



MINISTRY OF LABOUR AND SOCIAL PROTECTION

JOB OPPORTUNITY ANALYSIS REPORT

(APRIL-JUNE, 2019)

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

JULY, 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

N.E.C - Not elsewhere classified

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.

Not Elsewhere Classified – An occupation that cannot be placed in any of the nine classifications in KNOCS 2000

1.0 INTRODUCTION

This Job Opportunity Analysis (JOA) report covers the period April to June, 2019 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, terms of service, 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 April to June, 2019 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)

United Nations Educational, Scientific and Cultural Organization (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 April to June, 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 1190 job openings were advertised.

4.1. Vacancies by Economic Activity

Job opportunities occur within certain economic activities¹. Therefore, job openings within the respective economic activities must be 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 below shows that Professional, scientific and technical activities recorded the highest number vacancies accounting for about 97.9 percent followed by Public Administration And Defence; Compulsory Social Security at 2 percent. The rest of the economic activities contributed to less than 1 percent each. The high numbers of vacancies under Professional, scientific and technical activities can be attributed to the recruitment of census survey personnel during the period under review. (**Also 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 Vacancies by Economic Activity

Economic Activity	Vacancies	Percentage
Agriculture, Forestry And Fishing	6	0.00
Electricity, Gas, Steam And Air Conditioning Supply	42	0.02
Construction	1	0.00
Transportation And Storage	13	0.01
Information And Communication	8	0.00
Financial And Insurance Activities	26	0.02
Professional, scientific and technical activities	164,701	97.89
Administrative And Support Service Activities	28	0.02
Public Administration And Defence; Compulsory Social Security	3,360	2.00
Education	23	0.01
Human Health And Social Work Activities	29	0.02
Activities Of Extraterritorial Organizations And Bodies	14	0.01
Grand Total	168,251	100.00

4.2. Vacancies by Major Occupational Group

Table 2 presents vacancies by Major Occupation Groups. The highest number of the job openings were in the Secretarial, Clerical Services And Related Workers Occupational major group with 96.29 percent followed Professionals major group at 3.2 percent with the rest of occupational groups accounting for less than 1 percent. It's also observed that there were no job vacancies in Service Workers, Shop and Market Sales Workers, Plant and Machine

Operators And Assemblers and Elementary Occupations occupational Major Groups (**See appendix 2A**).

