



DATA DICTIONARY FOR PRODUCTION OF LABOUR MARKET INFORMATION

Labour Market Observatory

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Operationalization of Labour Market Observatory

PREFACE



The availability of reliable, timely and well-structured labour market information is fundamental to effective employment policy formulation, skills development planning, labour migration management and monitoring of labour market outcomes. In Kenya labour market data is generated from multiple administrative and statistical sources across government institutions, each serving distinct mandates but collectively contributing to the national labour market information ecosystem.

The Data Dictionary for the Production of Labour Market Information has been developed to provide a standardized reference framework for documenting labour market datasets, indicators and variables used within the Kenya Labour Market Information System (KLMIS). The Data Dictionary defines how labour market data should be structured, described, computed and interpreted to ensure consistency, comparability and credibility of labour market information products.

The Data Dictionary is intended to be a living document, updated periodically to reflect emerging data needs, new datasets, and improvements in data systems. It serves as a key technical reference for analysts, system developers, policy makers and data-producing institutions involved in the generation and use of labour market information in Kenya.

A handwritten signature in black ink, appearing to read 'A. Mutua'.

Hon. Dr. Alfred N. Mutua, EGH
Cabinet Secretary, Ministry of Labour and Social Protection

ACKNOWLEDGEMENTS



The State Department for Labour and Skills Development extends its sincere appreciation to the Labour Market Observatory, under the Directorate of Labour Market Research and Analysis, for providing the technical leadership and coordination necessary for the development of this Data Dictionary. The Labour Market

Observatory played a central role in documenting, harmonising and standardising labour market datasets, indicators and variables that support the production of Labour Market Information for dissemination in the Kenya Labour Market Information System (KLMIS).

The State Department further acknowledges the departments and institutions whose administrative data have been documented in this Data Dictionary and are utilised in the regular production of labour market information. Appreciation is extended to the Directorate of Labour for the provision of labour migration attestations data, the Directorate of Labour Migration Management for outbound labour migration data, the National Employment Authority for approved foreign job orders data, and the Central Planning and Project Monitoring Department for wages and earnings data derived from registered Collective Bargaining Agreements.

The State Department also recognises the Kenya National Bureau of Statistics for its technical support, particularly in relation to statistical standards and quality assurance practices that enhance the consistency, reliability and credibility of labour market data.



SHADRACK M. MWADIME, CBS
PRINCIPAL SECRETARY, STATE DEPARTMENT FOR LABOUR AND SKILLS
DEVELOPMENT

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LIST OF ABBREVIATIONS AND ACRONYMS

DLMRA	Directorate of Labour Market Research & Analysis
ISCED	International Standard Classification of Education
KeSIC	International Standard Industrial Classification
JKIA	Jomo Kenyatta International Airport
KeSCO	Kenya Standard Classification of Occupations
KNBS	Kenya National Bureau of Statistics
KLMIS	Kenya Labour Market Information System
LMI	Labour Market Information
LMIS	Labour Market Information System
NITA	National Industrial Training Authority
NEA	National Employment Authority
TVET	Technical and Vocational Education and Training

INTRODUCTION

Reliable, timely and well-structured labour market information is critical for effective planning, monitoring and management of employment, skills development and labour migration in Kenya. As the country advances its human capital development and job creation agenda, the need for credible labour market evidence to inform policy formulation and programme implementation continues to grow.

The Kenya Labour Market Information System (KLMIS) provides a national platform for consolidating, analysing and disseminating labour market data to support evidence-based decision-making by government, employers, training institutions, jobseekers and development partners. It integrates data from multiple administrative and statistical sources to generate insights on labour demand, skills supply, wages and earnings, labour migration, employment outcomes and decent work.

Labour market data is produced by various institutions, including the National Employment Authority (NEA), National Industrial Training Authority (NITA), Directorate of Labour, Directorate of Immigration Services, Kenya National Bureau of Statistics (KNBS) and training institutions. While these data sources are valuable, variations in definitions, classifications, coding systems and reporting practices have limited data comparability, integration and effective use.

To address these challenges, the Data Dictionary for the Production of Labour Market Information has been developed as a harmonised reference framework for documenting datasets, indicators and variables used within KLMIS. It establishes standard definitions, metadata requirements and classification systems to promote consistency, quality and interoperability of labour market data.

The Data Dictionary strengthens national human resource planning and development by improving the quality of labour market evidence used

to inform policy, skills planning, labour migration management and employment promotion. It also supports effective inter-institutional data sharing and enhances the reliability of labour market information used by the National Manpower Planning Committee, the National Labour Board and other stakeholders.

OBJECTIVE OF THE DATA DICTIONARY

The primary objective of this Data Dictionary is to:

- I. Standardize the definition, computation and interpretation of labour market indicators
- II. Harmonize labour market datasets across administrative and statistical sources
- III. Support consistent production of labour market information products
- IV. Facilitate data sharing, integration and interoperability within KLMIS
- V. Enhance data quality, transparency and usability for policy and planning.

SCOPE OF THE DATA DICTIONARY

This Data Dictionary covers labour market datasets used in the production of labour market information under the following thematic areas:

- Labour Demand
- Skills Supply and Training Outcomes
- Labour Migration
- Employment and Labour Market Outcomes
- Wages, Earnings and Productivity
- Labour Relations, Compliance and Decent Work
- Youth and Special Groups

For each dataset, the Data Dictionary provides:

- General dataset information,
- Indicator metadata,

- Variable-level definitions,
- Data flow and quality assurance mechanisms, and
- Linked information packages.

