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NAIROBI CITY TWIN / EMPLOYMENT

Employment

Domain Guide

Read employment through the resident, employer and contract, with dates and working conditions kept together.

City	Nairobi
Coverage	Public sample available
List price	$5,995 USD - standalone domain
Guide edition	Striped Donkey V5.89 - 7 September 2026

Use this guide

Read the documented coverage and limitations alongside the published sample and release evidence. Model counts and sample distributions describe their stated source and period. The final accepted order specifies licensed scope, usage rights, duration and delivery.

Useful questions

- Inspect contract start and end dates
- Compare job families and employment types
- Check how employers connect to residents

Scope and limitations

Automatic contract closure for deceased citizens is now a permanent part of Nairobi employment generation.

Every Termination row live on Nairobi Twin™ today traces to a historical employer collapse (REDUNDANCY). The broader day-to-day resignation, retirement and misconduct termination pathway is built into the model but has not yet populated non-collapse rows.

No synthetic citizen corresponds to a real worker. Job titles, wages and employer names are statistically generated, not drawn from a real payroll registry.

The job title catalog contains more valid titles than are realized in the current generated employment population. Catalog coverage is broader than observed usage, and no certification rule currently requires every catalog title to appear in a generated Contract or Employee record.

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01 How Employment fits the City Twin.

FCTE models formal contracts, self-employment, informal-sector work, wages, benefits, pensions, promotions, terminations and re-employment within the same synthetic city where people are born, live, get sick and eventually die.

Employment records remain connected to the citizens, wards and businesses that shape who works where - and to the same economic-event mechanism that raises and lowers hiring and termination pressure, year by year.

Nairobi City Twin™ · 1940-2026

02 Known and possible relationships.

Connections follow the published domain scope. Optional, contextual and planned relationships retain their stated limits below.

Domain or context	Relationship and published scope
Demographics	Citizen identity, date of birth and death bound the working life; ward context locates the resident.
Business	Employment contracts can connect through employer and sector context. The business reference is optional; it is not assumed for every contract or self-employment record.
Area context	Employer placement and informal work can be analysed by ward. A shared area does not establish a worker-to-business record link.
Transport	A cross-domain pair is registered, but the published Employment guide says the Transport side is not generated. This is a possible commute relationship, not an available employment-to-trip join.
Social Protection	Employment and benefit eligibility are analytically related. No direct employment-to-benefit causal link is asserted.

Supporting links

HR

Business

Education

Demographics

Transport

Social Protection

03 From a wage to a working life.

FCTE Employment represents the formal and informal work, income, benefits and career events needed to model the labor market within the wider city.

Employers, departments, job titles and contracts - Compensation context, employment type, payroll history and statutory-deduction context.

Represents income-generating work outside formal payroll structures, including self-employment, casual and gig work, and small-enterprise activity, with dated work and income context linked to the synthetic resident lifecycle.

Promotions, terminations and re-employment - a citizen can change jobs, be laid off and start a new contract elsewhere, all as dated, connected rows.

A yearly, per-city historical employment index modifier that shifts formal-employment formation and termination pressure - the labor market reacts to conditions, it doesn't run on autopilot.

Real, fully defunct national employers populated so their real collapse ripples through citizens' employment history - not a fabricated ongoing company.

Leave, employee benefits, pension contributions, union membership, work permits and professional licenses tied to the same contract.

Synthetic, not administrative payroll data: FCTE Employment does not reproduce a real employer's payroll registry or a real citizen's pay slip. It generates statistically grounded synthetic employment relationships bounded by real regulatory and wage frameworks.

04 Work moves through a life, not just a payroll run.

Employment is not a single status flag attached to a citizen - it moves through the same lifecycle stages every other domain does, bounded by the citizen's own demographic history.

Employment stays temporally consistent with the citizen's own demographic history - a contract cannot start before age 18 or after the citizen's own death. certification check / certification check enforce the age-18 floor for contracts and self-employment; certification check enforces that a contract cannot start after its own citizen's death date.

05 Employment conditions respond to the city’s historical economic context.

FCTE carries a yearly city-level economic condition signal into employment formation and termination pressure. The public site shows direction and historical context, but not the exact transformation formula, clamps, thresholds or coefficients.

Years without a material shock retain the city’s calibrated employment structure.

Contractionary periods increase informal-employment and termination pressure; expansionary periods move the model in the opposite direction. Exact response magnitudes are controlled.

Interpretation boundary: economic context changes population-level synthetic tendencies; it does not assert that a specific real person’s employment outcome was caused by a particular policy or event.

06 The labor market remembers its collapses.

this City Twin™ carry real, fully defunct national employers - populated so their genuine collapse traces as employment history for the citizens who worked there, not a fabricated ongoing company. Every Termination row that exists on Nairobi today traces to one of these four employers. Select a marker to see the underlying evidence.

Cohort date windows and headcount milestones above are real and sourced (Wikipedia, Business Daily Africa, Capital Business, African Pilot Magazine, TechCabal). The size split within each window is this engine's own modeled shape, not an individually sourced percentage.

Explore Historical Employer Records →

Supporting links

Explore Historical Employer Records →

07 Evidence becomes a synthetic career through a controlled lifecycle.

The public model shows the employment lifecycle and evidence categories. Exact phase ordering, thresholds, assignment probabilities, repair logic and orchestration remain internal.

Labor-force, sector and historical-employer evidence.

