



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

**JOB OPPORTUNITY ANALYSIS REPORT  
(JANUARY-MARCH 2017)**

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

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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 from January to March, 2017 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.

## **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 January to March, 2017 was done by recording jobs vacancies advertised daily in the mainstream print media 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 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 from January to March, 2017. 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 3,235 job openings were advertised.

### **4.1 Vacancies by Economic Activity**

Job opportunities occur within certain economic activities<sup>1</sup>. Therefore, job openings within the respective economic activities must be monitored for employment creation and demand 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 and Activities of extra-territorial organs and bodies recorded about 46 percent of the jobs advertised, Education recorded about 13 percent of the jobs advertised, while the rest of the economic activities contributed to 41 percent of the jobs advertised. For detailed analysis of job openings by economic activity **(See appendix 1A)**.

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<sup>1</sup> 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**

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>Posts</b>	<b>Percentage</b>
A	Agriculture, forestry and fishing	11	0.34
C	Manufacturing	50	1.55
F	Construction	7	0.22
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	24	0.74
H	Transportation and storage	17	0.53
I	Accommodation and food service activities	12	0.37
J	Information and communication	36	1.11
K	Financial and insurance activities	158	4.88
L	Real estate activities	10	0.31
M	Professional, scientific and technical activities	8	0.25
N	Administrative and support service activities	401	12.40
O	Public administration and defense; compulsory social security	1498	46.31
P	Education	425	13.14
Q	Human health and social work activities	64	1.98
R	Arts, entertainment and recreation	5	0.15
S	Other service activities	64	1.98
U	Activities of extraterritorial organizations and bodies	425	13.14
Y	Activities not Elsewhere Classified	20	0.62
<b>Grand Total</b>		<b>3235</b>	<b>100.00</b>

#### 4.2. Vacancies by Major Occupational Group

Table 2 indicates that about 34.2 percent of the job openings were in the Major Occupational Group of Legislators, Administrators and Managers. Professionals constituted 23.6 percent while Technicians and Associate Professionals had 13.6 percent vacancies advertised respectively. The rest of the occupations constituted 30.6 percent of the advertised jobs. For detailed analysis of job openings by major and minor occupational groups (**See appendix 2A**).

**Table 2: Vacancies by Major Occupational Group**

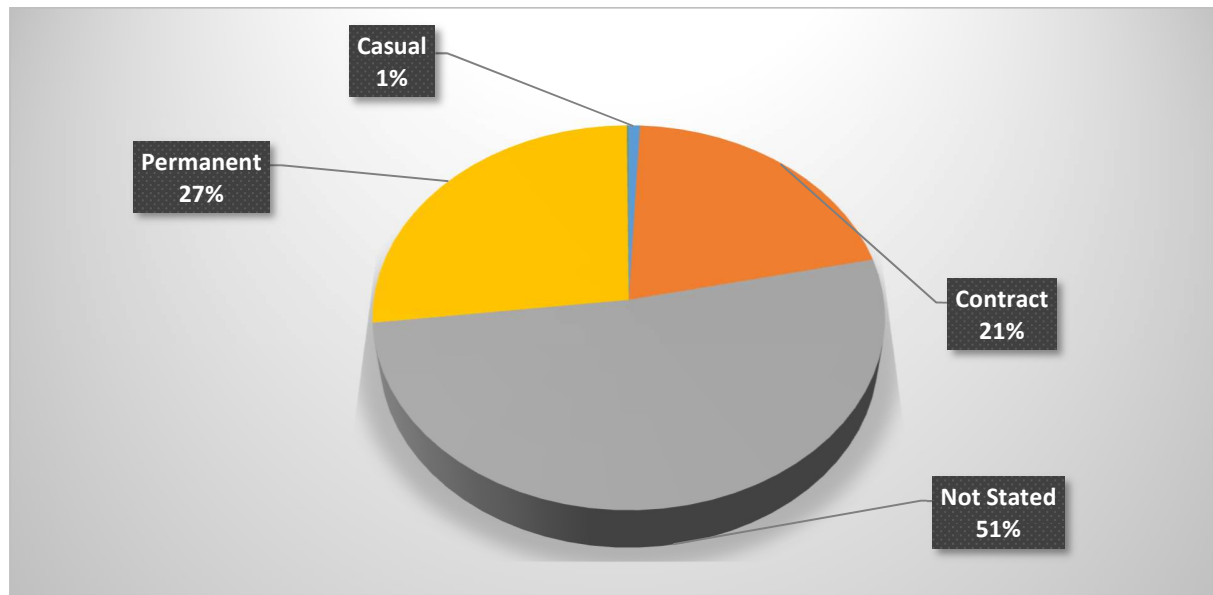
<b>KNOCS Code</b>	<b>Occupation</b>	<b>Vacancies</b>	<b>Percentage</b>
1	Legislators, Administrators And Managers	1107	34.22
2	Professionals	763	23.59
3	Technicians And Associate Professionals	439	13.57
4	Secretarial, Clerical Services And Related Workers	121	3.74
5	Service Workers , Shop And Market Sales Workers	395	12.21
7	Craft And Related Trades Workers	105	3.25
8	Plant And Machine Operators And Assemblers	232	7.17
9	Elementary Occupations	6	0.19
X	Occupations not elsewhere classified	67	2.07
<b>Grand Total</b>		<b>3235</b>	<b>100</b>

