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MINISTRY OF LABOUR AND SOCIAL PROTECTION

State Department for Labour and Skills Development

LABOUR MIGRATION INDICATORS REPORT

OCTOBER, 2024

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PREFACE



This report, prepared by the State Department for Labour and Skills Development, highlights the critical role of labor market information in addressing Kenya's employment challenges. As the Kenyan economy faces growing concerns related to youth unemployment, labor migration has emerged as a viable solution for creating employment opportunities abroad. By providing valuable insights into migration trends, employment patterns, and the protection of migrant workers, this report supports the

government's broader efforts to tackle unemployment and improve livelihoods for its citizens. The data presented in this report highlights the importance of well-coordinated policies that enhance the welfare and rights of migrant workers, while fostering bilateral partnerships with destination countries. These policies are essential in aligning with Kenya's strategic focus on economic growth and job creation. Through labor migration, Kenyan workers gain access to new skills, develop professionally, and have the opportunity to secure higher-paying jobs in international labor markets. By highlighting these trends, the report becomes an indispensable tool for policymakers, labor market planners, and stakeholders in crafting effective policies that protect and empower Kenyan migrant workers, contributing to sustainable national development.

Labor migration continues to play a vital role in Kenya's workforce strategy, not only as a solution to domestic unemployment but also as a pathway for skills development and international exposure. The insights from this report provide a solid foundation for decision-makers to enhance Kenya's participation in the global labor market, ensuring that the benefits of labor migration are maximized for both migrants and the country. As the world becomes increasingly interconnected, the effective management of labor migration will be crucial in shaping Kenya's future economic landscape, ensuring that Kenyan workers are able to thrive both at home and abroad.

ACKNOWLEDGEMENTS



The State Department for Labour and Skills Development extends its heartfelt gratitude to the Directorate of Labour Market Research and Analysis for their dedicated and meticulous efforts in conducting the research that led to the comprehensive information presented in this document. Your thorough analysis and commitment to understanding the intricacies of the labor market

have played a pivotal role in providing critical insights that will guide policy decisions aimed at improving the employability of our youth. We would also like to offer special thanks to the Labour Market Observatory Unit for their tireless work in collecting, verifying, and compiling the vast amounts of data presented here. Your attention to detail and rigorous approach to ensuring the accuracy and reliability of the information is commendable.

This document, a result of your hard work and dedication, serves as an invaluable resource for shaping policies, interventions, and programs that will enhance the skills and employability of Kenyan youth. We trust that it will provide policymakers, educators, employers, and job seekers with the insights needed to address the evolving demands of the labor market. We remain hopeful that the information in this document will serve as a stepping stone toward a more prosperous and sustainable future for all.

SHADRACK M. MWADIME, CBS
PRINCIPAL SECRETARY

1. INTRODUCTION

Over the years, labor migration has become a vital component of Kenya's workforce development strategy, serving as a critical pathway for employment creation and poverty alleviation. This report presents an analysis of labor migration trends for the years 2018, 2019, and 2024, based on data collected from the Migration Clearance Desk at Jomo Kenyatta International Airport and attestation records from the Labour Department. The report examines key migration indicators, including migrant worker occupations, contract durations, gender distribution, wage rates and the top destination countries. Through this analysis, the report offers valuable insights for policymakers, labor market planners, job seekers and migrant workers.

The analysis highlights important patterns in the types of jobs that Kenyan migrant workers are filling, with a significant portion engaged in service-oriented and low-skilled positions, such as domestic work and security services. This trend emphasizes the role of Kenyan workers in low-wage sectors abroad, which necessitates targeted policy interventions to enhance their working conditions and opportunities for skill development.

Moreover, the report delves into gender-specific migration trends, revealing distinct occupational segregation between male and female migrant workers. Female workers are predominantly employed in domestic and caregiving roles, while male workers are more likely to be involved in labor-intensive works, such as construction and security services. These gendered employment patterns underscore the need for policies that address the unique challenges faced by female migrant workers and promote greater job diversification for both genders.

The insights derived from this analysis are essential for stakeholders responsible for creating an enabling environment for safe, productive, and beneficial labor migration. This report also serves as a crucial resource for migrant workers, and would be migrant workers helping them make informed decisions about employment opportunities abroad and better understand their rights and protections in foreign labor markets.

By assessing labor migration trends and patterns over this multi-year period, the report aims to contribute to the development of more robust migration management frameworks. These frameworks are vital for maximizing the benefits of labor migration, while also addressing the potential risks associated with exploitation, irregular migration, and the vulnerabilities faced by low-skilled and female migrant workers.

2. OBJECTIVES

The main objective of this labor migration analysis report is to assess and provide insights into the patterns, and challenges of Kenyan migrant workers for the years. This report aims;

- To analyze labor migration for the years 2018, 2019 and 2024.
- To assess the gender distribution, occupation types, wage rates and contract durations of migrant workers.
- To provide recommendations for improving labor migration policies and protection for migrants.

3. SCOPE OF THE REPORT

This report focuses on Kenyan migrant workers who were processed through government mechanisms. The analysis primarily covers employment-related migration to key destination countries, including Gulf Cooperation Council (GCC) countries (Saudi Arabia, Qatar, UAE), and others. The period under review spans three years: 2018, 2019, and 2024.

4. METHODOLOGY

The methodology outlines the processes employed to gather, organize, and analyze data on labor migration. Key components include data collection from administrative sources and subsequent data cleaning and analysis to ensure accuracy and relevance.

4.1 Data Collection

This report utilised administrative data collected from the Migration Clearance Desk at Jomo Kenyatta International Airport, which tracks outbound migrants, and attestation records from the Labour Department, which document contracts and employment attestations of Kenyan migrant workers. These datasets provided detailed insights into the employment patterns, contracts, and migration destinations for Kenyan workers abroad.

4.2 Data Cleaning and Analysis

The data cleaning and analysis process involved several steps to ensure the accuracy and consistency of labor migration data. Raw data from the Migration Clearance Desk and Labour Department attestation records was reviewed to identify any inconsistencies, missing values, or duplicates. Any incomplete entries, such as missing contract durations or unspecified occupations, were flagged for correction where possible. In cases where key information like gender or occupation was missing, the records were marked as incomplete and excluded from certain analyses.

To ensure uniformity in classifying different jobs, occupations were coded using the Kenya Standard Classification of Occupations (KeSCO). The data was then analyzed to generate key

indicators, including the distribution of occupations by gender, contract durations, wage rates and top destination countries.

5. LIMITATIONS

- **Lack of Comprehensive Data:** The report is based on administrative data, but it does not capture data on irregular migration whereby travelers may not declare the reasons for migration, which constitutes a significant portion of the total labor migration flows. Many migrants may not go through official channels, making it difficult to account for all workers.
- **Irregular Migration:** Irregular migration poses challenges in tracking and managing labor migration. Many migrants travel without proper documentation or work in informal sectors, which affects the accuracy of data on contract types, working conditions, and migrant numbers.

6. FINDINGS

The findings cover the year 2018, 2019 and 2024, the years 2020 and 2021 were excluded from the analysis due to the global travel restrictions and bans imposed during the COVID-19 pandemic, which significantly reduced international labor migration. Additionally, 2022 and 2023 have been omitted from the analysis due to inadequate data availability, as incomplete records and reporting gaps made it challenging to provide a comprehensive assessment for that year. These omissions ensure the analysis focuses on years with reliable and representative data.

7. LABOUR MIGRATION INDICATORS FOR THE YEAR 2018.

7.1 Migrant Workers by Country and Contract Duration

A significant proportion of contracts were between 1 to 2 years, particularly in countries where 100% of workers fall into this category. Few countries such as Dubai and Qatar have a small percentage of workers on contracts extending up to five years (0.2% to 1.2%).

This indicates that most migrant employment is short-term, emphasizing the need for frequent contract renewal. Such trends suggest a transient workforce in these regions, which could affect job security and stability.

Figure 1: Proportion of Migrant Workers by Country and Contract Duration

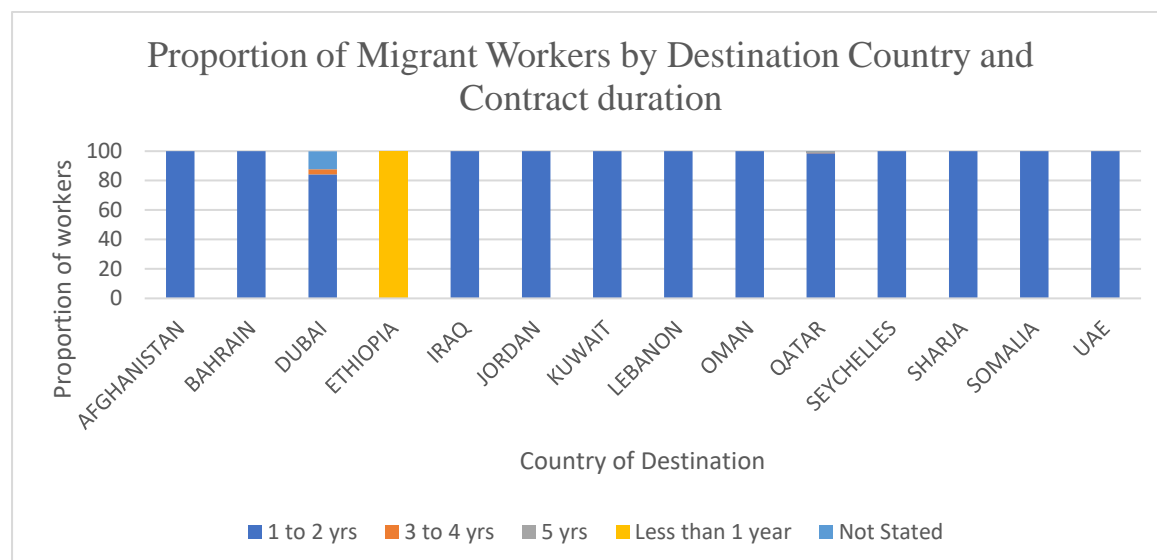


Table 1: Proportion of Migrant Workers by Country and Contract Duration

Country	CONTRACT DURATION PROPORTIONS					Total
	1 to 2 yrs	3 to 4 yrs	5 yrs	Less than 1 year	Not Stated	
Afghanistan	100	0	0	0	0	100
Bahrain	100	0	0	0	0	100
Dubai	84.2	3.4	0	0	12.4	100
Ethiopia	0	0	0	100	0	100
Iraq	100	0	0	0	0	100
Jordan	100	0	0	0	0	100
Kuwait	100	0	0	0	0	100
Lebanon	100	0	0	0	0	100
Oman	100	0	0	0	0	100
Qatar	98.6	0.2	1.2	0	0.1	100
Seychelles	100	0	0	0	0	100
Sharja	100	0	0	0	0	100
Somalia	100	0	0	0	0	100
UAE	100	0	0	0	0	100

