



MINISTRY OF LABOUR AND SOCIAL PROTECTION

JOB OPPORTUNITY ANALYSIS REPORT

(JULY-SEPTEMBER, 2019)

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

OCTOBER, 2019

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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 July-September, 2018 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 in the country.

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 locations, economic sectors (where the vacancies occurred), terms of service and by major occupational group.

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

The is job opportunities Analysis report for the months of July-September, 2018 was done by recording jobs 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 July-September, 2019. The summaries cover vacancies advertised by economic activity, major Occupational Group, terms of service, skill area, level of education and by county. During the reference period, a total of 1233 job openings were advertised.

4.1 Vacancies by Economic Activity.

Job opportunities occur within economic activities¹. Therefore, job openings within the respective economic activities are monitored for employment creation and potential forecasting. In the analysis of vacancies by economic sectors, vacancies were grouped into 21 economic categories as per ISIC classification (rev4).

Table 1 shows that Public Administration and Defense; Compulsory Social Security Occupational recorded the highest number of job advertisements accounting for 63.34 percent of all job advertisements while Education and Human health and social work activities had 17.03 and 5.27 percent respectively. The rest of the economic

¹ Economic activity is any activity that results in production of good and services that add value to the economy

activities contributed to 14.36 percent of the jobs advertised. For detailed analysis of job openings by Economic Activities, see **(Appendix 1)**.

Table 1: Distribution of Vacancies by Economic Activity

ISIC CODE	ECONOMIC ACTIVITY	VACANCIES IN PERCENTAGE
A	Agriculture, Forestry And Fishing	0.16
B	Mining and quarrying	0.32
C	Manufacturing	0.08
D	Electricity, gas, steam and air conditioning supply	0.49
E	Water supply; sewerage, waste management and remediation activities	1.05
F	Construction	0.08
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	0.32
H	Transportation and storage	1.14
I	Accommodation and food service activities	0.08
J	Information and communication	2.51
K	Financial and insurance activities	0.73
M	Professional, scientific and technical activities	2.11
N	Administrative and support service activities	0.65
O	Public administration and defence; compulsory social security	63.34
P	Education	17.03
Q	Human health and social work activities	5.27
R	Arts, Entertainment and Recreation	0.08
S	Other service activities	0.81
U	Activities of extraterritorial organizations and bodies	3.73
	Grand Total	100

4.2 Vacancies by Major Occupational Group.

Figure 1 indicates that 42 percent of all vacancies were in Technician and associate professionals followed by professionals and Legislators, Administrators and Managers major occupational groups at 33.7 percent and 19.1 percent respectively of all vacancies advertised. The rest of the occupations constituted 5.2 percent of the advertised jobs. For detailed analysis of job openings by major and minor occupational groups, see **(Appendix 2)**

