81.8	70.9	75.9	82.6	52.5	69.2	81.6	73.1	77.0
Kwale	79.3	75.3	77.2	80.3	56.3	70.1	79.3	75.4	77.3
Lamu	83.7	50.9	68.0	86.9	39.0	64.4	82.7	54.3	69.0
Mombasa	80.2	46.6	65.9	80.2	46.6	65.9	-	-	-
T/Taveta	82.3	75.7	78.9	82.5	62.8	73.2	82.3	77.6	79.9
T/River	89.1	63.3	76.1	87.6	55.8	72.2	89.4	66.5	77.9
<b>Coast</b>	<b>81.4</b>	<b>65.6</b>	<b>73.6</b>	<b>80.9</b>	<b>48.3</b>	<b>66.8</b>	<b>81.8</b>	<b>73.3</b>	<b>77.3</b>
Embu	79.5	69.6	74.3	82.5	65.2	74.1	79.2	69.9	74.3
Isiolo	79.3	38.0	58.7	72.4	44.3	58.6	82.5	35.5	58.7
Kitui	83.0	80.5	81.6	86.6	78.2	82.9	82.9	80.5	81.6
Machakos	75.9	74.2	75.0	83.2	68.3	76.5	75.3	74.6	74.9
Marsabit	88.1	48.2	68.2	84.4	51.8	68.2	88.9	47.4	68.3
Meru	82.3	80.2	81.2	84.7	71.6	78.5	82.3	80.4	81.2
<b>Eastern</b>	<b>79.9</b>	<b>75.2</b>	<b>77.4</b>	<b>82.8</b>	<b>64.9</b>	<b>74.4</b>	<b>79.7</b>	<b>75.7</b>	<b>77.6</b>
Garissa	81.9	31.0	57.2	71.0	37.6	55.4	85.8	28.9	57.8
Mandera	86.6	40.7	64.5	77.4	38.2	58.2	89.7	41.6	66.7
Wajir	82.6	28.7	56.6	68.0	30.7	49.5	86.3	28.2	58.4
<b>N/Eastern</b>	<b>83.7</b>	<b>33.5</b>	<b>59.4</b>	<b>72.4</b>	<b>35.8</b>	<b>54.7</b>	<b>87.2</b>	<b>32.7</b>	<b>60.9</b>
Kisii	54.0	61.1	57.8	66.1	60.0	63.1	53.4	61.2	57.5
Kisumu	64.3	57.8	61.0	72.1	53.1	63.1	60.1	59.9	60.0
Siaya	62.0	69.6	66.3	69.6	57.2	63.1	61.7	70.0	66.4
S/Nyanza	61.3	62.7	62.1	70.2	52.0	61.1	60.8	63.3	62.1
<b>Nyanza</b>	<b>59.8</b>	<b>62.7</b>	<b>61.3</b>	<b>70.6</b>	<b>54.3</b>	<b>62.7</b>	<b>58.4</b>	<b>63.5</b>	<b>61.2</b>
Baringo	66.2	59.3	62.7	75.5	57.4	67.2	65.2	59.4	62.2
E/Marakwet	65.0	65.0	65.0	78.2	55.0	67.9	64.7	65.2	64.9
Kajiado	75.8	57.9	67.2	78.5	61.0	70.5	75.1	57.3	66.5
Kericho	69.3	62.7	66.1	80.3	60.5	71.9	68.7	62.8	65.8
Laikipia	66.0	56.8	61.4	80.0	59.0	70.4	64.0	56.5	60.2
Nakuru	68.4	56.6	62.6	76.1	53.4	65.8	65.1	57.6	61.3
Nandi	61.3	46.7	54.1	74.5	52.8	64.0	60.9	46.5	53.7
Narok	68.8	56.9	62.8	76.1	57.0	67.2	68.4	56.9	62.5
Samburu	76.4	38.9	57.0	69.4	39.5	54.3	77.6	38.8	57.4
T/Nzoia	62.1	52.0	57.0	74.7	44.8	61.1	59.6	53.1	56.3
Turkana	79.0	56.8	67.2	68.1	57.4	62.7	80.5	56.8	67.8
U/Gishu	65.4	47.3	56.7	77.6	49.1	65.3	59.7	46.7	53.2
W/Pokot	77.0	63.9	70.4	68.2	52.1	60.8	77.6	64.5	71.0
<b>Rift Valley</b>	<b>68.2</b>	<b>56.2</b>	<b>62.2</b>	<b>76.3</b>	<b>53.1</b>	<b>65.8</b>	<b>66.8</b>	<b>56.6</b>	<b>61.7</b>
Bungoma	74.8	73.3	74.0	80.8	65.4	73.3	74.3	73.9	74.1
Busia	74.3	64.9	69.2	75.0	66.1	70.1	74.3	64.8	69.1
Kakamega	66.7	62.1	64.2	74.6	55.1	65.0	66.4	62.4	64.2
<b>Western</b>	<b>70.2</b>	<b>65.6</b>	<b>67.7</b>	<b>77.2</b>	<b>61.4</b>	<b>69.3</b>	<b>69.8</b>	<b>65.8</b>	<b>67.6</b>

At district level, Kitui and Meru districts emerged with the highest refined activity rate of about 81 per cent while on the other end of the scale was Muranga district with the lowest rate of 53 per cent.

Overall, participation rates were higher for males than for females in all districts (except in Kisii, Siaya and South Nyanza where female rates were higher and in Elgeyo Marakwet where the male and female activity rates were the same). However, some districts had large differences between the activity rates by gender. For example, Wajir district registered participation rates for males and females at 82.6 and 28.7 per cent respectively.

The refined activity rates for males were higher than for females in urban areas in all districts. This might have been due to the dominance of males in urban areas which have an edge over the rural areas in terms of job opportunities.

Reasons for the high activity rate in a low potential district like Kitui and the low activity rates in high potential districts of Nandi and Uasin Gishu were not clear. This calls for further investigations because the observations were unusual. Perhaps this was due to data problems associated with cultural perceptions of employment.

Taking the age-group 15-64 as the economically active population, the refined activity rate was 75.7 per cent. This and other differential rates by gender and by rural-urban residence were higher than those pertaining to the population aged 10 years and over since the latter group included population at the extreme age-groups of 10-14 and beyond 65 years, majority of whom may not have been economically active. These, in turn, tended to suppress the activity rates.

### **2.8.3 Age-Specific Activity Rate**

Age-specific activity rate refers to the ratio of the labour force of a given age or age-group to the total population of the same age or age-group [Farooq, G.M. and Ofosu Y.: ILO-WEP. No. 9:20]. The use of age-specific activity rate is to demonstrate whether the labour force is young or ageing.

Table 2.13 gives the age-specific activity rates by sex and rural-urban areas. The percentage distribution of the overall rates rose rapidly after the age-group 15-19 from 44.6 to 75 per cent at age-group 20-24 and reached the peak of about 90 per cent at age-group 45-49. Similar patterns in the activity rates were observed for both males and females. However, the male activity rates peaked at about 97.0 per cent at a much earlier age-group (35-39) while the peak for females of 83.0 per cent was attained at age-group 45-49. The low activity rates at 10-14 and 15-19 age-groups from the two school-age cohorts were expected. A 75 per cent activity rate for the 20-24 age-group is ascribed to college and university attendants as this delays their entry into the labour market. Full participation occurred from ages 25-29 up to the ages 50-54, in conformity with the expected behaviour of the ages of working population.

## Age-Specific Activity Rates by Sex and Rural-Urban Residence

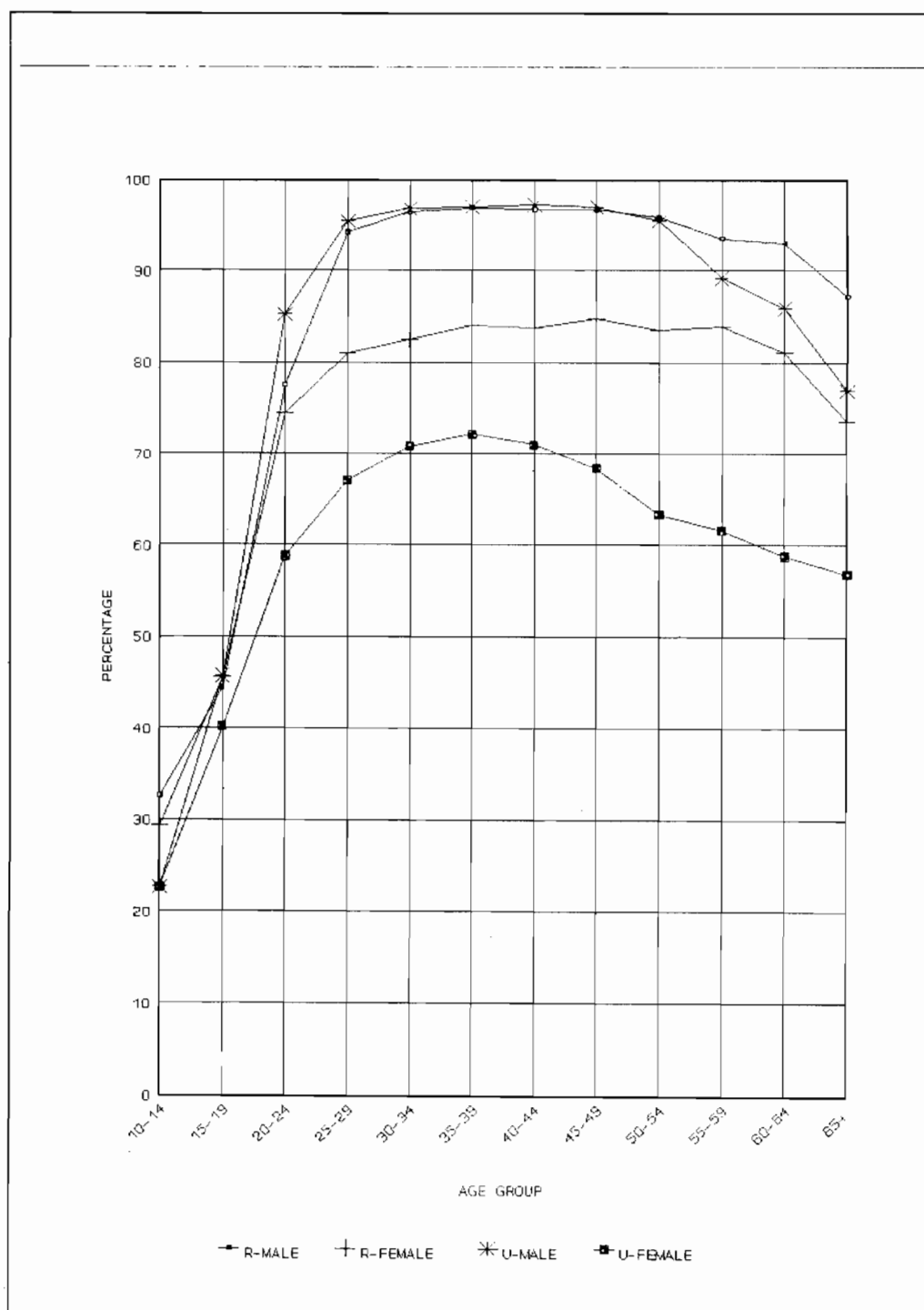
**Table 2.13**

AGE GROUP	KENYA			RURAL			URBAN		
	M	F	T	M	F	T	M	F	T
10-14	31.6	28.5	30.1	32.6	29.3	31.0	22.6	22.6	22.6
15-19	44.6	44.7	44.6	44.4	45.6	45.0	45.7	40.2	42.7
20-24	79.7	70.9	75.0	77.5	74.4	75.7	85.2	58.8	72.7
25-29	94.6	77.9	85.9	94.2	81.0	86.8	95.4	67.1	83.6
30-34	96.5	80.3	88.4	96.4	82.5	88.9	96.8	70.8	87.1
35-39	97.0	82.1	89.5	96.9	84.0	90.0	97.0	72.1	88.0
40-44	96.8	82.2	89.5	96.7	83.8	89.7	97.2	71.0	88.5
45-49	96.8	83.1	89.7	96.7	84.7	90.1	97.0	68.4	87.8
50-54	95.8	81.8	88.7	95.9	83.5	89.3	95.4	63.4	85.1
55-59	92.9	82.3	87.6	93.5	83.9	88.5	89.2	61.6	79.5
60-64	92.3	79.6	85.6	93.0	81.1	86.6	85.9	58.8	74.0
65+	86.5	72.5	79.3	87.2	73.5	80.2	76.9	56.8	67.0