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

Figure 1 indicates that during the reference period, 27 percent of the advertised jobs were permanent, 21 percent were on contract, while 51 percent of the jobs advertised were silent on the terms of engagement.

**Figure 1: Distribution of Vacancies by Terms of Service**

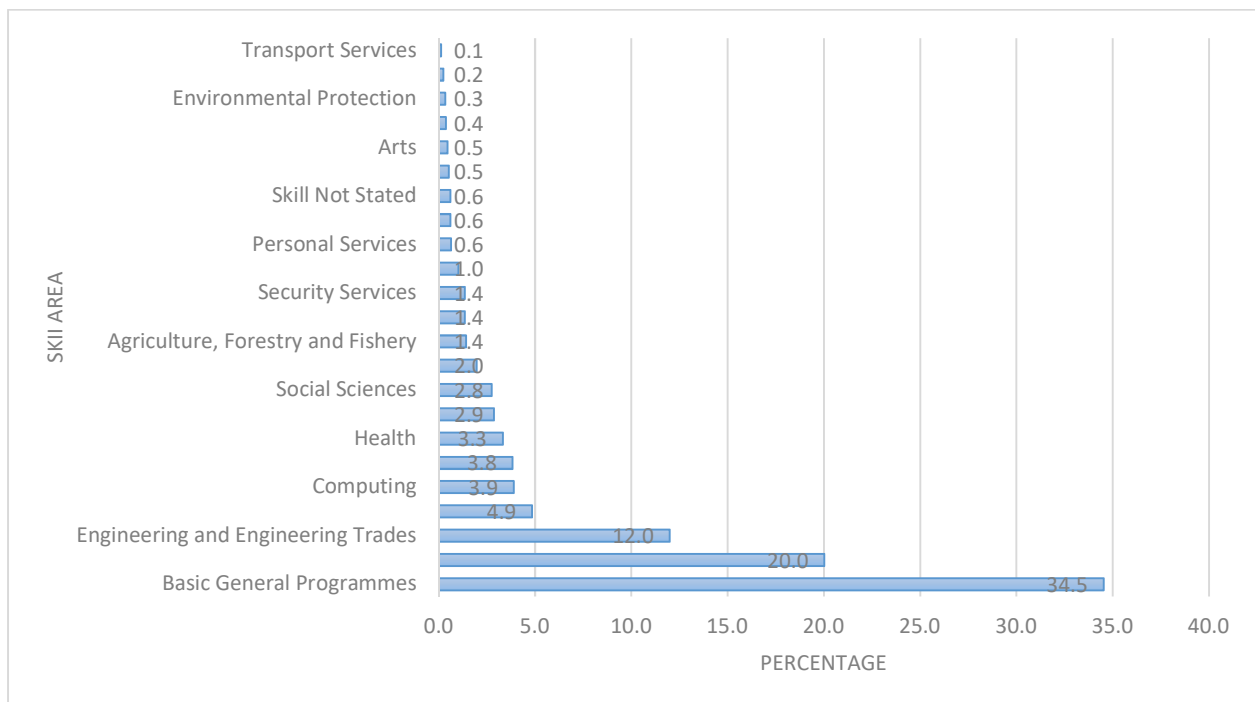


