



MINISTRY OF LABOUR

JOB OPPORTUNITY ANALYSIS REPORT

(OCTOBER-DECEMBER, 2022)

**DEPARTMENT OF NATIONAL HUMAN
RESOURCE PLANNING AND DEVELOPMENT**

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ACRONYMS / ABBREVIATIONS

ISIC - International Standard Industrial Classification of All Economic Activities

ISCED - International Standard Classification of Education

ILO- International Labour Organization

JOI- Job Opportunity Index

JOA- Job Opportunity Analysis

KNOCS - Kenya National Occupational Classification Standard

FUNCTIONAL DEFINITION OF TERMS

Award- is a certificate granted on the basis of a formal educational assessment that is regulated and has external quality assurance.

Basic General Programmes- This defines a broad group/field of education which includes the following: pre-primary, elementary, primary and secondary school.

Decent Work- Entails opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for personal development and social integration, freedom of people to express their views, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men (ILO).

Field of Education- defined in International Standard Classification of Education (ISCED) as the subject matter taught in an education programme.

ISIC – This is an international standard for industrial classification that classifies data according to kind of economic activity in the fields of production, employment, gross domestic product and other statistical areas

ISCED – This is an International Standard Classification of Education that classifies education programmes by their content using two main cross-classification variables: levels of education and fields of education.

Job - defined as a set of tasks or duties executed or meant to be executed by one person.

Kenya National Occupational Classification Standard- This is a Kenyan Standard that is used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data modelled on the International Standard Classification of Occupations (ISCO).

Major Occupational Groups- Occupations are classified into 10 major groups, based on their similarity in terms of the skill levels and areas of specialization required for the jobs.

Minor Occupational Groups – this is a more detailed level of the classification structure within major occupational groups where occupations are aggregated into 225 minor groups. The jobs are more closely related in terms of skills and tasks.

Occupation - defined as a set of jobs which have the same main tasks and duties.

Precarious Work- Refers to work that is permanent but employees are denied permanent employee rights. These workers are subject to unstable employment, lower wages and more dangerous working conditions. They rarely receive social benefits and are often denied the right to join a union (ILO).

Skill –knowhow that gives a person the ability to carry out the tasks and duties of a given job.

Mainstream Print Media- refers to the daily and weekly newspapers that have a nationwide circulation and have the widest reach.

1.0 INTRODUCTION

The Job Opportunity Analysis (JOA) report covers the period **October-December, 2022** and presents an analysis of job opportunities advertised in the mainstream media during the reference period. This was for the purpose of credibility of data sources.

The findings presented include vacancies by economic sectors, occupational categories, skills requirements and regional distribution of the vacancies advertised.

2.0 OBJECTIVES AND USES OF JOA

The Job Opportunity Analysis (JOA) has a general objective of monitoring vacancies that occur in the economy and presenting that information in terms of the skills and other aspects pertaining to the vacancies reported. These include location (where the vacancy occurred), terms of service and economic sectors.

Job Opportunity Analysis involves the calculation of Job Opportunity Indices for various economic sectors and occupations. This will give an indication on the economic sectors and occupations where opportunities for jobs occurred within the period under review and the skills required. It will also provide trends in skill demands within the economy over time.

3.0 METHODOLOGY

This Job Opportunities Analysis report for the months of **October-December, 2022** was done by recording job vacancies advertised daily in the mainstream print media namely the Daily Nation and the Standard. The vacancies that were not considered for this JOA were:

- Vacancies declared exclusively online
- Vacancies that were declared at the Public and Private Employment Bureaus

For the purpose of this report, independent analysis was undertaken for each

occupational category and economic activity bearing in mind the regional distribution of the vacancies advertised.

3.1 Computation of Job Opportunity Index (JOI)

The JOI was computed using unweighted simple index method with data between January and March 2015 taken as the baseline.