LABOUR MARKET DATA DICTIONARY

1: LABOUR DEMAND

I. JOB VACANCIES DATASET (DOMESTIC LABOUR DEMAND)

A. GENERAL DATASET INFORMATION

Field	Description
Dataset Name	Local Job Vacancies Dataset
Domain	Labour Demand
Source	Online Job boards
Custodian Agency	State department for labour and skills development – KLMIS
Purpose of the Dataset	To measure and analyse domestic labour demand through advertised job vacancies, including occupations, sectors, skills requirements, and geographic distribution.
Frequency of Data Collection	Continuous (web-based)
Frequency of Reporting	Quarterly / Annually
Geographical Coverage	National (County-level)
Population coverage	Employers advertising job vacancies within Kenya
Data Collection Method	web-scraping and integrations

Field	Description
Data System / Platform	KLMIS labour demand Module
Data Quality Notes	Vacancies reflect advertised demand and may not capture informal recruitment or filled positions.
Confidentiality Level	Public (aggregated)

B. INDICATOR METADATA

Field	Description
Indicator Name	Number of Job Vacancies
Indicator Definition	Total number of advertised job vacancies within a given reference period.
Indicator Type	Quantitative
Purpose and Use	Measures domestic labour demand to inform employment promotion, skills planning & development and labour market monitoring.
Computation Formula	Count of distinct job vacancy records during the reference period.
Unit of Measure	Number
Disaggregation Variables	Sector (KeSIC); Occupation (KeSCO); county; skill level
Reference Period	Quarterly / Annual
Data Source(s)	KLMIS Job Vacancies Dataset
Responsible Agency	SDL&SD - LMRA

Field	Description
Frequency of Production	Quarterly / Annual
Limitations and Notes	Does not capture unadvertised or informal sector vacancies.

C. VARIABLES DEFINITIONS

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory (Y/N)	Notes
Vacancy	Vacancy ID	Unique identifier for each vacancy	String	System generated	KLMIS	KLMIS	Y	Primary key
Employer Name	Employer	Name of employer advertising vacancy	String	Text	Employer defined	KLMIS	N	
Sector	Economic Activity	Sector of employment	String	Code	KeSIC	Derived	Y	
Occupation Code	Occupation (KeSCO)	Occupation code of vacancy	String	6-digit	KeSCO 2021	Derived	Y	
Job Title	Job Title	Title of advertised job	String	Text	Employer defined	KLMIS	Y	
County	County	County where job is located	String	Text	47 Counties	KLMIS	Y	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory (Y/N)	Notes
Skills Required	Skills Required	Skills requested by employer	String	Text	Free text	KLMIS	Y	
Education_Level	Education Level	Minimum education required	String	Code	ISCED	KLMIS	Y	
Experience_Years	Experience	Years of experience required	Integer	Years	≥0	KLMIS	Y	
Date Posted	Date Posted	Date vacancy was posted	Date	yyyy-mm-dd	Valid date	KLMIS	Y	
Vacancy_Status	Vacancy Status	Status of vacancy	String	Text	Open/Closed	KLMIS	N	

D. DATA FLOW & QUALITY ASSURANCE

Field	Description
Data Flow	Vacancies scraped from job boards Validated and coded by LMO Integrated into KLMIS Analysed and disseminated. Stored in KLMIS databank
Validation Checks	Duplicate vacancy detection occupation and sector code validation <input type="checkbox"/> missing field checks.
Revision Policy	Corrections reflected in subsequent reporting cycles.
Archiving Policy	Annual archiving in KLMIS databank.

E. INFORMATION PACKAGES

Information Package Name	Indicators Used	Frequency	Output Format
Local Labour Demand Outlook	Vacancies by sector, occupation, county; skills in demand	Quarterly / Annual	Dashboard, PDF reports, popular version, pamphlets
County labour demand outlook	Vacancies by sector, occupation, county; skills in demand	Quarterly / Annual	Dashboard, PDF reports, popular version, pamphlets

II. JOB VACANCIES DATASET (REGIONAL LABOUR DEMAND)

A. GENERAL DATASET INFORMATION

Field	Description
Dataset Name	Regional Job vacancies dataset
Domain	Regional Labour Demand
Source	Job boards
Processing Agency	Directorate of Labour Market Research & Analysis
Purpose of the Dataset	To measure and analyse regional labour demand within African labour markets using web-crawled job vacancy data, in order to inform labour mobility, skills development and regional employment opportunities for the Kenyan workforce.
Frequency of Data Collection	Continuous (automated web crawling)
Frequency of Reporting	Quarterly / Annually
Geographical Coverage	African countries
Population Covered	Employers/sector advertising job vacancies in African labour markets
Data Collection Method	Web crawling
Data System / Platform	KLMIS

Field	Description
Data Quality Notes	Web-based data may include duplicates, reposted vacancies or incomplete records; cleaning, validation and de-duplication are required.
Confidentiality Level	Public (aggregated indicators)

B. INDICATOR METADATA

Field	Description
Indicator Name	Number of Job Vacancies in African Labour Markets
Indicator Definition	Total number of job vacancies advertised in African countries during a given reference period.
Indicator Type	Quantitative
Purpose and Use	Measures regional labour demand trends and provides signals on employment opportunities relevant to Kenyan jobseekers.
Computation Formula	Count of distinct web-crawled job vacancy records from African countries.
Unit of Measure	Number
Disaggregation Variables	Country; occupation (KeSCO); sector (KeSIC); skill level
Reference Period	Quarterly / Annual
Data Source(s)	Web-crawled job vacancy dataset
Responsible Agency	DLMRA

Field	Description
Frequency of Production	Quarterly / Annual
Limitations and Notes	Does not capture informal or offline recruitment practices.