Figure 2.1 presents the age-specific activity rates by sex for rural and urban Kenya. Participation rates for males were higher than those of females at each age-group for both rural and urban areas (with the exception of the age-group 15-19 in the rural areas). This may be attributed to more males staying longer in school than females. In the rural areas, the pattern of participation by age-group for both sexes followed the same trend and there was very little variation between the sexes. This was in contrast with the urban rates where not only was there a noticeable variation between the sexes, but the decline started much earlier for both males and females. The early decline in urban participation rates might have been due to retirement from formal wage employment.

Both Table 2.13 and Figure 2.1 further show that male participation rates reached the peak at age-group 35-39 in rural areas and 40-44 years in the urban areas. The early peak in the male participation rates in rural than urban areas was related to greater participation rates of young people (possibly due to low school enrolment rates in rural areas) and the nature of the rural economy. The female participation rates reached the peak at 35-39 years in the urban and 45-49 years in the rural areas -a period when family dissolution through divorce, separation and widowhood affect females most; yet they have to participate in the labour force in order to support themselves and other family members.

Figure 2.1: Age-Specific Activity Rates by Sex and Rural-Urban Residence



## CHAPTER 3 - EMPLOYMENT STATUS

### 3.1 Introduction

As defined in section 2.1, the employed (or working) population consisted of three categories of persons: those who worked for pay or profit; those who were on leave or sick leave; and those who worked on family holdings during the last seven days preceding the census night. The population recorded as employed amounted to 8,558,880 persons who accounted for 61 per cent of the total population aged 10 years and over. Males formed 52 per cent of this employed population and the majority of it (83 per cent) was rural-based as given in Table 3.1.

**Employed Population by Sex and Rural-Urban Residence**

**Table 3.1**

Sex	Kenya		Rural		Urban	
	Number	%	Number	%	Number	%
Male	4,485,999	52.4	3,501,048	49.3	984,951	67.4
Female	4,072,881	47.6	3,595,608	50.7	477,273	32.6
Total	8,558,880	100.0	7,096,656	100.0	1,462,224	100.0
%	100.0		82.9		17.1	

### 3.2 Distribution of the Employed Population

The distribution of the employed population by province is shown in Tables 3.2. Eastern province had the highest at 21.1 per cent followed by Rift Valley province with 20.9 per cent while North Eastern had the least at 1.4 per cent of the total employed population. Although the percentage of the employed females was less than that of males at the national level, Central, Eastern, Nyanza and Western provinces had higher percentages for females.

**Percentage Distribution of the Employed Population by Sex and Province**

**Table 3.2**

Province	KENYA			RURAL			URBAN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nairobi	9.2	4.3	6.8	0.0	0.0	0.0	41.8	36.4	40.1
Central	12.6	13.7	13.1	14.3	14.4	14.3	6.7	8.4	7.2
Coast	10.1	8.7	9.5	8.2	8.1	8.1	17.2	13.6	16.0
Eastern	19.7	22.7	21.1	23.5	24.6	24.1	5.9	8.1	6.6
N/Eastern	2.1	0.7	1.4	2.2	0.7	1.4	1.7	1.3	1.6
Nyanza	12.9	17.2	15.0	14.5	18.1	16.3	7.4	9.8	8.2
R/Valley	22.2	19.5	20.9	23.9	19.8	21.8	16.1	17.4	16.5
Western	11.2	13.3	12.2	13.4	14.4	13.9	3.2	5.0	3.8
<b>TOTAL (%)</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

A similar pattern was observed in the rural areas. However, in the urban setting, high concentrations were found in Nairobi, Rift Valley and Coast provinces which accounted for

40.1, 16.5 and 16.0 per cent respectively of the employed population in the urban areas. This distribution pattern was in conformity with the expected destinations of migrant labour to urban areas.

At district level, Machakos had the highest while Lamu and Isiolo had the lowest percentages of the employed population at 7.6 and 0.3 per cent respectively - see Table 3.3. A similar pattern was evident in the rural areas. However in urban areas, districts with high concentrations of the employed population were Nairobi, Mombasa, Kisumu and Nakuru because of their well developed economic bases and infrastructure.

### **3.3 Age-Sex Structure of the Employed Population**

The distribution of the employed population by age and sex is shown in Table 3.4. This population was concentrated within the age bracket 15-34 which accounted for 52.0 per cent of the total employed population. The peak of 15.2 per cent was in the age-group 25-29 (the same as for males) whereas the employed female population reached its peak of 15.7 per cent at the age-group 20-24.

In the rural areas, the pattern changed as the age bracket widened to 10-34 which accounted for 59.5 per cent of the employed population. The distribution of the rural employed population was 10.2 per cent in the age-group 10-14 and 13.8 per cent in the age-group 20-24. In the urban areas, the majority were between the ages 20-39 and accounted for 69.4 per cent of the urban employed population. The highest concentration of 23.1 per cent was in the age-group 25-29. For the younger age-groups 10-14 and 15-19, there were relatively low concentrations of the employed populations in the urban areas as compared to the rural areas. The appreciable proportion of 10.2 per cent employed population in the age-group 10-14 points at some evidence of child labour in the rural areas. However, a detailed study needs to be conducted for conclusive evidence on the nature and characteristics of child labour.

The sex ratios in Table 3.4 reflect the gender differentials between males and females by rural-urban residence.



# Percentage Distribution of the Employed Population by Sex and District

**Table 3.3**

District/Province	NATIONAL			RURAL			URBAN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>KENYA</b>	<b>52.4</b>	<b>47.6</b>	<b>100.0</b>	<b>49.3</b>	<b>50.7</b>	<b>100.0</b>	<b>67.4</b>	<b>32.6</b>	<b>100.0</b>
Nairobi	4.8	2.0	6.8	0.0	0.0	0.0	28.2	11.9	40.1
Kiambu	2.2	1.9	4.1	2.2	2.0	4.2	2.4	1.3	3.7
Kirinyaga	0.9	0.9	1.8	1.0	1.0	2.0	0.3	0.2	0.6
Muranga	1.6	1.7	3.3	1.8	2.0	3.8	0.4	0.3	0.7
Nyandarua	0.7	0.7	1.4	0.7	0.8	1.5	0.4	0.3	0.7
Nyeri	1.3	1.3	2.6	1.3	1.4	2.8	1.0	0.6	1.5
<b>Central</b>	<b>6.6</b>	<b>6.5</b>	<b>13.1</b>	<b>7.1</b>	<b>7.3</b>	<b>14.3</b>	<b>4.5</b>	<b>2.7</b>	<b>7.2</b>
Kilifi	1.6	1.6	3.2	1.6	1.8	3.4	1.4	0.7	2.1
Kwale	1.0	1.1	2.1	1.2	1.3	2.5	0.1	0.0	0.1
Lamu	0.2	0.1	0.3	0.2	0.1	0.3	0.2	0.1	0.3
Mombasa	1.5	0.5	2.1	0.0	0.0	0.0	9.0	3.1	12.1
Taita-Taveta	0.6	0.6	1.2	0.6	0.6	1.3	0.5	0.3	0.9
Tana-River	0.4	0.3	0.7	0.4	0.3	0.7	0.4	0.2	0.6
<b>Coast</b>	<b>5.3</b>	<b>4.1</b>	<b>9.5</b>	<b>4.0</b>	<b>4.1</b>	<b>8.1</b>	<b>11.6</b>	<b>4.4</b>	<b>16.0</b>
Embu	1.0	1.0	2.0	1.1	1.1	2.3	0.5	0.4	0.9
Isiolo	0.2	0.1	0.3	0.2	0.1	0.2	0.3	0.2	0.5
Kitui	1.7	2.1	3.8	2.0	2.5	4.5	0.3	0.2	0.5
Machakos	3.6	4.0	7.6	4.0	4.6	8.6	1.7	1.1	2.8
Marsabit	0.4	0.2	0.6	0.4	0.2	0.6	0.4	0.2	0.6
Meru	3.3	3.5	6.8	3.9	4.0	7.9	0.8	0.6	1.4
<b>Eastern</b>	<b>10.3</b>	<b>10.8</b>	<b>21.1</b>	<b>11.6</b>	<b>12.5</b>	<b>24.1</b>	<b>4.0</b>	<b>2.7</b>	<b>6.6</b>
Garissa	0.4	0.1	0.5	0.3	0.1	0.4	0.4	0.2	0.6
Mandera	0.4	0.1	0.5	0.4	0.1	0.5	0.4	0.1	0.5
Wajir	0.4	0.1	0.5	0.4	0.1	0.5	0.3	0.1	0.4
<b>North Eastern</b>	<b>1.1</b>	<b>0.3</b>	<b>1.4</b>	<b>1.1</b>	<b>0.3</b>	<b>1.4</b>	<b>1.1</b>	<b>0.4</b>	<b>1.6</b>
Kisii	2.0	2.6	4.5	2.2	3.0	5.2	0.7	0.6	1.3
Kisumu	1.4	1.3	2.7	1.1	1.2	2.2	3.2	1.8	5.0
Siaya	1.3	1.9	3.2	1.5	2.2	3.7	0.3	0.3	0.6
South Nyanza	2.1	2.5	4.5	2.4	2.8	5.2	0.8	0.5	1.3
<b>Nyanza</b>	<b>6.8</b>	<b>8.2</b>	<b>15.0</b>	<b>7.2</b>	<b>9.2</b>	<b>16.3</b>	<b>5.0</b>	<b>3.2</b>	<b>8.2</b>
Baringo	0.8	0.7	1.5	0.9	0.8	1.7	0.5	0.3	0.9
E/Marakwet	0.5	0.5	1.0	0.6	0.6	1.2	0.1	0.0	0.1
Kajiado	0.7	0.5	1.2	0.7	0.5	1.2	0.8	0.5	1.3
Kericho	2.2	1.9	4.0	2.5	2.2	4.6	0.7	0.3	1.0
Laikipia	0.5	0.4	0.9	0.5	0.5	1.0	0.4	0.3	0.7
Nakuru	2.0	1.6	3.6	1.6	1.5	3.1	3.9	2.0	5.9
Nandi	0.9	0.7	1.6	1.1	0.8	1.9	0.2	0.1	0.3
Narok	0.9	0.7	1.6	1.0	0.9	1.9	0.3	0.2	0.5
Samburu	0.3	0.1	0.4	0.3	0.2	0.4	0.2	0.1	0.3
Tranz-Nzoia	0.8	0.7	1.5	0.8	0.7	1.5	0.9	0.4	1.4
Turkana	0.5	0.4	0.9	0.5	0.4	1.0	0.3	0.2	0.5
Uasin-Gishu	1.1	0.7	1.8	0.8	0.6	1.4	2.3	1.0	3.4
West Pokot	0.6	0.5	1.1	0.7	0.6	1.3	0.2	0.1	0.3
<b>Rift-Valley</b>	<b>11.6</b>	<b>9.3</b>	<b>20.9</b>	<b>11.8</b>	<b>10.0</b>	<b>21.8</b>	<b>10.8</b>	<b>5.7</b>	<b>16.5</b>
Bungoma	1.8	2.0	3.8	2.0	2.2	4.2	0.9	0.7	1.6
Busia	1.0	1.0	2.0	1.1	1.2	2.3	0.3	0.3	0.6
Kakamega	3.0	3.3	6.4	3.5	3.9	7.4	0.9	0.6	1.5
<b>Western</b>	<b>5.8</b>	<b>6.3</b>	<b>12.2</b>	<b>6.6</b>	<b>7.3</b>	<b>13.9</b>	<b>2.2</b>	<b>1.6</b>	<b>3.8</b>