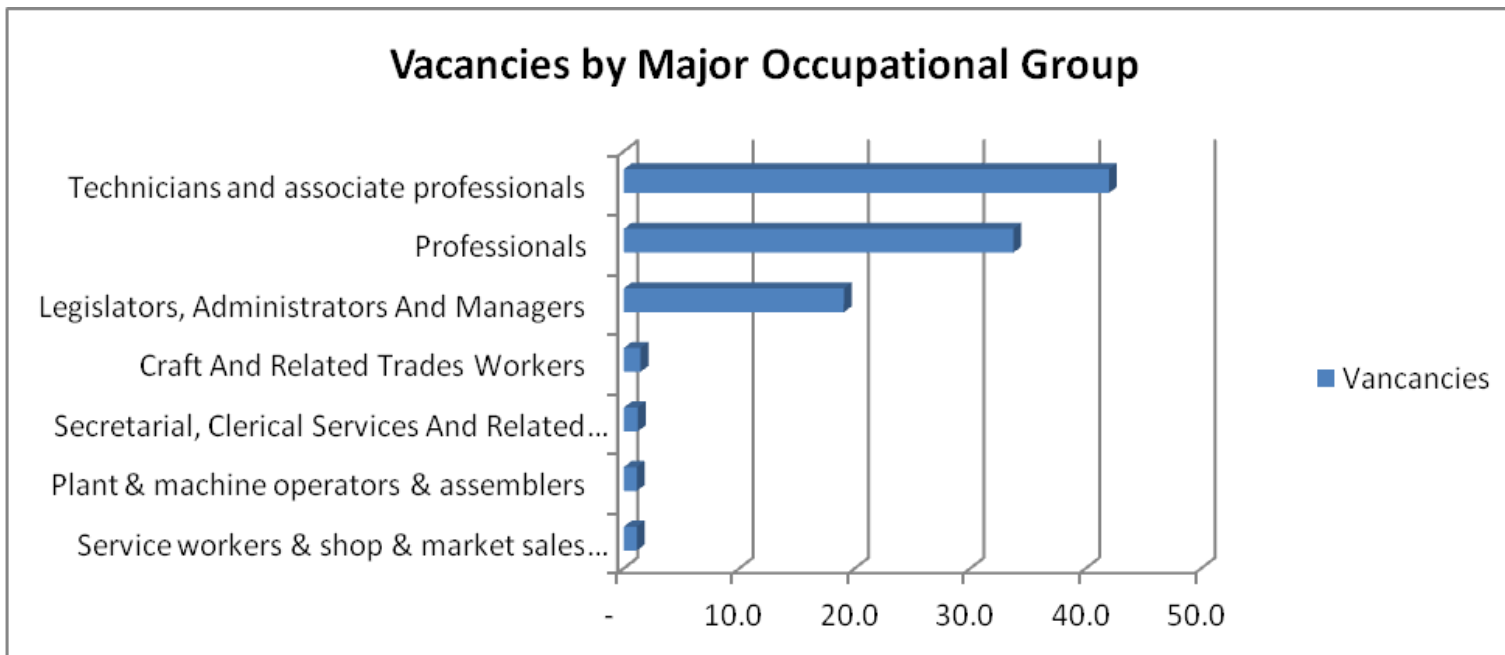


Figure 1: Vacancies by Major Occupational Group

4.3 Vacancies by Terms of Service

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 and 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, 89 percent of the advertised vacancies were silent on the terms of engagement while 7 percent and 3 percent were specified as either permanent or contract as shown in Figure 2.