3.2 Uses of Classification Standards in Job Opportunities Analysis

In the analysis of the advertised jobs, the following classification standards have been used: Kenya National Occupational Classification Standard (KNOCS) International Standard of Industrial Classification (ISIC) and International Standard Classification of Education (ISCED).

3.2.1 Use of Kenya National Occupational Classification Standard (KNOCS)

The allocation of an occupational code using the Kenya National Occupational Classification Standard (KNOCS) was done on the basis of the job title.

In Kenya, occupations are classified in a framework called Kenya National Occupational Classification Standard (KNOCS) which is designed mainly to facilitate statistical description and analysis of labour market information and other socio-economic activities. KNOCS is structured on a 5-digit coding system. The 5-digit coding system is such that the first and second digits of the code refer to the major and sub-major occupational group respectively. The third digit refers to the minor group, while the fourth and fifth digits refer to occupational titles. The document is categorized into 10 major groups, 54 sub-major groups, 225 minor groups and 1192

occupational titles. For Job Opportunity Index, KNOCS was used at major occupational and minor occupational groups.

3.2.2 Use of International Standard of Industrial Classification (ISIC)

International Standard of Industrial Classification (ISIC Rev 4) is an ILO classification standard that disaggregates the economy into the more detailed levels of industries and industry groups, as well as the more aggregated levels of divisions and sections. It is used to examine particular industries or industry groups or to analyze the economy as a whole by disaggregating it to different levels of detail. For JOA, ISIC level 1 and 2 was adopted to classify economic activities as follows:

Level 1 – Broadly groups the economy into nine major activities and Level 2 further breaks the nine activities into 21 sub-groups.

3.2.3 Use of International Standard Classification of Education (ISCED)

UNESCO developed and maintains an International Standard Classification of Education (ISCED) which is a statistical framework belonging to family of Economic and Social Classifications. This is a reference classification for organizing education programmes and related qualifications by levels and fields of education. ISCED categorizes field of education into Broad, Narrow and detailed categories. For JOA, ISCED has been used at Broad and Narrow categories.

3.3 Best practices applied

In coming up with this report, the following best practices were adopted:

- Job opportunities were grouped using the national occupational classification Framework (KNOCS).
- Only vacancies declared in the mainstream newspapers were considered, for credibility
 - For comparability, International Classification Standards were used

4.0 ANALYSIS OF JOB VACANCIES

This section presents summaries on job vacancies in the period **October-December, 2022**. The summaries cover vacancies advertised by economic activity, major occupational group, terms of service, skill area, and level of education and by county. During the reference period, a total of **193** job openings were recorded.

4.1. Vacancies by Economic Activity

Table 1 shows Vacancies by Economic Activity

Table 1: Vacancies by Economic Activity

Economic sector	Number of vacancies	Percentage
Accommodation and food service activities	3	1.6
Activities of Extraterritorial Organizations and bodies	4	2.1
Administrative and Support Service activities	15	7.8
Agriculture, Forestry and Fishing	2	1.0
arts, entertainment and recreation	2	1.0
Education	17	8.8
Financial and Insurance activities	8	4.1
Human health and Social work activities	2	1.0
Information and communication	2	1.0
Manufacturing	4	2.1
Professional, scientific and technical activities	2	1.0
Public Administration and Defense; Compulsory social security	87	45.1
Transportation and Storage	14	7.3

Water supply; Sewerage, Waste management and Remediation activities	31	16.1
Grand Total	193	100.0

The table above indicates that Public Administration and Defense; Compulsory Social Security had the highest number of job vacancies constituting 45.1 percent followed by Water supply; Sewerage, Waste management and Remediation activities at 16.1 percent, Education, Administrative and Support Service activities, Transportation and Storage at 8.8, 7.8, and 7.3 respectively. The rest of the economic activities accounted for less than 5 percent each of the advertised jobs.