C. VARIABLE-LEVEL DATA DICTIONARY

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory (Y/N)	Notes
Vacancy ID	Vacancy ID	Unique identifier for each vacancy	String	System generated	KLMIS	KLMIS	Y	Primary key
Country	Country	Country where the vacancy is located	String	Text	As advertised	Derived	Y	
Employer Name	Employer	Name of employer advertising the vacancy	String	Text	As advertised	Web crawl	N	
Job Title	Job Title	Title of the advertised job	String	Text	As advertised	Web crawl	Y	
Occupation_ Code	Occupation (KeSCO)	Occupation code	String	6-digit	KeSCO	Derived	Y	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory (Y/N)	Notes
		mapped from job title						
Sector	Economic Activity	Sector of employment	String	Code	ISIC Rev.4	Derived	Y	
Skills Required	Skills Required	Skills mentioned in the vacancy	String	Text	Free text	Web crawl	Y	
Education Level	Education Level	Education requirement specified	String	Code	ISCED	Derived	Y	
Date_Posted	Date Posted	Date vacancy was posted	Date	yyyy-mm-dd	Valid date	Web crawl	Y	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory (Y/N)	Notes
Source_Platform	Source Platform	Website where vacancy was sourced	String	Text	Platform list	Web crawl	Y	

D. DATA FLOW & QUALITY ASSURANCE

Field	Description
Data Flow Description	<ul style="list-style-type: none"> ➤ Automated web crawling ➤ Data cleaning and de-duplication ➤ Occupation and sector coding ➤ Integration into KLMIS ➤ Analysis and dissemination. ➤ Storage in KLMIS data
Validation Checks	<ul style="list-style-type: none"> ➤ Duplicate removal ➤ Country validation ➤ Occupation and sector code validation ➤ Missing value checks.
Revision Policy	Continuous updates with quarterly reporting
Archiving Policy	Quarterly archiving of cleaned datasets in KLMIS repositories.

E. LINKED INFORMATION PACKAGES

Information Package Name	Indicators Used	Frequency	Output Format
Regional (Africa) Labour Demand Outlook	Vacancies; occupations in demand; skills in demand	Quarterly / Annual	Dashboard, PDF report
Skills Requirements & Emerging Occupations (Regional)	Skills and occupation trends	Annual	Dashboard, PDF report

III. JOB VACANCIES DATASET (GLOBAL LABOUR DEMAND)

A. GENERAL DATASET INFORMATION

Field	Description
Dataset Name	Global Labour Demand – Web-Crawled Job Vacancies Dataset
Theme	Labour Demand
Domain	Global Labour Demand
Source	Global Job boards
Implementing / Custodian Agency	Directorate of Labour Market Research & Analysis – KLMIS
Purpose of the Dataset	To analyse global labour demand trends in selected destination countries where Kenya has Bilateral Labour Agreements (BLAs), Memoranda of Understanding (MoUs), or strategic labour cooperation frameworks, using web-crawled job vacancy data.
Frequency of Data Collection	Continuous (automated web crawling)
Frequency of Reporting	Quarterly / Annually
Geographical Coverage	Selected destination countries (e.g. Germany, Canada, UAE, Qatar, Austria, Saudi Arabia)
Population Covered	Employers advertising job vacancies in global labour markets

Field	Description
Data Collection Method	Web crawling
Data System / Platform	KLMIS
Data Quality Notes	Web-based data may contain duplicates, reposts and incomplete records
Confidentiality Level	Public (aggregated indicators)

B. INDICATOR METADATA

Field	Description
Indicator Name	Number of Job Vacancies in Selected Global Labour Markets
Indicator Definition	Total number of job vacancies advertised in selected destination countries during a reference period.
Indicator Type	Quantitative
Purpose and Use	Measures global labour demand trends. Informs labour migration planning and skills alignment.
Computation Formula	Count of distinct web-crawled vacancy records from selected countries.
Unit of Measure	Number
Disaggregation Variables	Country; Occupation (KeSCO); Sector (KeSIC); skill level

Field	Description
Reference Period	Quarterly / Annual
Data Source(s)	Global web-crawled job vacancies dataset
Responsible Agency	DLMRA
Frequency of Production	Quarterly / Annual
Limitations and Notes	Does not represent all vacancies; informal and closed recruitment channels not captured.