#### 4.4. Vacancies by Skill Area and Level

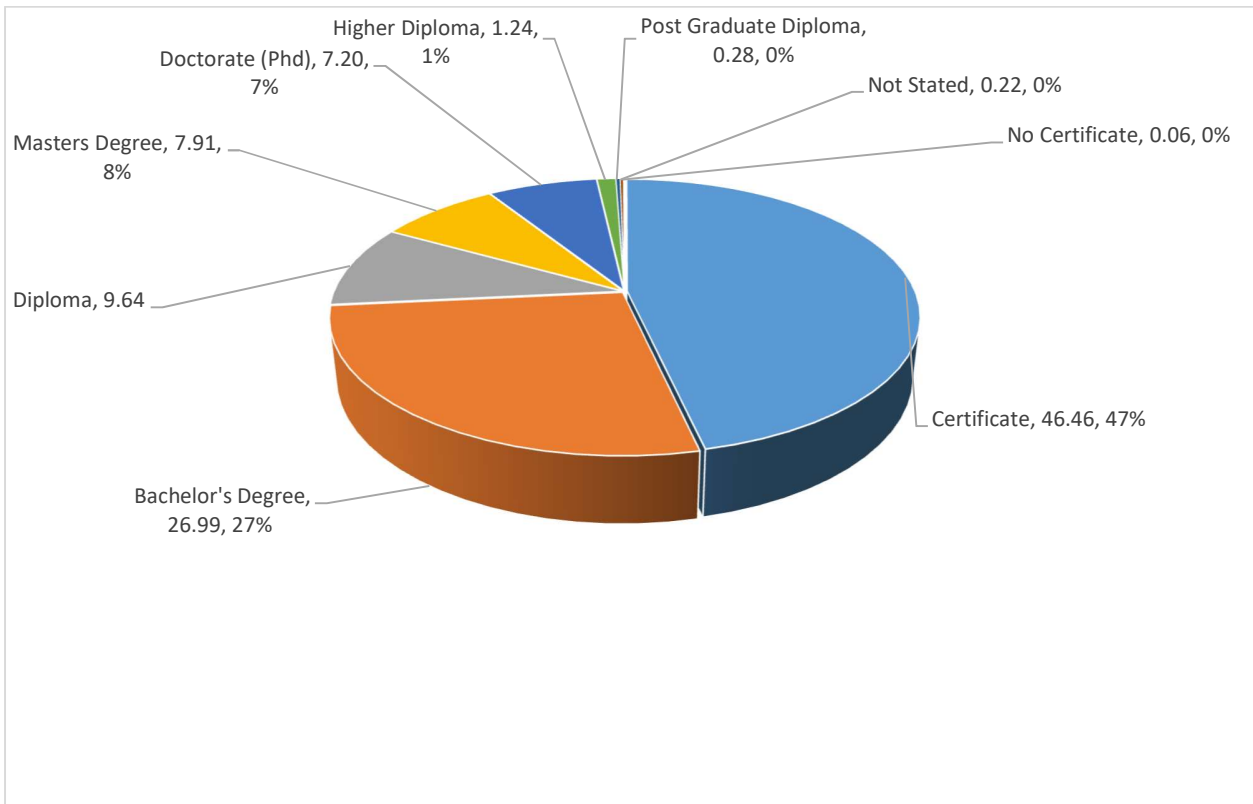
Figures 2 and 3 provide information on skill areas and levels required by employers. Out of the total jobs advertised, 34.5 percent required Basic General Programmes, followed by Business and Administration at 20 percent, while Engineering and Engineering Trades constituted 12 percent. The least skill area required was in Transport Services at 0.1 percent.