Source: SDL Labour migration administrative data

7.2 Migrant Workers by Major Occupation Title

In 2018, Service workers made up the largest portion of Kenyan migrant workers, accounting for 48.9%. This category includes roles such as, security guards, and workers in hospitality and retail sectors. Following closely, elementary occupations represented 25.6% of migrant

workers, including domestic cleaners, manual laborers and helpers. Plant and machine operators and assemblers comprised 10.1%, reflecting demand in manufacturing and transport-related jobs.

Meanwhile, technicians and associate professionals and professionals made up a smaller share, at 8.5% and 4.3%, respectively. This distribution shows that most Kenyan migrant workers in 2018 filled low-skilled or service-oriented roles, highlighting the need for greater opportunities in higher-skilled employment sectors abroad. Employers and policymakers, can infer a need to seek employment opportunities for high skilled migrant workers to diversify their employability in higher-paying sectors.

Figure 2: Proportion of Migrant Workers by Major Occupation Title

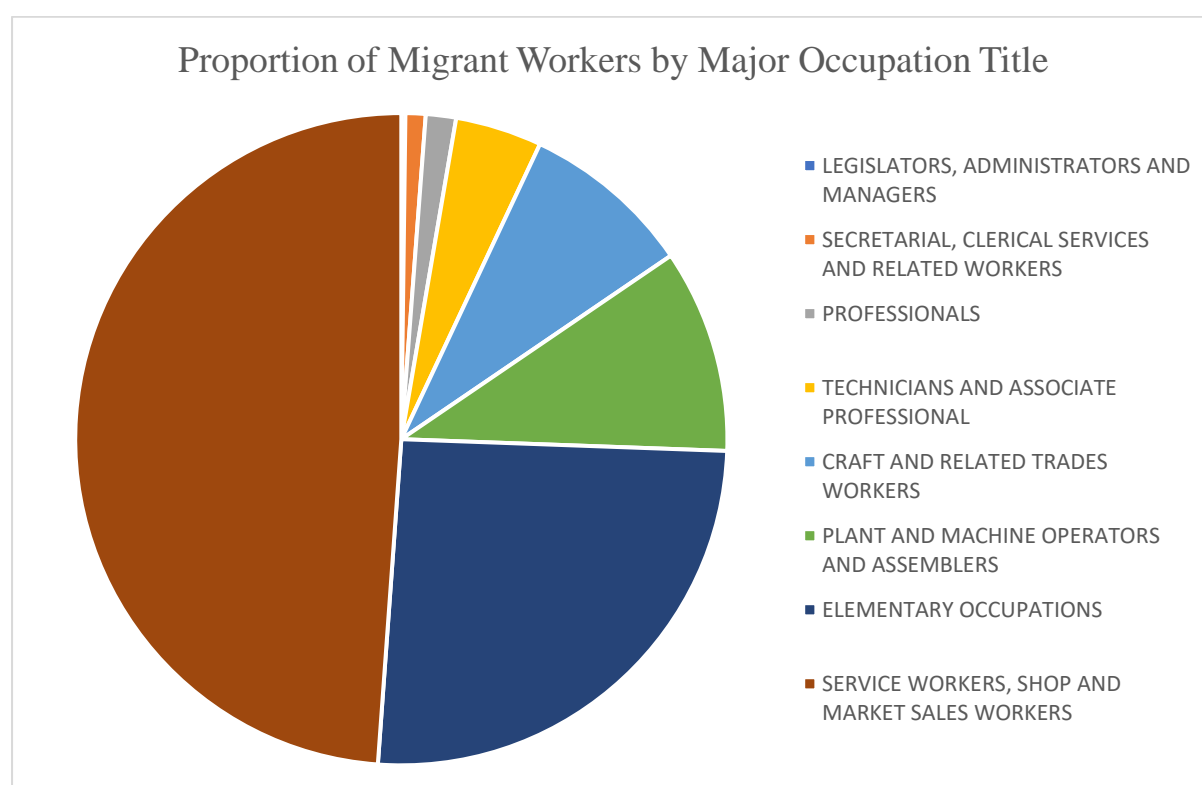


Table 2: Proportion of Migrant Workers by Major Occupation Title

Occupation titles	Number of workers	Proportion of workers (%)
Service workers, shop and market sales workers	1,162	48.9
Elementary occupations	609	25.6
Plant and machine operators and assemblers	239	10.1
Craft and related trades workers	203	8.5
Technicians and associate professional	102	4.3
Professionals	35	1.5
Secretarial, clerical services and related workers	23	1
Legislators, administrators and managers	4	0.2

Source: *SDL Labour migration administrative data*

7.3 Top 10 Occupations for Female Migrant workers in 2018.

Female migrant workers were concentrated in domestic and caretaking jobs, such as domestic cleaners (25.4%) and housekeepers (25.1%). Security guards and food service counter attendants follow with significantly smaller shares.

The high representation in domestic roles suggests gender-based occupational segregation, where women have limited access to diverse job opportunities. This information can be used to address gender disparities in the labor market and promote job diversification for women

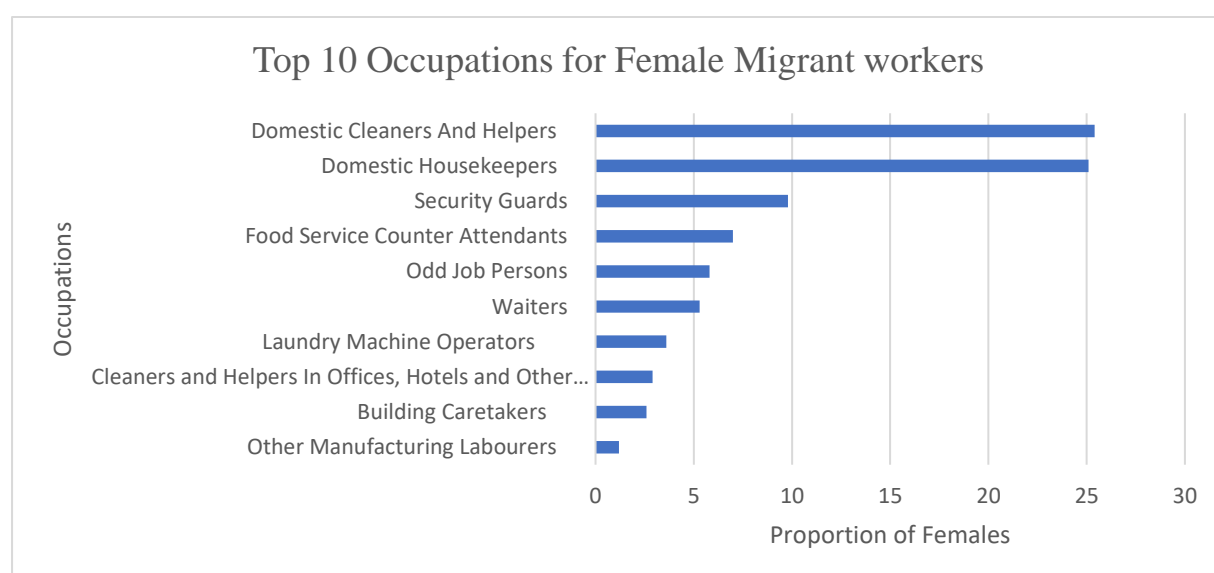
Figure 3: Top 10 Occupations for Female Migrant workers in 2018.

Table 3: Top 10 Occupations for Female Migrant workers in 2018.

Occupations	Number of Female Migrant workers	Proportion of Female Migrant workers (%)
Domestic Cleaners and Helpers	148	25.4
Domestic Housekeepers	146	25.1
Security Guards	57	9.8
Food Service Counter Attendants	41	7
Odd Job Persons	34	5.8
Waiters	31	5.3
Laundry Machine Operators	21	3.6
Cleaners and Helpers in Offices, Hotels and Other Establishments	17	2.9
Building Caretakers	15	2.6
Other Manufacturing Labourers	7	1.2

Source: SDL Labour migration administrative data

7.4 Top 10 Occupations for Male Migrant Workers in 2018.

Male migrant workers occupied more labor-intensive and technical jobs. The most common occupation was security guards (32.29%), followed by domestic cleaners and locomotive engine drivers.