C. VARIABLE-LEVEL DATA DICTIONARY

Variable Name	Label	Definition	Data Type	Format/ Length	Allowed Values / Codes	Source	Mandatory	Notes
Vacancy_ID	Vacancy ID	Unique identifier for vacancy	String	System generated	KLMIS	KLMIS	Y	Primary key
Country	Country	Country of employment	String	Text	As posted	Derived	Y	
Job_Title	Job Title	Advertised job title	String	Text	As posted	Web crawl	Y	
Employer Name	Employer	Employer advertising vacancy	String	Text	As posted	Web crawl	N	
Occupation_Code	Occupation (KeSCO)	Mapped occupation code	String	6-digit	KeSCO	Derived	Y	

Variable Name	Label	Definition	Data Type	Format/ Length	Allowed Values / Codes	Source	Mandatory	Notes
Sector	Economic Activity	Sector of employment	String	Code	ISIC Rev.4	Derived	Y	
Skill_Level	Skill Level	Skill level classification	String	Code	ISCO skill levels	Derived	Y	
Education_Level	Education Level	Education requirement	String	Code	ISCED	Derived	Y	
Date_Posted	Date Posted	Date vacancy was posted	Date	yyyy-mm-dd	Valid date	Web crawl	Y	
Source_Platform	Source Platform	Website source	String	Text	Platform list	Web crawl	Y	

D. DATA FLOW & QUALITY ASSURANCE

Field	Description
Data Flow Description	<ul style="list-style-type: none"> ○ Web crawling ○ Cleaning & de-duplication ○ Occupation, sector & skill-level coding ○ Integration into KLMIS ○ Analysis & dissemination. ○ Metadata storage in KLMIS
Validation Checks	<ul style="list-style-type: none"> ○ Duplicate removal ○ Country filtering ○ Code validation
Revision Policy	Continuous updates
Archiving Policy	Annual archiving in KLMIS repositories.

E. LINKED INFORMATION PACKAGES

Information Package Name	Indicators Used	Frequency	Output Format
Global Labour Market Outlook	Vacancies, occupations, sectors, skill levels	Quarterly/Annual	PDF, Dashboard
Skills Requirements for Global Markets	Skills & occupations in demand	Quarterly/Annual	Analytical brief

2: LABOUR MIGRATION

I. JOB ORDERS DATASET

A. GENERAL DATASET INFORMATION

Field	Description
Dataset Name	Job Orders Dataset
Domain	Labour Mobility / Labour Migration
Source Agency	National Employment Authority (NEA) MIS
processing Agency	Directorate of Labour Market Research & Analysis (DLMRA) – KLMIS
Purpose of the Dataset	To measure and analyse international labour demand for the Kenyan workforce through approved foreign job orders submitted by licensed recruitment agencies.
Frequency of Data Collection	Continuous (administrative, daily updates)
Frequency of Reporting	Quarterly / Annually
Geographical Coverage	Destination countries
Population Covered	Employers/sector seeking Kenyan workers abroad through licensed recruitment agencies
Data Collection Method	APIs
Legal / Institutional Basis	National Employment Authority Act; Labour Migration Frameworks
Data Quality Notes	Approved job orders may not always result in actual deployment; wage details may vary by contract.
Confidentiality Level	Public (aggregated indicators)

B. INDICATOR METADATA

Field	Description
Indicator Name	Number of vacancies of Approved Job Orders
Indicator Definition	Total number of foreign job orders vacancies approved by the National Employment Authority within a given reference period.
Indicator Type	Quantitative
Purpose and Use	Measures international demand for Kenyan labour and inform labour migration planning, skills alignment, and bilateral labour engagement.
Computation Formula	Count of number of job orders vacancies
Unit of Measure	Number
Disaggregation Variables	Destination country; occupation (KeSCO); sector (KeSIC); wage level; skill level; sex (where specified)
Reference Period	Quarterly / Annual
Data Source(s)	NEAMIS – Job Orders Dataset
Responsible Agency	National Employment Authority (NEA)
Frequency of Production	Quarterly / Annual
Limitations and Notes	Approval does not guarantee placement or deployment.

C. VARIABLE-LEVEL DATA DICTIONARY

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory (Y/N)	Notes
Job_Order_ID	Job Order ID	Unique identifier for each job order	String	System-generated	NEAMIS	NEA MIS	Y	Primary key
Agency_Name	Recruiting Agency	Name of licensed recruitment agency	String	Text	NEA licensed agencies	NEA MIS	Y	Must match registry
Destination_Country	Destination Country	Country of employment	String	Text	Text	NEA MIS	Y	key
Job_Title	Job Title	Title of job requested	String	Text	Employer-defined	NEA MIS	Y	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory (Y/N)	Notes
Occupation_Code	Occupation (KeSCO)	Occupation code for job requested	String	6-digit	KeSCO 2021	NEAMIS	Y	Map to ISCO-08
Sector	Economic Activity	Sector of employment	String	Code	KeSIC	NEAMIS	Y	
Number_of_Workers	Workers Requested	Number of positions requested	Integer	≥1	Numeric	NEAMIS	Y	
Wage_Offered	Monthly Wage	Monthly wage offered	Integer	Numeric	≥0	NEAMIS	Y	Currency may vary

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory (Y/N)	Notes
Contract_Duration	Contract Duration	Length of employment contract	Integer	Months	≥1	NEAMIS	Y	
Skill_Level	Skill Level	Skill level required	String	Code	ISCO skill levels	Derived	Y	
Approval_Status	Approval Status	Status of job order	String	Text	Approved/ Pending/ Rejected	NEAMIS	Y	
Approval_Date	Approval Date	Date job order was approved	Date	yyyy-mm-dd	Valid date	NEAMIS	Y	

D. DATA FLOW & QUALITY ASSURANCE

Field	Description
Data Flow Description	<ul style="list-style-type: none"> • Job orders submitted by licensed agencies to NEA • Jobs reviewed and approved by NEA • Extracted, transmitted & integrated into KLMIS analysed and disseminated. • Stored in KLMIS databank
Validation Checks	Occupation code validation; duplicate job order checks
Revision Policy	Updates reflected in subsequent reporting cycles; historical data retained.
Archiving Policy	Data archived in KLMIS data bank.