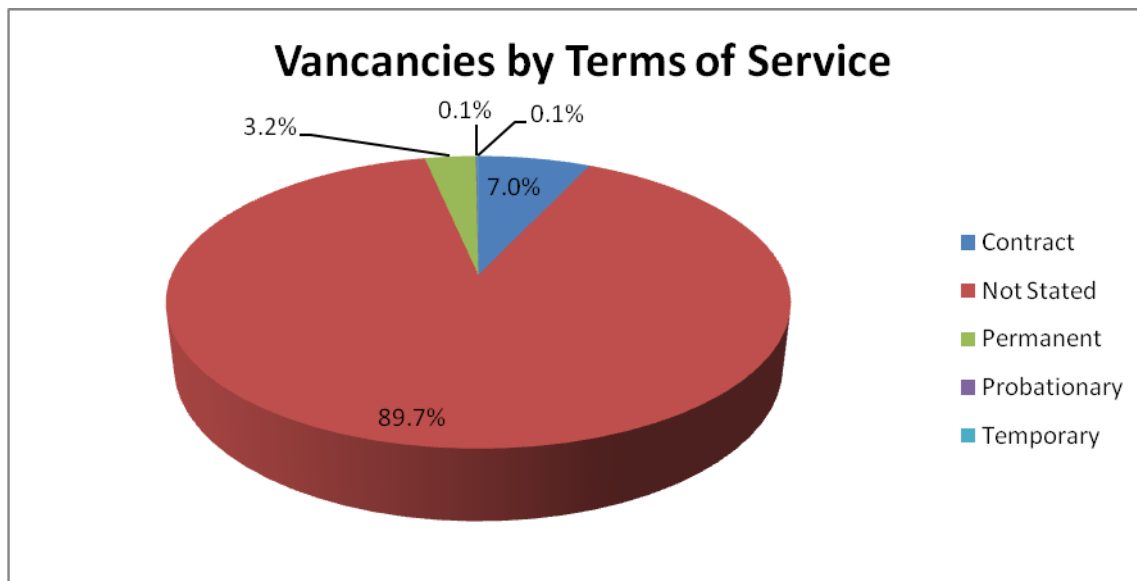


Figure 2: ***Vacancies by terms of service***

4.4 Vacancies by Skill Area and Level.

Figures 3 provide information on skill areas as demanded by employers. Out of the total vacancies advertised, 24 percent required skills in Engineering and Engineering trades followed by Business and Administration and Health at 16 percent and 14 percent respectively. The skill areas that also feature prominently included Computing and Education accounting for 12 percent and 9 percent respectively. A number of skill areas registered less than 1 percent and were grouped together under others. These included life sciences, security services, and veterinary services others were Arts, Environmental Protection, physical sciences, mathematics and statistics; law, social sciences, primary and secondary education and social services.

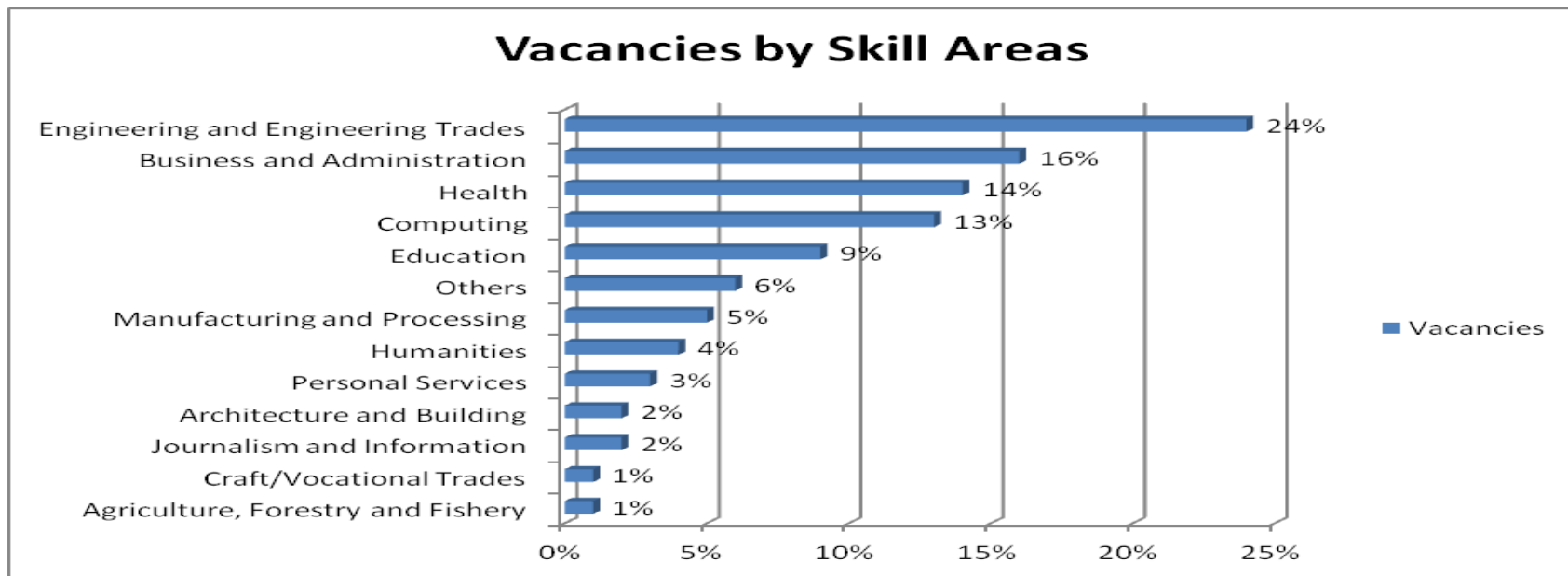


Figure 3: Vacancies by Skill Area

Majority of employers indicated preference of diploma holders accounting for 38 percent of all advertised vacancies. This was followed by Bachelor's degree at 22 percent. A sizable number of employers accounting for 20 percent did not state their preferred level of education as shown in figure 4.