In terms of training level, Certificate level was highest in demand at 46.5 percent followed by Bachelor's degree level at 27 percent while those without certificates were the least required in the labour market with less than one percent as shown in figure 3.

**FIGURE 2: VACANCIES BY SKILL AREA**



**FIGURE 3: 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.

Nairobi County had the highest number of advertised vacancies at 48 percent with Legislators, Administrators and Managers registering 24.2 percent, Professionals registering 23.9 percent, Service workers, shops and market sales workers registering 20.6 percent and Technician and Associate professionals registering 20.3 percent of all advertised vacancies.

Kakamega County was second with 11.8 percent followed by Kitui with 10.3 percent, while other counties accounted for 29.9 percent of the job advertisements. For detailed analysis on vacancies by Counties and Major Occupational Group (**see Appendix 4A**).

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

#### **4.6. Vacancies by Occupation and Educational Award**

During the reference period, 45.5 percent of the jobs advertised required Certificate level award, followed by Bachelors at 27.3 percent, and Diploma at 10.9 percent.

The occupations that required certificate level of education were mainly by Government Administrators and Protective Service Workers at 43.5 percent and 26.7 percent respectively. Similarly, Bachelor's degree at 14.5 percent was a requirement in the Specialized Departmental Managers category (**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.

### **5.1. Job Opportunity Indices in all Economic Activities**

Table 4 presents job opportunity indices for the period January – March 2017. Administrative and Support Service Activities sector recorded the highest index of 1542 followed by Real Estate Activities with an index of 125 of jobs captured in January to March 2017.

The economic sectors which had no growth registering a zero index during the period January to March 2017 were, Activities of Mining and Quarrying, Electricity Gas Steam and Air-conditioning Supply, Water supply sewage waste management and remediation and activities of Households as Employers.

**Table 4: Job Opportunity Indices by Economic Activity**

ISIC Code	Economic Activity	March 2016 Index	June 2016 Index	September 2016 Index	March 2017
A	Agriculture, Forestry and Fishing	118	36	13	24
B	Mining and Quarrying	50	0	0	0
C	Manufacturing	221	101	73	56
D	Electricity, Gas, Steam and Air Conditioning Supply	163	438	975	0
E	Water Supply; Sewerage, Waste Management and Remediation	62	131	108	0
F	Construction	0	217	765	30
G	Wholesale and Retail Trade; Repair of Motor Vehicles and	235	87	117	104
H	Transportation and Storage	100	270	33	18
I	Accommodation And Food Service Activities	0	0	65	60
J	Information and Communication	100	92	144	92
K	Financial and Insurance Activities	71	111	80	71
L	Real Estate Activities	738	388	0	125
M	Professional, Scientific And Technical Activities	47	36	32	7
N	Administrative and Support Service Activities	127	1327	442	1542
O	Public Administration and Defense; Compulsory Social	68	81	148	57
P	Education	367	100	48	62
Q	Human Health And Social Work Activities	79	54	47	36
R	Arts, Entertainment And Recreation	280	20	10	50
S	Other Service Activities	25	17	90	123
T	Activities of Households as Employers; Undifferentiated	0	0	0	0
U	Activities Of Extraterritorial Organizations And Bodies	133	94	85	103
	<b>Total</b>	<b>123</b>	<b>98</b>	<b>118</b>	<b>69</b>

**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 Plant and Machine Operators and Assemblers which had the highest number of skills demanded, with an index of 928 for the period January to March 2017. This is compared to an index of 838 for Associate Professionals for the period October to December 2016 confirming the changing nature of the job market in the country.

