

## HOT OCCUPATIONS IN THE KENYAN LABOUR MARKET JULY 1 TO SEPTEMBER 30, 2016

This report provides a quarterly analysis of job advertisements published in the Daily Nation, The Standard and The East African Newspapers between July 1 and September 30, 2016. The total number of job vacancies posted in the said newspapers for the period was 5,565. Of these, Government Administrators vacancies were 927, Primary Education Teachers 878 Specialized Departmental Managers 301, and Protective Service Workers 299. 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
Government Administrators	16.66
Pre-primary Education Teachers	15.78
Specialized Departmental Managers	5.41
Protective Service Workers	5.37
Nursing and Mid-wifery Professionals	3.65
University and Post-secondary Teachers/ Lecturers	3.41
Business Service Agents	3.07
Business and Public Service Middle Level Personnel	2.89
Lawyers	2.43
Auxiliary Nurses	2.55

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

## Advertised Vacancies by Occupational Groups July 1 and September 30, 2016

Table 2 indicates that the highest number of the vacancies advertised in the period between July 1<sup>st</sup> and September 30, 2016 were in the following occupational groups:

1. "Technicians and Associated Professionals" with 1869
2. "Legislators, Administrators and Managers" with 1497
3. "Professionals," with 1342

**Table 2: Vacancies by major occupational groups July 1 - September 30, 2016**

Major Occupational Group	Percent
Legislators, Administrators and Managers	26.90
Professionals	24.12
Technicians and Associate Professionals	33.58
Service Workers and Shop and Market Sales Workers	5.97
Plant And Machine Operators and Assemblers	2.93
Occupations not Elsewhere Classified	2.23
Secretaries, Clerical Services and Related Workers	1.67
Elementary Occupations	1.53
Craft and Related Trades Workers	1.06
Skilled Farm, Fishery, Wildlife and Related Workers	0.02

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 July - September, 2016

**Table 3: Leading Jobs by sub major groups**

<b>Legislators, Administrators and Managers</b>	<b>Percent</b>
Government Administrators	16.66
Specialized Departmental Managers	5.41
Directors and Chief Executives	1.71
Non-Departmental Managers	1.42
<b>Professionals</b>	<b>Percent</b>
Nursing and Mid-Wifery Professionals	3.65
University and Post-Secondary Teachers/ Lecturers	3.41
Lawyers	2.43
Accountants, Auditors and Tax Assessors	2.41
Health Professionals	2.07
<b>Technicians and Associate Professionals</b>	<b>Percent</b>
Pre-Primary Education Teachers	15.78
Business Service Agents	3.07
Business and Public Service Middle Level Personnel	2.89

Auxiliary Nurses	2.55
Medical/Clinical Officers	1.64
Lands, Agricultural and Livestock Officials	1.58
<b>Secretaries, Clerical Services and Related Workers</b>	<b>Percent</b>
General Office Clerks	0.58
Numerical Clerks	0.36
Secretaries, Stenographers and Typists	0.27
<b>Service Workers and Shop and Market Sales Workers</b>	<b>Percent</b>
Protective Service Workers	5.37
<b>Skilled Farm, Fishery, Wildlife and Related Workers</b>	<b>Percent</b>
Forestry and Related Workers	0.02
<b>Craft And Related Trades Workers</b>	<b>Percent</b>
Metal Molders, Welders, Structural-Metal Preparers and Related Trades Workers	0.63
<b>Plant and Machine Operators and Assemblers</b>	<b>Percent</b>
Motor Vehicle Drivers	2.16
Agricultural and Materials-Handling Machinery Operators	0.49
<b>Elementary Occupations</b>	<b>Percent</b>
Cleaners, Launderers and Domestic Workers	1.42
<b>Occupations not Elsewhere Classified</b>	<b>Percent</b>
Occupations not Elsewhere Classified	2.23

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

## Top Ten vacancies by Economic Activity July -September, 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 Public Administration and Defence, Compulsory Social Security (3,899), Activities of Extraterritorial Organizations and Bodies (346) and Education (329)

Table 4: Top Ten vacancies by Economic activities

Economic Activity	Percent
Public Administration and Defence; Compulsory Social Security	70.06
Activities of Extraterritorial Organizations and Bodies	6.27
Education	5.91
Financial and Insurance Activities	3.16
Construction	3.16
Administrative and Support Service Activities	2.07
Human Health and Social Work Activities	1.51
Electricity, Gas, Steam and Air Conditioning Supply	1.40
Manufacturing	1.19
Information and Communication	1.01

## Top skills demanded by employers in the period July-September 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	Health	1169
2	Business and Administration	835
3	Basic General Programmes	608
4	Education	553
5	Engineering and Engineering Trades	248
6	Architecture and Building	244
7	Law	193
8	Humanities	176
9	Computing	175
10	Social Sciences	157

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

Note:

- The basic general programmes include: Pre-primary, Elementary, Primary, and 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