This highlights a clear difference between male and female job roles, with men more likely to be employed in physical or middle skilled positions. This explains the occupational segregation and the skills required for men in these sectors

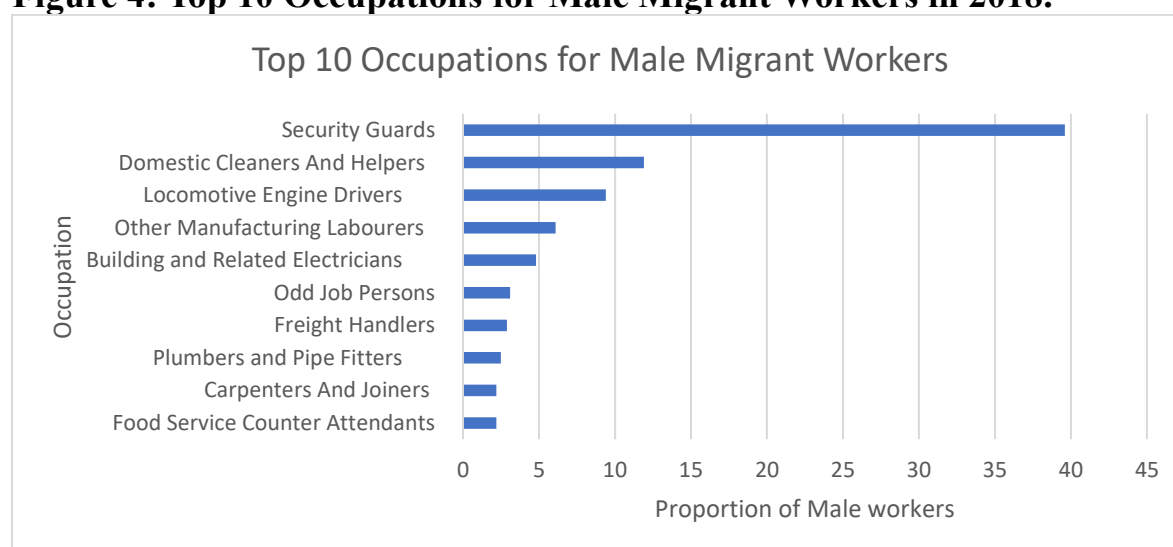
Figure 4: Top 10 Occupations for Male Migrant Workers in 2018.

Table 4: Top 10 Occupations for Male Migrant Workers in 2018.

Occupation	Number of Male workers	Proportion of Male workers (%)
Security Guards	714	39.6
Domestic Cleaners and Helpers	215	11.9
Locomotive Engine Drivers	169	9.4
Other Manufacturing Laborers	111	6.1
Building and Related Electricians	86	4.8
Odd Job Persons	56	3.1
Freight Handlers	52	2.9
Plumbers and Pipe Fitters	45	2.5
Food Service Counter Attendants	39	2.2
Carpenters And Joiners	39	2.2

Source: SDL Labour migration administrative data

7.5 Top Destination Countries for Female Migrant Workers in 2018

In 2018, the top five destination countries for female migrant workers were Qatar, Afghanistan, Bahrain, Dubai, and Lebanon. Qatar led with 55.3% of female migrants, largely due to its demand for domestic workers and caregivers. Afghanistan followed with 19.3%, attracting women primarily for domestic labor. Bahrain accounted for 13.8%, while Dubai and Lebanon received 3.3% and 2.6% of female migrants, respectively. These countries, particularly in the Gulf region, relied heavily on Kenyan women for domestic services, highlighting a pattern of gendered labor migration where women predominantly filled low-wage, household roles.

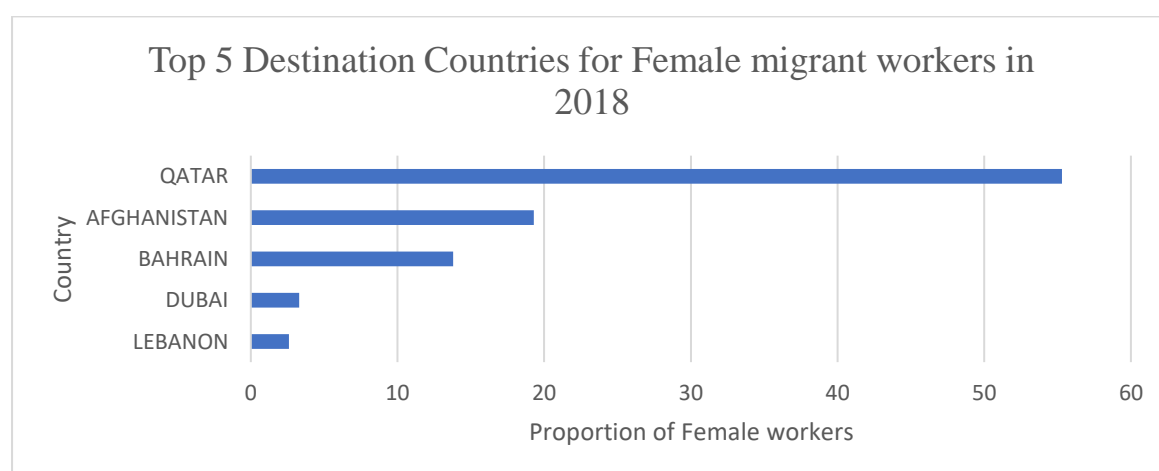
Figure 5: Top 5 Destination Countries for Female Migrant Workers in 2018

Table 5: Top Destination Countries for Female Migrant Workers in 2018

Country	Number of female workers	Proportions of female workers (%)
Qatar	320	55.3
Afghanistan	112	19.3
Bahrain	80	13.8
Dubai	19	3.3
Lebanon	15	2.6
Jordan	10	1.7
Kuwait	7	1.2
Oman	4	0.7
Seychelles	3	0.5
Ethiopia	2	0.3
Iraq	2	0.3
Somalia	2	0.3
UAE	2	0.3
Sharja	1	0.2

Source: SDL Labour migration administrative data

7.6 Top Destination Countries for Male Migrant Workers in 2018.

The top five destination countries for male migrant workers from Kenya were Qatar (65.8%), Afghanistan (15.9%), Dubai (10.3%), Bahrain (2.9%), and Somalia (1.7%). Qatar, leading the list, along with Afghanistan and Somalia, required labor to support infrastructure and development projects, while Dubai and Bahrain offered opportunities in various sectors.

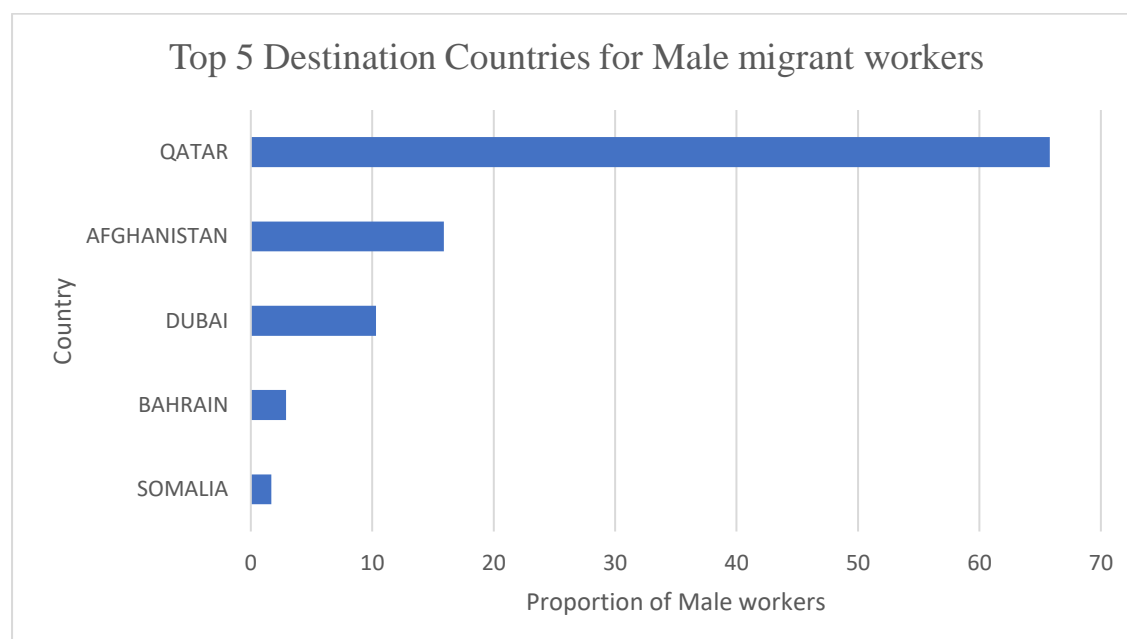
Figure 6: Top 5 Destination Countries for Male Migrant Workers in 2018

Table 6: Top Destination Countries for Male Migrant Workers in 2018

Country	Number of male workers	Proportion of male workers (%)
Qatar	1174	65.8
Afghanistan	284	15.9
Dubai	184	10.3
Bahrain	51	2.9
Somalia	31	1.7
Kuwait	29	1.6
Iraq	8	0.4
Jordan	8	0.4
Seychelles	7	0.4
Oman	4	0.2
Ethiopia	2	0.1
Lebanon	1	0.1
Sharja	0	0
UAE	0	0

Source: SDL Labour migration administrative data

7.7 Migrant Workers by Country and Sex in 2018.

The distribution of migrant workers by country and sex reveals significant gender disparities across different regions. In countries like Lebanon and the UAE, the majority of migrant workers are female, largely due to high demand for domestic labor and caregiving roles. Conversely, in countries like Somalia, Afghanistan, Dubai, Iraq and Kuwait, men dominate the migrant workforce, often filling labor-intensive and technical jobs.