**Percentage Distribution of the Employed Population by Age, Sex and Rural-Urban Residence**  
**Table 3.4**

Age Group	NATIONAL				RURAL				URBAN			
	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio	Male	Female	Total	Sex Ratio
10-14	9.0	8.8	8.9	1.12	11.0	9.4	10.2	1.14	1.7	4.8	2.7	0.75
15-19	10.1	11.5	10.8	0.96	11.6	11.6	11.6	0.97	4.7	10.7	6.7	0.92
20-24	13.6	15.7	14.6	0.95	12.5	15.0	13.8	0.81	17.4	20.9	18.6	1.72
25-29	15.2	15.2	15.2	1.10	12.9	14.1	13.5	0.89	23.2	22.9	23.1	2.09
30-34	11.9	10.8	11.4	1.21	10.5	10.3	10.4	0.99	17.1	14.5	16.2	2.43
35-39	9.5	8.9	9.2	1.19	8.8	8.7	8.7	0.98	12.3	10.1	11.5	2.51
40-44	7.6	7.1	7.4	1.19	7.3	7.2	7.2	0.99	8.9	6.2	8.0	2.96
45-49	5.8	5.8	5.8	1.12	5.8	6.0	5.9	0.94	6.0	3.8	5.2	3.25
50-54	4.9	4.6	4.7	1.16	5.1	4.9	5.0	1.00	4.1	2.3	3.6	3.65
55-59	3.6	3.5	3.5	1.13	4.0	3.7	3.9	1.04	2.0	1.3	1.8	3.16
60-64	2.9	3.0	2.9	1.07	3.4	3.3	3.4	1.02	1.2	1.0	1.1	2.34
65+	5.9	5.2	5.5	1.26	7.2	5.6	6.4	1.24	1.4	1.5	1.4	2.00
TOTAL												
(%)	100.0	100.0	100.0	1.10	100.0	100.0	100.0	0.97	100.0	100.0	100.0	2.00
Number	4,485,999	4,072,881	8,558,880		3,501,048	3,595,608	7,096,656		984,951	477,273	1,462,224	

### 3.4 Employed Population by Selected Age-groups

#### 3.4.1 Age-group 15-24

The population aged 15-24 is often regarded as the core youth population. However, the category may, in a broader sense, extend to include the age-group 25-29. Table 3.5 shows the distribution of the employed population within the age-group 15-24.

**Distribution of the Employed Population 15-24 by Sex**

**Table 3.5**

Classification	Region	Sex		
		Male	Female	Total
Employed Population aged 15-24	Rural	842,523	959,538	1,802,061
	Urban	218,143	150,797	368,940
	Kenya	1,060,666	1,110,335	2,171,001
Total Employed Population (10 Years & over)	Rural	3,501,048	3,595,608	7,096,656
	Urban	984,951	477,273	1,462,224
	Kenya	4,485,999	4,072,881	8,558,880
Age-group 15-24 as % of total Employed Population	Rural	24.1	26.7	25.4
	Urban	22.1	31.6	25.2
	Kenya	23.6	27.3	25.4

The youth aged 15-24 accounted for 25.4 per cent of the total employed population in both urban and rural areas with a higher percentage recorded in rural areas. The proportion of females was higher in urban areas (31.6 per cent) than in rural areas (26.7 per cent).

**Percentage Distribution of the Employed Population 15 - 24 by Sex and Province**

**Table 3.6**

Province	NATIONAL			RURAL			URBAN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Nairobi	21.1	32.4	24.5	-	-	-	21.2	32.4	24.5
Central	22.8	25.2	24.0	22.6	24.8	23.7	23.9	31.6	26.8
Coast	23.4	27.2	25.1	24.0	26.7	25.4	22.4	29.9	24.5
Eastern	26.8	27.3	27.0	26.8	27.1	27.0	25.9	32.4	28.5
N/Eastern	29.3	31.5	29.8	30.6	32.4	31.0	23.2	28.2	24.6
Nyanza	20.2	25.9	23.3	20.1	25.7	23.3	20.5	29.4	24.0
R/Valley	23.0	28.1	25.2	23.0	27.5	25.1	22.8	32.6	26.2
Western	25.6	28.0	26.8	25.6	27.8	26.8	22.7	30.7	26.1
<b>KENYA</b>	<b>23.6</b>	<b>27.3</b>	<b>25.4</b>	<b>24.1</b>	<b>26.7</b>	<b>25.4</b>	<b>21.1</b>	<b>31.6</b>	<b>25.2</b>

Table 3.6 shows the percentage distribution of the employed population by province. The highest proportion in this category was found in North Eastern province (29.8 per cent) followed by Eastern province (27.0 per cent), while the lowest was observed in Nyanza province (23.3 per cent). In all the provinces (except Coast and North Eastern), the proportions of the employed population were higher in urban areas than in rural areas. There was a general tendency for the youth to migrate to urban areas.

### **3.4.2 Age-group 15-64**

The employed population in this category accounted for 85.5 per cent (see Table 3.7) hence forming the backbone of the total population employed. In urban areas, this group had a share of 95.8 per cent of the total population employed here whereas the percentage for rural areas was 83.4.

In the rural areas, the proportion of the employed males (81.8 per cent) was less than that of females (85.0 per cent) with the reverse in urban areas. The rural-urban differentials of the labour force in favour of rural areas indicated the typical rural nature of the Kenyan economy. The rural populations act as labour reservoirs from where migrants move to urban areas at a rate determined by the growth in modern sector employment opportunities.

## Distribution of the Employed Population 15-64 by Sex

**Table 3.7**

Classification	Region	Sex		
		Male	Female	Total
Employed Population 15-64	Rural	2,864,711	3,055,298	5,920,009
	Urban	953,939	447,525	1,401,464
	Kenya	3,818,650	3,502,823	7,321,473
Total Employed Population (10 Years & Over)	Rural	3,501,048	3,595,608	7,096,656
	Urban	984,951	477,273	1,462,224
	Kenya	4,485,999	4,072,881	8,558,880
Employed Population 15-64 as % of Total Employed Population	Rural	81.8	85.0	83.4
	Urban	96.9	93.8	95.8
	Kenya	85.1	86.0	85.5

### 3.5 Educational Attainment of the Employed Population

From Table 3.8, a high 33.7 per cent of the employed population had no formal education. Out of this group, females were more disadvantaged at 43.0 per cent relative to 25.3 per cent for males. The employed population which had completed primary (std. 5-8) and secondary (form 1-4) school amounted to 31.9 and 16.6 per cent respectively. The proportion that reported to have completed higher education (at least form 5) was 2 per cent.

In the rural areas, there was a higher proportion (37.8 per cent) of the employed population with no formal education than it was in urban areas (13.9 per cent). The proportion of employed females with no formal education was 45.9 per cent as compared to 29.4 per cent for males in rural areas. However, the proportion of the employed population in the urban areas who had completed at least secondary education was more than three times that for rural areas.

The above trends followed the expected pattern dictated by the economic, educational and infrastructural imbalances between rural and urban areas. Occupations in rural areas are less skill-oriented as opposed to those in urban areas.

### Percentage Distribution of the Employed Population by Sex and Level of Education

**Table 3.8**

Education Standard	KENYA			RURAL			URBAN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never	25.3	43.0	33.7	29.4	45.9	37.8	10.6	20.8	13.9
Std. 1-4	16.8	13.7	15.3	19.2	14.4	16.7	8.5	8.8	8.6
Std. 5-8	34.4	29.1	31.9	34.3	28.9	31.6	34.9	30.4	33.4
Form 1-4	20.1	12.7	16.6	15.1	9.8	12.4	38.0	34.2	36.8
Form 5-6	1.9	0.7	1.3	1.2	0.4	0.8	4.5	3.1	4.0
University	1.0	0.4	0.7	0.4	0.1	0.3	3.2	2.1	2.9
Not Stated	0.4	0.5	0.5	0.4	0.5	0.5	0.4	0.6	0.4
Total (%)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Number</b>	<b>4,485,999</b>	<b>4,072,881</b>	<b>8,558,880</b>	<b>3,501,048</b>	<b>3,595,608</b>	<b>7,096,656</b>	<b>984,951</b>	<b>477,273</b>	<b>1,462,224</b>

### **3.5.1 Regional Differentials in Educational Attainment of the Employed Population**

Nairobi and Central provinces had higher proportions of the employed population with at least secondary level of education. North Eastern province had the highest proportion of the employed population with no formal education followed by Coast and Rift Valley. Employed females with no formal education in Coast and North Eastern provinces were significantly higher than in the other provinces as can be seen in Table 3.9.

The district profiles of employed persons by educational attainment showed that the proportion with no formal education ranged from 8.2 per cent in Nairobi to 90.1 percent in Wajir district. Other districts with high percentages of no formal education were Kwale 60.6, Isiolo 62.1, West Pokot 70.4, Samburu 79.8, Marsabit 80.9, Garissa 82.0, Mandera 88.1 and Turkana 89.1 per cent.

Those with low proportions of the employed population with no formal education included Kiambu (18.2 per cent), Nyeri (21.1 per cent) and Mombasa (19.0 per cent). Regional variations in educational opportunities seem to have greatly influenced the quality of manpower among districts. However, efforts to redress these inequalities have been directed at provision of free primary school education in the country and expansion of higher education facilities for the common good.