E. INFORMATION PACKAGES

Information Package Name	Indicators Used	Frequency	Output Format
Global Labour Demand for the Kenyan Workforce	Approved job orders; requested workers; occupations in demand; wages	Quarterly / Annual	Dashboard, PDF report, popular versions
Skills Requirements & Emerging Occupations Profile	Occupation codes; skills requirements	Annual	Sector briefs

II. ATTESTATIONS DATASET

A. GENERAL DATASET INFORMATION

Field	Description
Dataset Name	Labour Migration Attestations Dataset
Domain	Labour Mobility/Labour Migration
Source Agency	Directorate of Labour
Processing Agency	Directorate of Labour Market Research & Analysis (DLMRA) – KLMIS
Purpose of the Dataset	To record and analyse attestations issued to Kenyan workers recruited for overseas employment, confirming compliance with labour migration requirements prior to deployment.
Policy / Programme Linkage	Labour Migration Policy; Labour Migration Management Bill; Bilateral Labour Agreements; NYOTA Programme
Frequency of Data Collection	Continuous (administrative)
Frequency of Reporting	Quarterly / Annually
Geographical Coverage	Destination countries
Population Covered	Kenyan workers recruited for overseas employment
Data Collection Method	Administrative records

Field	Description
Data Quality Notes	Attestations indicate readiness for migration but do not guarantee exit or employment commencement.
Confidentiality Level	Public (aggregated indicators)

B. INDICATOR METADATA

Field	Description
Indicator Name	Number of Attestations Issued
Indicator Definition	Total number of attestations issued to Kenyan workers for overseas employment during a reference period.
Indicator Type	Quantitative
Purpose and Use	Measures the volume of workers cleared for overseas employment and supports monitoring of labour migration flows.
Computation Formula	Count of attestations issued during the reference period.
Unit of Measure	Number
Disaggregation Variables	<ul style="list-style-type: none"> ➤ Sex ➤ Age ➤ Occupation (KeSCO) ➤ Destination country

Field	Description
Reference Period	Quarterly / Annual
Data Source(s)	Directorate of Labour - MIS
Responsible Agency	Directorate of Labour
Frequency of Production	Quarterly / Annual
Limitations and Notes	Some attested workers may not eventually be deployed.

C. VARIABLE-LEVEL DATA DICTIONARY

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
Attestation_ID	Attestation ID	Unique attestation identifier	String	System generated	NEA	NEA	Y	Primary key
Name	Name	Name	String	Text	—	NEA	N	PII – anonymize
Sex	Sex	Sex of worker	String	Text	Male/ Female	NEA	Y	
Age	Age	Age of worker	Integer	Years	18–60	NEA	Y	
Occupation_Code	Occupation (KeSCO)	Occupation for overseas job	String	6-digit	KeSCO 2022	NEA	Y	
Destination_Country	Destination Country	Country of employment	String	Text	-	NEA	Y	
Recruiting_Agency	Recruiting Agency	Licensed agency	String	Text	NEA registry	NEA	N	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
Date_of_Attestation	Date of Attestation	Date attestation was issued	Date	yyyy-mm-dd	Valid date	NEA	Y	
Contract_Duration	Contract Duration	Duration of contract	Integer	Months	-	NEA	Y	

D. DATA FLOW & QUALITY ASSURANCE

Field	Description
Data Flow Description	Attestation issued Integrated into KLMIS analysed and disseminated Stored in KLMIS
Validation Checks	Duplicate checks
Revision Policy	Updates reflected in subsequent reporting cycles.
Archiving Policy	Quarterly archiving in secure KLMIS repositories.

E. LINKED INFORMATION PACKAGES

Information Package Name	Indicators Used	Frequency	Output Format
Labour Migration Flow Indicators Report	Attestations by country, occupation, sex	Quarterly / Annual	Pdf, pamphlets, dashboards

III. JKIA OUTBOUND LABOUR MIGRATION DATASET

A. GENERAL DATASET INFORMATION

Field	Description
Dataset Name	JKIA Outbound Labour Migration Dataset
Theme	Labour Migration
Domain	Labour Migration Flows
Source	JKIA Labour Desk

Field	Description
Processing Agency	Labour Market Observatory
Purpose of the Dataset	To record and analyse actual outbound movements of Kenyan workers departing the country for overseas employment.
Policy / Programme Linkage	Labour Migration Policy; Labour Migration Management Framework; NYOTA Programme
Frequency of Data Collection	Continuous (daily administrative records)
Frequency of Reporting	Monthly / Quarterly / Annually
Geographical Coverage	Destination countries
Population Covered	Kenyan migrant workers exiting through JKIA
Data Collection Method	Administrative clearance desk records
Data System / Platform	JKIA Labour Desk Coded Registers
Legal / Institutional Basis	Immigration Act; Ministry of Labour mandate

