



**MINISTRY OF EAST AFRICAN COMMUNITY (EAC), LABOUR
AND SOCIAL PROTECTION**

JOB OPPORTUNITY ANALYSIS

(January-March, 2015)

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

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ACRONYMS

ISIC - International Standard Industrial Classification of 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 Standards

DEFINITION OF TERMS

Award- is a certificate granted on the basis of a formal 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- This refers to work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.

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 version of the International occupational classification standard that is used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

Level of Education- These are educational programmes that are grouped into an ordered series of categories broadly corresponding to the overall knowledge, skills and capabilities.

Major Occupational Groups- Occupations are classified into 10 major groups, based on their similarity in terms of the skill level and skill 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. Even when they have the right to unionize, workers are scared to organize if they know they are easily replaceable.

Skill - defined as the ability to carry out the tasks and duties of a given job.

1.0 INTRODUCTION

The Job Opportunity Analysis (JOA) is a tool for analyzing frequency of job vacancies advertised in the mainstream media on a quarterly basis .The Job Opportunity Analysis presents supplementary information on demand in the labour market in terms of vacancies within economic sectors, occupational categories, skills requirement and regional distribution of the vacancies advertised.

2.0 OBJECTIVES AND USES OF JOA

The Job Opportunity Analysis has a general objective of monitoring vacancies that occur in the economy and presenting that information in terms of the requirements and other manpower aspects of the vacancies reported.

The main objective of JOA is to calculate Job Opportunity Indices for various economic sectors and various occupations. This will help to plot the graph and give a clear indication on the economic sectors and occupations where there is demand for specific skills. It will also help over time to show the economic sectors and occupations where there is growth.

3.0 METHODOLOGY

This job opportunities Analysis report for the months of January -March, 2015 was done by recording jobs vacancies advertised daily in the national newspapers namely the Daily Nation, the Standard, and the weekly East African. 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 for January to March 2015 was set at 100 in order to provide a baseline for computation of JOI

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 Standards (KNOCS) International Standard of Industrial Classification and International Standard of Classification of Education (ISECD).

3.2.1 Use of Kenya National Occupational Classification Standards (KNOCS)

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

In Kenya, occupations are classified in a framework called Kenya National Occupational Classification Standards (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, we have adopted ISIC level 1 and 2 to classify economic activities.

3.2.3 Use of International Standard of Classification of Education (ISCED)

UNESCO developed and maintains an International Standard of Classification of Education (ISECD) 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 we have used ISCED at Broad and Narrow categories.

3.3 Best practices applied

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

- Job opportunities were analyzed using the National occupational Classification Framework, Industry and location
- Only vacancies declared in the mainstream newspapers were considered, for credibility
- For comparability, International Classifications Standards were used

4.0 ANALYSIS OF JOB VACANCIES

This section presents summaries of job vacancies in the period Jan-March, 2015. The summaries are vacancies advertised by economic activity, major occupational group, terms of service, skill area and level of education and by county. During the reference period, an estimated 4,713 job openings were advertised in different economic activities.

4.1. Distribution of Vacancies by Economic Activity

Job opportunities occur within certain economic activities¹ of the economy. Therefore for any meaningful analysis of the job opportunities, economic activities where these jobs openings occurred must be monitored.

Table 1 below shows that Public Administration; Defense and Compulsory Social Security and Education activities provided over 55% of the job openings in reference period. This shows that the government both at the national and county levels advertised more job opportunities than all other sectors combined. **(See Appendix 1A)**

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

Table 1: Distribution of Estimated Vacancies by Economic Activity

ISIC code	ECONOMIC ACTIVITY	PERCENTAGE DISTRIBUTION
A	Agriculture, Forestry And Fishing	1.0
B	Mining And Quarrying	0.0
C	Manufacturing	1.9
D	Electricity, Gas, Steam And Air Conditioning Supply	0.2
E	Water Supply; Sewerage, Waste Management And Remediation Activities	0.6
F	Construction	0.5
G	Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	0.5
H	Transportation And Storage	2.0
I	Accommodation And Food Service Activities	0.4
J	Information And Communication	0.8
K	Financial And Insurance Activities	4.7
L	Real Estate Activities	0.2
M	Professional, Scientific And Technical Activities	2.6
N	Administrative And Support Service Activities	0.6
O	Public Administration And Defence; Compulsory Social Security	55.8
P	Education	14.5
Q	Human Health And Social Work Activities	3.8
R	Arts, Entertainment And Recreation	0.2
S	Other Service Activities	1.1

U	Activities Of Extraterritorial Organizations And Bodies	8.7
	Grand Total	100.0

4.2. Vacancies by Major Occupational Group

This report provides analytical trends on occupations demanded by job openings. More than 70 percent of occupations in demand were in major groups- Legislators, Administrators and Managers (32.2%); Professionals (36%); and Technician and Associate Professionals (16.1%). These occupations require higher level of skills and training. **(See Appendix 2A)**