# Employed Population by Sex, Level of Education and District

**Table 3.9**

Province/ District	Never			STD 1-4			STD 5-8			Form 1-4		
	M	F	T	M	F	T	M	F	T	M	F	T
<b>KENYA</b>	<b>13.2</b>	<b>20.4</b>	<b>33.7</b>	<b>8.8</b>	<b>6.5</b>	<b>15.3</b>	<b>18.1</b>	<b>13.8</b>	<b>31.9</b>	<b>10.6</b>	<b>6.0</b>	<b>16.6</b>
Nairobi	4.7	3.5	8.2	5.0	2.1	7.1	24.1	8.8	33.0	29.3	12.4	41.7
Kiambu	5.8	12.4	18.2	6.6	5.5	12.1	21.8	16.4	38.2	17.2	10.8	28.0
Kirinyaga	9.5	19.5	29.0	8.4	5.6	13.9	20.6	15.4	35.9	11.4	7.7	19.1
Muranga	8.3	17.9	26.2	8.9	7.9	16.9	19.4	18.5	37.9	9.5	7.5	17.0
Nyandarua	7.6	16.7	24.2	8.0	6.5	14.5	21.7	19.4	41.2	10.3	7.4	17.7
Nyeri	6.6	14.5	21.1	7.4	6.7	14.1	20.2	17.6	37.8	13.2	10.9	24.0
<b>Central</b>	<b>7.3</b>	<b>15.6</b>	<b>22.9</b>	<b>7.7</b>	<b>6.5</b>	<b>14.2</b>	<b>20.7</b>	<b>17.3</b>	<b>38.0</b>	<b>13.0</b>	<b>9.2</b>	<b>22.2</b>
Kilifi	19.5	36.5	55.9	10.4	5.4	15.8	14.0	6.3	20.2	5.2	1.7	6.9
Kwale	22.7	37.9	60.6	8.2	4.7	13.0	12.5	6.3	18.8	4.9	1.9	6.8
Lamu	23.6	15.4	38.9	10.9	6.7	17.7	19.1	9.4	28.5	10.7	2.8	13.5
Mombasa	11.6	7.5	19.0	7.5	2.7	10.2	26.4	7.2	33.6	24.5	7.3	31.8
Taita-Taveta	10.3	16.6	26.9	12.4	10.4	22.8	19.3	16.5	35.8	7.9	4.9	12.8
Tana-River	28.8	28.1	56.9	10.2	5.7	15.9	12.5	6.0	18.5	6.1	1.7	7.8
<b>Coast</b>	<b>18.1</b>	<b>26.7</b>	<b>44.8</b>	<b>9.5</b>	<b>5.3</b>	<b>14.9</b>	<b>17.1</b>	<b>7.8</b>	<b>24.9</b>	<b>9.9</b>	<b>3.4</b>	<b>13.3</b>
Embu	9.2	17.1	26.3	12.6	8.8	21.4	19.2	15.7	34.9	8.9	6.5	15.5
Isiolo	41.5	20.6	62.1	5.3	2.1	7.4	11.8	3.8	15.6	9.3	3.8	13.1
Kitui	13.5	26.4	39.9	11.6	9.3	20.9	15.1	14.9	30.0	4.9	3.4	8.3
Machakos	7.4	16.2	23.6	12.8	11.2	24.0	17.9	18.4	36.3	8.3	6.4	14.7
Marsabit	51.0	29.9	80.9	4.0	1.7	5.7	6.1	1.7	7.8	4.2	0.7	4.9
Meru	12.8	21.1	33.9	12.7	9.8	22.5	16.6	14.3	30.9	6.1	5.2	11.2
<b>Eastern</b>	<b>12.1</b>	<b>20.1</b>	<b>32.3</b>	<b>12.2</b>	<b>9.8</b>	<b>22.0</b>	<b>16.7</b>	<b>15.5</b>	<b>32.2</b>	<b>6.9</b>	<b>5.3</b>	<b>12.2</b>
Garissa	62.2	19.9	82.0	2.4	0.5	2.9	4.9	1.0	5.9	6.1	1.5	7.6
Mandera	61.3	26.8	88.1	3.0	0.5	3.5	3.7	0.5	4.2	3.2	0.4	3.6
Wajir	70.6	19.5	90.1	1.5	0.2	1.7	2.7	0.5	3.2	3.7	0.6	4.3
<b>North Eastern</b>	<b>64.5</b>	<b>22.2</b>	<b>86.8</b>	<b>2.3</b>	<b>0.4</b>	<b>2.7</b>	<b>3.8</b>	<b>0.7</b>	<b>4.4</b>	<b>4.3</b>	<b>0.8</b>	<b>5.1</b>
Kisii	9.5	24.8	34.3	6.7	6.2	12.9	16.1	16.7	32.8	9.7	8.1	17.8
Kisumu	10.4	21.2	31.6	7.6	5.3	12.9	19.8	14.5	34.4	12.3	5.6	17.9
Siaya	11.7	31.0	42.7	7.7	7.0	14.7	15.2	16.9	32.2	5.5	3.5	8.9
South Nyanza	11.1	27.2	38.3	8.2	7.0	15.2	18.6	15.9	34.5	6.9	3.5	10.4
<b>Nyanza</b>	<b>10.6</b>	<b>26.2</b>	<b>36.8</b>	<b>7.5</b>	<b>6.4</b>	<b>14.0</b>	<b>17.4</b>	<b>16.1</b>	<b>33.5</b>	<b>8.4</b>	<b>5.3</b>	<b>13.7</b>
Baringo	21.7	27.4	49.1	7.6	5.2	12.8	14.8	10.9	25.7	7.0	4.0	11.0
E/Marakwet	17.6	26.2	43.9	7.0	5.9	12.9	16.8	14.7	31.5	6.7	3.7	10.4
Kajiado	25.2	23.4	48.7	5.6	2.7	8.4	16.9	8.4	25.3	10.1	4.9	15.0
Kericho	12.2	19.7	31.9	9.6	6.3	15.9	21.3	15.5	36.8	9.6	4.2	13.8
Lalikipia	14.0	16.9	30.9	8.1	5.8	13.9	19.6	15.6	35.3	11.0	6.6	17.6
Nakuru	8.9	14.7	23.6	7.9	5.4	13.3	22.7	15.6	38.3	14.4	7.3	21.7
Nandi	15.4	18.0	33.5	11.3	6.4	17.7	21.6	12.8	34.4	8.7	4.3	13.0
Narok	28.0	30.8	58.8	6.2	3.8	10.0	13.9	8.4	22.3	5.6	2.2	7.8
Samburu	50.3	29.5	79.8	3.7	1.2	5.0	6.6	1.8	8.4	4.4	1.3	5.7
Tranz-Nzoia	15.0	20.6	35.6	7.8	4.8	12.6	19.6	13.3	33.0	10.9	5.8	16.7
Turkana	47.5	41.6	89.1	1.3	0.7	2.0	3.3	1.1	4.5	2.9	0.7	3.6
Uasin-Gishu	13.4	14.6	28.0	7.7	4.7	12.4	22.0	12.7	34.7	15.2	6.7	21.9
West Pokot	33.7	36.8	70.4	5.6	2.7	8.3	9.9	4.2	14.1	4.6	1.5	6.2
<b>Rift-Valley</b>	<b>18.5</b>	<b>22.1</b>	<b>40.6</b>	<b>7.7</b>	<b>4.9</b>	<b>12.5</b>	<b>18.3</b>	<b>12.2</b>	<b>30.5</b>	<b>9.7</b>	<b>4.7</b>	<b>14.4</b>
Bungoma	8.1	17.8	25.9	9.6	8.0	17.5	18.3	17.8	36.0	11.1	7.3	18.5
Busia	14.1	27.8	41.8	9.5	6.3	15.8	16.8	12.8	29.6	7.4	3.9	11.3
Kakamega	11.4	20.1	31.5	10.5	8.6	19.1	16.3	16.5	32.8	8.1	6.5	14.6
<b>Western</b>	<b>10.8</b>	<b>20.6</b>	<b>31.4</b>	<b>10.1</b>	<b>8.0</b>	<b>18.1</b>	<b>17.0</b>	<b>16.3</b>	<b>33.3</b>	<b>8.9</b>	<b>6.3</b>	<b>15.3</b>

# Employed Population by Sex, Level of Education and District

Table 3.9 (cont.)