Field	Description
Data Quality Notes	May not capture workers exiting through other ports or irregular channels.
Confidentiality Level	Restricted (microdata); Public (aggregated indicators)

B. INDICATOR METADATA

Field	Description
Indicator Name	Number of Kenyan Migrant Workers Deployed
Indicator Definition	Total number of Kenyan workers departing the country for overseas employment through JKIA.
Indicator Type	Quantitative
Purpose and Use	Measures actual labour migration outflows and supports monitoring of overseas employment.
Computation Formula	Count of outbound clearance records coded as employment-related.
Unit of Measure	Number
Disaggregation Variables	<ul style="list-style-type: none"> o Sex o Age o Occupation o Destination country o Contract duration o County of origin
Reference Period	Quarterly / Annual
Data Source(s)	JKIA Outbound Labour Migration Dataset
Responsible Agency	Directorate of Labour Migration
Frequency of Production	Quarterly / Annual

Field	Description
Limitations and Notes	Does not include exits through land borders or unrecorded channels.

C. VARIABLE-LEVEL DATA DICTIONARY

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
Clearance_ID	Clearance ID	Unique outbound clearance identifier	String	System generated	JKIA Desk	JKIA	Y	Primary key
Sex	Sex	Sex of migrant worker	String	Text	Male/ Female	JKIA	Y	
Age	Age	Age of migrant worker	Integer	Years	18–60	JKIA	Y	
Occupation_Code	Occupation (KeSCO)	Occupation abroad	String	6-digit	KeSCO 2021	Derived	Y	
Destination_Country	Destination Country	Country of employment	String	ISO code	ISO-3166	JKIA	Y	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
Contract_Duration	Contract Duration	Duration of employment contract	Integer	Months	≥1	JKIA	Y	
Date_of_Exit	Date of Exit	Date worker exited Kenya	Date	yyyy-mm-dd	Valid date	JKIA	Y	
Mode_of_Exit	Mode of Exit	Mode of travel	String	Text	Air	JKIA	Y	

D. DATA FLOW & QUALITY ASSURANCE

Field	Description
Data Flow Description	Clearance at JKIA labour desk Coded registers shared and integrated into KLMIS analysed and disseminated Data stored in the KLMIS data bank
Validation Checks	Duplicate clearance checks
Revision Policy	Corrections reflected in subsequent reports.
Archiving Policy	Annual archiving of JKIA labour desk data.

E. LINKED INFORMATION PACKAGES

Information Package Name	Indicators Used	Frequency	Output Format
Labour Migration Deployment Trends Report	Deployed workers by country, Occupation, sex, contract duration	Quarterly / Annual	PDF, Dashboard

3: WAGES AND SALARIES

I. COLLECTIVE BARGAINING AGREEMENTS (CBA) WAGES & EARNINGS DATASET

A. GENERAL DATASET INFORMATION

Field	Description
Dataset Name	Collective Bargaining Agreements (CBA) Dataset
Domain	Wages and Industrial Relations

Field	Description
Source	Central planning and Monitoring department
Processing Agency	Labour market Observatory
Purpose of the Dataset	To capture and analyse negotiated wage levels, allowances and conditions of work agreed through Collective Bargaining Agreements between employers and trade unions.
Frequency of Data Collection	Quarterly
Frequency of Reporting	Annual
Geographical Coverage	National
Population Covered	Unionised workers covered by registered CBAs
Data Collection Method	Administrative records
Platform	CBA Registry
Data Quality Notes	Covers unionised sector only; may not represent informal or nonunionised employment.
Confidentiality Level	Public (aggregated indicators)

B. INDICATOR METADATA

Field	Description
Indicator Name	Wage
Indicator Definition	Basic wage negotiated and agreed upon in registered CBAs during a reference period

Field	Description
Indicator Type	Quantitative
Purpose and Use	Measures wage from collective bargaining and supports wage policy and decent work monitoring.
Computation Formula	Basic wages specified in registered CBAs.
Unit of Measure	Kenya Shillings (KES)
Disaggregation Variables	<ul style="list-style-type: none"> • Sector • Occupation • Skill level
Reference Period	Annual
Data Source(s)	CBA Wages & Earnings Dataset
Responsible Agency	CPMD
Frequency of Production	Annual
Limitations and Notes	Does not capture informal sector wages.

C. VARIABLE-LEVEL DATA DICTIONARY

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
CBA_ID	CBA ID	Unique identifier for each CBA	String	System generated	Directorate of Labour	DoL	Y	Primary key
Sector	Sector	Economic sector covered	String	Code	KeSIC	Derived	Y	
Union_Name	Trade Union	Union party to CBA	String	Text	Registered unions	DoL	Y	
Employer_Name	Employer	Employer party to CBA	String	Text	As registered	DoL	Y	
Occupation_Group	Occupation Group	Category of occupations covered	String	Code	KeSCO 6 digit	Derived	Y	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
Basic_Wage	Basic Wage	Negotiated basic wage	Decimal	KES	≥0	DoL	Y	
Wage_Increment	Wage Increment	Wage increase agreed	Decimal	% /KES	≥0	DoL	Y	
Allowances	Allowances	Allowances provided	String	Text	As specified	DoL	Y	
Effective_Date	Effective Date	Date CBA takes effect	Date	yyyy-mm-dd	Valid date	DoL	Y	
Expiry_Date	Expiry Date	Date CBA expires	Date	yyyy-mm-dd	Valid date	DoL	Y	

D. DATA FLOW & QUALITY ASSURANCE

Field	Description
Data Flow Description	CBA's registered with Directorate of Labour → extracted and coded → shared with DLMRA → integrated into KLMIS → analysed and disseminated.
Validation Checks	Duplicate CBA checks; wage range checks; date consistency checks.
Revision Policy	Updates incorporated as new CBA's are registered.
Archiving Policy	Annual archiving of CBA records.