This gender-based distribution highlights the occupational segregation between male and female migrant workers, with women predominantly working in low-paid, domestic roles and men in labor-intensive sectors. For policymakers and employers, this data is crucial for understanding migration patterns and addressing gender disparities in labor opportunities and protections across different countries.

Figure 7: Proportion of Migrant Workers by Country and Sex in 2018.

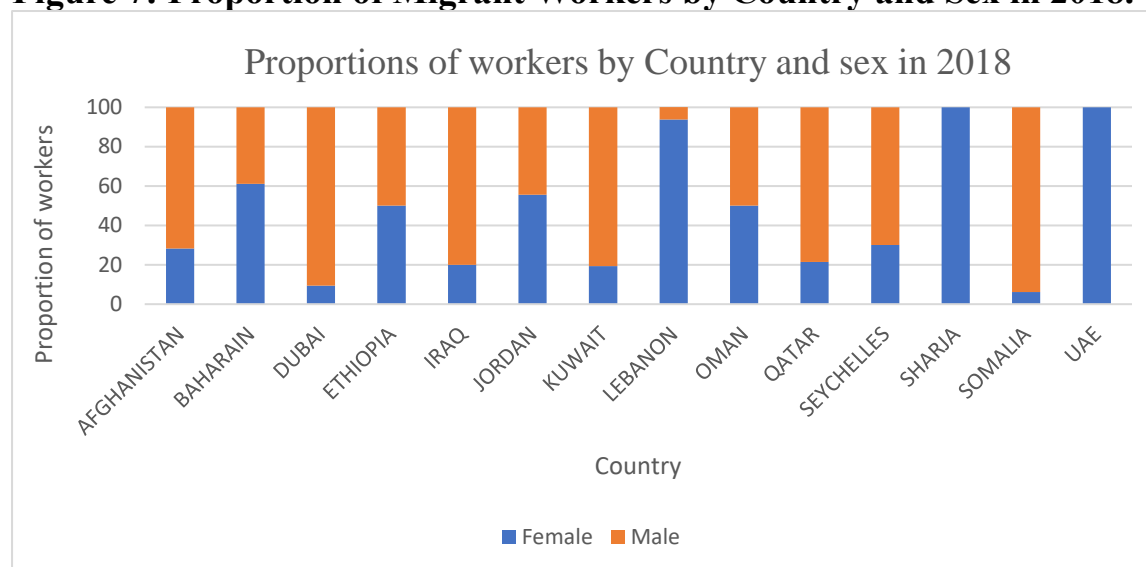


Table 7: Proportion of Migrant Workers by Country and Sex in 2018.

Country	Proportion of Female workers (%)	Proportion of Male workers (%)
Sharja	100	0
UAE	100	0
Lebanon	93.8	6.3
Bahrain	61.1	38.9
Jordan	55.6	44.4
Ethiopia	50	50
Oman	50	50
Seychelles	30	70
Afghanistan	28.3	71.7
Qatar	21.4	78.6
Iraq	20	80
Kuwait	19.4	80.6
Dubai	9.4	90.6
Somalia	6.1	93.9

Source: SDL Labour migration administrative data

8. LABOUR MIGRATION INDICATORS FOR THE YEAR 2019

8.1 Migrant Workers by Country and Contract Duration

Most migrant workers across countries like Afghanistan, Bahrain, Iraq, Kuwait, Lebanon, Omar and Somalia are employed on contracts lasting 1-2 years, 100% of workers in these countries fall into this category. Long-term contracts (5 years) are very rare, seen only in Qatar and Saudi Arabia, where 1.9% and 0.2% of workers, respectively, have longer-term agreements.

The dominance of short-term contracts (1-2 years) across these countries suggests that migrant labor is highly transient, with limited job security and continuity. This indicates the temporary nature of labor migration in these regions, often used to meet immediate labor demands. It also implies that migrant workers may face frequent job changes, potentially affecting their long-term economic stability and integration in host countries.

Figure 8: Proportion of Migrant Workers by Country and Contract Duration

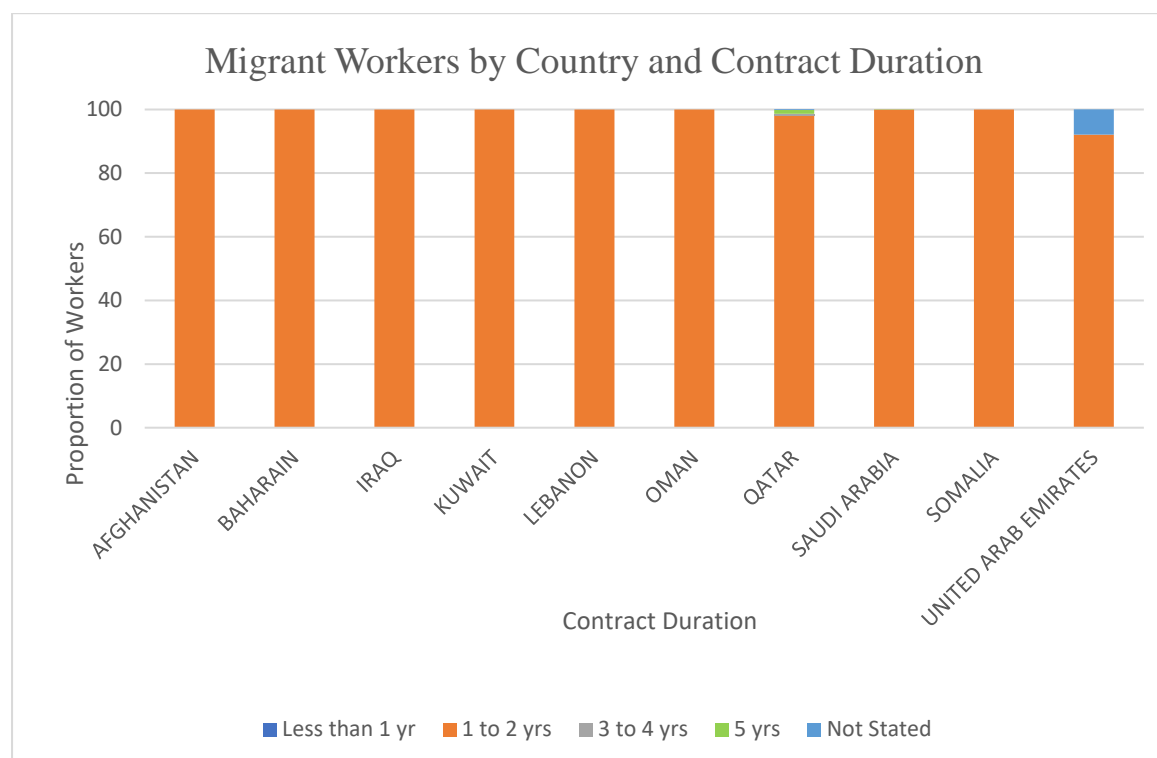


Table 8: Proportion of Migrant Workers by Country and Contract Duration

Country	Less than 1 yr	1 to 2 yrs	3 to 4 yrs	5 yrs	Not Stated
Afghanistan	0	100	0	0	0
Bahrain	0	100	0	0	0
Iraq	0	100	0	0	0
Kuwait	0	100	0	0	0
Lebanon	0	100	0	0	0
Oman	0	100	0	0	0
Qatar	0	98.1	0.5	1.2	0.3
Saudi Arabia	0.1	99.8	0	0.1	0
Somalia	0	100	0	0	0
United Arab Emirates	0	92.1	0	0	7.9

Source: SDL Labour migration administrative data

8.2 Top Occupations for Male Migrant Workers

The most common occupations for male migrant workers in 2019 were security guards (44.4%), building structure cleaners (10.19%), farm laborers (9.80%), and locomotive engine drivers (9.19%). These jobs are physically demanding and typically require low to medium skill levels.