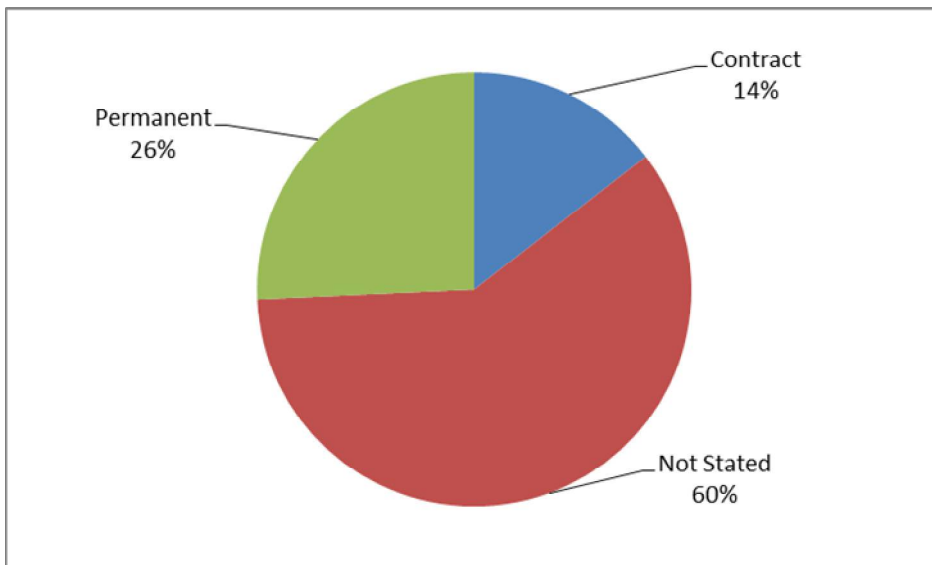
Table 2: Distribution of Estimated Vacancies by Major Occupational Group

KNOCS code	Major Occupational Group	Percentage Distribution
1	Legislators, Administrators and Managers	32.2
2	Professionals	36.0
3	Technicians and Associate Professionals	16.1
4	Secretarial, Clerical Services and Related Workers	2.0
5	Service Workers, Shop and Market Sales Workers	8.1
6	Skilled Farm, Fishery, Wildlife and Related Workers	1.8
7	Craft and Related Trades Workers	0.4
8	Plant and Machine Operators and Assemblers	0.5
9	Elementary Occupations	0.4
xx	Not Elsewhere Classified	2.5
	Grand Total	100.0

4.3. Vacancies by Terms of Service

Decent work is characterized by sustainability and security of work. ILO identified precarious work (casual, seasonal and temporary work) as percentage for all paid workers an indicator in monitoring decent work. Monitoring terms of service of engagement is one of the major steps towards promoting decent work in Kenya. From figure 1, Jobs that offered decent work were estimated at around 40 percent (permanent and pensionable and contract terms).

Figure 1: Distribution of Estimated Vacancies by Terms of Service



4.4. Vacancies by Skill Area and Level of Education

Skill areas and levels of education are important in providing information on manpower resources needed in the economy. They provide information on changes that will be necessary in the training and apprenticeship programmes to meet labour market needs.

Figures 2 and 3 provide information on skill areas and levels of education respectively. Social Sciences (18.5%) and health (16.7%) had the highest openings of jobs, while Manufacturing and Processing (0.1%) had the lowest job opening. Bachelors degree level of training was the highest demanded by employers at 39 percent while Post Graduate Diploma and Higher Diploma had the lowest at 1 percent. **(See Appendix 3A)**