E. LINKED INFORMATION PACKAGES

Information Package Name	Indicators Used	Frequency	Output Format
Wage and Earnings Trends Report	Average wages Wage increments Allowances	Annual	PDF, Dashboard
Decent Work Wage Indicators Brief	Wage levels and growth	Annual	Policy brief

4: SKILLS SUPPLY AND TRAINING OUTCOMES

I. SURVEY OF TRAINING IN LOCAL INSTITUTIONS (STLI) DATASET

A. GENERAL DATASET INFORMATION

Field	Description
Dataset Name	Survey of Training in Local Institutions (STLI) Dataset
Domain	Education, Training and Skills Development

Field	Description
Source Agency	Directorate of Labour Market Research & Analysis (DLMRA)
Processing Agency	Directorate of Labour Market Research & Analysis – KLMIS
Purpose of the Dataset	To collect and analyse data on training outputs (graduates/outturns) from local training institutions, by programme, level, duration and sex, in order to assess the supply of skills to the labour market.
Frequency of Data Collection	Annual survey
Frequency of Reporting	Annual
Geographical Coverage	National (County)
Population Covered	Public and private training institutions
Data Collection Method	Structured questionnaire survey
Data System / Platform	KLMIS
Data Quality Notes	Data quality depends on institutional reporting accuracy and completeness.
Confidentiality Level	Restricted (institution-level microdata) Public (aggregated indicators)

B. INDICATOR METADATA

Field	Description
Indicator Name	Number of Training Outturns / Graduates
Indicator Definition	Total number of trainees who completed training programmes in local training institutions during a reference year.
Indicator Type	Quantitative
Purpose and Use	Measures the annual supply of skills produced by training institutions supports skills planning and labour market matching.
Computation Formula	Sum of male and female graduates across all programmes and institutions.
Unit of Measure	Number
Disaggregation Variables	Programme/course; training level; sex; county; institution type
Reference Period	Annual
Data Source(s)	Training institutions
Responsible Agency	DLMRA
Frequency of Production	Annual
Limitations and Notes	Does not capture informal training.

C. VARIABLE-LEVEL DATA DICTIONARY

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
Institution Name	Institution Name	Name of training institution	String	Text	—	STLI Survey	Y	
Institution_Category	Institution Category	Type of institution	String	Code	Medical/Teacher/Other	STLI Survey	Y	
Ownership	Ownership	Ownership status	String	Code	Public/Private	STLI Survey	Y	
County	County	County where institution is located	String	Text	47 counties	STLI Survey	Y	
Sub_County	Subcounty	Sub-county location	String	Text	Official list	STLI Survey	N	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
Programme_Name	Programme / Course	Name of programme/course	String	Text	—	STLI Survey	Y	
Training_Level	Level	Level of training	String	Code	Higher Diploma / Diploma / Certificate/ Craft	STLI Survey	Y	
Course_Duration	Course Duration	Duration of course	Integer	Months	≥1	STLI Survey	Y	
Examining_Body	Examining Body	Certifying/examining authority	String	Text	—	STLI Survey	Y	

Variable Name	Label	Definition	Data Type	Format / Length	Allowed Values / Codes	Source	Mandatory	Notes
Graduates_Male_2023	Male Graduates 2023	Number of male graduates (2023)	Integer	Number	≥0	STLI Survey	Y	
Graduates_Female_2023	Female Graduates 2023	Number of female graduates (2023)	Integer	Number	≥0	STLI Survey	Y	
Graduates_Male_2024	Male Graduates 2024	Number of male graduates (2024)	Integer	Number	≥0	STLI Survey	Y	
Graduates_Female_2024	Female Graduates 2024	Number of female graduates (2024)	Integer	Number	≥0	STLI Survey	Y	

D. DATA FLOW & QUALITY ASSURANCE

Field	Description
Data Flow Description	Questionnaires administered to training institutions → data entry and validation by DLMRA → aggregation and coding → integration into KLMIS → analysis and dissemination.
Validation Checks	Completeness checks; logical consistency (e.g. duration vs level); duplicate institution detection.
Revision Policy	Corrections incorporated prior to publication of annual report.
Archiving Policy	Annual archiving of cleaned survey datasets.