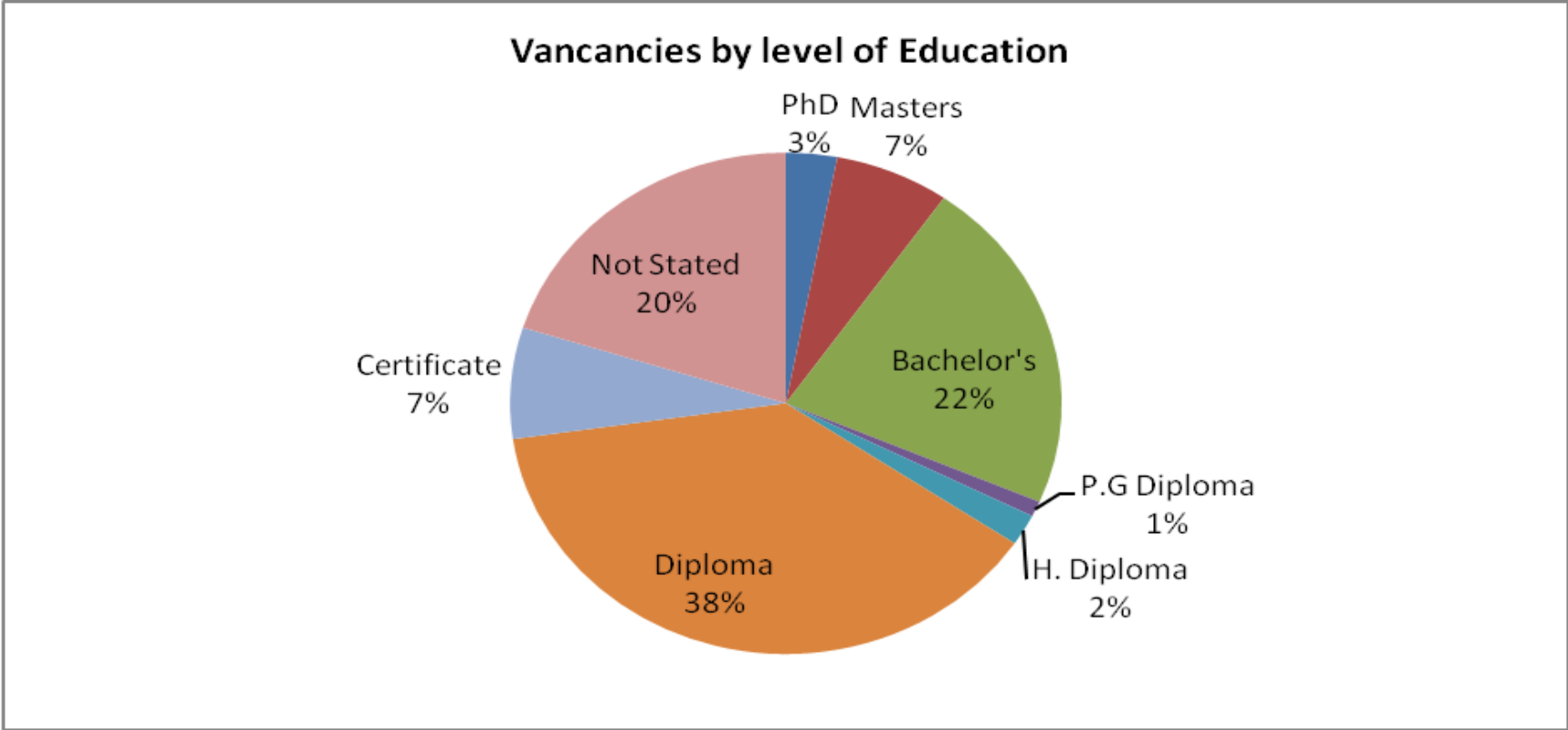


Figure 4: **Vacancies by skill level**

SKILL AREA	LEVEL OF EDUCATION							
	PhD	Masters	Bachelor's	PGD & Higher Diploma	Diploma	Certificate	Not Stated	Grand Total
Engineering and Engineering Trades	0.1	2.0	1.1	0.1	11.6	6.1	3.8	24.8
Business and Administration	0.7	1.3	6.7	1.4	2.4	0.4	3.2	16.1
Health	0.2	0.6	3.5	0.5	7.3	0.1	1.9	14.0
Computing	-	0.4	1.3	0.2	9.7	-	1.0	12.6
Education	1.8	0.4	2.8	0.2	2.4	0.2	1.4	9.2
Others	-	0.6	2.4	0.3	0.3	0.1	1.5	5.2
Manufacturing and Processing	-	-	0.4	-	3.8	-	-	4.2
Humanities	0.2	0.8	1.5	0.2	0.1	0.1	0.6	3.6
Personal Services	-	-	0.2	-	0.2	-	2.8	3.2
Architecture and Building	-	0.1	0.6	-	-	0.2	1.5	2.3
Journalism and Information	0.1	0.2	0.6	-	0.5	-	0.9	2.2
Agriculture, Forestry and Fishery	-	0.1	0.3	0.1	-	-	0.9	1.4
Craft/Vocational Trades	-	0.2	0.2	0.1	-	-	0.8	1.4
Grand Total	3.0	6.7	21.7	3.1	38.3	7.1	20.1	100.0

4.5 Vacancies by County and Major Occupational Group

Vacancies advertised were analyzed on the basis of the county where they arose and the Major Occupation Group into which the job belongs. From the analysis, there were 1233 vacancies advertised in all the counties.

Nairobi County had the highest number of advertised vacancies at 66.3 percent out of which professionals Occupational Major Group were the majority registering 44.9 percent while Legislators, Administrators and Managers registered 24.9 per cent.

N/B: Jobs captured under Nairobi county also included advertisements from the national government, multinational agencies and organizations with headquarters in Nairobi.

Other counties accounted for 33.7 per cent of the job advertisements. Uasin Gishu and Narok counties recorded the least number of vacancies at less than 1 per cent . **(Appendix 3)**.

4.6 Vacancies by Occupation and Educational Award

Table 3 shows that during the reference period, Bachelors level was the most demanded award by most employers at 61 percent followed by Diploma at 16 percent and masters at 13.4 percent while less than 1 per cent of the jobs advertised were not explicit on the level of skill required.