Table 2: Vacancies by Major Occupational Group

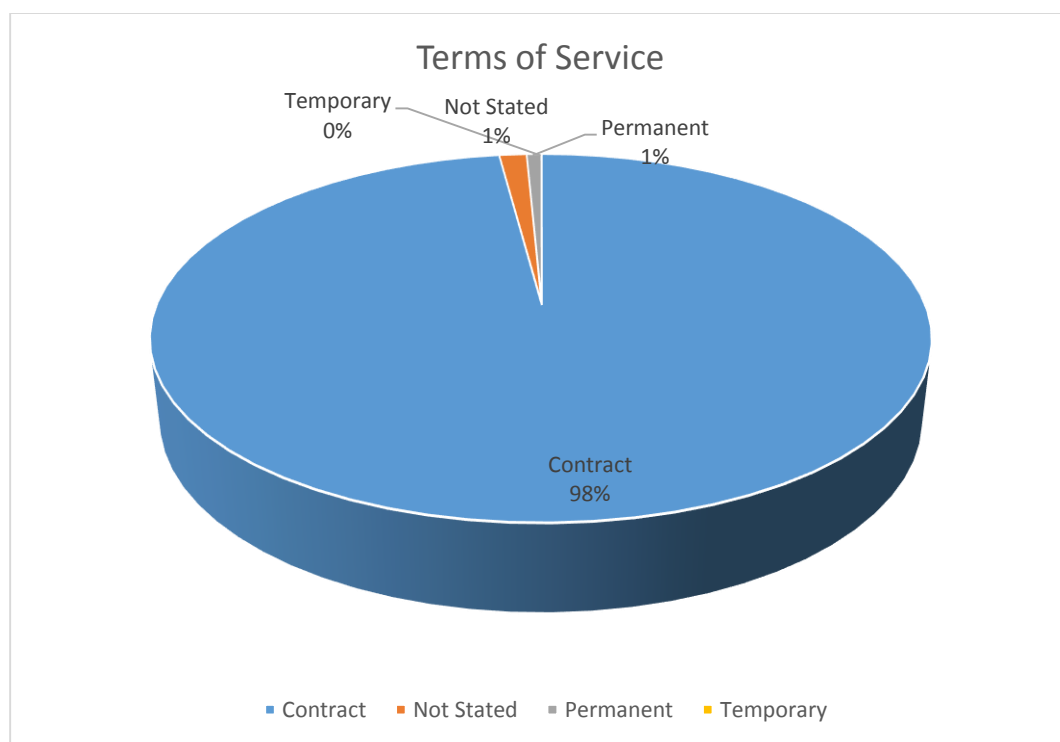
Major Group	Vacancies	Percentage
Legislators, Administrators And Managers	510	0.30
Professionals	5369	3.19
Technicians And Associate Professionals	362	0.22
Secretarial, Clerical Services And Related Workers	162005	96.29
Service Workers , Shop And Market Sales Workers	2	0.00
Craft And Related Trades Workers	2	0.00
Major Group Not Elsewhere Classified	1	0.00
Grand Total	168251	100.00

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 as an indicator in monitoring decent work. Monitoring terms of service is one of the major steps towards promoting decent work in Kenya.

Figure 1 below shows that 98 percent of the advertised jobs were on contract terms of service while Jobs advertised on permanent and jobs which were silent on the terms of engagement contributed 1 percent each.

Figure 1: Distribution of Vacancies by Terms of Service



4.4 Vacancies by Skill Area and Level

Figures 2 and 3 provide information on skill areas and levels demanded by employers. Out of the total jobs advertised, 80.24 required skills in Basic general programmes followed by Humanities at 16.17percent and computing at 1.61percent.

In terms of level of training, bachelors level was highest in demand at 32 percent followed by diploma level at 23 percent and PhD at 12 percent while those with higher Diploma and post graduate Diploma were the least demanded at 2 and 1 percent respectively. It's also observed that 2 percent of the job adverts didn't require any certificate while 5 percent of the job adverts were silent on skill requirement as shown in figure (3) below.