Area and sector context derived from published city evidence.

City-level behavior is calibrated to cited evidence and checked at release level. Exact weights, coefficients and thresholds remain controlled.

Individual synthetic assignments are generated under controlled domain rules. Exact sampling, assignment order and parameterization are not published.

View Employment release history →

Supporting links

View Employment release history →

08 From city labor structure to one citizen's contract.

Every row above is real and currently live on Nairobi release - not illustrative.

Direct synthetic records from the current City Twin™ release. No record represents a real worker.

Download 100-Row Research Sample (CSV) →

Explore Employment Data →

Public entity family	Represents	Disclosure boundary
Employer context	Synthetic employer, sector and geography context	Physical employer data structure is controlled
Work relationship	Resident employment type and work-history context	Exact fields, placement weights and dependency logic are controlled
Self-employment	Informal and self-employment context	Assignment logic and calibration parameters are controlled
Pay & transition context	Compensation, payroll and termination context	Exact salary distributions and lifecycle rules are controlled

Table columns 1, 2, 3, 4, 5 (first column repeated)

ContractId	Employer	Sector	JobTitle	Type

Table columns 1, 6, 7 (first column repeated)

ContractId	Gross/mo	StartDate

Supporting links

Download 100-Row Research Sample (CSV) →

Explore Employment Data →

09 Does the synthetic labor market resemble the city?

Three realism dimensions are already sourced and passing on this City Twin™ - not a placeholder pass.

Open Employment Realism Report →

The full certification battery (structural, temporal, career, qualification, licence, wage-floor and salary-reconciliation checks together) runs live against the Nairobi release. 37 of 41 checks pass; the remaining 3 are known, disclosed residuals with a published rationale, not silent gaps - a credentialed title with no matching completed education record is reported as unverified rather than backfilled with a fabricated qualification, and the same discipline applies to the license-coverage and job-family-coverage checks.

Explore Every Employment Check →

Employment V1 froze 2026-08-18 at FCTE Quality Rating 9.7/10 - a post-freeze corrective patch (v2.0.1) subsequently reduced a Nairobi department-assignment residual from 38,418 to 349 by widening 21 employer-department size thresholds; the remaining 349 is a disclosed legacy-generation method residual (331 pre-fix rows preserved, not remediated retroactively; 18 still pending classification), with zero unrelated regressions. See the full disclosed-residual rationale →

• certification check - Employer volume: 20,004 combined

• certification check / E04 - Contract 2,105,311 active / SelfEmployment 4,134,020 active

• certification check / E07 - resident-reference integrity - 0 violations

• certification check - Department volume: 40,008 - exactly 4× Employer, Nairobi (fixed 2026-08-03, was an 8-row near-miss)

• certification check / E17 - Contract / SelfEmployment StartDate within [DOB+18, NowDate] - 0 violations

• certification check - EndDate ≥ StartDate - 0 violations

• certification check - Termination ≥ Contract StartDate - 0 violations

• certification check - Contract StartDate ≤ own citizen DeathDate - 0 violations

• certification check - 3 distinct EmploymentType values in use

• certification check - Wage spread > 5× min-to-max, Nairobi

• certification check - IsActive/Termination-row consistency - 0 mismatches

Supporting links

Open Employment Realism Report →

Explore Every Employment Check →

See the full disclosed-residual rationale →

10 Synthetic employment data has boundaries.

Automatic contract closure for deceased citizens is now a permanent part of Nairobi employment generation.

Every Termination row live on Nairobi Twin™ today traces to a historical employer collapse (REDUNDANCY). The broader day-to-day resignation, retirement and misconduct termination pathway is built into the model but has not yet populated non-collapse rows.

No synthetic citizen corresponds to a real worker. Job titles, wages and employer names are statistically generated, not drawn from a real payroll registry.

The job title catalog contains more valid titles than are realized in the current generated employment population. Catalog coverage is broader than observed usage, and no certification rule currently requires every catalog title to appear in a generated Contract or Employee record.

The real dated milestones - store counts, headcounts, liquidation dates - are sourced. The modeled splits between those milestones (e.g. Nakumatt's 70/20/10) are this engine's own shape, not an individually sourced percentage.

Education, Households, Finance/Banking and Insurance links to Employment are not yet built in this engine. The Transport pairing (XREL-004) is registered but not yet generated on the Transport side.

View All Employment Limitations →

Supporting links

View All Employment Limitations →

11 Employment improves as evidence and models improve.

View Full Employment Release History →

Supporting links

View Full Employment Release History →

12 From a real company collapse to one synthetic career.

A real, documented retail collapse exists in Employer - peak 65 stores, 5,500+ employees, liquidated January 2020.

Sales Assistant at Nakumatt, KES 116,800.00/mo, 2007-07-14 → 2017-10-25 - a real, currently-live Contract row.

Falls inside Nakumatt's real Oct-Dec 2017 collapse cohort - the dominant closure wave, sourced to real store-closure dates.

Sales Assistant at a Manufacturing-sector employer, KES 116,800.00/mo - same salary carried into the new contract, active today.

Available as Standalone Domain · Multi-Domain Bundle · Full City Twin™

Supporting links

Open Working Life Demo →

Explore This Record →

View the analysis example →

See the Evidence →

Review licensing & delivery details →

View Pricing & Licensing →

Browse Employment Data →

Explore Multi-Domain Access →