Bachelors' award was mainly demanded by Professionals major group at 40 per cent followed by Technicians and Associate Professionals at 28.5 percent and Legislators, Administrators and Managers at 28.2 percent. (Also see appendix 4)

Table 2: Vacancies by Major Group and Award

Major Group	Bachelors	Certificate	Diploma	(PhD)	H.Diploma	Masters	No Certificate	Not Stated	Other	Grand Total	Percentage
Craft and Related Trades Workers	2		3							5	0.46
Elementary Occupations		1								1	0.09
Engineering Science Professionals	2									2	0.18
Legislators, Administrators And Managers	188	2	12	4		121		1		328	30.04
Occupations Groups Not Classified Elsewhere	3	10				1				14	1.28
Plant and Machine Operators And Assemblers	2	35	3						1	41	3.75
Professionals	265	2	111		2	22		1		403	36.90
Secretarial, Clerical Services and Related Workers	11	23	4			1	5			44	4.03
Service Workers , Shop and Market Sales Workers	3	14	5							22	2.01

Technicians and Associate Professionals	190	2	37		1	1		1		232	21.25
Grand Total	666	89	175	4	3	146	5	3	1	1092	100.00

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 4 presents job opportunity indices for the period July to September, 2018. Accommodation and Food Service Activities Sector recorded the highest job creation with an index of 85 followed by Construction sector With index 48 of jobs captured in July-September, 2018.

The economic sectors which had no growth registering a zero index during the period July-September, 2018 were Mining and Quarrying, Transportation and Storage, Real Estate Activities, Administrative and Support Service Activities, Arts, Entertainment and Recreation, Other Service Activities, Activities of Households as Employers; Undifferentiated Goods and Services producing Activities of Households for Own Use

Table 3: Job Opportunity Indices by Economic Activity

ISIC Code	Economic Activity	Job Opportunity Index					
		March 2017	June 2017	September 2017	December 2017	June 2018	September 2018
A	Agriculture, Forestry and Fishing	24	20	18	9	47	2