E. LINKED INFORMATION PACKAGES

Information Package Name	Indicators Used	Frequency	Output Format
Skills Supply & Training Outcomes Report (STLI)	Training outturns; gender distribution; programme profiles	Annual	PDF, Dashboard
Skills Mismatch Analysis	STLI outputs vs labour demand data	Annual	Analytical brief

ANALYTICAL REPORTS CATALOGUE

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
1	Key Employability skills in key sectors of the Economy (Agriculture, Construction, Manufacturing, Information & Communication)	To identify employability skills demanded across priority economic sectors	Jobseekers Policy makers Training institutions	Sector specific employability skills demanded	KLMIS web crawled Job Vacancies Dataset	Quarterly /Annual	PDF, Dashboards

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
2	Local Labour Demand Outlook	To analyse domestic labour demand trends and identify occupations, sectors and skills in demand within Kenya. Supports employment	Jobseekers, County govts Policy makers Training institutions	Vacancy trends; top occupations; sectors in demand; skills required; county distribution	KLMIS web crawled Job Vacancies Dataset	Quarterly/ Annual	PDF, Dashboard

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
		promotion and skills planning.					

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
3	Regional (Africa) Labour Demand Outlook	To assess labour demand trends across African labour markets relevant to Kenyan workers and regional labour mobility.	Jobseekers, Training Institutions Policy makers	Vacancies by country; occupations in demand; skills trends; regional comparisons	Regional Web-Crawled Vacancies Dataset	Quarterly/ Annual	PDF, Dashboards
4	Global Labour Demand	To analyse labour	Training Institutions,	Vacancies by country;	Global Web-	Quarterly / Annual	PDF, Dashboards

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
	Outlook	demand in selected global markets where Kenya has MoUs or BLAs, informing labour migration planning and skills alignment.	Policy Makers	occupations; skill levels; sectoral demand	Crawled Vacancies Dataset		

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
5	Global Labour Demand for the Kenyan Workforce	To present demand for Kenyan workers through approved foreign job orders and formal recruitment channels	Job seekers Policy makers Training Institutions	Job orders by country; occupations; wages; sectors; trends	Job Orders Dataset	Quarterly / Annual	PDF, Dashboard

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
6	Survey of local training institutions (STLI)	To assess the supply of skills produced by local training institutions and identify alignment with labour market needs. To assess the capacity of training institutions & personnel	Policy makers Training Institutions	Training outturns; programmes; gender distribution; county profiles	STLI Dataset	Annual	PDF, Dashboards

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
7	Labour Migration Deployment Trends Report	To analyse actual overseas deployment of Kenyan workers by country, occupation and sex.	<ul style="list-style-type: none"> • Government • Policy makers • Training institutions 	Deployed workers; destinations; occupations; demographics	JKIA Outbound Dataset	Quarterly / Annual	PDF, Dashboards
8	Wage and Earnings Trends Report	To analyse negotiated wage levels, increments and allowance s,	Policy Makers	Average wages; increments; sectoral comparisons	CBA Dataset	Annual	PDF

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
		supporting wage policy and decent work monitoring.					
9	Decent Work Indicators Brief	To provide insights on wages, working conditions and compliance indicators linked to decent work.	Policy Makers	Wages; conditions of work; compliance indicators NSSF enrolments & payouts Labour inspections report OSH	CBA, Labour Inspection Data	Annual	Policy Brief

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
11	Job opportunities in green sectors of the Economy	To identify job Opportunities arising from green and environmentalall y sustainable sectors.	Jobseekers Policy makers Training institutions	Labour demand, key occupations and skills needs within green economy subsectors	KLMIS web crawled job vacancies dataset	Quarterly /Annual	PDF, Dashboards
11	Job opportunities in green sectors of the Economy	To identify job opportunities arising from green and environmentalall y sustainable sectors.	Jobseekers Policy makers Training institutions	Labour demand, key occupations and skills needs within green economy subsectors	KLMIS web crawled job vacancies dataset	Quarterly /Annual	PDF, Dashboards

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
12	County Business Viability	To assess the viability and potential of economic activities at county level, supporting investment decisions and enterprise development	MSMEs, Policy makers, Investors	Business sustainability indicators	GCP data	Annual	PDF, Dashboards

No.	Report Name	Objective & Significance	Target Users	Content Outline	Data Sources	Frequency	Output Format
13	Job opportunities in Gig economy/ Freelancing	To analyse emerging job opportunities in the gig and freelance economy	Jobseekers	Occupations demanded in Gig & freelance economy, and skills in demand	Web-crawled Job listings data from freelance and Gig advertising sites	quarterly	PDF, Dashboards

ANNEXES

ANNEX I: GLOSSARY OF TERMS

Term	Definition
Job Order	A formal request submitted to the National Employment Authority (NEA) indicating demand for Kenyan workers for overseas employment.
Attestation	An official clearance issued by Directorate of labour confirming the contract
Vacancy	A declared vacant position by employer advertised.
Outturn	The number of trainees who successfully complete a training programme within a reference period.
Skill Level	The degree of complexity of tasks performed in an occupation and the level of education, training or experience required to carry out tasks effectively
Informal Employment	Employment not covered by formal labour regulations, contracts, or social security arrangements.
Deployment	The actual exit and commencement of overseas employment by a worker.

ANNEX II: DATA STANDARDS AND CLASSIFICATION SYSTEMS USED

Standard / Classification	Description	Application
KeSCO	Kenya Standard Classification of Occupations aligned to ISCO-08	Occupation classification
KeSIC	International Standard Industrial Classification	Sector classification
ISCED	International Standard Classification of Education	Education and training level classification
ISO 3166	International country code standard	Destination country coding
Kenya Administrative Units	Official county boundaries	Geographic disaggregation



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