Figure 2: Distribution of Estimated Vacancies by Skill Area

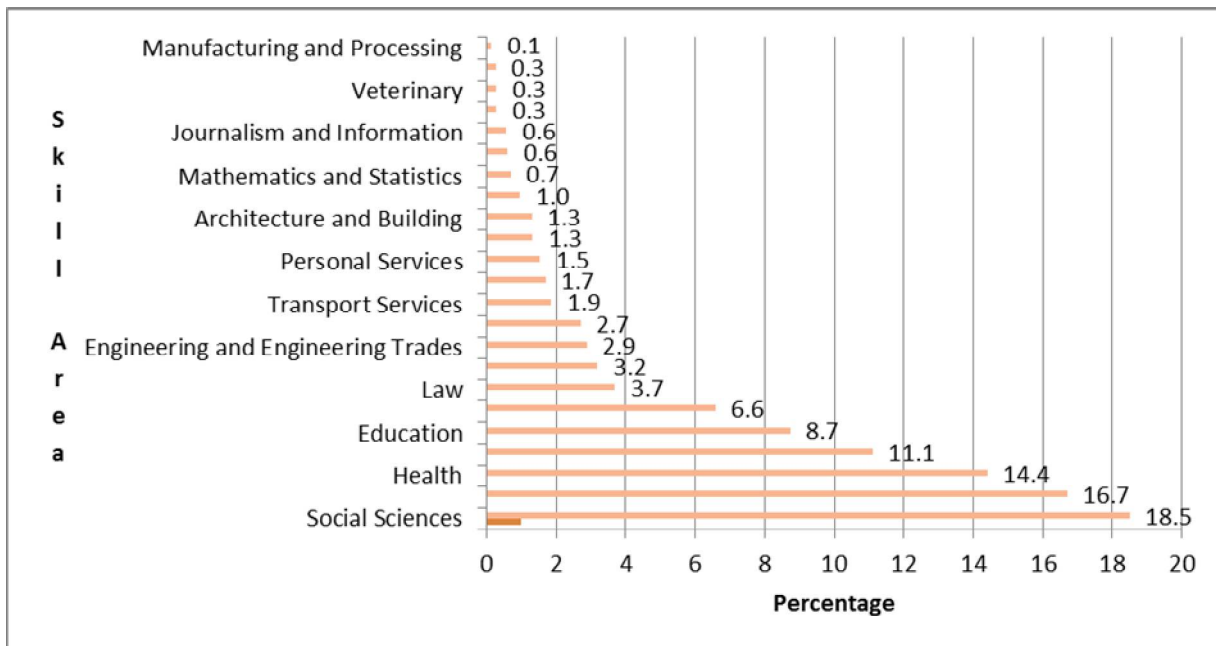
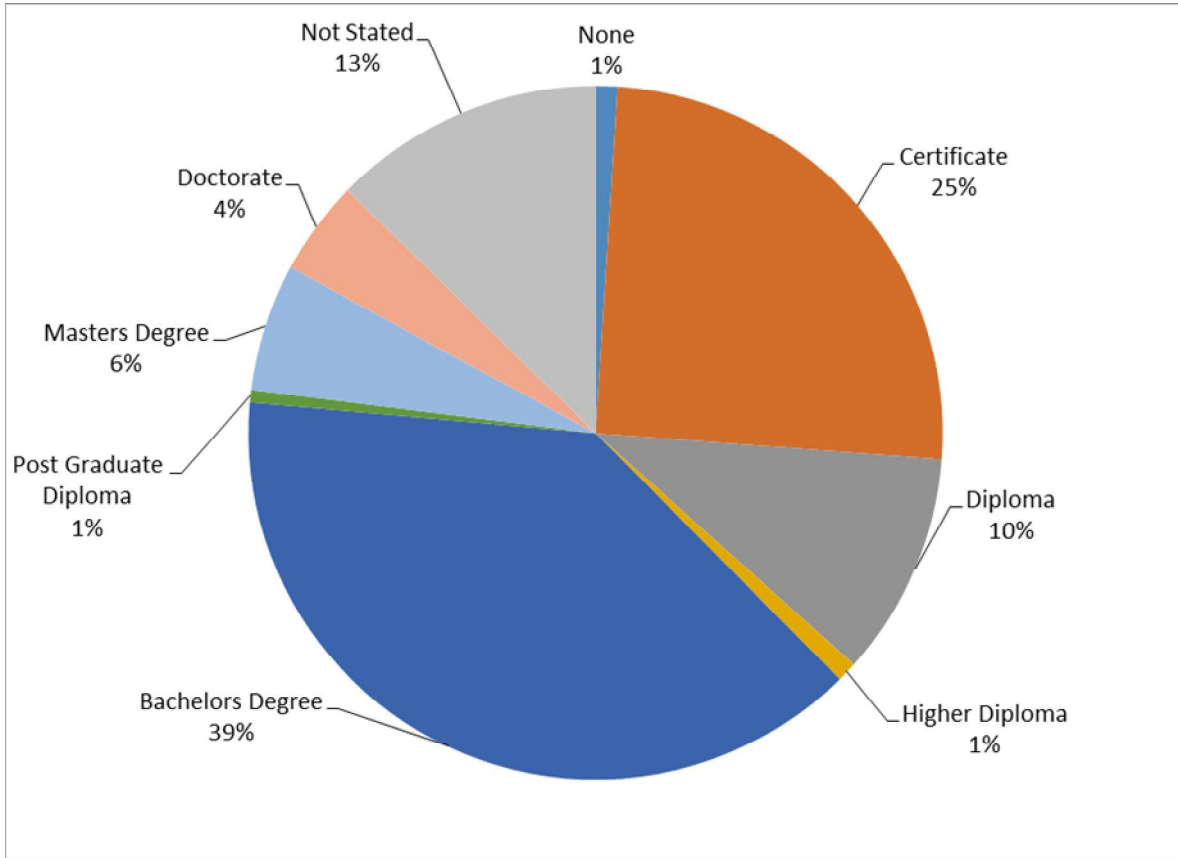