Figure 2: vacancies by Skill Area

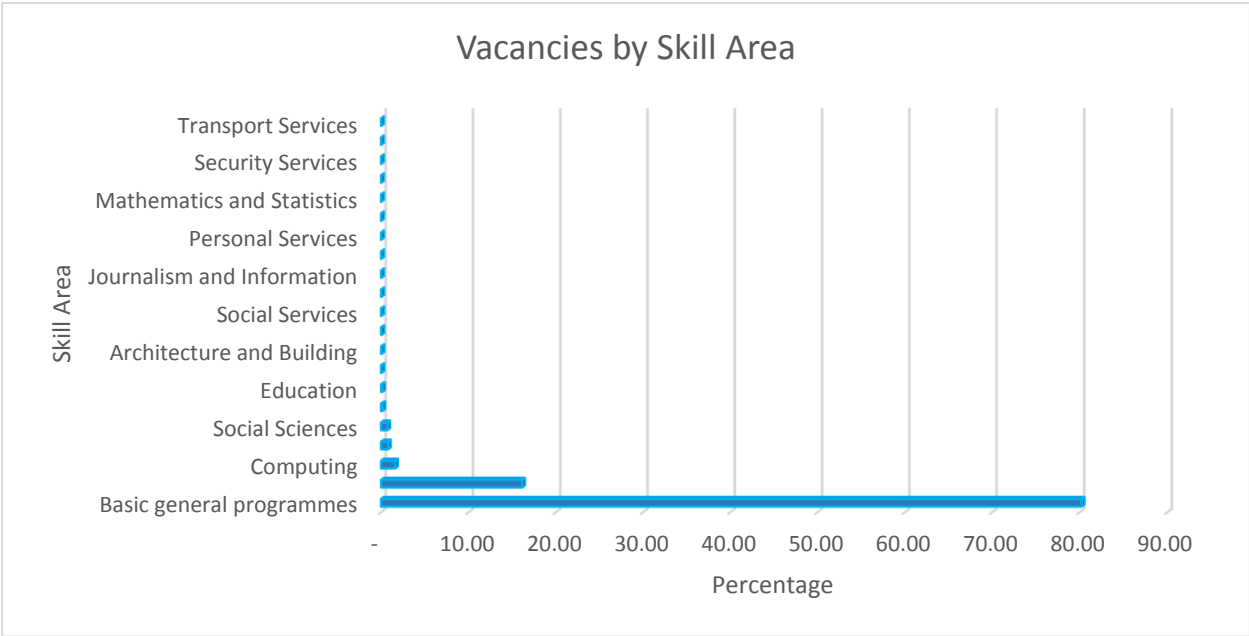
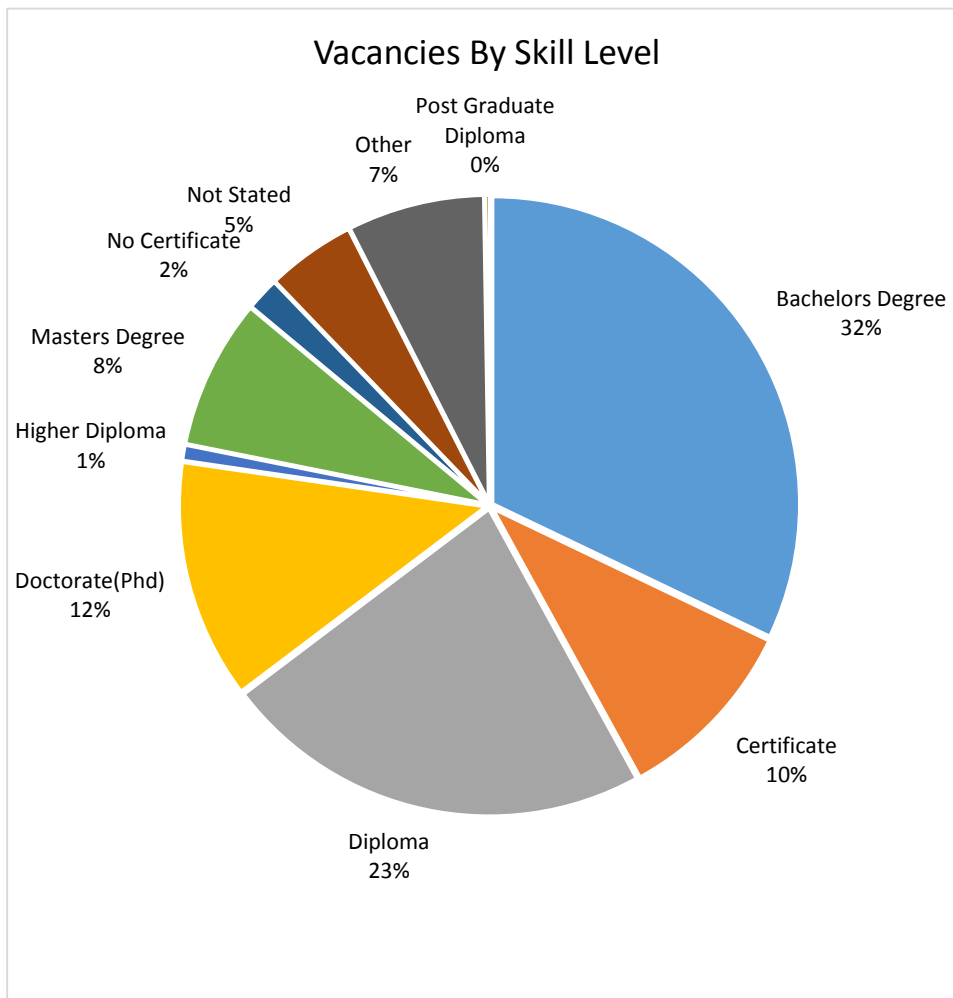