**Table 5: Job Opportunity Indices by Occupation**

KNOCS CODE	Major Occupational Group	Mar-16 Index	June 2016 Index	September2 016	October to December 2016	Mar-17
1.	Legislators, Administrators And Managers	72	48	99	45	73
2.	Professionals	106	106	79	40	45
3.	Technicians And Associate Professionals	155	119	247	838	58
4.	Secretarial, Clerical Services And Related Workers	1433	254	101	53	132
5.	Service Workers , Shop And Market Sales Workers	29	98	87	13	103
6.	Skilled Farm, Fishery, Wildlife And Related Workers	5	2	1	19	0
7.	Craft And Related Trades Workers	206	317	328	283	583
8.	Plant And Machine Operators And Assemblers	392	104	652	332	928
9.	Elementary Occupations	1005	447	447	168	32
	<b>Total</b>	<b>123</b>	<b>98</b>	<b>118</b>	<b>175</b>	<b>69</b>

**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 labour market in a short interval of time. During this period the following were the key signals;

- Public sector had a high potential for job openings (with Public administration and defense; compulsory social security accounting for 46.3 percent of total jobs advertised).
- Most of the employers remained unclear on the terms of service in jobs advertisements. This could be an indication that the labour market leaned towards negotiated terms of service.
- The labour market required occupations with business Administration Skills at certificate level. This is an indication that the low level skills were on high demand in the labour market.

## 7.0. APPENDICES

**Table 1A: Distribution of Vacancies by Economic Activity**

ISIC Code	Economic Activity	Posts	Percentage
<b>A</b>	<b>Agriculture, forestry and fishing</b>	<b>11</b>	<b>0.34</b>
12	Growing of Perennial Crops	10	0.31
01	Crop and animal production, hunting and related service activities	1	0.03
<b>C</b>	<b>Manufacturing</b>	<b>50</b>	<b>1.55</b>
10	Manufacture of Food Products	15	0.46
18	Printing and reproduction of recorded media	10	0.31
22	Manufacture of rubber and plastics products	19	0.59
29	Manufacture of Motor Vehicles, Trailers and Semi-Trailers	6	0.19
<b>F</b>	<b>Construction</b>	<b>7</b>	<b>0.22</b>
42	Civil Engineering	3	0.09
43	Specialized Construction Activities	4	0.12
<b>G</b>	<b>Wholesale and retail trade; repair of motor vehicles and motorcycles</b>	<b>24</b>	<b>0.74</b>
45	Wholesale and Retail Trade and Repair of Motor Vehicles and Motorcycles	2	0.06
46	Wholesale trade, except of motor vehicles and motorcycles	9	0.28
47	Retail trade, except of motor vehicles and motorcycles	13	0.40
<b>H</b>	<b>Transportation and storage</b>	<b>17</b>	<b>0.53</b>
49	Land Transport and Transport Via Pipelines	2	0.06
51	Air Transport	11	0.34
52	Warehousing and Support Activities for Transportation	1	0.03
53	Postal and Courier Activities	3	0.09
<b>I</b>	<b>Accommodation and food service activities</b>	<b>12</b>	<b>0.37</b>
55	Accommodation	5	0.15
56	Food and beverage service activities	7	0.22
<b>J</b>	<b>Information and communication</b>	<b>36</b>	<b>1.11</b>
58	Publishing Activities	31	0.96
61	Telecommunications	2	0.06
62	Computer programming, consultancy and related activities	3	0.09
<b>K</b>	<b>Financial and insurance activities</b>	<b>158</b>	<b>4.88</b>
64	Financial Service Activities, Except Insurance and Pension Funding	1	0.03
65	Insurance, reinsurance and pension funding, except compulsory social security	129	3.99
66	Activities auxiliary to financial service and insurance activities	28	0.87
<b>L</b>	<b>Real estate activities</b>	<b>10</b>	<b>0.31</b>
68	Real Estate Activities	10	0.31
<b>M</b>	<b>Professional, scientific and technical activities</b>	<b>8</b>	<b>0.25</b>
69	Legal and Accounting Activities	3	0.09
71	Architectural and engineering activities; technical testing and analysis	1	0.03