B	Mining and Quarrying	0	50	0	0	0	0
C	Manufacturing	56	16	10	19	182	12
D	Electricity, Gas, Steam and Air Conditioning Supply	0	25	0	100	88	38
E	Water Supply; Sewerage, Waste Management and Remediation	0	127	69	185	8	35
F	Construction	30	239	61	0	330	48
G	Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	104	4	448	122	4.3	30
H	Transportation and Storage	18	8	10	5	25	0
I	Accommodation and Food Service Activities	60	20	45	110	5	85
J	Information and Communication	92	44	13	0	56	41
K	Financial and Insurance Activities	71	26	35	10	19	20
L	Real Estate Activities	125	0	13	0	0	0
M	Professional, Scientific and Technical Activities	7	51	11	178	19	8
N	Administrative and Support Service Activities	1542	1546	215	4	92	0
O	Public Administration and Defence; Compulsory Social Security	57	15690	97	88	10	30
P	Education	62	12	30	51	38	9
Q	Human Health and Social Work Activities	36	29	10	62	22	20
R	Arts, Entertainment and Recreation	50	30	0	10	0	0
S	Other Service Activities	123	21	13	15	27	0
T	Activities of Households as Employers; Undifferentiated Goods and Services producing Activities of Households for Own Use	0	0	0	0	0	0
U	Activities of Extraterritorial Organizations and Bodies	103	67	17	38	23	20
	Total	69	8783	68	70	25	23

5.2 Job Opportunity Indices by Occupation

Table 5 shows that the highest growth in the reference period was reported in Plant and Machine Operators and Assemblers Major Occupational group which had the highest number of jobs demanded with an index of 164 for the period July-September, 2018 followed by Secretarial, Clerical Services and Related Workers with an index of 48 while Skilled Farm, Fishery, Wildlife And Related Workers occupational group had the recorded no growth in the number of jobs advertised.

Table 4: Job Opportunity Indices by Occupation

KNOCS CODE	Major Occupational Group	Job Opportunity Index					
		Mar-17	Jun-17	Sep-07	Dec-17	Jun-18	Sep-18
1	Legislators, Administrators And Managers	73	9,041	98	122	15	22
2	Professionals	45	35	22	39	29	24
3	Technicians and Associate Professionals	58	1,126	100	34	26	31
4	Secretarial, Clerical Services and Related Workers	132	289,552	38	149	34	48
5	Service Workers , Shop and Market Sales Workers	103	4	5	13	2	6
6	Skilled Farm, Fishery, Wildlife and Related Workers	0	0	0	26	190	0
7	Craft and Related Trades Workers	583	67	22	122	0	28
8	Plant and Machine Operators and Assemblers	928	1,324	68	252	292	164
9	Elementary Occupations	32	5047	126	100	5	5
xx	Occupations Groups Not Classified Elsewhere					25	12
	Grand Total	69	8,783	68	70	15	23

N/B- The indices were calculated using January to March 2015 quarter whose base was 100

6.0 LABOUR MARKET ANALYSIS

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

- Public sector had a highest job creation potential for job openings (with Public administration and defense; compulsory social security accounting for 71.8 percent of total jobs advertised).
- A significant number of employers remained unclear on the terms of service in jobs advertisements (22 per cent). This could be an indication that the labour market leaned towards negotiated terms of service.
- The labour market required occupations with business Administration Skills which accounted for 22.7 per cent of the total job advertisements.
- The labour market still required low level skills especially at Certificate level .Out of all jobs advertised 8 percent required at least a certificate.

7.0 APPENDIXES

Appendix 1: Distribution of Vacancies by Economic Activity

Class	Economic Activity	Vacancies	Percentage
A	Crop And Animal Production, Hunting and Related Service Activities	1	0,09
A Total		1	0,09
C	Manufacture of beverages	1	0,09
	Manufacture of chemicals and chemical products	6	0,55
	Manufacture of food products	2	0,18
	Manufacture of motor vehicles, trailers and semi-trailers	1	0,09
	Manufacture of textiles	1	0,09
C Total		11	1,01
D	Electricity, gas, steam and air conditioning supply	3	0,27
D Total		3	0,27
E	Water collection, treatment and supply	9	0,82
E Total		9	0,82
F	Civil engineering	11	1,01
F Total		11	1,01
G	Retail trade, except of motor vehicles and motorcycles	5	0,46
	Wholesale and Retail Trade; Repair of Motor Vehicles And Motorcycles	2	0,18
G Total		7	0,64
I	Accommodation and Food Service Activities	14	1,28
	Food and beverage service activities	3	0,27
I Total		17	1,56
J	Publishing activities	16	1,47
J Total		16	1,47
K	Financial service activities, except insurance and pension funding	43	3,94