The labor market heavily relies on male migrant workers for labor-intensive roles. The prominence of security guard roles highlights a significant reliance on migrant labor for maintaining security services, especially in Gulf countries. This highlights the need for training and skill development programs to improve the upward mobility of male migrant workers in these sectors

Figure 9: Top 5 Occupations for Male Migrant Workers

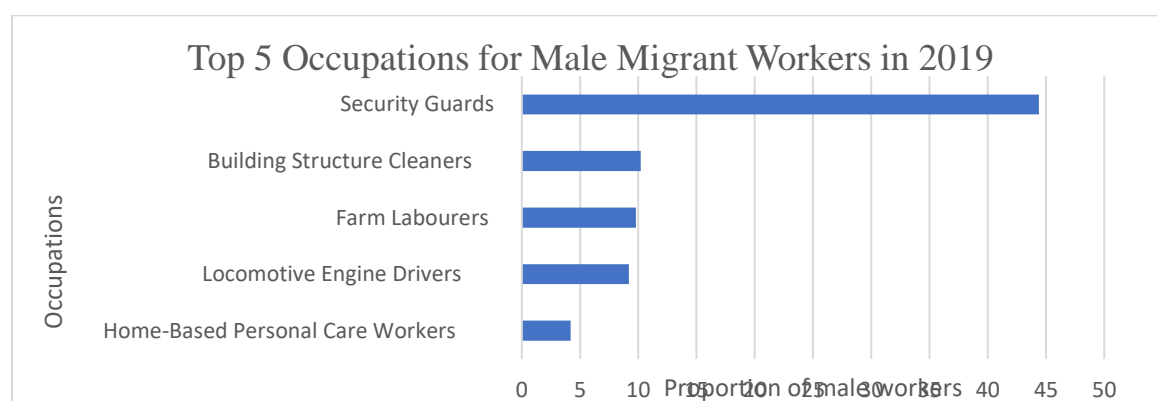


Table 9: Top Occupations for Male Migrant Workers

Occupation	Number of Male workers	Proportion of Male Workers (%)
Security Guards	2274	44.4
Building Structure Cleaners	521	10.2
Farm Labourers	505	9.8
Locomotive Engine Drivers	471	9.2
Home-Based Personal Care Workers	216	4.2
Building Construction Labourers	127	2.5
Waiters	125	2.4
Stall and Market Salespersons	89	1.7
Food Service Counter Attendants	79	1.5
Service Station Attendants	55	1.1

Source: SDL Labour migration administrative data

8.3 Top Occupations for Female Migrant Workers

The top occupations for female migrant workers include domestic cleaners and helpers (58.9%), non-domestic cleaning and housekeeping roles (20%), and home-based personal care workers (9.19%). These roles reflect traditional gendered labor divisions with a heavy concentration in domestic and caregiving jobs.

This highlights the vulnerability of female migrant workers who are overrepresented in low-paying, labor-intensive jobs

Figure 10: Top 5 Occupations for Female Migrant Workers

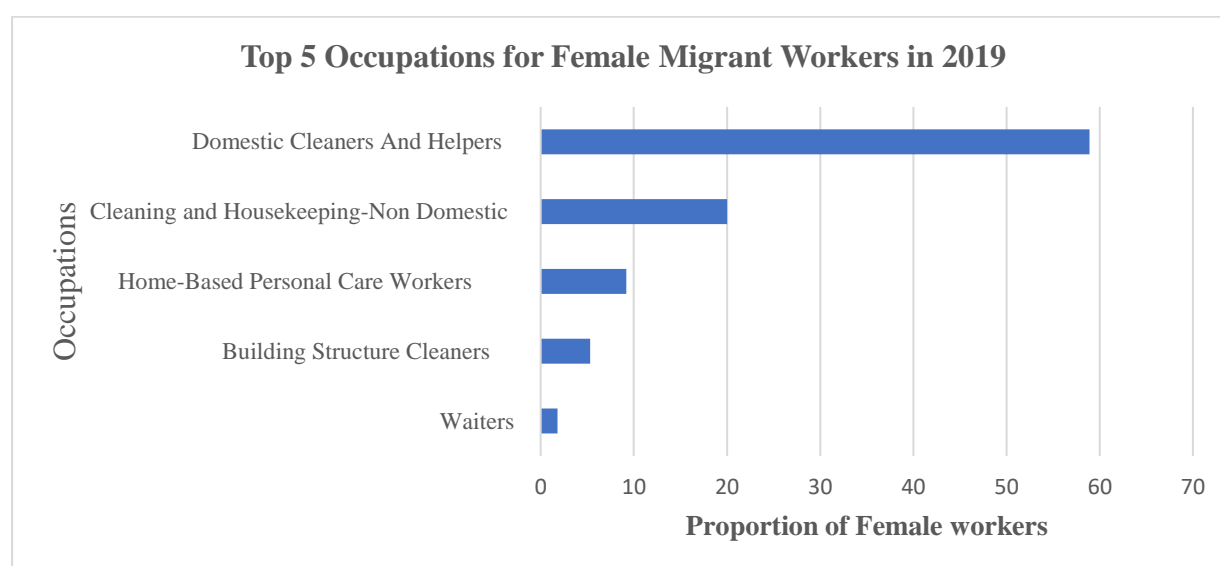


Table10: Top Occupations for Female Migrant Workers

Occupation	Number of Female Workers	Proportion of Female workers (%)
Domestic Cleaners and Helpers	14741	58.9
Cleaning and Housekeeping-Non-Domestic	4999	20
Home-Based Personal Care Workers	2309	9.2
Building Structure Cleaners	1317	5.3
Waiters	446	1.8
Security Guards	324	1.3
Domestic Housekeepers	270	1.1
Locomotive Engine Drivers	73	0.3
Food Service Counter Attendants	61	0.2
Stall and Market Salespersons	49	

Source: SDL Labour migration administrative data

8.4 Migrant Workers by Country and Sex

Countries like Saudi Arabia, UAE, Bahrain, Hong Kong and Lebanon have a significantly higher number of female migrant workers compared to male workers. Conversely, countries like Afghanistan, USA and Somalia have very few female migrants while male workers in those regions take the largest percentages.

This data shows gendered migration patterns, where some countries predominantly attract female workers (e.g., Saudi Arabia) for domestic roles, while others have a higher male workforce. Countries with little female migration, such as Afghanistan and Somalia, likely offer few opportunities for female employment abroad or have cultural and policy barriers limiting female migration.

Figure 11: Proportion of Migrant Workers by Country and Sex

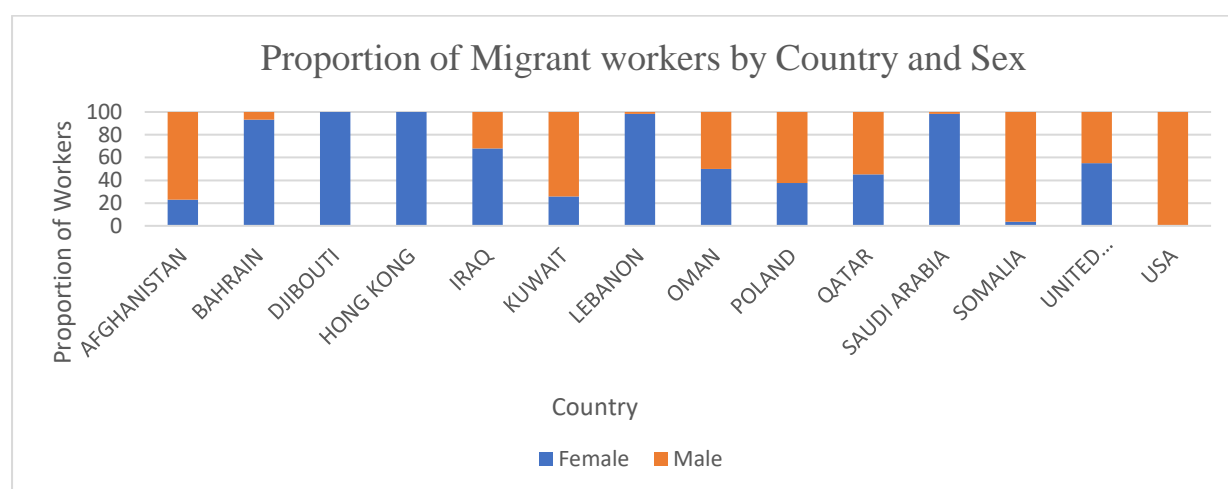


Table 11: Proportion of Migrant Workers by Country and Sex

Country	Proportion of Female workers (%)	Proportion of Male workers(%)
Afghanistan	22.9	77.1
Bahrain	93.2	6.8
Djibouti	100	0
Hong Kong	100	0
Iraq	67.9	32.1
Kuwait	25.7	74.3
Lebanon	98.4	1.6
Oman	50	50
Poland	37.5	62.5
Qatar	45.3	54.7
Saudi Arabia	98.4	1.6
Somalia	3.6	96.4
United Arab Emirates	55	45
USA	0	100

Source: SDL Labour migration administrative data

8.5 Migrant Workers by Education Level and sex

The proportion of migrant workers by education level and gender, reveals a significant gender disparity. At lower education levels (primary and secondary), females dominate, with 97.1% and 85.9% respectively, suggesting that women with less education are more likely to migrate for work than men. However, as education increases, males become more prominent, surpassing females at the middle-level college and balancing out at the university level (58.1% female, 41.9% male). This indicates that educational attainment influences gender dynamics in migration, with men being more represented at higher skill levels.