<b>ISIC Code</b>	<b>Economic Activity</b>	<b>Posts</b>	<b>Percentage</b>
72	Scientific Research and Development	4	0.12
<b>N</b>	<b>Administrative and support service activities</b>	<b>401</b>	<b>12.40</b>
76	Scientific Research and Development	3	0.09
78	Employment Activities	81	2.50
79	Travel agency, tour operator, reservation service and related activities	3	0.09
80	Security and investigation activities	313	9.68
<b>O</b>	<b>Public administration and defense; compulsory social security</b>	<b>1498</b>	<b>46.31</b>
84	Public Administration And Defense; Compulsory Social Security	1498	46.31
<b>P</b>	<b>Education</b>	<b>425</b>	<b>13.14</b>
85	Education	425	13.14
<b>Q</b>	<b>Human health and social work activities</b>	<b>64</b>	<b>1.98</b>
86	Human health activities	64	1.98
<b>R</b>	<b>Arts, entertainment and recreation</b>	<b>5</b>	<b>0.15</b>
92	Gambling and Betting Activities	3	0.09
93	Sports activities and amusement and recreation activities	2	0.06
<b>S</b>	<b>Other service activities</b>	<b>64</b>	<b>1.98</b>
94	Activities Of Membership Organizations.	63	1.95
96	Other Personal Service Activities	1	0.03
<b>U</b>	<b>Activities of extraterritorial organizations and bodies</b>	<b>425</b>	<b>13.14</b>
99	Activities Of Extraterritorial Organizations And Bodies.	425	13.14
<b>Y</b>	<b>Activities not Elsewhere Classified</b>	<b>20</b>	<b>0.62</b>
100	Activities not Elsewhere Classified	20	0.62
<b>Grand Total</b>		<b>3235</b>	<b>100.00</b>

**Table 2A: Vacancies by Major and Minor Occupational Group**

<b>KNOCS Code</b>	<b>Occupation</b>	<b>Vacancies</b>	<b>Percentage</b>
<b>1</b>	<b>LEGISLATORS, ADMINISTRATORS AND MANAGERS</b>	<b>1107</b>	<b>34.22</b>
112	Local Authority Officials	5	0.15
121	Government Administrators	662	20.46
122	Senior Officials Of Special-Interest Organizations	4	0.12
131	Directors And Chief Executives	83	2.57
132	Specialized Departmental Managers	214	6.62
133	Other Departmental Managers	20	0.62
141	Non Departmental Managers	87	2.69
151	Other Administrators and Managers	32	0.99
<b>2</b>	<b>PROFESSIONALS</b>	<b>763</b>	<b>23.59</b>
211	Physicists And Related Professionals	4	0.12
212	Chemists	1	0.03
221	Mathematicians And Related Professionals	3	0.09
223	Computing Professionals	36	1.11
224	Data Base and Network Professionals	4	0.12
231	Architects And Town Planners	9	0.28
232	Surveyors And Cartographers	4	0.12
233	Civil Engineers	17	0.53
234	Mechanical Engineers	7	0.22
235	Chemical Engineers And Technologists	6	0.19
237	Electrical, Electronics And Telecommunications Engineers	13	0.40
238	Production And Related Engineers	3	0.09



241	Health Professionals	11	0.34
242	Nursing and Mid-Wifery Professionals	14	0.43
243	Life Science Professionals	8	0.25
244	Agriculturalists And Related Professionals	34	1.05
251	University and Post-Secondary Teachers/Lecturers	274	8.47
252	Secondary And Technical Institute Teachers And Instructors	13	0.40
259	Other Teaching Professionals	10	0.31
261	Lawyers	33	1.02
262	Jurists/Judges	50	1.55
271	Economists	20	0.62
273	Sociologists, Anthropologists And Related Professionals	2	0.06
274	Historians And Political Scientists	1	0.03
275	Philologists, Translators And Interpreters	22	0.68
279	Other Social Science And Related Professionals	2	0.06
281	Accountants, Auditors And Tax Assessors	78	2.41
282	Personnel And Occupational Professionals	25	0.77
289	Other Business Professionals	19	0.59
291	Archivists, Librarians And Related Professionals	13	0.40
293	Authors, Journalists And Related Professionals	27	0.83
<b>3</b>	<b>TECHNICIANS AND ASSOCIATE PROFESSIONALS</b>	<b>439</b>	<b>13.57</b>
311	Technical Draughtsman	1	0.03
312	Civil Engineering And Related Technicians	6	0.19
313	Mechanical Engineering And Related Technicians	13	0.40
315	Electrical Engineering Technicians	3	0.09

