

HOT OCCUPATIONS IN THE KENYAN LABOUR MARKET JANUARY 1 TO MARCH 31, 2016

This report provides a quarterly analysis of job advertisements published in the Daily Nation, The Standard and The East African Newspapers between January 1 and March 31, 2016. The total number of job vacancies posted in the said newspapers for the period was 5,820. Of these, General Office Clerk’s vacancies were 1,029, Specialized Departmental Managers 611, Primary Education Teachers 524 and Nursing and Midwifery Professionals 442. These were the occupations most featured in the newspapers over the reference period (**See Table 1**)

Table 1: Top Occupations as advertised in the Major Newspapers

Occupations	Percent
General Office Clerks	17.68
Specialized Departmental Managers	10.5
Primary Education Teachers	9
Nursing and Mid-Wifery Professionals	7.59
Secondary and Technical Institute Teachers and Instructors	5.58
Secretaries, Stenographers and Typists	4.43
Senior Officials of Special Interest Organizations	3.52
University and Post-secondary Teachers/ Lecturers	3.16
Other Teaching Professionals	2.73
Directors and Chief Executives	2.03
Accountants, Auditors and Tax Assessors	2.03

Source: Computed from Daily Nation, The Standard and The East African newspapers

Advertised Vacancies by Occupational Groups January 1 and March 31, 2016

Table 2 indicates that the highest number of the vacancies advertised in the period between January 1 and March 31, 2016 were in the following occupational groups:

- 1. “Professionals,” with 1798**
- 2. “Secretarial, Clerical Services and Related Workers” with 1318**

3. “Technicians and Associated Professionals” with 1173
4. “Legislators, Administrators And Managers” with 1089

Table 2: Vacancies by major occupational groups January 1 - March 31, 2016

Major Occupational Group	Percentage
Professionals	30.9
Secretarial, Clerical Services and Related Workers	22.7
Technicians and Associate Professionals	20.2
Legislators, Administrators and Managers	18.7
Occupations Not Elsewhere Classified	3.2
Service Workers , Shop and Market Sales Workers	1.9
Plant And Machine Operators and Assemblers	1.7
Craft and Related Trades Workers	0.6
Skilled Farm, Fishery, Wildlife and Related Workers	0.1
Elementary Occupations	0.1
TOTAL	100

Source: Computed from Daily Nation, The Standard and The East African newspapers

Leading Jobs Advertised by Occupational Sub-Groups

The following leading positions were tabulated for each sub-group identified during the period January - March, 2016

Table 3: Leading Jobs by sub major groups

Legislators, Administrators and Managers	Percent
Specialized Departmental Managers	10.5
Senior Officials of Special Interest Organizations	3.52
Directors and Chief Executives	2.03
Non-Departmental Managers	1.31
Professionals	Percent
Nursing and Mid-Wifery Professionals	7.59
Secondary and Technical Institute Teachers and Instructors	5.58
University and Post-secondary Teachers/ Lecturers	3.16
Other Teaching Professionals	2.73
Accountants, Auditors and Tax Assessors	2.03
Technicians And Associate Professionals	Percent
Primary Education Teachers	9
Medical Assistants and Clinical Officers	1.8
Business Services Agents	1.62
Life Science Technicians	1.27
Business and Public Service Middle Level Personnel	1.19
Secretarial, Clerical Services And Related Workers	Percent
General Office Clerks	17.68
Secretaries, Stenographers and Typists	4.43
Numerical Clerks	0.17
Information Clerks	0.14
Service Workers , Shop And Market Sales Workers	Percent
Protective Service Workers	1.08
Hairdressers, Barbers, Beauticians and Related Workers	0.29
House Stewards and Housekeepers	0.27
Cooks and Other Catering Service Workers	0.22
Skilled Farm, Fishery, Wildlife And Related Workers	Percent
Field Crop, Vegetable and Horticultural Farm Workers	0.03
Poultry, Dairy and Livestock Producers	0.02
Crop and Animal Producers	0.02
Craft And Related Trades Workers	Percent
Machinery Mechanics and Fitters	0.33
Building Trades Workers	0.15
Plant And Machine Operators And Assemblers	Percent
Motor Vehicle Drivers	0.96
Machine-Tool and Other Metal-Working Machine Operators	0.58
Metal Heat-Treating Plant Operators, Metal Drawers and Extruders	0.05

Elementary Occupations	Percent
Messengers, Porters, Watchmen and Related Workers	0.09
Farm-Hands and Related Labourers	0.04
Building Caretakers	0.03
Occupations not stated	3.13

Source: Computed from Daily Nation, The Standard and The East African newspapers

Top Ten vacancies by Economic Activity January -March, 2016

Table 4 below highlights the top ten vacancies by economic activity for the period Jan-March 2016. Most of the advertised vacancies were in the Education (2517), Public Administration and Defence, Compulsory Social Security (1797), and Activities of Extraterritorial Organizations and Bodies (493)

Table 4: Top Ten vacancies by Economic activities

Economic Activity	Percent
Education	43.26
Public administration and defence; compulsory social security	30.89
Activities of extraterritorial organizations and bodies	8.47
Manufacturing	3.42
Financial and insurance activities	2.7
Human health and social work activities	2.41
Transportation and storage	1.6
Real estate activities	1.01
Professional, scientific and technical activities	0.98
Wholesale and retail trade; repair of motor vehicles and motorcycles	0.93

Source: Computed from Daily Nation, The Standard and The East African newspapers

Top skills demanded by employers in the period January-March 2016

The vacancies advertised were analyzed in terms of their skill requirements. Basic General Programmes (1593), Education (1051) and Health (823) were the most highly demanded skills over the period. The top ten highly demanded skills are tabulated below. (See table 5)

Table: 5 Skills in High demand

Position	Skill Highly Demanded	Total
1	Basic General Programmes	1593
2	Education	1051
3	Health	823
4	Business Administration	775
5	Humanities	311
6	Computing	277
7	Engineering and Related Engineering Trade	175
8	Architecture and Building	149
9	Social Sciences	119
10	Law	59

Source: Computed from Daily Nation, The Standard and The East African newspapers

Note:

- The **basic general programmes** include: Pre-primary, Elementary, Primary, Secondary
- **Business and Administration** include :Retailing, marketing, sales, public relations, real estate; Finance, banking, insurance, investment analysis; Accounting, auditing, bookkeeping; Management, public administration, institutional administration, personnel administration; Secretarial and office work.
- **Engineering and engineering trades** include: Engineering drawing, mechanics, metal work, electricity, electronics, telecommunications, energy and chemical engineering, vehicle maintenance, surveying.
- **Social services** include: **Social** care: care of the disabled, childcare, youth services, gerontological services; Social work: counselling, welfare not elsewhere classified