4.2 Vacancies by Major occupational Group

Table 2 shows major occupational group

Table 2: Vacancies by Major occupational Group

Occupational Major groups	Number of Vacancies	Percentage
Craft and Related Trade Workers	5	2.6
Elementary Occupations	2	1.0
Legislators, Administrators and Managers	51	26.4
Plant and Machine Operators and Assemblers	4	2.1
Professionals	46	23.8
Secretarial, Clerical Services and Related Workers	11	5.7
Service Workers, Shop and Market Sales Workers	8	4.1
Technicians and Associate Professionals	66	34.2
Grand Total	193	100.0

Table 2 shows that 34.2 percent of the job openings were in Technicians and Associate Professionals Major Occupational Group, followed by Legislators, Administrators and Managers at 26.4 percent; Professionals at 23.8 percent; and

Secretarial, Clerical Services and Related Workers at 5.7 percent of all vacancies advertised. The rest of the Major Occupational Groups accounted for 9.8 percent.

4.3 Vacancies by Terms of Service

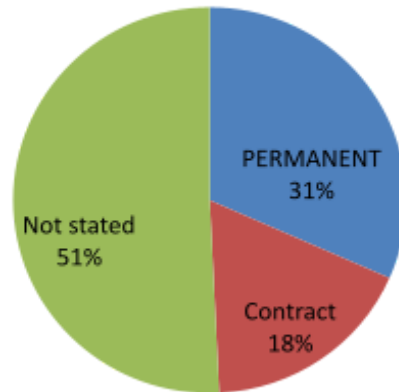
Table 3 shows Distribution of Vacancies by Terms of service

Table3: Distribution of Vacancies by Terms of service

Terms of service	Number of Vacancies	Percentage
Permanent	61	31.6
Contract	34	17.6
Not stated	98	50.8
Grand Total	193	100.0

One of the characteristics of decent work is sustainability and security of work. ILO identifies precarious work (casual, seasonal and temporary work) as percentage for all paid workers as an indicator in monitoring decent work. Monitoring terms of service is one of the major steps towards promoting decent work in Kenya. During the reference period, 17.6 percent of the advertised jobs were on contract terms while 31.6percent was on permanent terms. Of all jobs advertised 50.8 percent were silent on the terms of engagement.