Figure3: Distribution of Estimated Vacancies by level of education



4.5. Vacancies by County and Major Occupational Group

From the analysis, Nairobi County had the highest number of advertised vacancies at 47%. Out of this number, Professionals accounted for 34.4%, Legislators, Administrators and Managers registered 23.6 %, and Technicians and Associate Professionals had 28% of all advertised vacancies in Nairobi. In Baringo, Bungoma, Makueni and Garissa Counties, only one (1) vacancy each was advertised. **(See appendix 4A)**

4.6. Vacancies by Occupational Group and Educational Award

During the reference period, bachelor's degree was the most demanded educational award at 38.8 percent, followed by Certificate at 25.2 percent and Diploma at 10.4 percent. Post Graduate Diploma was the least demanded at 0.6 percent. Bachelor's degree was mainly demanded by Legislators, Administrators and Managers accounting for 57.5 percent, followed by Professionals at 29.3 percent, and Technicians and Associate Professionals at 10.2 percent. **(See appendix 5A)**

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. This is the baseline report for subsequent JOI computation which is set at 100.

6.0 LABOUR MARKET ANALYSIS

Job Opportunity Analysis (JOA) avails signals that can help identify structure and dynamics of the labour market in a short interval of time. During this reference period the following were detected as labour market signals:

- The labour market required occupations with high level of skill and training. Vacancies that require occupations of high level skill and training constituted about an estimate of more than 61 percent of all vacancies advertised. **(see figure 3)**
- Public sector had a high potential for job creation.
- Highly demanded occupations were in major groups of Professionals: Technicians and Associate Professionals.
- Most of the jobs openings (60%) did not indicate terms of service.

7.0. APPENDIX

Table 1A: Distribution of Vacancies by Economic Activity

ISIC code	Economic Activity	Vacancies
A	AGRICULTURE, FORESTRY AND FISHING	
01	Crop And Animal Production, Hunting And Related Service Activities	41
014	Animal production	4
B	MINING AND QUARRYING	
06	Extraction of crude petroleum and natural gas	2
C	MANUFACTURING	
10	Manufacture of food products	3
12	Manufacture of tobacco products	1
20	Manufacture of chemicals and chemical products	47
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	12
29	Manufacture of motor vehicles, trailers and semi-trailers	13
32	Other manufacturing	8
33	Repair and installation of machinery and equipment	6
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	
35	Electricity, gas, steam and air conditioning supply	8
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	
36	Water collection, treatment and supply	20
37	Sewerage	6
F	CONSTRUCTION	
41	Construction of buildings	6
42	Civil engineering	17
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	6
46	Wholesale trade, except of motor vehicles and motorcycles	15
47	Retail trade, except of motor vehicles and motorcycles	2
H	TRANSPORTATION AND STORAGE	
49	Land transport and transport via pipelines	12
50	Water transport	1

51	Air transport	73
52	Warehousing and support activities for transportation	7
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	
55	Accommodation	19
56	Food and beverage service activities	1
J	INFORMATION AND COMMUNICATION	
58	Publishing activities	24
60	Programming and broadcasting activities	1
61	Telecommunications	12
62	Computer programming, consultancy and related activities	1
63	Information service activities	1
K	FINANCIAL AND INSURANCE ACTIVITIES	
64	Financial service activities, except insurance and pension funding	157
65	Insurance, reinsurance and pension funding, except compulsory social security	51
66	Activities auxiliary to financial service and insurance activities	13
L	REAL ESTATE ACTIVITIES	
68	Real estate activities	8
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	
69	Legal and accounting activities	27
71	Architectural and engineering activities; technical testing and analysis	23
72	Scientific research and development	62
73	Advertising and market research	6
74	Other professional, scientific and technical activities	2
75	Veterinary activities	1
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	
78	Employment activities	21
80	Security and investigation activities	2
82	Office administrative, office support and other business support activities	3
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	
84	Public administration and defence; compulsory social security	2631
P	EDUCATION	
85	Education	685
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	
86	Human health activities	125
88	Social work activities without accommodation	53
R	ARTS, ENTERTAINMENT AND RECREATION	
90	Creative, arts and entertainment activities	2
93	Sports activities and amusement and recreation activities	8

S	OTHER SERVICE ACTIVITIES	
94	Activities of membership organizations	52
U	ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	
99	Activities Of Extraterritorial Organizations And Bodies	412
		4713

Table 2A: Vacancies by Major and Minor Occupational Groups

KNOCS CODES	OCCUPATIONAL GROUPS	VACANCIES	PERCENT
1	MAJOR GROUP 1- LEGISLATORS, ADMINISTRATORS AND MANAGERS		
121	Government Administrators	919	19.5
122	Senior Officials Of Special Interest Organizations	10	0.2
131	Directors and Chief Executives	101	2.1
132	Specialised Departmental Managers	258	5.5
133	Other Departmental Managers	34	0.7
141	Non-departmental Managers	92	2.0
151	Other Administrators and Managers	106	2.2
		1520	32.3
2	MAJOR GROUP 2- PROFESSIONALS		
211	Physicists and Related Professionals	2	0.0
222	Statisticians	17	0.4
223	Computing Professionals	19	0.4
224	Data Base and Network Professionals	4	0.1
231	Architects and Town Planners	14	0.3
232	Surveyors and Cartographers	5	0.1
233	Civil Engineers	15	0.3
234	Mechanical Engineers	8	0.2
235	Chemical Engineers and Technologists	27	0.6
237	Electrical, Electronics and Telecommunications Engineers	12	0.3
238	Production Engineers and Production Related Engineers	9	0.2
241	Health Professionals	105	2.2
242	Nursing And Mid-Wifery Professionals	314	6.7