Figure 2: Vacancies by skill level



4.5. Vacancies by County and Major Occupational Group

In this part of the report, vacancies advertised were analyzed on the basis of the County where the vacancy arose and the major occupation into which the job belongs. From the analysis, there were 168251 vacancies advertised across all Counties.

Table 3 shows that, 97.9 percent of all vacancies that were advertised during the reference period cut across all counties and would not be assigned to a particular county. However Nairobi and Kiambu accounted for 1.9 and 1.3 percent off all advertised vacancies **(See Table 3)**.

In terms of occupations Secretarial, Clerical Services and Related Workers, and Professionals Major Occupational Groups accounted for 96.3 and 3.2 percent respectively. All other Major Occupational Groups accounted for less than one percent

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

Table3: vacancies by county and Occupational Major group

Counties	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	Major Group Not Elsewhere Classified	Grand Total	Percent
All counties		2700		162000	0	0	0	164700	97.89
Uasin Gishu	1	2	4	1	0	0	0	8	0.00
Isiolo	5	0	0	0	0	0	0	5	0.00
Kakamega	1	0	0	0	0	0	0	1	0.00
Kiambu	19	121	83	0	0	0	0	223	0.13
Kisumu	1	1	1	1	0	0	0	4	0.00
Kitui	1	2	0	0	0	0	0	3	0.00
Lamu	1	0	1	0	0	0	0	2	0.00
Machakos	11	2	1	1	1	0	0	16	0.01
Marsabit	7	0	0	0	0	0	0	7	0.00
Mombasa	2	3	1	0	0	0	0	6	0.00
Nairobi	368	2532	263	2	1	2	1	3169	1.88
Nandi	2	0	0	0	0	0	0	2	0.00
Narok	80	0	0	0	0	0	0	80	0.05
Nyandarua	2	0	0	0	0	0	0	2	0.00
Nyeri	4	4	7	0	0	0	0	15	0.01
Europe	1	0	0	0	0	0	0	1	0.00
Not Stated	4	2	1	0	0	0	0	7	0.00
Grand Total	510	5369	362	162005	2	2	1	168251	100.00

4.6. Vacancies by Occupation and Educational Award

During the reference period, bachelors degree level was the most demanded award by most jobs at 32.1 percent followed by diploma at 22.7 percent and PhD at 16.6 percent. There was also a significant percentage of job adverts that were not explicit on the level of skill required.

The occupations that had the highest number of jobs adverts were in Agriculturalists and Related Professionals and Legal Professionals minor group at 10 and 9 percent respectively. (See appendix 2)

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 April to June, 2019. Professional, Scientific And Technical Activities sector recorded the highest job creation with an index of 136117 followed by Electricity, Gas, Steam And Air Conditioning Supply sector with an index of 525 of jobs captured in April to June, 2019. Overall there was a general growth in the number of vacancies reported with Job Opportunity Index in all Economic Activities Improving from 142 in January quarter 2019 to 3570 in April- June 2019 quarter. It's also noted that a number of economic sectors reported no growth recording a zero index. These were: Mining and Quarrying, Manufacturing, Water Supply; Sewerage, Waste Management

And Remediation Activities, Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles, Accommodation And Food Service Activities, Real Estate Activities, Arts, Entertainment And Recreation, Other Service Activities

On the other hand there was a decline in the number of jobs advertised in the various economic sectors, the biggest decline was recorded in Agriculture, Forestry And Fishing followed by Activities Of Extraterritorial Organizations And Bodies and Education.

