

### What is Employer Skills and Occupations Survey(ESOS)?

The Ministry of Labour is implementing Component 3 - Improving Labour Market Information (LMI) of the Kenya Youth Employment and Opportunities Project (KYEOP)

The component was designed to respond to the problem of non-availability of timely information about labour supply and demand. Therefore, towards achieving the project objectives, Employer Skills and Occupations Survey was proposed to respond to data and information gaps as one of the sub-activities within the ambit of the main activity of production of LMIS Content.

### Why Conduct ESOS 2022?

- The last National Demand side survey for the formal sector was carried out in 2010 (NMS-2010) A span of over 10 years to-date
- Data Gaps: inadequate data to support TVET and industry collaboration in anticipation of future skills needs for the labour market in green and digital future.
- Data gaps on skills gaps and labour market mismatches hence frictional unemployment

ESOS will help in defining the type, level and composition of skills that individuals need to perform the work demanded by enterprises. ESOS will be main data source of employment structure by occupation, qualification etc.

### The Specific objectives of ESOS 2022.

To generate data on types of skills and occupations demanded in the economy

- Identify skills and occupations shortages
- Provide information on skills/gaps that exist, in terms of cognitive, technical (including entrepreneurial and business skills) and socio-emotional skills
- Identify prevalent and hard-to-fill occupations in the economy
- To provide data and information on quality of employment in terms of earnings and working conditions
- Impact of COVID on employment

### Where will the 2022 ESOS be conducted?

The survey will utilize a quantitative research approach in which the sampling units will be the enterprises which will be

selected and the employers interviewed to provide information about the skills and occupations in the enterprises. The target universe for the survey will therefore be all formal enterprises in Kenya.

### When will the 2022 ESOS be conducted?

Data collection for the 2022 ESOS exercise will commence on 1<sup>st</sup> June 2022 and continue for a maximum period of 45 days

### Who will be targeted for the ESOS 2022?

Target respondents for the Survey are Human Resource Managers or their equivalent in the sampled formal enterprises

### How will the ESOS 2022 be undertaken?

A representative sample of enterprises spread across the counties will be drawn from the Statistical Business Register (SBR). The sample will enable provision of estimates on skills demand, skill supply and Skills mismatch among other estimates at national level. The survey will utilize a stratified random sampling design. The estimated sample size for the survey is 12,143 enterprises, divided into small (1-19 employees), medium (20-99 employees) and large (100 and above employees) and the 21 Industries.

### Types of questions.

Questions to be asked will touch on:

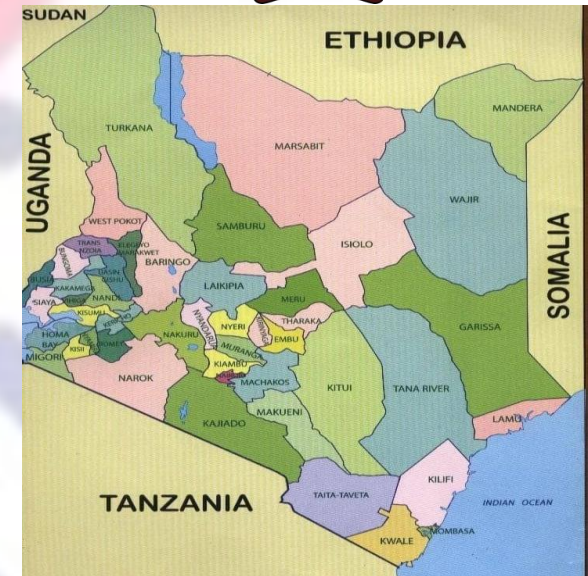
- Basic information
- Employment & Education Attainment
- Occupations
- Employment by Occupation
- Hiring & Vacancies
- Skills Importance
- TVET & Higher Education performance
- Skills Gap.
- Training

### Appeal to the Public.

The Government appeals to all employers to cooperate with the ESSOS 2022 data collection officials in order to make the survey success.

### Confidentiality of Information

The information provided will be handled with utmost confidentiality as provided for in the Statistics Act 2006 and will only be used for statistical purposes



## THE 2022 KENYA EMPLOYER SKILLS AND OCCUPATIONS SURVEY (ESOS 2022)

### Contact

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### Tafiti wa Ujuzi wa Mwanjiri na Kazi (ESOS) ni nini?

Wizara ya Kazi inatekeleza Kipengele cha 3 –Kuboresha

Taarifa za Soko la Ajira (LMI) cha Mradi wa Ajira na Fursa za Vijana nchini (KYEOP) Sehemu hiyo iliundwa ili kujibu tatizo la kutopatikana kwa taarifa kwa wakati kuhusu ugavi wa wafanyikazi na mahitaji. Kwa hivyo, ili kufikia malengo ya mradi, Utafiti wa Ujuzi na Kazi za Waajiri ulipendekezwa ili kujibu mapungufu ya data na habari kama moja ya shughuli ndogo ndani ya shughuli kuu ya uzalishaji.

Maudhui ya LMIS.