243	Life Science Professionals	13	0.3
244	Agriculturalists And Related Professionals	6	0.1
251	University and Post-secondary Teachers/ Lecturers	278	5.9
252	Secondary and Technical Institute Teachers and Instructors	44	0.9
254	Education Methods Advisers and Assessors	14	0.3
259	Other Teaching Professionals	21	0.4
261	Lawyers	140	3.0
262	Jurists/Judges	66	1.4
271	Economists	21	0.4
272	Psychologists	1	0.0
273	Sociologists, Anthropologists and Related Professionals	2	0.0
279	Other Social Science and Related Professionals	308	6.5
281	Accountants, Auditors and Tax Assessors	190	4.0
282	Personnel and Occupational Professionals	9	0.2
289	Other Business Professionals	6	0.1
291	Archivists, Librarians and Related Professionals	8	0.2
293	Authors, Journalists and Related Professionals	21	0.4
		1699	36.0
3	MAJOR GROUP 3-TECHNICIANS AND ASSOCIATE PROFESSIONALS		
311	Technical Draughtsmen	15	0.3
312	Civil Engineering and Related Technicians	6	0.1
313	Mechanical Engineering Technicians	22	0.5
315	Electrical Engineering Technicians	4	0.1
316	Electronic and Telecommunication Engineering Technicians	4	0.1
317	Chemical Engineering Technicians	3	0.1
318	Photographers, Image and Sound Recording Equipment Controllers	1	0.0
322	Medical/Clinical Officers	52	1.1
326	Physiotherapists and Related Associate Professionals	2	0.0
328	Pharmaceutical Officers	5	0.1
329	Other Associate Medical, Nursing and Nutrition Workers	1	0.0
331	Physical Science Technicians	3	0.1
332	Life Science Technicians	66	1.4
334	Farming and Forestry Advisors	1	0.0
343	Aircraft Pilots and Related Workers	42	0.9
344	Air Traffic Controller	21	0.4

352	Insurance Brokers and Agents	13	0.3
353	Real Estate Agents	1	0.0
354	Business Service Agents	12	0.3
355	Buyers, Appraisers and Auctioneers	2	0.0
361	Police Inspectors, Detectives, Customs and Boarder Officials	2	0.0
362	Government Tax and Excise Officials	2	0.0
364	Government Licensing Officials	1	0.0
365	Business and Public Service Middle Level Personnel	141	3.0
366	Statistical, and Planning Officials	11	0.2
368	Lands, Agricultural and Livestock Officials	3	0.1
369	Other Middle Level Personnel	11	0.2
371	Primary Education Teachers	279	5.9
372	Pre-primary Education Teachers	8	0.2
392	Social Advisers and Helpers	1	0.0
393	Athletics / Sportsmen and Related Workers	1	0.0
394	Decorators and commercial Designers	15	0.3
395	Radio, Television and Other Announcers	2	0.0
398	Safety, Health and Quality Inspectors/Controllers	1	0.0
		754	16.0
4	MAJOR GROUP 4-SECRETARIAL, CLERICAL SERVICES AND RELATED WORKERS		
411	Secretaries, Stenographers and Typists	3	0.1
413	Numerical Clerks	7	0.1
414	Material Recording and Transport Clerks	45	1.0
415	Library, Mail and Related Clerks	7	0.1
416	Coding, Proof-reading and Related Clerks	1	0.0
417	General Office Clerks	10	0.2
421	Secretaries And Office Clerks	6	0.1
422	Information Clerks	11	0.2
424	Legal and Related Clerks	2	0.0
		92	2.0
5	MAJOR GROUP 5- SERVICE WORKERS , SHOP AND MARKET SALES WORKERS		
512	Shop Assistants and Demonstrators	1	0.0
522	Undertakers and Embalmers	1	0.0
524	Protective Service Workers	296	6.3
531	House Stewards and Housekeepers	67	1.4
532	Cooks and Other Catering Service Workers	3	0.1
533	Waiters and Bartenders	12	0.3
541	Ship and Flight Attendants and Travel Stewards	1	0.0