Province/ District	Form 5-6			University			Not Stated			Total		
	M	F	T	M	F	T	M	F	T	M	F	T
<b>KENYA</b>	<b>1.0</b>	<b>0.3</b>	<b>1.3</b>	<b>0.5</b>	<b>0.2</b>	<b>0.7</b>	<b>0.2</b>	<b>0.2</b>	<b>0.5</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Nairobi</b>	<b>3.7</b>	<b>1.4</b>	<b>5.1</b>	<b>3.3</b>	<b>1.2</b>	<b>4.6</b>	<b>0.2</b>	<b>0.2</b>	<b>0.4</b>	<b>9.2</b>	<b>4.3</b>	<b>6.8</b>
Kilimbo	1.4	0.5	1.9	0.8	0.3	1.1	0.2	0.3	0.5	4.2	4.0	4.1
Kirinyaga	0.9	0.3	1.2	0.3	0.1	0.4	0.2	0.2	0.4	1.7	1.8	1.8
Muranga	0.8	0.3	1.1	0.2	0.1	0.3	0.2	0.3	0.5	3.0	3.6	3.3
Nyandarua	1.0	0.3	1.4	0.3	0.1	0.4	0.3	0.3	0.6	1.3	1.5	1.4
Nyeri	1.4	0.5	2.0	0.5	0.2	0.7	0.1	0.2	0.3	2.4	2.7	2.6
<b>Central</b>	<b>1.1</b>	<b>0.4</b>	<b>1.6</b>	<b>0.5</b>	<b>0.2</b>	<b>0.7</b>	<b>0.2</b>	<b>0.3</b>	<b>0.5</b>	<b>12.6</b>	<b>13.7</b>	<b>13.1</b>
Kilifi	0.4	0.1	0.5	0.2	0.1	0.2	0.2	0.2	0.4	3.0	3.3	3.2
Kwale	0.3	0.1	0.4	0.1	0.0	0.2	0.1	0.1	0.2	1.9	2.2	2.1
Lamu	0.8	0.1	0.9	0.3	0.0	0.3	0.1	0.1	0.1	0.3	0.2	0.3
Mombasa	2.6	0.7	3.2	1.4	0.4	1.8	0.2	0.2	0.4	2.9	1.1	2.1
Taita-Taveta	0.7	0.3	0.9	0.3	0.0	0.3	0.2	0.3	0.5	1.2	1.2	1.2
Tana-River	0.4	0.0	0.5	0.2	0.0	0.2	0.1	0.1	0.3	0.8	0.6	0.7
<b>Coast</b>	<b>0.9</b>	<b>0.2</b>	<b>1.2</b>	<b>0.5</b>	<b>0.1</b>	<b>0.6</b>	<b>0.2</b>	<b>0.2</b>	<b>0.3</b>	<b>10.1</b>	<b>8.7</b>	<b>9.5</b>
Embu	0.7	0.4	1.1	0.3	0.1	0.4	0.2	0.2	0.4	2.0	2.1	2.0
Isiolo	0.9	0.2	1.1	0.4	0.1	0.5	0.1	0.1	0.2	0.4	0.2	0.3
Kitui	0.4	0.1	0.5	0.1	0.0	0.1	0.1	0.2	0.3	3.3	4.4	3.8
Machakos	0.6	0.2	0.8	0.2	0.1	0.3	0.2	0.2	0.4	6.9	8.4	7.6
Marsabit	0.3	0.0	0.3	0.2	0.0	0.2	0.1	0.0	0.1	0.8	0.4	0.6
Meru	0.5	0.2	0.8	0.2	0.1	0.3	0.2	0.2	0.4	6.4	7.3	6.8
<b>Eastern</b>	<b>0.5</b>	<b>0.2</b>	<b>0.8</b>	<b>0.2</b>	<b>0.1</b>	<b>0.3</b>	<b>0.2</b>	<b>0.2</b>	<b>0.4</b>	<b>19.7</b>	<b>22.7</b>	<b>21.1</b>
Garissa	0.9	0.0	0.9	0.3	0.0	0.4	0.2	0.2	0.4	0.7	0.2	0.5
Mandera	0.3	0.0	0.4	0.2	0.0	0.2	0.1	0.0	0.1	0.7	0.3	0.5
Wajir	0.4	0.0	0.4	0.1	0.0	0.2	0.1	0.1	0.2	0.7	0.2	0.5
<b>North Eastern</b>	<b>0.5</b>	<b>0.0</b>	<b>0.6</b>	<b>0.2</b>	<b>0.0</b>	<b>0.2</b>	<b>0.1</b>	<b>0.1</b>	<b>0.2</b>	<b>2.1</b>	<b>0.7</b>	<b>1.4</b>
Kisili	0.9	0.2	1.1	0.3	0.1	0.3	0.3	0.4	0.7	3.8	5.4	4.5
Kisumu	1.3	0.3	1.7	0.7	0.1	0.8	0.4	0.4	0.8	2.7	2.7	2.7
Siaya	0.6	0.1	0.7	0.2	0.0	0.2	0.2	0.3	0.5	2.5	3.9	3.2
South Nyanza	0.6	0.1	0.7	0.2	0.0	0.3	0.3	0.4	0.6	4.0	5.2	4.5
<b>Nyanza</b>	<b>0.8</b>	<b>0.2</b>	<b>1.0</b>	<b>0.3</b>	<b>0.1</b>	<b>0.4</b>	<b>0.3</b>	<b>0.4</b>	<b>0.6</b>	<b>12.9</b>	<b>17.2</b>	<b>15.0</b>
Baringo	0.6	0.2	0.7	0.3	0.1	0.4	0.1	0.2	0.3	1.3	1.3	1.3
E/Marakwet	0.5	0.1	0.6	0.2	0.1	0.3	0.2	0.3	0.5	1.0	1.1	1.0
Kajiado	1.0	0.3	1.2	0.5	0.2	0.7	0.4	0.4	0.7	1.4	1.0	1.2
Kericho	0.7	0.1	0.8	0.2	0.0	0.3	0.2	0.2	0.5	4.1	3.9	4.0
Laikipia	1.1	0.3	1.4	0.3	0.1	0.4	0.2	0.2	0.4	1.0	0.9	0.9
Nakuru	1.3	0.4	1.6	0.7	0.2	0.8	0.3	0.3	0.6	3.9	3.3	3.6
Nandi	0.6	0.2	0.8	0.3	0.1	0.3	0.2	0.2	0.4	1.8	1.4	1.6
Narok	0.4	0.1	0.4	0.1	0.0	0.2	0.3	0.2	0.5	1.7	1.6	1.6
Samburu	0.5	0.1	0.6	0.2	0.0	0.3	0.1	0.1	0.3	0.5	0.3	0.4
Tranz-Nzoia	1.0	0.2	1.3	0.4	0.1	0.5	0.2	0.2	0.4	1.5	1.4	1.5
Turkana	0.3	0.0	0.3	0.2	0.0	0.2	0.1	0.1	0.3	0.9	0.8	0.9
Uasin-Gishu	1.3	0.3	1.6	0.7	0.2	0.8	0.3	0.3	0.5	2.0	1.5	1.8
West Pokot	0.4	0.1	0.5	0.2	0.0	0.3	0.1	0.1	0.2	1.2	1.1	1.1
<b>Rift-Valley</b>	<b>0.8</b>	<b>0.2</b>	<b>1.0</b>	<b>0.4</b>	<b>0.1</b>	<b>0.5</b>	<b>0.2</b>	<b>0.2</b>	<b>0.5</b>	<b>22.2</b>	<b>19.5</b>	<b>20.9</b>
Bungoma	0.9	0.3	1.2	0.3	0.1	0.3	0.2	0.3	0.6	3.5	4.1	3.8
Busia	0.6	0.1	0.8	0.2	0.0	0.2	0.2	0.3	0.5	1.9	2.1	2.0
Kakamega	0.7	0.2	1.0	0.3	0.1	0.4	0.2	0.3	0.5	5.8	7.0	6.4
<b>Western</b>	<b>0.8</b>	<b>0.2</b>	<b>1.0</b>	<b>0.3</b>	<b>0.1</b>	<b>0.3</b>	<b>0.2</b>	<b>0.3</b>	<b>0.5</b>	<b>11.2</b>	<b>13.3</b>	<b>12.2</b>

### 3.6 Employment Rate

Employment rate refers to the proportion of the economically active population who are actually employed. In this analysis, employment rate was calculated as a percentage of all employed persons aged 10 years and above to the total economically active population aged 10 years and above. For international and other labour force studies comparisons, employment rates for those aged 15 to 64 years were also obtained.

For the population aged 10 years and above, there were a total of 8,558,880 employed persons out of 9,290,969 persons who were economically active. This yielded an employment rate of 92.1 per cent as given in Table 3.10. With an employment rate of 93.7 per cent in the rural areas, this seemed to be in line with the 1988/89 Rural Labour Force Survey which gave an imputed rural employment rate of 99.2 per cent - considering that the survey covered the population aged 8 years and above. Similarly, an urban employment rate of 85.2 per cent in 1989 was consistent with the imputed rate of 83.8 per cent from the 1986 Urban Labour Force Survey which covered the population aged 15 years and over.

The rural areas recorded higher employment rates than the urban areas. Since most of the people in rural areas are usually engaged in farm activities, responses to the question on employment are suspected to have been influenced by cultural perceptions of the meaning of employment by different communities in the country. This may have led to upward biases in rural employment rates reported, especially in Eastern province.

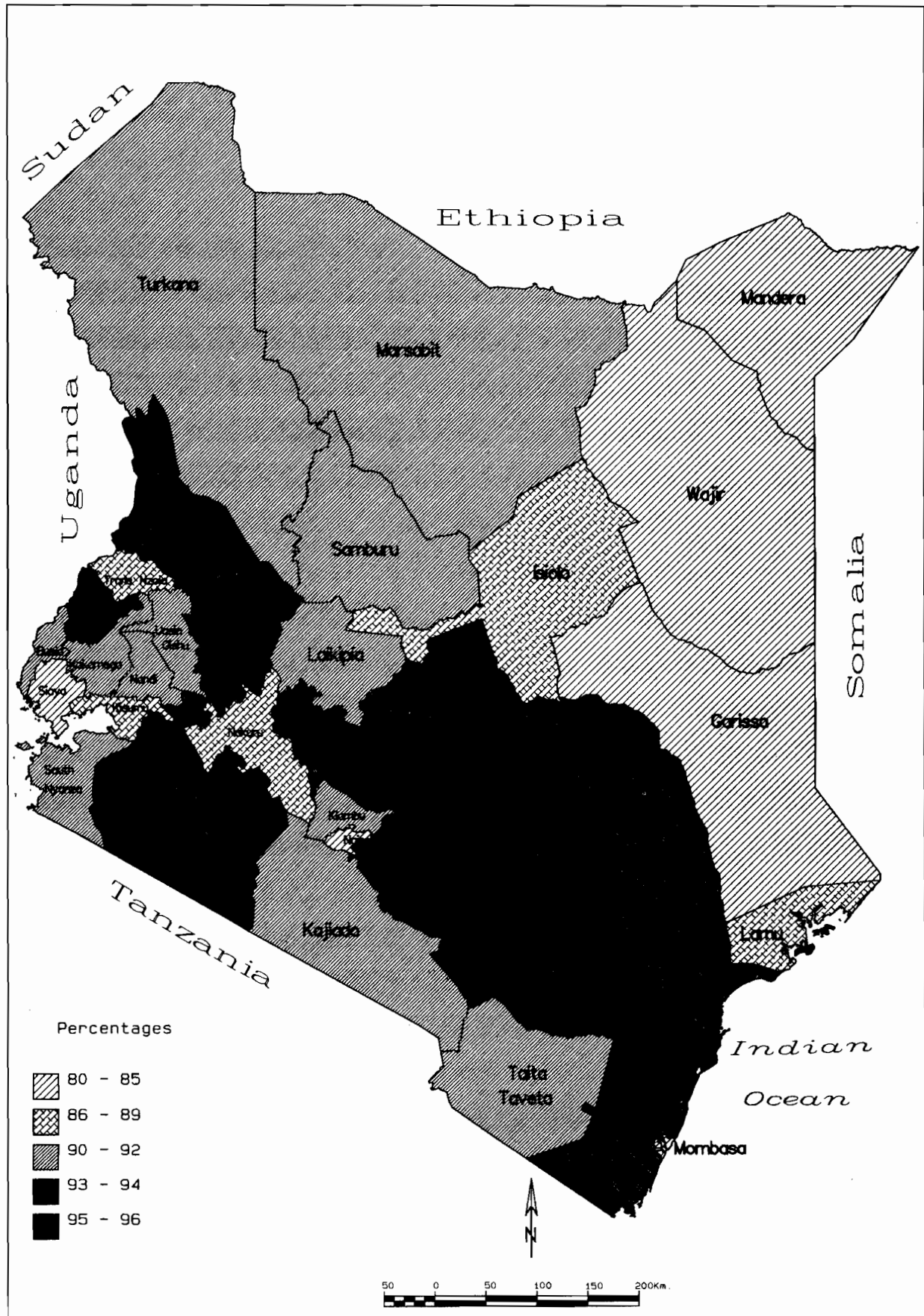
At district level, the employment rates were generally high as they ranged between the lowest of 80.2 per cent in Mombasa and the highest of 96.3 in Bungoma (see map 1).

Except in urban areas, there were no significant gender differences in employment rates. Whereas Lamu district had the widest gap between the male and female urban employment rates (73.5 and 47.7 per cent respectively), the comparative rural rates of 89.3 and 74.5 per cent for males and females respectively were recorded in Garissa district.

For the population aged 15-64 years, the overall employment rate was 93.5 per cent with the rural and urban areas recording respective rates of 95.1 and 87.0 per cent. These rates were higher than those pertaining to the population aged 10 years and over possibly due to the elimination from the denominator of the population aged 10-14 and that aged 65 and over.