Terms of Service



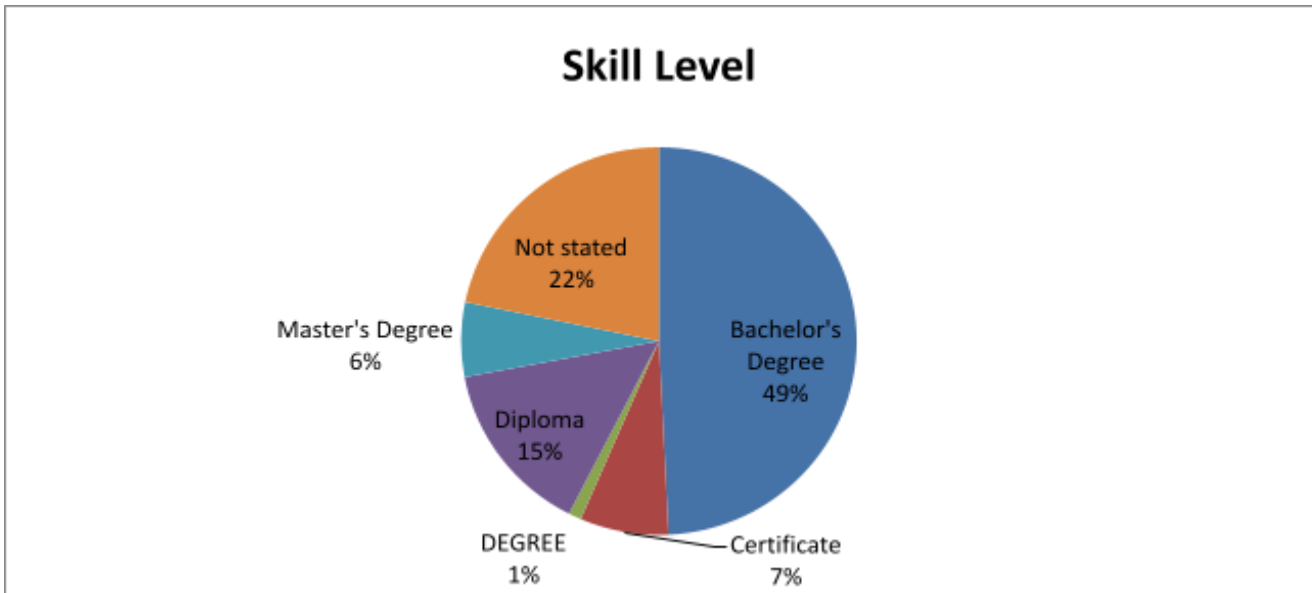
4.4 Vacancies by Skill Level

Table 4 shows Distribution of Vacancies by Skill level

Table4:Distribution of Vacancies by Skill level

Skill Level	Number of Vacancies	Percentage
Bachelor's Degree	95	49.2
Certificate	14	7.3
Degree	2	1.0
Diploma	28	14.5
Master's Degree	12	6.2
Not stated	42	21.8
Grand Total	193	100.0

Table 4 provides information of skill levels demanded by employers. Out of the total jobs advertised, 6.2percent required master’s degree level of Education while 49.2percent required applicants with bachelor’s degree level of Education. It’s also important to note that 21.8 percent of all the advertisement did not indicate the skill level required.



4.5 Vacancies by Skill Area

Table 5 shows distribution of vacancies by skill area

Table 5: Distribution of Vacancies by Skill Area

Distribution of Vacancies by skill Area		
Skill Area	Number of Vacancies	Percentage
Agriculture, Forestry, Fisheries and Veterinary	5	2.6
Arts and Humanities	12	6.2
Business Administration and Law	62	32.1
Education	2	1.0
Engineering, Manufacturing and construction	49	25.4
Generic programmes and qualification	3	1.6

Health and Welfare	16	8.3
Information and communication Technology(ICTs)	5	2.6
Natural sciences, Mathematics and statistics	9	4.7
Services	8	4.1
Social sciences, journalism and Information	22	11.4
Grand Total	193	100.0

Table 5 provides information on vacancies by skill area as demanded by employers. Out of the total advertised jobs, 32.1 percent required applicants who had skills in business Administration and Law followed by Engineering, Manufacturing and construction at 25.4 percent and Social sciences, journalism and Information at 11.4 percent. Health and Welfare at 8.3 percent, Arts and Humanities 6.2 percent and others at 16.6 percent had the least number of advertised jobs.

4.5 Vacancies by County

Table 6 shows distribution of vacancies by county and skill level

Table 6: Distribution of Vacancies by county and Skill Level

County	Skill Level									
	Bachelor's Degree	%	Certificate	%	Diploma	%	Master's Degree	%	Not stated	%
Bungoma	8	8.2								
E.A.C									3	7.1
Homabay									4	9.5
Kakamega	2	2.1							1	2.4
Kilifi	5	5.2	2	14.3	13	46.4	2	16.7		
Kirinyaga	4	4.1								
KISUMU	2	2.1								
Kwale	3	3.1	1	7.1	3	10.7				
LAIKIPIA	2	2.1	1	7.1					1	2.4

LAMU	2	2.1								
MACHAKOS	2	2.1								
MERU	3	3.1								
NAIROBI	62	63.9	10	71.4	12	42.9	10	83.3	19	45.2
NYANDARUA	1	1.0								
NYERI	1	1.0							2	4.8
Rest of the world									12	28.6
Grand Total	97	100.0	14	100.0	28	100.0	12	100.0	42	100.0

Table 6 provides analysis of advertised vacancies on the basis of the County where they arose. A total of 193 vacancies were advertised in all Counties. Nairobi County had the highest percentage of vacancies which recorded 59.0 percent followed by Kilifi with 11 percent while the remaining counties accounted for 30 percent of the vacancies.