Figure 12: Proportion of Migrant Workers by Education Level and sex

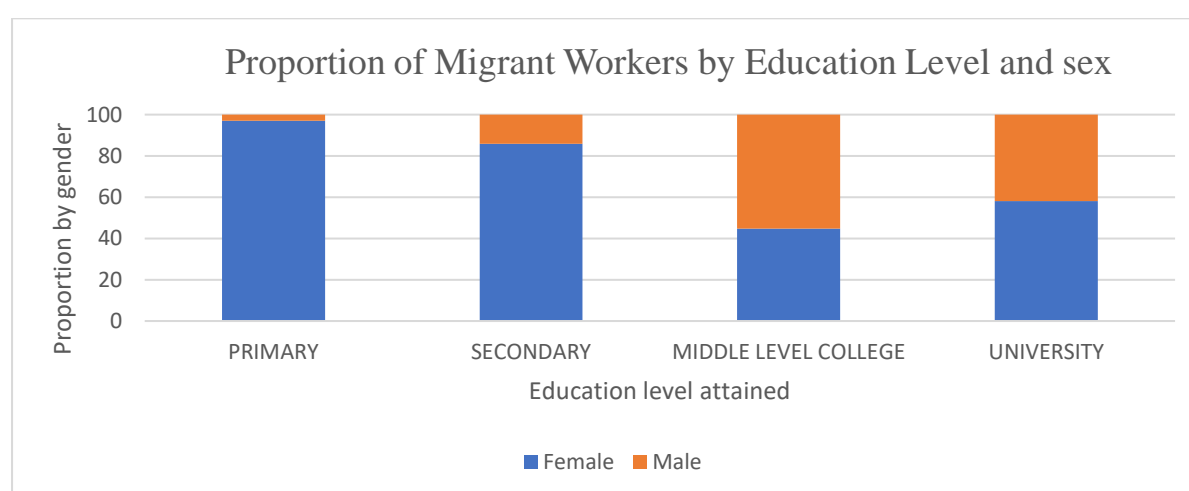


Table 12: Proportion of Migrant Workers by Education Level and sex

Education Level	Proportion of Female workers	Proportion of Male workers
Primary	97.1	2.9
Secondary	85.9	14.1
Middle level college	44.7	55.3
University	58.1	41.9

Source: SDL Labour migration administrative data

8.6 Top Destination Countries for Male Migrant Workers

The top destination countries for male migrant workers in 2019 were Qatar (70%), the United Arab Emirates (10%), Saudi Arabia (6.1%), Kuwait (2.4%), and Somalia (1%). These countries, particularly the Gulf nations, attract male migrants primarily for labor-intensive roles

in construction, infrastructure, security, and services, reflecting their dependence on foreign labor to meet economic demands.

Figure 13: Top 5 Destination Countries for Male Migrant Workers

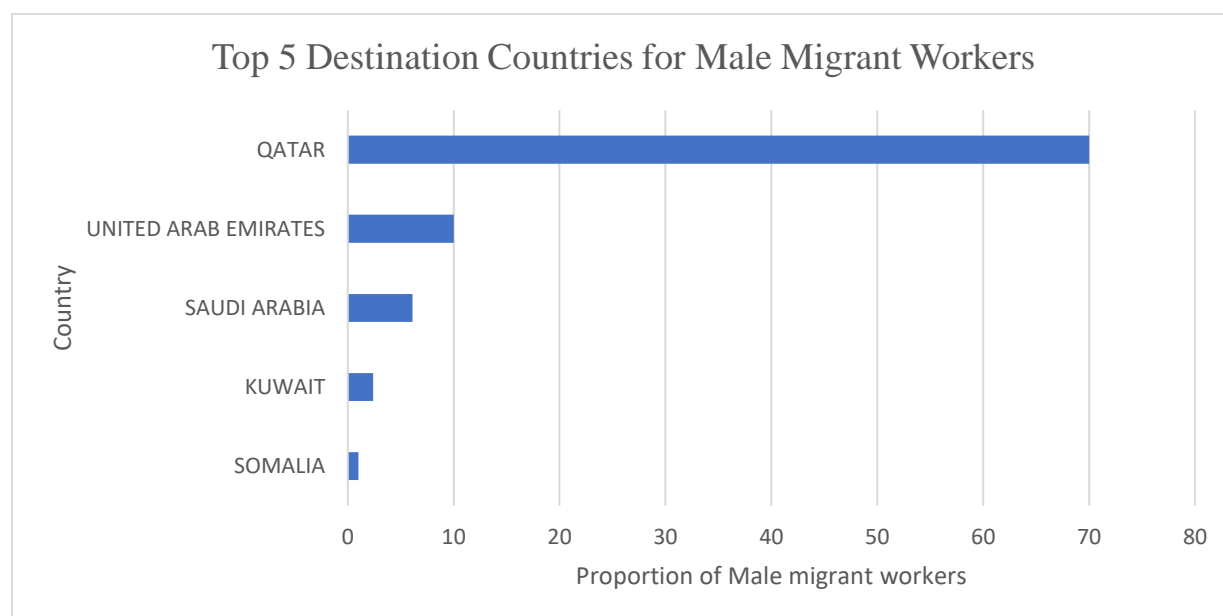


Table 13: Top Destination Countries for Male Migrant Workers

Country	Number of Female workers
Saudi Arabia	20145
Qatar	3056
Bahrain	735
United Arab Emirates	645
Lebanon	120
Kuwait	43
Iraq	19
Afghanistan	8
Oman	6
Poland	3
Somalia	2
Djibouti	1
Hong Kong	1
USA	0

Source: SDL Labour migration administrative data

8.7 Top Destination Countries for Female Migrant Workers

The top destination countries for female migrant workers in 2019 were Saudi Arabia (79%), Qatar (12%), Bahrain (2.9%), the United Arab Emirates (2.5%), and Lebanon (0.5%), with most women employed in domestic work, caregiving, and service roles. This reflects a heavy reliance on female labor in domestic roles, labor-intensive sectors, particularly in the Gulf countries

Figure 14: Top 5 Destination Countries for Female Migrant Workers

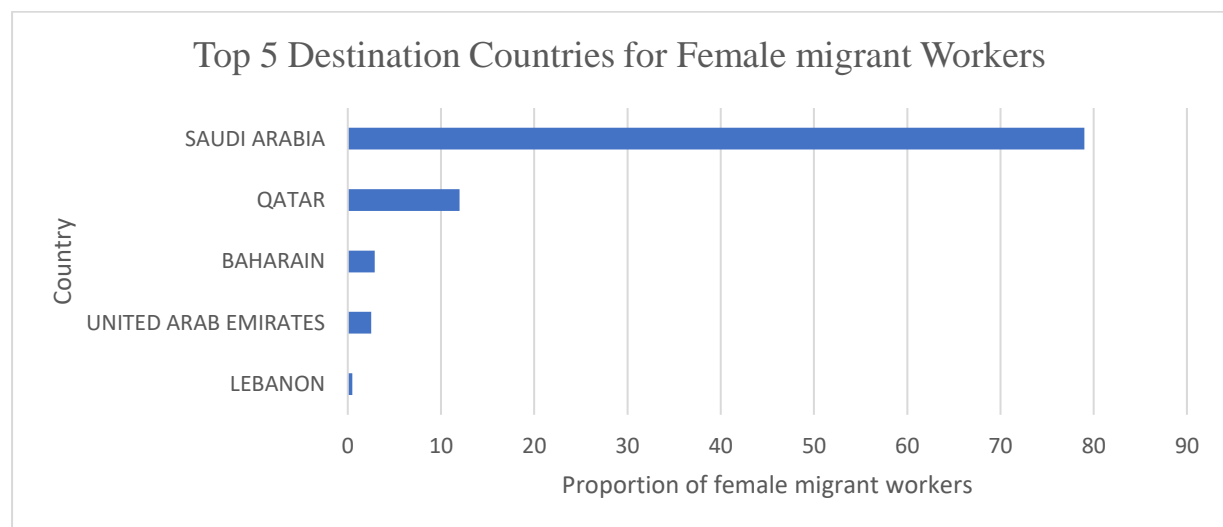


Table 14: Top Destination Countries for Female Migrant Workers

Country	Number of Female workers
Saudi Arabia	20145
Qatar	3056
Bahrain	735
United Arab Emirates	645
Lebanon	120
Kuwait	43
Iraq	19
Afghanistan	8
Oman	6
Poland	3
Somalia	2
Djibouti	1
Hong Kong	1
USA	0

Source: SDL Labour migration administrative data

8.8 Average Earnings for Cleaning and Housekeeping Non-Domestic Migrant workers by Country

The earnings for cleaning and housekeeping non-domestic workers reveal significant differences across countries. Salaries range from USD 236 in Saudi Arabia to USD 476 in Iraq. This may suggest several underlying factors related to the labor market, economic conditions, and regional labor policies.

Figure 15: Average Earnings for Cleaning and Housekeeping Non-Domestic Migrant workers by Country

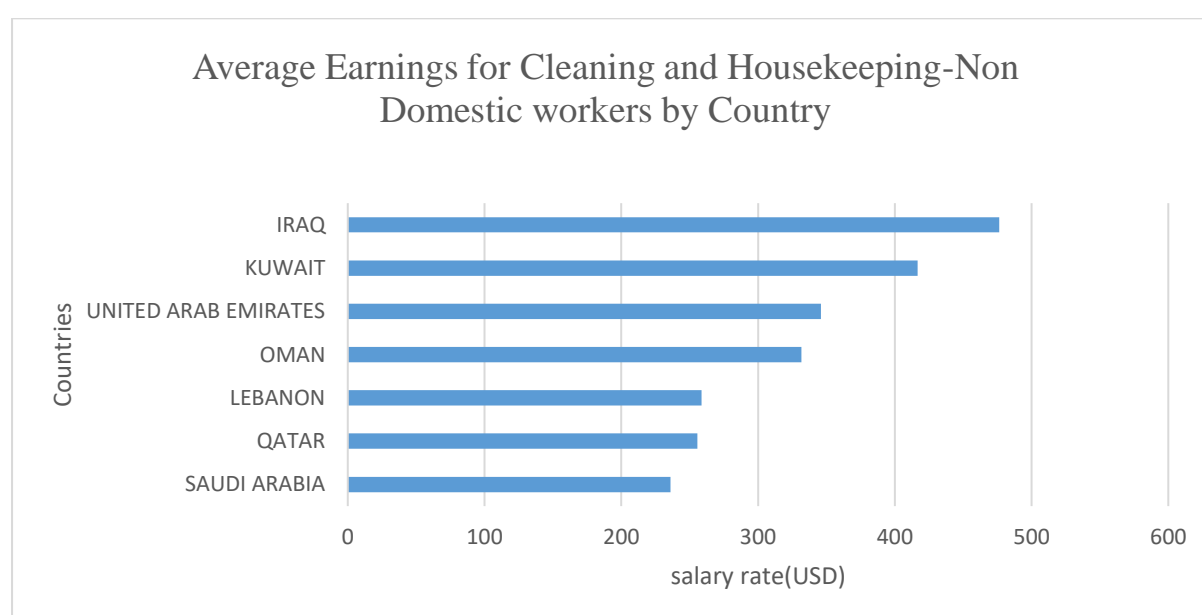


Table 15: Average Earnings for Cleaning and Housekeeping Non-Domestic Migrant workers by Country

Country	Earnings (USD)
Iraq	476
Kuwait	417
United Arab Emirates	346
Oman	332
Lebanon	259
Qatar	256
Saudi Arabia	236

Source: SDL Labour migration administrative data

8.9 Average earnings for Domestic Cleaners and Helpers by Country

For domestic cleaners and helpers, the disparity in wages is much pronounced across countries. Workers in the UAE earned the most (USD1321), the second highest paying country was Afghanistan (USD 1027), while the least paid workers were in Qatar (285). This suggests that different countries place varying levels of economic value on these roles.