# KENYA: EMPLOYMENT RATES



Map Production - DRSRS/CBS

Source: 1989 Population Census

**Employment Rates by Sex, District and Rural-Urban Residence, 1989 (Population  
Aged 10 years and above)**

**Table 3.10**

District/ Province	OVERALL			URBAN			RURAL		
	M	F	T	M	F	T	M	F	T
<b>Kenya</b>	<b>92.4</b>	<b>91.8</b>	<b>92.1</b>	<b>88.1</b>	<b>79.8</b>	<b>85.2</b>	<b>93.6</b>	<b>93.7</b>	<b>93.7</b>
<b>Nairobi</b>	<b>87.3</b>	<b>78.3</b>	<b>84.4</b>	<b>87.3</b>	<b>78.3</b>	<b>84.4</b>	-	-	-
Kiambu	90.5	90.1	90.3	92.2	88.1	90.7	90.1	90.4	90.3
Kirinyaga	95.0	94.5	94.8	95.1	87.6	92.1	95.0	94.8	94.9
Muranga	93.2	94.1	93.7	92.3	88.1	90.5	93.2	94.3	93.8
Nyandarua	94.8	95.3	95.0	92.5	85.2	89.4	95.1	96.2	95.6
Nyeri	94.3	94.4	94.3	95.2	90.8	93.6	94.1	94.7	94.4
<b>Central</b>	<b>92.9</b>	<b>93.1</b>	<b>93.0</b>	<b>93.1</b>	<b>88.3</b>	<b>91.2</b>	<b>92.8</b>	<b>93.5</b>	<b>93.2</b>
Kilifi	92.7	93.7	95.5	90.2	81.8	87.4	93.1	94.8	94.0
Kwale	93.4	94.2	93.8	80.2	94.8	85.2	93.6	94.2	93.9
Lamu	88.9	84.3	87.3	73.5	47.7	66.2	93.8	92.0	93.1
Mombasa	85.3	68.5	80.2	85.3	68.5	80.2			
T/Taveta	93.1	91.8	92.4	89.6	85.2	87.8	93.7	92.6	93.1
T/River	94.0	92.3	93.3	86.7	82.9	85.3	95.4	93.7	94.7
<b>Coast</b>	<b>90.5</b>	<b>89.0</b>	<b>89.9</b>	<b>85.8</b>	<b>71.7</b>	<b>81.4</b>	<b>93.6</b>	<b>94.1</b>	<b>93.9</b>
Embu	96.0	95.8	95.9	95.0	93.7	94.5	96.1	96.0	96.0
Isiolo	91.2	84.1	88.9	86.6	81.7	84.8	93.1	85.4	90.8
Kitui	95.7	96.4	96.1	88.0	79.8	84.6	95.9	96.7	96.3
Machakos	95.3	95.8	95.6	94.8	93.7	94.4	95.3	95.9	95.7
Marsabit	91.5	87.7	90.2	84.0	79.1	82.1	93.0	89.6	91.8
Meru	96.3	96.2	96.2	93.8	89.4	91.9	96.4	96.4	96.4
<b>Eastern</b>	<b>95.5</b>	<b>95.8</b>	<b>95.6</b>	<b>92.4</b>	<b>89.6</b>	<b>91.2</b>	<b>95.7</b>	<b>96.1</b>	<b>95.9</b>
Garissa	87.6	73.4	83.8	81.6	70.6	78.1	89.3	74.5	85.7
Mandera	86.1	77.5	83.5	67.0	50.9	61.8	91.7	86.3	90.1
Wajir	87.9	71.6	83.9	74.9	60.3	70.4	90.5	74.9	86.9
<b>N/Eastern</b>	<b>87.2</b>	<b>74.5</b>	<b>83.7</b>	<b>74.3</b>	<b>60.4</b>	<b>69.9</b>	<b>90.5</b>	<b>79.5</b>	<b>87.7</b>
Kisii	94.4	95.3	94.9	92.0	87.8	90.1	94.5	95.6	95.2
Kisumu	89.1	85.2	87.2	87.0	74.5	82.0	90.5	89.3	89.8
Siaya	95.6	96.2	96.0	97.6	96.7	97.1	95.5	96.2	95.9
S/Nyanza	92.2	92.1	92.2	91.4	85.2	88.8	92.2	92.4	92.3
<b>Nyanza</b>	<b>92.8</b>	<b>92.8</b>	<b>92.8</b>	<b>89.0</b>	<b>80.0</b>	<b>85.2</b>	<b>93.3</b>	<b>93.9</b>	<b>93.7</b>
Baringo	95.4	94.2	94.8	94.0	91.1	92.9	95.6	94.4	95.0
E/Marakwet	95.8	95.5	95.7	96.2	84.3	93.6	95.8	95.6	95.7
Kajiado	93.8	89.5	92.0	90.8	87.3	88.3	94.5	90.8	93.0
Kericho	93.4	91.7	92.6	91.2	78.6	86.6	93.5	92.2	92.9
Laikipia	93.0	91.8	92.4	91.9	85.2	83.9	93.2	92.6	92.9
Nakuru	89.9	87.8	88.9	87.8	78.6	84.4	90.6	90.9	90.7
Nandi	93.1	90.0	91.8	91.1	81.6	87.3	93.1	90.3	91.9
Narok	93.4	91.6	92.6	93.1	85.2	90.0	93.4	91.9	92.7
Samburu	93.4	88.1	91.5	87.7	81.7	85.5	94.3	89.2	92.5
T/Nzoia	90.1	87.5	88.9	90.8	80.8	87.5	90.0	88.4	89.2
Turkana	93.0	90.2	91.7	86.0	83.9	85.0	94.1	91.0	92.7
U/Gishu	92.6	89.2	91.3	91.7	85.7	89.8	93.2	90.5	92.0
W/Pokot	94.3	92.9	93.6	91.1	89.6	90.5	94.5	93.0	93.8
<b>Rift Valley</b>	<b>92.6</b>	<b>90.6</b>	<b>91.7</b>	<b>90.0</b>	<b>82.2</b>	<b>87.2</b>	<b>93.2</b>	<b>91.7</b>	<b>92.5</b>
Bungoma	96.3	96.2	96.3	91.7	87.9	90.0	96.7	96.8	96.8
Busia	91.6	91.1	91.2	88.2	77.8	83.0	91.9	92.0	91.9
Kakamega	90.8	91.5	93.2	93.2	91.4	92.4	90.7	91.5	91.1
<b>Western</b>	<b>92.6</b>	<b>92.8</b>	<b>92.7</b>	<b>91.7</b>	<b>87.0</b>	<b>89.6</b>	<b>92.7</b>	<b>93.1</b>	<b>93.9</b>

### **3.6.1 Wage and Non-Wage Employment Rate**

When employment was broken down by type, it became apparent that there was a substantial difference between wage and non-wage employment. Table 3.11 reveals that only 31.7 per cent of the employed were wage earners with the other 60.5 per cent being non-wage earners who were perceived to have worked on family holdings. The rural population had very few wage earners (22.4 per cent) with a high percentage of non-wage earners at 71.3 per cent. Conversely, the urban areas had 72.6 per cent wage earners and 12.6 per cent non-wage employees.

### **3.6.2 Age-Specific Employment Rate**

Table 3.12 shows very high employment rates with at least 85 per cent for all age-groups. However, rural employment rates were higher than those in urban areas for all age-groups. The rates in rural areas started off at a high 88.1 per cent for the age-group 10-14 and gradually increased to reach a peak of 97.6 per cent for the age-group 40-44. Conversely, the urban areas

# Wage and Non-Wage Employment Rates by Sex, Province and Rural-Urban Residence

**Table 3.11**

Province / Sex	Overall		Rural		Urban	
	Wage Earners	Non-wage Earners	Wage Earners	Non-wage Earners	Wage Earners	Non-wage Earners
<b>Kenya</b>						
Male	43.81	48.57	32.79	60.86	80.67	7.47
Female	18.36	73.47	12.24	81.47	57.64	22.16
Total	31.66	60.46	22.38	71.30	72.64	12.59
<b>Nairobi</b>						
Male	84.42	2.89	-	-	84.42	2.89
Female	66.51	11.83	-	-	66.51	11.83
Total	78.70	5.75	-	-	78.70	5.75
<b>Central</b>						
Male	50.53	42.34	46.11	46.73	84.25	8.88
Female	23.52	69.59	20.02	73.49	66.25	22.06
Total	37.17	55.82	32.92	60.26	77.22	14.02
<b>Coast</b>						
Male	48.58	42.00	29.92	63.70	77.47	8.38
Female	17.38	71.65	8.24	85.87	48.61	23.06
Total	34.76	55.12	19.02	74.85	68.39	13.00
<b>Eastern</b>						
Male	29.38	66.14	26.15	69.59	73.67	18.70
Female	11.05	84.71	9.08	86.97	52.90	36.67
Total	20.01	75.63	17.32	78.58	65.19	26.03
<b>North Eastern</b>						
Male	19.59	67.56	10.06	80.46	55.84	18.48
Female	15.35	59.17	6.89	72.55	39.67	20.71
Total	18.44	65.27	9.24	78.41	50.72	19.19
<b>Nyanza</b>						
Male	37.34	55.43	31.25	62.09	77.65	11.33
Female	14.88	77.96	11.94	81.98	49.62	30.41
Total	25.07	67.74	20.42	73.25	65.97	19.28
<b>Rift Valley</b>						
Male	46.18	46.46	39.29	52.87	81.46	8.56
Female	19.06	71.52	14.46	77.22	54.37	27.79
Total	34.00	57.72	27.79	64.08	71.57	15.58
<b>Western</b>						
Male	28.51	64.10	25.52	67.16	72.17	19.53
Female	11.22	81.63	9.55	83.59	45.00	42.01
Total	19.55	73.19	17.17	75.75	60.18	29.45

started at a lower employment rate of 52.2 per cent which increased substantially up to 95.1 per cent for the age-group 40-44.