In a total of 12 vacancies for Master’s Degree; Nairobi County had 83.3 while Kilifi had 16.7 percent.

At Bachelors Degree skill level, Nairobi County had 63.9 percent, followed by Bungoma County at 8.2 percent while Kilifi had 5.2 percent. The rest of the counties which recorded vacancies accounted for 22.7 percent.

For Diploma skill level, Kilifi had 46.4 percent , Nairobi County came second at 42.9 percent while Kwale with 10.7 percent.

Nairobi County led in certificate skill level at 71.4 percent, followed by Kilifi with 14.3 percent, while Laikipia and Kwale counties had 7.1 percent each.

4.6 Major occupation group by skill Level

Table7 provides an analysis of advertised vacancies on the basis of the Occupational Major Group and skill level.

Table:7 Major occupation group by skill Level

Major Occupation	Skill Level									
	Bachelor's Degree	%	Certificate	%	Diploma	%	Master's Degree	%	Not stated	%
CRAFT AND RELATED TRADE WORKERS	5	5.3								
ELEMENTARY OCCUPATIONS	2	2.1								
LEGISLATORS, ADMINISTRATORS AND MANAGERS	27	28.4	3	21.4	18	64.3	3	25.0		
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	4	4.2								
PROFESSIONALS	16	16.8	9	64.3	1	3.6			20	47.6
SECRETARIAL, CLERICAL SERVICES AND RELATED WORKERS	4	4.2					1	8.3	6	14.3
SERVICE WORKERS, SHOP AND MARKET SALES WORKERS	8	8.4								
TECHNICIANS AND ASSOCIATE PROFESSIONALS	31	32.6	2	14.3	9	32.1	8	66.7	16	38.1
Grand Total	95		14		28		12		42	

Technicians and Associate professionals major group accounted for the majority of job vacancies, registering (66.7 percent Master's Degree, 32.6 percent Bachelor's Degree, Diploma, 14.3 percent Certificate, 38.1 percent Not Stated), followed by legislators, administrators and managers major (25 percent Master's Degree, 28,4 percent Bachelor's Degree, 63.4 percent Diploma, 21.4 percent Certificate) and professionals(25 percent Master's Degree, 16.8 percent Bachelor's

Degree, 3.6 percent Diploma, 64.3 percent Certificate.47.6 percent Not Stated)
The rest of the major groups accounted for 15.6 percent.

5.0. JOB OPPORTUNITY INDEX (JOI).

A job opportunity index is a statistical value that indicates a change in number of jobs advertised in a given period of time in reference to an established baseline. When the number is below the baseline, it implies that the jobs advertised were fewer while when the index is above the baseline, it implies that jobs advertised were more.

5.1. Job Opportunity Indices in all Economic Activities

Table 7 presents job opportunity indices for the period **October-December, 2022** Water Supply; Sewerage, Waste Management and Remediation sector recorded the highest job creation with an index of 221.4 followed by; Arts, Entertainment and Recreation sector with an index of 200 and Information and Communication sector with an index of 100.