Table 4: Job Opportunity Indices by Economic Activity

ISIC code	Economic Activity	July-September 2018	October-December 2018 index	Jan-March 2019 index	April-june,2019
A	Agriculture, Forestry And Fishing	2	0	60	2
B	Mining and Quarrying	0	0	50	0
C	Manufacturing	12	288	22	0
D	Electricity, Gas, Steam And Air Conditioning Supply	38	0	0	525
E	Water Supply; Sewerage, Waste Management And Remediation Activities	35	100	83	0
F	Construction	48	0	18	5
G	Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	30	35	9	0
H	Transportation And Storage	0	2	3	14
I	Accommodation And Food Service Activities	85	75	0	0
J	Information And Communication	41	36	62	21
K	Financial And Insurance Activities	20	9	8	12
L	Real Estate Activities	0	25	0	0
M	Professional, Scientific And Technical Activities	8	10	8	136117
N	Administrative And Support Service Activities	0	116	62	108
O	Public Administration And Defence; Compulsory Social Security	30	38	9	128
P	Education	9	8	732	4
Q	Human Health And Social Work Activities	20	2	6	16
R	Arts, Entertainment And Recreation	0	0	10	0

S	Other Service Activities	0	2	11	0
U	Activities Of Extraterritorial Organizations And Bodies	20	5	7	3
	Total	23	31	142	3570

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

5.2. Job Opportunity Indices by Occupation

Table 5 shows that the highest growth in the reference period was reported in Secretarial, Clerical Services and Related Workers Major Occupational Group which had the highest number of jobs demanded with an index of 176093 for the period April to June, 2019 followed by Professionals with an index of 316. Skilled Farm, Fishery, Wildlife and Related Workers, Plant and Machine Operators And Assemblers, Elementary Occupations Major occupational Groups registered no job vacancies.

Service Workers, Shop and Market Sales Workers recorded the highest decline followed by Legislators, Administrators And Managers.

Table 5: Job Opportunity Indices by Occupation

Major Group	Occupational Groups	Oct-dec.2018 index	Ja-march index	Jan-march 2019	April-June 2019 Index
1	Legislators, Administrators And Managers	8	189	12	34
2	Professionals	6	5114	301	316
3	Technicians And Associate Professionals	114	47	6	48
4	Secretarial, Clerical Services and Related Workers	62	17	18	176093
5	Service Workers , Shop and Market Sales Workers	10	1	0.3	0.5
6	Skilled Farm, Fishery, Wildlife and Related Workers	0	0	0	0
7	Craft And Related Trades Workers	533	0	0	11
8	Plant and Machine Operators And Assemblers	44	7	28	0
9	Elementary Occupations	115	5	4	0

	Occupations n.e.c	0	3	0	0.8
	Grand Total	31	5383	114	3570

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;

- Professional, Scientific And Technical Activities had a high potential for job openings accounting for 97.9 percent of total jobs advertised.
- Secretarial, Clerical Services and Related Workers occupations were on high demand.
- The labour market mostly required skills at bachelors and diploma levels accounting for 32 and 23 percent respectively.
- That most jobs in the labour market were on contract terms accounting for 98 percent.
- The labour market required Basic general programmes skills