316	Electronics And Telecommunications Engineering Technicians	10	0.31
318	Photographers, Image And Sound Recording Equipment Controllers	2	0.06
319	Broadcasting And Telecommunications Equipment Controllers	9	0.28
321	Auxiliary Nurses	5	0.15
322	Medical Assistants And Clinical Officers	16	0.49
323	Sanitarians	1	0.03
326	Physiotherapists And Related Associate Professionals	6	0.19
328	Pharmaceutical Assistants	3	0.09
331	Physical And Chemical Science Technicians	9	0.28
332	Life Science Technicians	3	0.09
333	Agronomy And Forestry Technicians	1	0.03
334	Farming Advisors	4	0.12
341	Ships Engineers	14	0.43
343	Aircraft Pilots And Related Workers	7	0.22
351	Securities and Finance Dealers and Brokers	1	0.03
352	Insurance Brokers And Agents	81	2.50
353	Real Estate Agents	5	0.15
354	Business Services Agents	12	0.37
355	Buyers, Appraisers And Auctioneers	1	0.03
361	Police Inspectors, Detectives, Customs And Border Officials	1	0.03
362	Government Tax And Excise Officials	16	0.49
363	Welfare And Pensions Officials	34	1.05
364	Government Licensing Officials	1	0.03

365	Business And Public Service Middle Level Personnel	94	2.91
367	Fisheries, Wildlife And Tourist Officials	1	0.03
368	Lands, Agricultural And Livestock Officials	6	0.19
369	Other Middle Level Personnel	37	1.14
371	Primary Education Teachers	11	0.34
372	Pre-Primary Education Teachers	2	0.06
373	Other Teachers And Instructors	1	0.03
391	Non-Ordained Religious Assistants	2	0.06
392	Social Workers And Helpers	8	0.25
393	Athletes, Sportspersons And Other Related Workers	2	0.06
394	Decorators And Commercial Designers	2	0.06
395	Radio, Television And Other Announcers	6	0.19
396	Street, Nightclub And Related Musicians	2	0.06
<b>4</b>	<b>SECRETARIAL, CLERICAL SERVICES AND RELATED WORKERS</b>	<b>121</b>	<b>3.74</b>
411	Secretaries, Stenographers And Typists	83	2.57
413	Numerical Clerks	7	0.22
414	Material Recording And Transport Clerks	3	0.09
415	Library, Mail And Related Clerks	4	0.12
416	Coding, Proof-Reading And Related Clerks	1	0.03
417	General Office Clerks	13	0.40
421	Cashiers, Tellers and Related Clerks	7	0.22
422	Information Clerks	3	0.09
<b>5</b>	<b>SERVICE WORKERS , SHOP AND MARKET SALES WORKERS</b>	<b>395</b>	<b>12.21</b>
512	Shop Assistants And Demonstrators	10	0.31