Figure 16: Average earnings for Domestic Cleaners and Helpers by Country

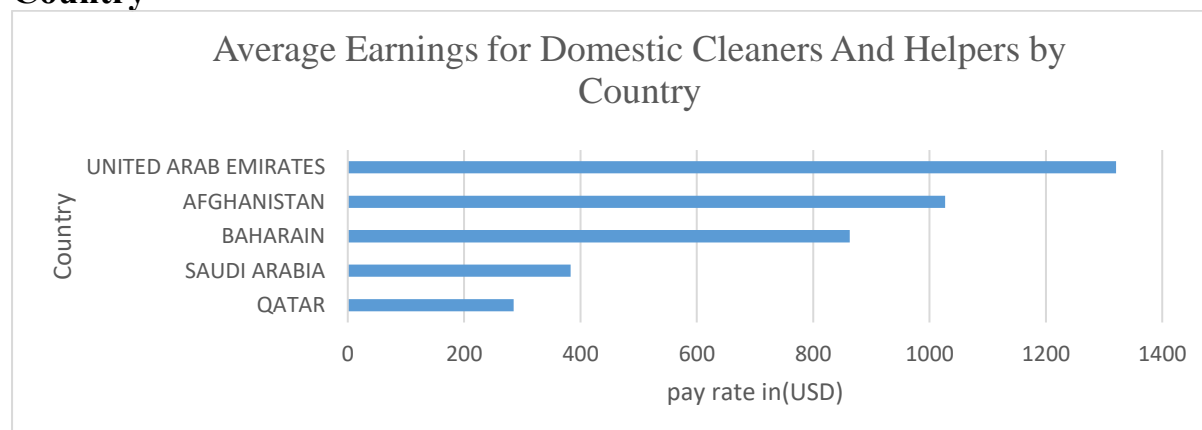


Table 16: Average earnings for Domestic Cleaners and Helpers by Country

Country	Earnings (USD)
United Arab Emirates	1321
Afghanistan	1027
Bahrain	863
Saudi Arabia	383
Qatar	285

Source: SDL Labour migration administrative data

8.10 Average Earnings for Home-Based Personal Care Workers by Country

For home-based personal care workers, the gap in pay between countries is striking. In the UAE, workers earn USD 300, while in Saudi Arabia, the income is a staggering USD 5652. This highlights a considerable difference in remuneration for this occupation, especially in Saudi Arabia where personal care services are highly valued. The extremely high wages in Saudi Arabia for personal care workers might also indicate a premium placed on specialized care services, potentially reflecting the importance of caregiving in a country where expatriate workers often fill these roles.

Figure 17: Average Earnings for Home-Based Personal Care Workers by Country

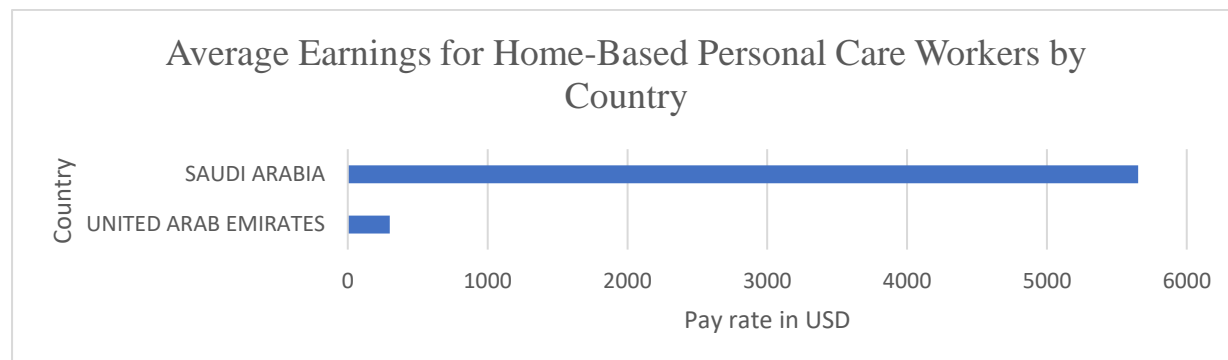


Table 17: Average Earnings for Home-Based Personal Care Workers by Country

Country	Earnings (USD)
Saudi Arabia	5652
United Arab Emirates	300

Source: SDL Labour migration administrative data

8.11 Average Earnings for Domestic Housekeepers by Country

Earnings for domestic housekeepers show smaller but still notable differences. In Saudi Arabia, the average pay is USD 249 while in the UAE, it slightly increases to USD 273, showcasing relatively comparable pay scales between the two countries for this role.

Figure 18: Average Earnings for Domestic Housekeepers by Country

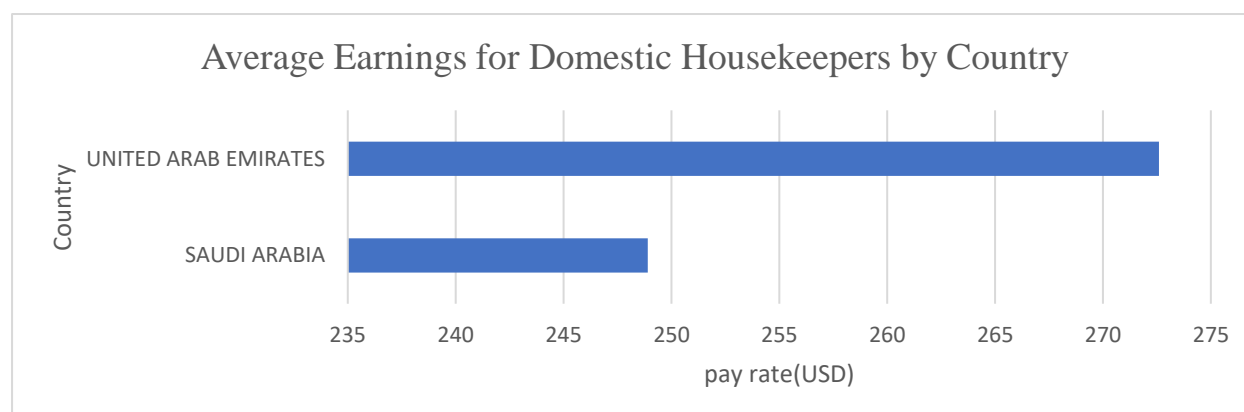


Table 18: Average Earnings for Domestic Housekeepers by Country

Country	Earnings (USD)
United Arab Emirates	273
Saudi Arabia	249

Source: SDL Labour migration administrative data

9. LABOUR MIGRATION INDICATORS FOR THE YEAR 2024

9.1 Migrant Workers by Country and Sex

In the year 2024, the proportion of male and female migrant workers varies significantly by country. Saudi Arabia and other Gulf countries like Oman and Qatar have a higher proportion of female migrant workers, On the other hand, countries like Iraq, UK, and the USA exhibit predominantly male migrant workers.

These figures suggest a gendered division of labor across different countries. Gulf states, particularly Saudi Arabia and Oman, seem to attract a large number of female workers, likely employed in domestic services and personal care work. This reinforces the global trend where women are primarily involved in caregiving and housekeeping roles, especially in Gulf countries. In contrast, countries like the USA, UK and Iraq had more male migrant workers indicating a demand for roles traditionally associated with men, such as construction, security, and transportation.