542	Transport Conductors	1	0.0
		382	8.1
6	MAJOR GROUP 6- SKILLED FARM, FISHERY, WILDLIFE AND RELATED WORKERS		
621	Fishery Workers	1	0.0
651	Hunting and Wildlife Workers	85	1.8
		86	1.8
7	MAJOR GROUP 7 - CRAFT AND RELATED TRADES WORKERS		0.0
712	Building Trades Workers	1	0.0
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers	2	0.0
722	Blacksmiths, Tool-makers and Related Trades Workers	1	0.0
723	Machinery Mechanics and Fitters	7	0.1
724	Electrical Equipment Fitters and Installers	3	0.1
732	Potters, Glass-makers and Related Trades Workers	1	0.0
741	Compositors and Typesetters	1	0.0
752	Bakers, Pastry-cooks and Confectionery Makers	1	0.0
773	Tailors, Dressmakers and Related Workers	1	0.0
		18	0.4
8	MAJOR GROUP 8- PLANT AND MACHINE OPERATORS AND ASSEMBLERS		
823	Metal Heat-treating Plant Operators, Metal Drawers and Extruders.	1	0.0
824	Machine Tool and other Metal-working Machine Operators	3	0.1
832	Wood Products Machine Operators	1	0.0
849	Other Chemical Processing Plant and Machinery Operators	4	0.1
882	Motor Vehicle Drivers	14	0.3
883	Agricultural and Materials-handling Machinery Operators	1	0.0
896	Shoemaking and Related Machine Operators	1	0.0
		25	0.5
9	MAJOR GROUP 9- ELEMENTARY OCCUPATIONS		
913	Cleaners, Launderers and Domestic Workers	5	0.1
914	Building Caretakers	2	0.0
915	Messengers, Porters, Watchmen and Related Workers	8	0.2
921	Farm-hands and Related Labourers	1	0.0
933	Manufacturing Labourers	2	0.0

934	Transport Labourers and Freight Handlers	1	0.0
xxx	Occupations not stated	118	2.5
		137	2.9
	Grand Total	4713	100.0

Table 3A: Distribution of Vacancies by Skills and Levels of Education demanded

ISCED Code	Skill	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor s Degree	Higher Diploma	Diploma	Certificate	Other	Not Stated	Total
10	Basic general Programmes	9	13	1	121		1	349		30	524
14	Education	32	21	6	38		24	272		19	412
21	Arts	1	1		4		2	1		3	12
22	Humanities	12	14	1	56		10	1		33	127
31	Social Sciences	9	38	3	787	3	4			28	872
32	Journalism and Information	2	3		8		2			12	27
34	Business and Administration	39	82	2	332	4	85	42	1	201	788
38	Law	22	8	1	132		2			9	174
42	Life Sciences	1	3		3	2				4	13
44	Physical Sciences	3	11		10		11			10	45
46	Mathematics and Statistics	7	5	1	10					10	33
48	Computing	21	2	1	63	1	39			23	150
52	Engineering and Engineering Trades	6	6	1	54	6	28	9	1	25	136
54	Manufacturing and				2		1	2		1	6

	Processing										
58	Architecture and Building	11	7		24	4	2	3		10	61
62	Agriculture, Forestry and Fishery	2	7		16		6	48		1	80
64	Veterinary	3	6		3		1			0	13
72	Health	3	41	6	78	22	262	134		134	680
76	Social Services	3	2		5			296		4	310
81	Personal Services	3			11	2	10	26		20	72
84	Transport Services		3		27			3		5	38
85	Environmental Protection	16	4	4	23					3	50
86	Security Services	1	2		11		2	1		11	28
99	Not stated		1		13					48	62
Grand Total		206	280	27	1831	44	492	1187	2	644	4713

Table 4A: 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	Skilled Farm, Fishery, Wildlife and Related Workers	Craft and Related Trades Workers	Plant and Machine Operators and Assemblers	Elementary Occupations	Not Elsewhere Classified	Total
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Baringo						1					1
Bomet	1	1				1					3
Bungoma						1					1
Busia	2	1				1					4
EAC	32	4	5	1				1		1	44
Elgeyo Marakwet	2	1				1					4
Embu		1	1			1					3
Garissa						1					1
Homa Bay	2					1					3
Isiolo	4	3				1					8
Kajiado	6	2				1					9
kakamega	11	193	10		1	1					216
kericho	20	114	8			1	1		1	1	146
kiambu		1									1
Kiambu	2	9			3	1					15
Kiambu County	1										1

Kilifi	1	2		35		1					39
kirinyaga	10	29	1	1		1					42
Kisii	10	2	1			1					14
Kisumu	2	4	4			1					11
Kitui	1	298	5		100	37					441
Kwale					156	1					157
Lakipia	13	1				1			1		16
Lamu	9	3	3			1		3			19
Machakos	5	10	4	5	19	1	2	1	1		48
Makueni						1					1
Mandera	1					1					2
Marsabit	5		1		1	1					8
Meru	1	1	1	1		1					5
Migori	1					1					2
Mombasa	3	8	8	1		1					21
Murang'a	13	8				1					22
Nairobi	525	763	632	43	91	3	14	17	16	113	2217