### Kwa nini Ufanye ESOS 2022?

Utafiti wa mwisho wa upande wa Mahitaji ya Kitaifa kwa sekta rasmi ulifanyika mwaka 2010 (NMS-2010) Muda wa zaidi ya miaka 10 hadi sasa. Mapungufu ya Data: data haitoshi kusaidia TVET na ushirikiano wa sekta kwa kutarajia mahitaji ya ujuzi wa siku zijazo kwa soko la ajira katika siku zijazo za kijani na digital. Mapungufu ya data juu ya mapungufu ya ujuzi na kutofautiana kwa soko la ajira hivyo basi ukosefu wa ajira

ESOS itasaidia katika kufafanua aina, kiwango na muundo wa ujuzi ambao watu binafsi wanahitaji kufanya kazi inayodaiwa na makampuni ya biashara. ESOS itakuwa chanzo kikuu cha data cha muundo wa ajira kwa kazi, kufuzu nk.

### Malengo mahususi ya ESOS 2022

Kutoa data juu ya aina za ujuzi na kazi zinazohitajika katika uchumi

- Kutambua ujuzi na uhaba wa kazi
- Kutoa taarifa juu ya ujuzi/mapengo yaliyopo, katika masuala ya utambuzi, kiufundi (pamoja na ujuzi wa ujasiriamali na biashara) na ujuzi wa kijamii na kihisia.
- Tambua kazi zilizoenea na ambazo ni ngumu kuzijaza katika uchumi
- Kutoa data na taarifa kuhusu ubora wa ajira kulingana na mapato na mazingira ya kazi
- Athari za COVID kwenye ajira

### ESOS ya 2022 itafanyika wapi?

Utafiti utatumia mbinu ya utafiti wa kiasi ambapo vitengo vya sampuli vitakuwa biashara ambazo zitachaguliwa na waajiri

waliohojiwa kutoa taarifa kuhusu ujuzi na kazi katika makampuni ya biashara. Ulimwengu unaolengwa kwa ajili ya utafiti kwa hivyo utakuwa biashara zote rasmi nchini Kenya.

### ESOS ya 2022 itafanywa lini?

Ukusanyaji wa data wa zoezi la ESOS la 2022 utanza tarehe 1 Juni 2022 na kuendelea kwa muda usiozidi siku 45

### Ni nani atakayelengwa kwa ESOS 2022?

Walengwa wa Utafiti ni Wasimamizi wa Rasilimali Watu au sawa na wao katika sampuli za biashara rasmi.

### Je, ESOS 2022 itatekelezwa vipi?

Sampuli wakilishi ya biashara iliyosambazwa katika kaunti zote itatolewa kutoka kwa Rejesta ya Biashara ya Kitakwimu (SBR). Sampuli itawezesha utoaji wa makadirio ya mahitaji ya ujuzi, ugavi wa ujuzi na kutolingana kwa Ujuzi miongoni mwa makadirio mengine katika ngazi ya kitaifa. Utafiti utatumia muundo wa sampuli nasibu zilizopangwa. Sampuli iliyokadiriwa ya ukubwa wa utafiti ni biashara 12,143, zilizogawanywa katika ndogo (wafanyakazi 1-19), kati (wafanyakazi 20-99) na kubwa (wafanyakazi 100 na zaidi) na Viwanda 21.

### Aina za maswali

Maswali yatakuoulizwa yatahusu:

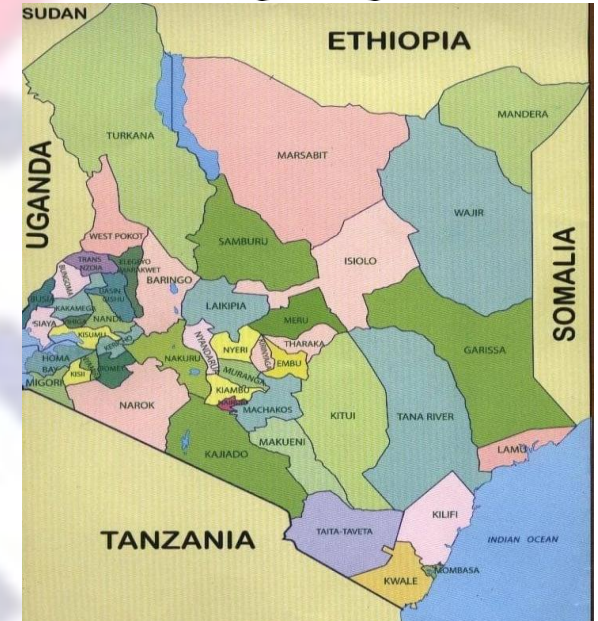
- Taarifa za msingi
- Mafanikio ya Ajira na Elimu
- Kazi
- Ajira kwa Kazi
- Kuajiri na Nafasi za Kazi
- Umuhimu wa Ujuzi
- Utendaji wa TVET na Eliu ya Juu
- Pengo la Ujuzi
- Mafunzo

### Wito kwa Wanainchi

Serikali inatoa wito kwa waajiri wote kushirikiana na maafisa wa ukusanyaji wa takwimu wa ESSOS 2022 ili kufanikisha utafiti huo.

### Usiri wa Habari

Maelezo yaliyotolewa yatashughulikiwa kwa usiri mkubwa kama ilivyoainishwa katika Sheria ya Takwimu ya 2006 na yatatumika kwa madhumuni ya takwimu pekee.



**KENYA 2022**  
**UTAFITI WA STADI NA KAZI ZA MWAJIRI**  
**(ESOS 2022)**

### Wasiliana

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