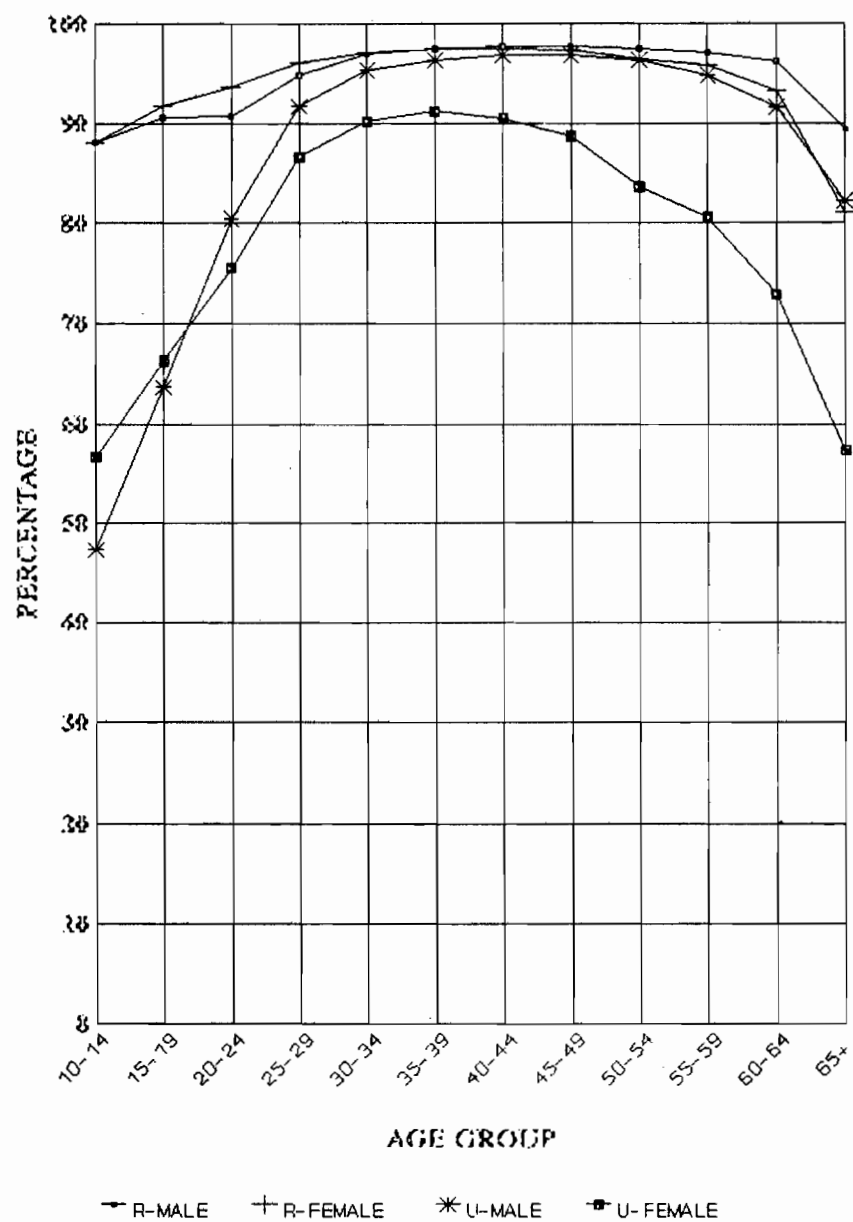
Figure 3.1 also indicates wide disparities between rural and urban employment participation at young age-groups (below 30 years) for both sexes. It also depicts higher female than male employment rates both in urban and rural areas for those aged below 20 years.

# Age-Specific Employment Rates by Sex and Rural-Urban Residence

**Table 3.12**

Age Group	KENYA			RURAL			URBAN		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
10-14	85.0	85.1	85.1	88.1	88.1	88.1	47.3	56.7	52.2
15-19	86.8	88.1	87.5	90.6	91.8	91.2	63.7	66.3	65.0
20-24	87.5	90.2	88.9	90.7	93.6	92.2	80.4	75.5	78.5
25-29	93.7	94.3	94.0	94.8	96.1	95.5	91.7	86.6	90.0
30-34	96.4	95.9	96.2	96.9	97.1	97.0	95.3	90.2	93.8
35-39	97.2	96.6	96.9	97.5	97.4	97.5	96.3	91.2	94.8
40-44	97.4	96.7	97.1	97.7	97.4	97.6	96.8	90.5	95.1
45-49	97.5	96.6	97.1	97.7	97.3	97.5	96.8	88.7	94.8
50-54	97.3	95.6	96.5	97.5	96.5	97.0	96.3	83.6	93.2
55-59	96.8	95.0	96.0	97.1	95.8	96.5	94.8	80.6	90.9
60-64	95.8	92.3	94.1	96.2	93.3	94.8	91.6	72.9	85.1
65+	89.0	79.9	84.7	89.4	81.0	85.4	82.2	57.3	71.8

Figure 3.1: Age-Specific Employment Rates by Sex



### **3.7 Unemployment Rate**

By definition, the employed plus the unemployed persons give the total number of the economically active population. This implies that the unemployment rates are simply the complement of the employment rates. For example, with an employment rate of 92.1 per cent for Kenya, it follows that the unemployment rate was 7.9 per cent. Such unemployment rates for the populations aged 10 years and over and 15-64 are given in Appendix 2 and 3.

## **CHAPTER 4 - FINDINGS AND RECOMMENDATIONS**

### **4.1 Introduction**

With the continued increase in Kenya's population over the years, more and more people have kept joining the labour market in search of employment. For the Government to effectively address this issue, an assessment of the labour force situation is inevitable. This assessment was done through the 1989 population census which collected data on labour force. This chapter presents findings on the analysis of the labour force and also provides some recommendations on the issue.

### **4.2 Findings**

#### **4.2.1 Quality of Data**

The quality of data on labour force was very poor due to inherent definitional and technical problems. Because of the low quality of data, two areas of the labour force, i.e. occupation and work status, were not analysed. The only aspect analysed was economic activity of the population.

#### **4.2.3 Characteristics of the Labour Force**

The labour force (equivalent to the economically active population) comprised all persons aged 10 years and above who supplied labour for the production of economic goods and services during the preceding week before the census night. 66.2 per cent of this population was economically active. The rural areas dominated with 81.5 per cent of the labour force while there were twice the number of males compared to that of females in the urban areas.

Analysis of the census data by age indicated that most of the economically active population was concentrated in the age-group 15-34 (52.2 per cent). The age-group 10-14 had 30.1 per cent of its population economically active - suggesting evidence of child labour. The age-group 15-64, traditionally known as the 'economically productive' population, indeed dominated the economically active population with a high 84.3 per cent.

Overall, the sex ratio was 1.09 - suggesting that for every 100 females in the labour force, there were 109 males. However, there were more females in the labour force in the rural areas and vice versa in the urban areas with respective sex ratios of 0.97 and 1.87.

As for the linkage between the labour force and level of education, the analysis revealed that 33.6 per cent of the labour force had no formal education - majority of whom were females. Educational attainment by the labour force in urban areas was better than that in rural areas - perhaps due to the migration of the more educated from the rural areas leaving the less educated. Wide regional variations in the level of education by the labour force were evident in the data which tended to reflect the regional variation in economic and educational facilities. For example, the percentage of the labour force without formal education was only 8.4 in Nairobi yet it was 85.4 in North Eastern.



The overall refined activity rate (labour force participation rate) was 66.2 per cent with the urban rates slightly higher than those in the rural areas. Kitui and Meru districts had the highest activity rates of 81 per cent while Murang'a district with 52.8 per cent had the least.

The employed population in 1989 was 61 per cent of the total population aged 10 years and above in the country. High concentrations of the employed population were located in Eastern (10.8 per cent), Rift Valley (9.3 per cent), Nyanza (8.2 per cent) and Central (6.5 per cent) provinces. Nairobi, Rift Valley and Coast provinces had high concentrations of the employed population in urban areas, being destination points for migrant labour force.

The employed population was observed to be concentrated in the 15-34 age-group (52 per cent) confirming that Kenya has a young working population.

Due to the agricultural base of the Kenyan economy, 82.9 per cent of the working population was located in the rural areas.

The national employment rate was 92.1 per cent while the rate for rural areas was 93.7 per cent and 85.2 per cent for urban areas. At district level, employment rates were high in Bungoma (96.3 per cent), Meru (96.2 per cent), Kitui (96.1 per cent) and Siaya (96.0 per cent). However, these rates of employment were subject to debate against a background of cultural perceptions as per the meaning of employment in rural Kenya. These doubts became more evident when analysis on employment was split into wage earners and non-wage earners. It was found out that only 31.7 per cent of the labour force was on wage employment - suggesting that the non-wage earners, comprising the bigger proportion (60.5 per cent), must have worked on family holdings. Moreover, the rural population accounted for a very small proportion of wage earners (22.4 per cent); consequently having a bigger share of non-wage earners (71.3 per cent). Since the rural population is likely to have been engaged in farm activities at the time of the census the framing of the questions on employment may have led to an upward biased reporting based on the understanding of employment by the rural folk.

#### **4.3 Recommendations**

The United Nations Principles and Recommendations for Population Censuses recommend that four economic topics should be investigated in a population census: economic activity; employment status; occupations and industry. The distinction between occupation and industry is always a subtle one which most people do not understand. If questions are asked on occupation only, like the 1989 census did, many people will state their industry, and vice versa.

Failure to fully comprehend the concept of occupation on the part of the respondents necessitated grouping the data into broad occupational categories and, therefore, meaningless for any effective analysis of the labour force.

On work status, the underlying concept also proved rather illusive for the target population such that the non-response rate was as high as 92 per cent.

While economic activity remained the only topic for analysis, the value of the data depends critically on the validity of the definitions. The United Nations defines economic activity as 'the production of economic goods and services. To most people, this definition conveys very little explicit meaning. The census sought to classify people into ten categories (see section 2.1) two of which were: worked on family holding and homemaker. Enumerators were instructed that the term 'family holding' does not limit itself to production of crops, but also includes livestock rearing as is the case in nomadic areas. On the other hand, a homemaker' was defined as 'a person of either sex involved in household chores in their own homes, e.g. fetching water, cooking, babysitting, etc, who do not work for pay or profit'. In using these definitions, the census was simply following the international conventions.

However, these very conventions are themselves arbitrary and somewhat illogical. For example, why should the production of raw foodstuffs be regarded as an economic activity, while the preparation and cooking of these foodstuffs, without which they cannot be consumed, is not? Why is looking after goats regarded as an economic activity, while looking after children is not? Why should watering cattle be an economic activity, while carrying water for human consumption is not? The rules are simply vague and confusing with a huge grey area, hence leaving many people, especially females, whose classification remains in doubt.

From the foregoing, it is clear that the inherent definitional and technical difficulties may best be minimised through surveys by devoting more time and ensuring in-depth probing. In this respect, it is recommended that questions on labour force should not be included in future censuses unless:

- (a) there is some indication of comprehension of the relevant labour force concepts on the part of the respondents

- (b) the questions are framed in such a way as to elicit straight forward responses.

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**Appendix 2: Unemployment Rates by Sex, District and Rural-Urban Residence,  
1989 (Pop. Aged 10 Years and over)**