Nakuru	8	11	6	1	1	1					28
Nandi						1					1
Narok						1					1
Not Stated	717	120	26	1	5						869
Nyamira						1					1
Nyandarua						1					1
Nyeri	10	4	6	3	3	1				1	28
Outside EAC	6	1								1	8
Samburu	2					1					3
Siaya		23	9			1					33
Taita Taveta	5	15	1		1	2	1				25
Tana River	10	2	13			1		2			28
Tharaka Nithi						1					1
Trans Nzoia		1				1					2
Turkana	1	1				1					3
Uasin Gichu	17	45	7			1		1			71

Vihiga						1				1	2
Wajir	61	17	2		1	1					82
West Pokot						1					1
Grand Total	1520	1699	754	92	382	86	18	25	19	118	4713

Table 5A: Distribution of Vacancies by Occupation and Educational Award

KNOCS Code	Occupation	Doctorate (PhD)	Masters Degree	Post Graduate Diploma	Bachelors Degree	Higher Diploma	Diploma	Certificate	Not Stated	Total	Percentage
1	Legislators, Administrators and Managers	27	142	15	1053	6	23	54	200	1520	32.25
121	Government Administrators	3	40	7	754	1	1	30	83	919	19.50
122	Senior Officials Of Special-Interest Organizations		4		4				2	10	0.21
131	Directors And Chief Executives	14	38		15	4	7	18	5	101	2.14
132	Specialised Departmental Managers	2	29	1	151		11	4	60	258	5.47
133	Other Departmental Managers	6	7		11				10	34	0.72
141	Non-Departmental Managers	2	10		65	1	2	2	10	92	1.95
151	Other Administrators And Managers		14	7	53		2		30	106	2.25
2	Professionals	176	103	8	537	9	220	434	212	1699	36.05
211	Physicists And Related				2					2	0.04

	Professionals										
222	Statisticians		1	1	5				10	17	0.36
223	Computing Professionals				10				9	19	0.40
224	Data Base And Network Professionals				2	1	1			4	0.08
231	Architects and Town Planners		1		7		1		5	14	0.30
232	Surveyors and Cartographers		1		2				2	5	0.11
233	Civil Engineers				11	1		1	2	15	0.32
234	Mechanical Engineers				4				4	8	0.17
235	Chemical Engineers and Technologists		16		2	4	2		3	27	0.57
237	Electrical, Electronics and Telecommunication s Engineers		3		3	2	1		3	12	0.25
238	Production Engineers and Production Related Engineers				6		1		2	9	0.19
241	Health Professionals	1	23		50		14		17	105	2.23
242	Nursing and Mid-wifery Professionals				7		149	130	28	314	6.66
243	Life Science Professionals	1	3		5				4	13	0.28
244	Agriculturalists and Related Professionals		4		2					6	0.13
251	University and Post-secondary Teachers/ Lecturers	170	23		25		1		59	278	5.90
252	Secondary and Technical Institute		5	6	20		10	3		44	0.93

	Teachers and Instructors										
254	Education Methods Advisers and Assessors		2		8				4	14	0.30
256	Other Teaching Professionals		1		6		13		1	21	0.45
261	Lawyers	1	4		126		1		8	140	2.97
262	Jurists/Judges				66					66	1.40
271	Economists		3		13				5	21	0.45
272	Psychologists				1					1	0.02
273	Sociologists, Anthropologists and Related Professionals				1			1		2	0.04
279	Other Social Science and Related Professionals		2		4			297	5	308	6.54
281	Accountants, Auditors and Tax Assessors		7		135	1	23	2	22	190	4.03
282	Personnel and Occupational Professionals		3		3				3	9	0.19
289	Other Business Professionals				3		1		2	6	0.13
291	Archivists, Librarians and Related Professionals	3	1		1		2		1	8	0.17
293	Authors, Journalists and Related Professionals			1	7				13	21	0.45
3	Technicians and Associate Professionals	2	27	2	187	28	159	277	72	754	16.00
311	Technical Draughtsmen		1		5		6	3		15	0.32

312	Civil Engineering and Related Technicians				3		1	1	1	6	0.13
313	Mechanical Engineering Technicians			1	14		7			22	0.47
315	Electrical Engineering Technicians					1	3			4	0.08
316	Electronic and Telecommunication Engineering Technicians				1		2	1		4	0.08
317	Chemical Engineering Technicians					1	2			3	0.06
318	Photographers, Image and Sound Recording Equipment Controllers.								1	1	0.02
322	Medical/Clinical Officers		1		2	20	29			52	1.10
326	Physiotherapists and Related Associate Professionals						2			2	0.04
328	Pharmaceutical Officers						4		1	5	0.11
329	Other Associate Medical, Nursing and Nutrition Workers						1			1	0.02
331	Physical Science Technicians						3			3	0.06
332	Life Science Technicians				2	1	58		5	66	1.40
334	Agronomy and Forestry Technicians						1			1	0.02
343	Aircraft Pilots and Related Workers				34		6	1	1	42	0.89