7.0. APPENDIX

APPENDIX 1

Major and Minor Group	Vacancies	
Legislators, Administrators And Managers	510	0.30
Administrators And Senior Officials Of Special-Interest Organizations	199	0.12
Corporate Managers	269	0.16
Non-Departmental Managers	6	0.00
Other Administrators And Managers	36	0.02
Professionals	5369	3.19
Business Professionals	138	0.08
Engineering Science Professional	73	0.04
Engineering Science Professionals	26	0.02
Health And Life Science Professionals	126	0.07
Legal Professionals	1	0.00
Mathematicians, Statisticians And Computing Professionals	2704	1.61
Other Professionals	10	0.01
Physical Science Professionals	13	0.01
Social Science And Related Professionals	2202	1.31
Teaching Professionals	76	0.05
Technicians And Associate Professionals	362	0.22
Administration Middle Level Personnel	128	0.08
Business And Social Services Associate Professionals	12	0.01
Engineering Technicians	15	0.01
Medical And Health Science Associate Professionals	75	0.04
Other Business, Social Services, Athletics, Sports And Related Workers	1	0.00
Physical And Life Science Associate Professionals	26	0.02
Primary And Pre-Primary Education And Other Teachers	100	0.06
Ship And Aircraft Controllers	5	0.00
Secretarial, Clerical Services And Related Workers	162005	96.29
Secretaries And Office Clerks	162005	96.29
Service Workers , Shop And Market Sales Workers	2	0.00
House Stewards, Caterers, Waiters And Related Workers	1	0.00
Personal And Protective Services Workers	1	0.00
Craft And Related Trades Workers	2	0.00
Food Processing And Related Trades Workers	1	0.00
Metal, Machinery And Related Trades Workers	1	0.00
Major Group Not Elsewhere Classified	1	0.00
Sub Major Not Elsewhere Classified	1	0.00
Grand Total	168251	100.00

Appendix 2: Vacancies by skill area

SKILL AREA	VACANCIES	PERCENT
Basic general programmes	135000	80.24
Agriculture, Forestry and Fishery	5	0.00
Architecture and Building	76	0.05
Arts	11	0.01
Business and Administration	1342	0.80
Computing	2708	1.61
Education	207	0.12
Engineering and Engineering Trades	58	0.03
Environmental Protection	3	0.00
Health	238	0.14
Humanities	27198	16.17
Journalism and Information	18	0.01
Life Sciences	1	0.00
Mathematics and Statistics	4	0.00
Personal Services	8	0.00
Physical Sciences	41	0.02
Security Services	3	0.00
Social Sciences	1205	0.72
Social Services	44	0.03
Transport Services	1	0.00
Category Not Elsewhere Classified	80	0.05
Grand Total	168251	100.00

Appendix3: Vacancies by skill area and level

Skill Area	Doctorate(Phd)	Masters Degree	Bachelors Degree	Post Graduate Diploma		Diploma	Certificate	Other	Not Stated	Grand Total
Agriculture, Forestry and Fishery	0	1	3	0		0	0	0	1	5
Architecture and Building	0	0	0	0		1	0	0	75	76
Arts	0	0	1	0		0	0	0	10	11
Basic general programmes	0	0	0	0		0	135000	0	0	135000
Business and Administration	1	8	32	0		3	2	4	1292	1342
Category Not Elsewhere Classified	0	0	0	0		0	0	0	80	80
Computing	0	2	2701	0		1	0	0	4	2708
Education	3	2	10	2		0	0	0	190	207
Engineering and Engineering Trades	0	0	6	0		0	0	0	52	58
Environmental Protection	0	0	0	0		0	0	0	3	3
Health	0	2	6	0		2	0	0	228	238
Humanities	0	1	5	0		2700	0	0	192	27198
Journalism and Information	0	0	2	0		1	0	0	15	18
Life Sciences	0	0	1	0		0	0	0	0	1
Mathematics and Statistics	0	1	2	0		0	0	0	1	4
Personal Services	0	0	0	0		0	0	0	8	8
Physical Sciences	0	0	6	0		0	0	0	35	41
Security Services	0	1	1	0		1	0	0	0	3
Social Sciences	0		2	0		0	0	0	1203	1205
Social Services	0	0	0	0		0	0	0	44	44
Transport Services	0	0	0	0		0	0	0	1	1

Grand Total	4	18	2778	2	2700 9	13500 2	4	3434	168251
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