It's also important to note that a number of economic sectors reported no growth. These were: Construction, Mining and Quarrying, Activities of Households as Employers;

Table 8 : Job Opportunity Indices by Economic Activity

ISIC CODE	ECONOMIC ACTIVITY	Sep-19	Dec19	Mar20	Jun-20	Dec20	Mar-2020	Jun-21	Sep-21	Dec-21
A	Agriculture, Forestry and Fishing	4	42	189	14125	67	72	327	0.4	0.8
B	Mining and Quarrying	200	0	0	100	100	0	0	0.0	0.0
C	Manufacturing	1	17	187	0	0	6	0	0.0	8.7
D	Electricity, Gas, Steam and Air Conditioning Supply	75	0	0	0	0	0	0	0.0	0.0
E	Water Supply; Sewerage, Waste Management and Remediation	50	15	950	345	45	0	0	0.0	221.4
F	Construction	4	9	300	0	0	43	86	0.0	0.0
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	17	9	0	0	0	4	0	62.5	0.0
H	Transportation and Storage	15	1	1500	167	22	212	729	1.6	11.5
I	Accommodation and Food Service Activities	5	15	200	0	0	141	67	0.0	18.8
J	Information and Communication	79	59	96	0	50	39	19	0.0	100.0
K	Financial and Insurance Activities	4	30	99	386	229	21	49	4.0	6.4
L	Real Estate Activities	0	0	0	0	0	60	40	0.0	0.0
M	Professional, Scientific and Technical Activities	21	5	1100	0	0	25	0	78.3	8.7
N	Administrative and Support Service Activities	31	996	235	61	4	11	45	1.0	14.7
O	Public Administration and Defense; Compulsory Social Security	30	406	413	329	157	9	1	13.1	0.6
P	Education	31	24	5	65	5	15	47	0.6	0.4
Q	Human Health and Social Work Activities	37	42	124	2	2	134	131	41.5	4.9
R	Arts, Entertainment and Recreation	10	80	50	80	0	120	2400	100.0	200.0
S	Other Service Activities	19	77	562	0	20	19	1033	175.0	0.0
T	Activities of Households as Employers;	0	0	0	0	0	2	0	0.0	0.0
U	Activities of Extraterritorial Organizations and Bodies	11	5	8921	28250	167	2	0	2.8	0.5

5.2. Job Opportunity Indices by Occupation

Table 8 shows that the highest growth in the reference period was reported in Craft and Related Trades Workers Major Occupational group which had the highest number of jobs demanded with an index of 16.7 for the period **October-December, 2022** followed by Legislators, Administrators And Managers with an index of 8.2, while Service Workers, Shop and Market Sales

Workers occupational group registered the lowest growth with an index of 0.1. Professionals and Secretarial, Clerical Services and Related Workers Major occupational groups registered improved growth with an index of 35 and 28 respectively. On overall there was a general decrease in the number of jobs advertised.

Table 8: Job Opportunity Indices by Occupation

Major Occupational Group	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21
Legislators, Administrators And Managers	15	696	129	51	353	1034	40	9	21.4	8.2
Professionals	24	23	45	196	4	3790	2	13	37.0	2.0
Technicians and Associate Professionals	69	46	35	146	5	3000	16	6	12.4	1.4
Secretarial, Clerical Services and Related Workers	16	14	154	90	189	85	3	20	29.0	1.0
Service Workers , Shop and Market Sales Workers	4	7	25	11685	0	0	1	4	0.5	0.1
Skilled Farm, Fishery, Wildlife and Related Workers	0	0	0	0	0	0	133	2	0.0	0.0
Craft and Related Trades Workers	100	0	0	0	0	36	0	133	0.0	16.7
Plant and Machine Operators and Assemblers	56	20	40	350	43	1333	0	148	0.0	4.4
Elementary Occupations	16	1	50	0	0	12	0	5	1.9	1.9
Occupations Groups Not Classified Elsewhere	0	0	0	0	0	0	0	0	0.0	0.0
Grand Total	26	241	44	186	11	1485	19	10	0.0	0.0

6.0. LABOUR MARKET ANALYSIS

Job Opportunity Index avail signals that can help identify structure and dynamics of the labour market in a short interval of time. During this period the following were the key signals;

- Engineering, Manufacturing and construction sector had a high potential for job openings.
- The labour market required occupations with Bachelor's Degree skill level.
- Most employers preferred employees engaged on permanent terms