Figure 19: Proportion of Migrant Workers by Country and Sex

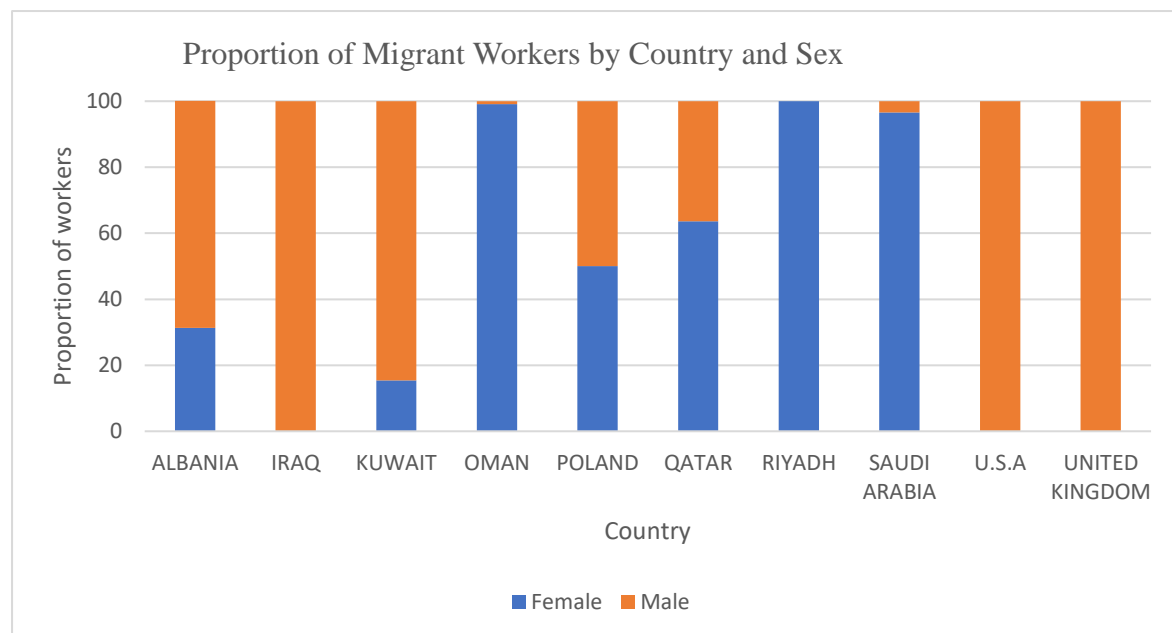


Table 19: Proportion of Migrant Workers by Country and Sex

Country	Number of Female workers	Proportion of Female workers (%)	Number of Male workers	Proportion of Male workers (%)
Albania	10	31.2	22	68.8
Iraq	0	0	36	100
Kuwait	8	15.4	44	84.6
Oman	226	99.1	2	0.9
Poland	2	50	2	50
Qatar	28	63.6	16	36.4
Riyadh	2	100	0	0
Saudi Arabia	994	96.6	34	3.4
USA	0	0	2	100
United Kingdom	0	0	4	100

Source: SDL Labour migration administrative data

9.2 Top occupations for Female migrant workers

The majority of female migrant workers were concentrated in domestic work, with 91% employed as domestic cleaners and helpers. Other occupations include domestic housekeepers (6%), waiters (0.9%), plastic products machine operators (0.8%), and non-domestic cleaning and housekeeping (0.5%).

The overwhelming proportion of female migrant workers employed in domestic roles reflects the persistent gendered nature of labor migration. Many female migrants are likely recruited to fill labor-intensive positions with limited opportunities for upward mobility.

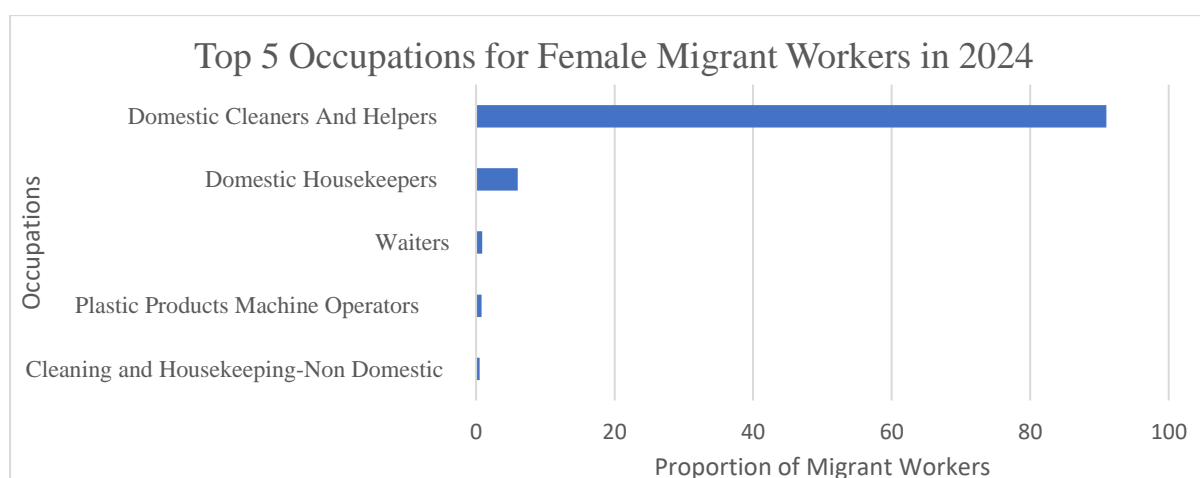
Figure 20: Top 5 occupations for Female migrant workers

Table 20: Top occupations for Female migrant workers

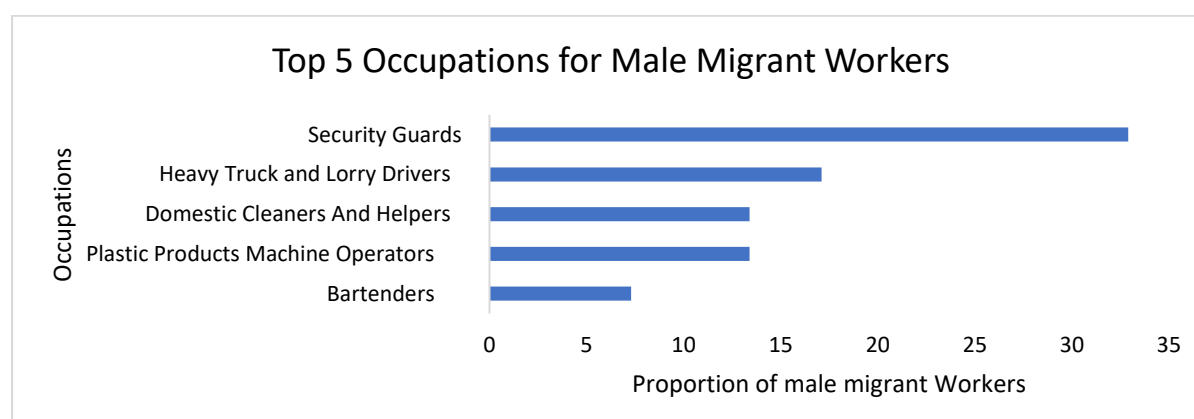
Occupation	Number of Female Workers	Proportion of Female Workers (%)
Domestic Cleaners and Helpers	1180	91
Domestic Housekeepers	78	6
Waiters	12	0.9
Plastic Products Machine Operators	10	0.8
Cleaning and Housekeeping-Non-Domestic	6	0.5
Cleaners and Helpers in Offices, Hotels and Other Establishments	4	0.3
Cooks	2	0.2
Security Guards	2	0.2
Heavy Truck and Lorry Drivers	2	0.2
Totals	1296	100

Source: SDL Labour migration administrative data

9.3 Top Occupations for Male migrant workers

The top occupations for male migrant workers include security guards, heavy truck and lorry drivers, domestic cleaners and helpers, plastic products machine operators, and bartenders.

Male migrant workers are concentrated in physically demanding and technical roles such as security and heavy truck driving. This trend points to a demand for male labor in industries that require physical strength or technical skills.

Figure 21: Top 5 Occupations for Male migrant workers**Table 21: Top Occupations for Male migrant workers**

Occupation	Number of Male workers	Proportion (%)
Security Guards	54	32.9
Heavy Truck and Lorry Drivers	28	17.1

Plastic Products Machine Operators	22	13.4
Domestic Cleaners and Helpers	22	13.4
Bartenders	12	7.3
Kitchen Helpers	8	4.9
Personnel Clerks	6	3.7
Building and Related Electricians	4	2.4
Hotel Managers	2	1.2
Stock Clerks	2	1.2

Source: SDL Labour migration administrative data

10. KEY FINDINGS

- **Gender Distribution:** Female migrant workers were highly concentrated in domestic and caregiving roles, particularly in countries like Saudi Arabia. Conversely, male workers filled labor-intensive and technical jobs, such as security guards, truck drivers, and farm laborers, particularly in Qatar.
- **Occupational Segregation:** The data showed clear gender-based occupational segregation. Women dominated domestic work, while men held the majority of security and technical jobs.
- **Contract Durations:** Most migrant workers, across all countries, were employed on short-term contracts of 1-2 years, reflecting a transient labor market. Long-term contracts were rare, seen only in countries like Qatar and Saudi Arabia.
- **Top Destination Countries:** Gulf countries remained the primary destinations for both male and female workers. Saudi Arabia and Qatar, in particular, accounted for the largest shares of Kenyan migrants.
- **Wages Variations:** Wages for cleaning, housekeeping, and personal care workers vary significantly across countries, with some regions offering higher wages than others, particularly for caregiving roles, which are more highly valued in certain areas. While domestic housekeepers' wages are relatively consistent across countries, the variations still reflect the economic conditions, labor policies, and demand for services in each destination.

11. RECOMMENDATIONS

11.1 For Policymakers

- Invest in skills training programs to increase the employability of both male and female migrants in higher-paying sectors.
- Address the gender disparities in labor migration by encouraging more diversified job opportunities for female migrants beyond domestic work.
- Strengthen bilateral relations to accommodate / provide opportunities for skilled migrant workers

11.2 For Migrants

Pursue skills development programs to enhance job mobility and access to higher-skilled roles.

12. CONCLUSIONS

Labor migration remains a key component of Kenya's workforce strategy, with the majority of migrants heading to Gulf countries for employment. However, gender disparities and the dominance of low-wage domestic work for women continue to be a significant challenge. The insights from this report provide a basis for policy improvements aimed at ensuring fair labor practices.