REGION	Overall			Urban			Rural		
	M	F	T	M	F	T	M	F	T
<b>All Regions</b>	<b>7.6</b>	<b>8.2</b>	<b>7.9</b>	<b>11.9</b>	<b>20.2</b>	<b>14.8</b>	<b>6.4</b>	<b>6.3</b>	<b>6.3</b>
<b>Nairobi</b>	<b>12.7</b>	<b>21.7</b>	<b>15.6</b>	<b>12.7</b>	<b>21.7</b>	<b>15.6</b>	-	-	-
Kiambu	9.5	9.9	9.7	7.8	11.9	9.3	9.9	9.6	9.7
Kirinyaga	5.0	5.5	5.2	4.9	12.3	7.9	5.0	5.2	5.1
Muranga	6.8	5.9	6.3	7.7	11.9	9.5	6.8	5.7	6.2
Nyandarua	5.2	4.7	5.0	7.5	14.8	10.6	4.9	3.8	4.4
Nyeri	5.7	5.6	5.7	4.8	9.2	6.5	5.9	5.3	5.6
<b>Central</b>	<b>7.1</b>	<b>6.9</b>	<b>7.0</b>	<b>6.9</b>	<b>11.7</b>	<b>8.8</b>	<b>7.2</b>	<b>6.5</b>	<b>6.8</b>
Kilifi	4.5	4.5	4.5	9.8	18.2	12.6	3.5	3.3	3.4
Kwale	6.6	5.8	6.2	19.8	5.2	14.8	6.4	5.8	6.1
Lamu	11.1	15.7	12.7	26.5	52.3	33.8	6.2	8.0	6.9
Mombasa	14.7	31.5	19.8	14.7	31.5	19.8	-	-	-
T/Taveta	6.9	8.2	7.6	10.4	14.8	12.2	6.3	7.4	6.9
T/River	6.0	7.7	6.7	13.3	17.1	14.7	4.6	6.3	5.3
<b>Coast</b>	<b>9.4</b>	<b>11.0</b>	<b>10.1</b>	<b>14.9</b>	<b>28.3</b>	<b>19.3</b>	<b>6.2</b>	<b>5.9</b>	<b>6.0</b>
Embu	4.0	4.2	4.1	5.0	6.3	5.5	3.9	4.0	4.0
Isiolo	8.8	15.9	11.1	13.4	18.3	15.2	6.9	14.6	9.2
Kitui	4.3	3.6	3.9	12.0	20.3	15.4	4.1	3.3	3.6
Machakos	4.6	4.2	4.4	5.2	6.3	5.6	4.7	4.1	4.3
Marsabit	8.6	12.3	9.8	16.0	20.9	17.9	7.0	10.4	8.2
Meru	3.7	3.8	3.8	6.2	10.6	8.1	3.6	3.6	3.6
<b>Eastern</b>	<b>4.5</b>	<b>4.2</b>	<b>4.4</b>	<b>7.6</b>	<b>10.4</b>	<b>8.8</b>	<b>4.2</b>	<b>3.9</b>	<b>4.1</b>
Garissa	12.4	26.6	16.2	18.4	29.4	21.9	10.7	25.5	14.3
Mandera	13.9	22.5	16.5	33.0	49.1	38.2	8.3	13.7	9.9
WAJIR	12.1	28.4	16.1	25.1	39.7	29.6	9.5	25.1	13.1
<b>N/Eastern</b>	<b>12.9</b>	<b>25.5</b>	<b>16.3</b>	<b>25.7</b>	<b>39.6</b>	<b>30.1</b>	<b>9.5</b>	<b>20.5</b>	<b>12.3</b>
Kisii	5.6	4.7	5.1	8.0	12.2	9.9	5.5	4.4	4.8
Kisumu	10.9	14.8	12.8	13.0	25.5	18.0	9.5	10.7	10.2
Siaya	4.4	3.8	4.0	2.4	3.3	2.9	4.5	3.8	4.1
S/Nyanza	7.8	7.9	7.8	8.6	14.8	11.2	7.8	7.6	7.7
<b>Nyanza</b>	<b>7.2</b>	<b>7.2</b>	<b>7.2</b>	<b>11.0</b>	<b>20.0</b>	<b>14.8</b>	<b>6.7</b>	<b>6.1</b>	<b>6.3</b>
Baringo	4.6	5.8	5.2	6.0	8.8	7.1	4.4	5.6	5.0
E/Marakwet	4.2	4.5	4.3	3.8	10.9	6.4	4.2	4.4	4.3
Kajiado	6.2	10.5	8.0	9.2	15.7	11.7	5.5	9.2	7.0
Kericho	6.6	8.4	7.4	8.8	21.4	13.4	6.5	7.9	7.1
Laikipia	7.0	8.2	7.6	8.1	14.8	10.7	6.8	7.4	7.1
Nakuru	10.1	12.2	11.0	12.2	21.4	15.6	9.0	9.1	9.1
Nandi	6.9	10.0	8.2	9.2	18.4	12.9	6.9	9.7	8.1
Narok	6.6	8.3	7.4	6.9	14.8	10.0	6.6	8.0	7.2
Samburu	6.6	11.9	8.5	12.3	18.3	14.5	5.7	10.8	7.5
T/Nzoia	9.9	12.5	11.1	9.2	19.2	12.5	10.0	11.6	10.8
Turkana	7.0	9.8	8.3	14.0	16.1	15.0	6.2	9.0	7.5
U/Gishu	7.4	10.8	8.7	8.3	14.3	10.2	6.8	9.5	8.0
W/Pokot	5.7	7.1	6.4	8.9	10.4	9.5	5.5	7.0	6.2
<b>Rift Valley</b>	<b>7.3</b>	<b>9.4</b>	<b>8.2</b>	<b>9.9</b>	<b>17.9</b>	<b>12.9</b>	<b>6.8</b>	<b>8.2</b>	<b>7.5</b>
Bungoma	5.6	5.0	5.3	8.3	12.2	10.1	5.3	4.5	4.9
Busia	8.4	8.9	8.6	11.8	22.2	17.1	8.1	8.1	8.1
Kakamega	9.2	8.2	8.6	6.8	8.6	7.6	9.3	8.1	8.7
<b>Western</b>	<b>7.3</b>	<b>7.5</b>	<b>7.2</b>	<b>8.3</b>	<b>12.9</b>	<b>10.3</b>	<b>7.4</b>	<b>6.9</b>	<b>7.2</b>

**Appendix 3: Unemployment Rates by Sex, District and Rural-Urban Residence,  
1989 (Pop. Aged 15- 64 Years)**

REGION	OVERALL			URBAN			RURAL		
	M	F	T	M	F	T	M	F	T
<b>All Regions</b>	<b>6.5</b>	<b>6.6</b>	<b>6.5</b>	<b>10.4</b>	<b>18.0</b>	<b>13.0</b>	<b>5.2</b>	<b>4.6</b>	<b>4.9</b>
<b>Nairobi</b>	<b>11.5</b>	<b>19.6</b>	<b>14.0</b>	<b>11.5</b>	<b>19.6</b>	<b>14.0</b>	-	-	-
Kiambu	8.6	8.4	8.5	6.9	10.7	8.3	9.0	8.1	8.6
Kirinyaga	4.0	3.8	3.9	3.8	11.3	6.8	4.0	3.5	3.7
Muranga	6.1	4.4	5.2	7.0	10.4	8.5	6.0	4.2	5.1
Nyandarua	4.6	3.7	4.2	6.9	13.8	9.9	4.3	2.8	3.5
Nyeri	5.1	4.4	4.7	4.1	8.6	5.8	5.3	4.0	4.6
<b>Central</b>	<b>6.4</b>	<b>5.5</b>	<b>5.9</b>	<b>6.1</b>	<b>10.6</b>	<b>7.8</b>	<b>6.4</b>	<b>5.0</b>	<b>5.7</b>
Kilifi	6.0	4.6	5.3	7.8	15.4	10.3	5.6	3.6	4.5
Kwale	5.7	4.7	5.2	20.3	5.8	15.3	5.5	4.7	5.1
Lamu	7.8	10.9	8.8	19.4	42.1	25.3	3.8	4.7	6.0
Mombasa	12.7	28.1	17.1	12.7	28.1	17.1	-	-	-
T/Taveta	5.0	6.3	5.7	7.3	11.2	8.8	4.5	5.7	5.1
T/River	4.1	5.2	4.6	8.3	11.1	9.3	3.2	4.3	3.7
<b>Coast</b>	<b>8.2</b>	<b>9.3</b>	<b>8.7</b>	<b>11.9</b>	<b>24.9</b>	<b>15.8</b>	<b>5.1</b>	<b>4.3</b>	<b>4.7</b>
Embu	3.2	3.0	3.1	4.0	5.1	4.5	3.1	2.8	2.9
Isiolo	6.7	11.1	8.1	10.4	13.8	11.6	5.0	9.4	6.2
Kitui	3.3	2.3	2.8	9.5	17.8	12.9	3.1	2.0	2.4
Machakos	4.2	3.2	3.7	4.6	5.5	5.0	4.2	3.1	3.6
Marsabit	5.8	7.9	6.5	9.7	13.5	11.0	5.0	6.5	5.5
Meru	2.9	2.8	2.8	5.1	9.2	6.8	2.8	2.5	2.6
<b>Eastern</b>	<b>3.7</b>	<b>3.0</b>	<b>3.3</b>	<b>6.0</b>	<b>8.4</b>	<b>7.0</b>	<b>3.5</b>	<b>2.7</b>	<b>3.1</b>
Garissa	8.7	19.3	11.2	14.8	23.0	17.3	6.5	17.1	8.8
Mandera	9.4	16.5	11.3	23.5	36.8	27.4	4.9	9.3	6.1
Wajir	8.2	23.1	11.2	19.8	31.9	23.2	5.6	19.4	8.0
<b>N/Eastern</b>	<b>8.2</b>	<b>19.1</b>	<b>11.2</b>	<b>19.2</b>	<b>30.2</b>	<b>22.4</b>	<b>5.7</b>	<b>14.3</b>	<b>7.6</b>
Kisii	4.4	3.4	3.9	7.1	11.4	9.1	4.2	3.1	3.6
Kisumu	9.8	13.3	11.5	11.8	24.2	16.6	8.3	9.0	8.7
Siaya	3.6	2.8	3.1	2.2	3.2	2.7	3.7	2.8	3.2
S/Nyanza	6.4	6.1	6.2	7.4	13.1	9.8	6.3	5.8	6.0
<b>Nyanza</b>	<b>6.1</b>	<b>5.8</b>	<b>5.9</b>	<b>10.0</b>	<b>18.8</b>	<b>13.6</b>	<b>5.4</b>	<b>4.7</b>	<b>5.0</b>
Baringo	3.5	4.3	3.9	5.2	8.0	6.3	3.3	4.0	3.6
E/Marakwet	2.8	2.7	2.7	3.2	9.3	5.3	2.8	2.6	2.7
Kajiado	5.4	8.8	6.8	8.5	14.8	11.0	4.5	7.3	5.7
Kericho	4.7	5.9	5.2	6.8	18.7	11.0	4.6	5.4	4.9
Laikipia	6.3	6.9	6.6	7.7	14.1	10.1	6.1	5.9	4.0
Nakuru	9.1	10.5	9.7	10.9	19.5	14.0	8.1	7.3	7.7
Nandi	5.1	6.6	5.7	6.7	15.1	10.0	5.0	6.3	5.6
Narok	4.6	5.1	4.8	5.7	13.4	8.7	4.5	4.6	4.6
Samburu	4.8	7.5	5.7	10.0	14.8	11.7	3.8	6.1	4.6
T/Nzoia	8.2	10.1	9.1	8.2	17.2	11.1	8.3	9.2	8.7
Turkana	5.7	7.7	6.7	10.9	13.6	12.1	5.0	7.0	5.9
U/Gishu	6.3	8.5	7.2	7.6	13.0	9.3	5.4	6.8	6.0
W/Pokot	3.8	4.4	4.1	6.5	8.3	7.3	3.6	4.2	3.9
<b>Rift Valley</b>	<b>5.9</b>	<b>7.2</b>	<b>6.5</b>	<b>8.8</b>	<b>16.1</b>	<b>11.4</b>	<b>5.3</b>	<b>5.9</b>	<b>5.5</b>
Bungoma	3.0	2.8	2.9	6.1	10.1	7.8	2.6	2.3	2.5
Busia	6.0	6.5	6.3	9.4	20.9	15.1	5.8	5.6	5.7
Kakamega	7.4	6.3	6.9	5.9	7.4	6.5	7.5	6.3	6.9
<b>Western</b>	<b>5.8</b>	<b>5.3</b>	<b>5.6</b>	<b>6.6</b>	<b>11.4</b>	<b>8.7</b>	<b>5.8</b>	<b>5.0</b>	<b>5.4</b>

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# KENYA: ECONOMICALLY ACTIVE POPULATION