	Insurance, Reinsurance and Pension Funding, Except Compulsory Social Security	1	0,09
	Real estate activities	1	0,09
K Total		45	4,12
M	Activities of head offices; management consultancy activities	1	0,09
	Scientific Research and Development	4	0,37
M Total		5	0,46
N	Employment activities	1	0,09
	Security and investigation activities	4	0,37
N Total		5	0,46
O	Public administration and defence; compulsory social security	784	71,79
O Total		784	71,79
P	Education	59	5,40
P Total		59	5,40
Q	Human Health Activities	35	3,21
Q Total		35	3,21
U	Activities of Extraterritorial Organizations and Bodies.	83	7,60
U Total		83	7,60
V	Activities Not Elsewhere Classified	1	0,09
Total		1	0,09
		1092	100,00

Appendix 2: Vacancies by County and Major Occupational Group

County	Legislators, Administrators and Managers	Professionals	Technicians and Associate Professionals	Secretarial, Clerical Services And Related Workers	Service Workers , Shop And Market Sales Workers	Craft and Related Trades Workers	Plant and Machine Operators And Assemblers	Elementary Occupations	Occupations Groups Not Classified Elsewhere	Grand Total	Per cent
Embu	1	1	2	2			1			7	0.6
Homa Bay		4								4	0.4
Kakamega	10	24	2							36	3.3
Kiambu	15	1	11			1				28	2.6
Kilifi	19	7	24							50	4.6
Kirinyaga	25									25	2.3
Kisii	3	9	37	3						52	4.8
Kisii	1									1	0
Kisumu	4	7	6				3		1	21	1.9
Kwale	4									4	0.4
Laikipia	10	4	4				15			33	3
Machakos	1	1								2	0.1
Makueni			2							2	0.1
Malindi	7									7	0.6
Meru	2									2	0.1
Migori	3	4								7	0.6
Mombasa	5		2	1						8	0.7
Murang'a	2									2	0.1
Nairobi	180	325	130	38	20	3	14	1	13	724	66.3
Nakuru	2	2	3							7	0.6
Narok	1									1	0
Nyamira	16									16	1.5
Nyandarua		1					6			7	0.6
Nyeri	10		1		2					13	1.2
Samburu	1	5	6				1			13	1.2

Tana River	2	1								3	0.3
Tana River	3									3	0.3
Tharaka Nithi		7				1				8	0.7
Turkana		1	2							3	0.3
Uasin Gishu						1				1	0
Vihiga	1	1								2	0.1
Grand Total	328	403	232	44	22	5	41	1	14	1092	100

Appendix 3: Vacancies by skill level and county

County	PhD	Masters	Bachelors	Higher Diploma	Diploma	Certificate	Other	No Certificate	Not Stated	Grand Total
Embu		1	5			1				7
Homabay			4							4
Kakamega	1	5	31		1					38
Kiambu		6	8		12	2				28
Kilifi		7	41		2					50
Kirinyaga		13	12							25
Kisii		2	51							53
Kisumu		5	13		2		1			21
Kwale		4								4
Laikipia		6	11			15			1	33
Machakos			1						1	2
Makueni			1		1					2
Malindi					7					7
Meru			2							2
Migori			7							7
Mombasa		1	7							8
Muranga		2								2
Nairobi	1	86	428	3	138	62		5	1	724
Nakuru			5		2					7
Narok			1							1
Nyamira			16							16
Nyandarua			1			6				7
Nyeri	2	6	2		1	2				13
Samburu		1	8		4					13
Tana River		1	5							6
Tharaka Nithi			4		3	1				8
Turkana			2		1					3
Uasin Gishu					1					1
Grand Total	4	146	666	3	175	89	1	5	3	1092