344	Air Traffic Controller				21					21	0.45
352	Insurance Brokers and Agents		1		11		1			13	0.28
353	Real Estate Agents				1					1	0.02
354	Business Service Agents				5	1	3		3	12	0.25
355	Buyers, Appraisers and Auctioneers				2					2	0.04
361	Police Inspectors, Detectives, Customs and Border Officials								2	2	0.04
362	Government Tax and Excise Officials						1		1	2	0.04
364	Government Licensing Officials				1					1	0.02
365	Business and Public Service Middle Level Personnel	1	22	1	55	2	10	3	47	141	2.99
366	Statistical, and Planning Officials		2		8			1		11	0.23
368	Lands, Agricultural and Livestock Officials				2				1	3	0.06
369	Other Middle Level Personnel				3				8	11	0.23
371	Primary Education Teachers				3		10	266		279	5.92
372	Pre-primary Education Teachers						7	1		8	0.17
392	Social Advisers and Helpers						1			1	0.02
393	Athletics / Sportsmen and Related Workers						1			1	0.02
394	Decorators and commercial	1			14					15	0.32

	Designers										
395	Radio, Television and Other Announcers					2				2	0.04
398	Safety, Health and Quality Inspectors/Controllers								1	1	0.02
4	Secretarial, Clerical Services and Related Workers				5	1	11	26	48	92	1.95
411	Secretaries, Stenographers and Typists				1	1		1		3	0.06
413	Numerical Clerks						3	1	3	7	0.15
414	Material Recording and Transport Clerks							8	37	45	0.95
415	Library, Mail and Related Clerks				1			3	3	7	0.15
416	Coding, Proof-reading and Related Clerks				1					1	0.02
417	General Office Clerks							9	1	10	0.21
421	Cashiers, Tellers and Related Clerks						4		1	6	0.13
422	Information Clerks				1		4	4	2	11	0.23
424	Legal and Related Clerks				1				1	2	0.04
5	Service Workers, Shop and Market Sales Workers			2	31		39	286	24	382	8.11
512	Shop Assistants and Demonstrators							1		1	0.02
522	Undertakers and Embalmers							1		1	0.02
524	Protective Service Workers			2	29		2	257	6	296	6.28

531	House Stewards and Housekeepers				1		33	24	9	67	1.42
532	Cooks and Other Catering Service Workers				1				2	3	0.06
533	Waiters and Bartenders						4	2	6	12	0.25
541	Ship and Flight Attendants and Travel Stewards							1		1	0.02
542	Transport Conductors								1	1	0.02
6	Skilled Farm, Fishery, Wildlife and Related Workers							84	2	86	1.82
621	Fishery Workers								1	1	0.02
651	Hunting and Wildlife Workers							84	1	85	1.80
7	Craft and Related Trades Workers				2		5		10	18	0.38
712	Building Trades Workers						1			1	0.02
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers								2	2	0.04
722	Blacksmiths, Tool-makers and Related Trades Workers								1	1	0.02
723	Machinery Mechanics and Fitters				1		1		4	7	0.15
724	Electrical Equipment Fitters and Installers						1		2	3	0.06
732	Potters, Glass-makers and Related Trades Workers						1			1	0.02

741	Compositors and Typesetters						1			1	0.02
752	Bakers, Pastry-cooks and Confectionery Makers				1					1	0.02
773	Tailors, Dressmakers and Related Workers								1	1	0.02
8	Plant and Machine Operators and Assemblers		1		2		1	11	9	25	0.53
823	Metal Heat-treating Plant Operators, Metal Drawers and Extruders.				1					1	0.02
824	Machine Tool and other Metal-working Machine Operators								3	3	0.06
832	Wood Products Machine Operators							1		1	0.02
349	Other Chemical Processing Plant and Machinery Operators						1		3	4	0.08
882	Motor Vehicle Drivers		1		1			9	2	14	0.30
883	Agricultural and Materials-handling Machinery Operators							1		1	0.02
896	Shoemaking and Related Machine Operators								1	1	0.02
9	Elementary Occupations						3	14	2	19	0.40
913	Cleaners, Launderers and Domestic Workers							4	1	5	0.11
914	Building Caretakers						2			2	0.04

915	Messengers, Porters, Watchmen and Related Workers							7	1	8	0.17
921	Farm-hands and Related Labourers							1		1	0.02
933	Manufacturing Labourers						1	1		2	0.04
934	Transport Labourers and Freight Handlers							1		1	0.02
999	Not Elsewhere Classified	1	7		13		31	1	18	118	2.50
	Total	206	280	27	1830	44	492	1187	597	4713	100.00
	Percentage	4.37	5.94	0.57	38.83	0.93	10.44	25.19	12.67	100.00	