Appendix 4: vacancies by minor occupational group and Educational award

	Minor Group Name	PhD	Masters	Bachelors	Higher Diploma	Diploma	Certificate	No Certificate	Not Stated	Other	Grand Total
	Accountants, Auditors And Tax Assessors		1	28		1	1				31
	Administration Middle Level Personnel			95		4					99
	Agriculturalists And Related Professionals		1								1
	Architects And Town Planners			40		70					110
	Athletes, Sportspersons And Other Related Workers			2							2
	Authors, Journalists And Related Professionals			9							9
	Building Trades Workers					1					1
	Business And Public Service Middle Level Personnel					1					1
	Business Services Agents			13		13					26
	Buyers, Appraisers And Auctioneers			4							4
	Chemical Engineering Technicians			2							2
	Chemical Engineers And Technologists			3	1	4					8
	Chemists			9							9
	Civil Engineers		1	27		12					40
	Civil Engineering And Related Technicians				1						1
	Compositors And Type Setters			1							1
	Computing Professionals		1	7		1					9
	Cooks And Other Catering Service			2			10				12

Workers										
Corporate Managers					1	1				2
Data Base And Network Professionals			1							1
Decorators And Commercial Designers			19		8					27
Directors And Chief Executive	4	9	13							26
Economists		8	5							13
Education Methods Advisers And Assessors			1							1
Electrical Engineering Technicians					1					1
Electrical Equipment Fitters And Installers					1					1
Electrical, Electronics And Telecommunications Engineers			18		12					30
Electronics And Telecommunications Engineering Technicians			5		6			1		12
Farming Advisors			1							1
General Office Clerks			2			20				22
Government Administrators		92	104		10					206
Government Tax And Excise Officials			3							3
Health Professionals		4	13							17
House Stewards And Housekeepers						4				4
Information Clerks							5			5
Insurance Brokers And Agents			1							1
Lawyers			17							17
Legal Professionals			1							1
Legislative And Constitutional Officials			3							3
Library, Mail And Related Clerks					2					2
Life Science Professionals		2								2

Life Science Technicians			2							2
Machinery Mechanics And Fitters					1					1
Manufacturing Labourers			1							1
Material Recording And Transport Clerks			5			3				8
Mathematicians And Related Professionals			2							2
Mechanical Engineering And Related Technicians			1							1
Mechanical Engineers		1	25							26
Mechanical, Electrical, Building And Fire Inspectors			1							1
Mining Engineers, Metallurgists And Related Technologists			3							3
Mining Plant Operators						10				10
Motor Vehicle Drivers			2		2	24			1	29
Non-Departmental Managers		1	6					1		8
Numerical Clerks			3							3
Nursing And Mid-Wifery Professionals			15	1				1		17
Occupations Groups Not Classified Elsewhere		1	3			10				14
Office Machine Operators					1					1
Optometrists And Opticians			1							1
Other Administrators And Managers			1							1
Other Business Professionals		1	3							4
Other Departmental Managers			5							5
Other Middle Level Personnel					1					1
Other Social Science And Related Professionals		1	5							6
Other Teaching Professionals			1		1	1				3
Personnel And Occupational			6							6

Professionals										
Physicists And Related Professionals			2							2
Physiotherapists And Related Associate Professionals			4			1				5
Plant And Machine Operators And Assemblers Not Elsewhere Classified					1	1				2
Police Inspectors, Detectives, Customs And Border Officials			2							2
Primary And Pre-Primary Education And Other Teachers			1							1
Production And Related Engineers			1							1
Protective Service Workers			1		4					5
Religious Professionals			2							2
Safety, Health And Quality Inspectors/ Controllers					1					1
Secondary And Technical Institute Teachers And Instructors			7		10					17
Secretaries, Stenographers And Typists	1	3			1					5
Ship's Deck Officers And Pilots	1	4								5
Social Science And Related Professionals			1							1
Specialized Departmental Managers	19	59			3	2				83
Statisticians	1									1
Surveyors And Cartographers			31							31
Technical Draughtsmen			1							1
Transport Conductors					1					1
Transport Labourers And Freight Handlers						1				1
Veterinary Officers			5							5
Weaving, Knitting And Sewing			2							2

	Machine Operators										
	Grand Total	4	146	666	3	175	89	5	3	1	1092