521	Hairdressers, Barbers, Beauticians And Related Workers	2	0.06
522	Undertakers And Embalmers	3	0.09
524	Protective Service Workers	344	10.63
531	House Stewards And Housekeepers	12	0.37
532	Cooks And Other Catering Service Workers	18	0.56
533	Waiters And Bartenders	5	0.15
543	Travel Guides And Ground Attendants	1	0.03
<b>7</b>	<b>CRAFT AND RELATED TRADES WORKERS</b>	<b>105</b>	<b>3.25</b>
712	Building Trades Workers	41	1.27
721	Metal Moulders, Welders, Structural-Metal Preparers And Related Trades Workers	35	1.08
723	Machinery Mechanics And Fitters	26	0.80
724	Electrical Equipment Fitters And Installers	1	0.03
741	Compositors And Type Setters	2	0.06
<b>8</b>	<b>PLANT AND MACHINE OPERATORS AND ASSEMBLERS</b>	<b>232</b>	<b>7.17</b>
812	Mining Plant Operators	80	2.47
842	Chemical Heat-Treating Plant Operators	1	0.03
851	Power Generating Plant Operators	2	0.06
852	Steam Turbine, Boiler And Engine Operators	1	0.03
872	Electrical And Electronic Machinery Assemblers	1	0.03
882	Motor Vehicle Drivers	57	1.76
883	Agricultural And Materials-Handling Machinery Operators	78	2.41
894	Textile Bleaching, Dyeing And Cleaning Machine Operators	1	0.03
899	Plant And Machine Operators And Assemblers Not Elsewhere Classified	11	0.34

<b>9</b>	<b>ELEMENTARY OCCUPATIONS</b>	<b>6</b>	<b>0.19</b>
915	Messengers, Porters, Watchmen And Related Workers	3	0.09
921	Farm-Hands And Related Labourers	1	0.03
932	Construction And Maintenance Labourers	2	0.06
<b>X</b>	<b>OCCUPATIONS NOT ELSEWHERE CLASSIFIED</b>	<b>67</b>	<b>2.07</b>
999	Occupations not elsewhere classified	67	2.07
<b>Grand Total</b>		<b>3235</b>	<b>100.00</b>

**Table 3A: Vacancies by Skill Area and Level**

Skill code	Skill Area	Doctorate (Phd)	Masters Degree	Post Graduate Diploma	Bachelor's Degree	Higher Diploma	Diplo ma	Certific ate	No Certific ate	Not Stat ed	Total
<b>10</b>	<b>Basic General Programmes</b>							<b>1117</b>			<b>1117</b>
	“O” Level (E.A.C.E, K.C.E, K.C.S.E, etc)							1117			1117
<b>14</b>	<b>Education</b>	<b>20</b>	<b>21</b>	<b>2</b>	<b>37</b>		<b>3</b>	<b>10</b>			<b>93</b>
	Curriculum Studies	4									4
	Early Childhood Development Education (ECDE)							2			2
	Economics Of Education	1									1
	Education	4	20	2	34		1	7			68
	Education Arts	2									2
	Educational Management and Policy Studies		1								1
	Educational Planning and Management	1									1
	Educational Psychology	2									2
	Educational Technology	1			1						2

	French	1									1
	Language Education						1	1			2
	Primary Education						1				1
	Science Education	3			1						4
	Sociology of Education and Policy Issues				1						1
	Special Needs Education	1									1
<b>21</b>	<b>Arts</b>	<b>4</b>					<b>8</b>	<b>3</b>			<b>15</b>
	Coaching							1			1
	Film Technology	2					2				4
	Graphic Arts						1				1
	Graphic Design / Animation							1			1
	Music						1				1
	Printing Technology						1				1
	Theatre Arts / Drama	2									2
	TV / Video Production						2				2
	Video Editing						1	1			2
<b>22</b>	<b>Humanities</b>	<b>15</b>	<b>24</b>	<b>5</b>	<b>73</b>	<b>1</b>	<b>4</b>	<b>2</b>			<b>124</b>

	Communication and Public Relations				1			1		2
	Disaster Management and Humanitarian Assistance				1					1
	English Language & Literature				1					1
	Geographic Information Systems	1								1
	Geography				2					2
	Human Resource Management	3	8	1	4	1	4			21
	International Studies		1							1
	Linguistics	2	1		1					4
	Literature	1								1
	Physical Education	3								3
	Religious Studies	1			1					2
	Social Development & Management	1								1
	Social Sciences		8	4	16					28
	Social Work							1		1
	Sociology	2	6		46					54
	Theological Studies	1								1
<b>31</b>	<b>Social Sciences</b>	<b>21</b>	<b>22</b>		<b>37</b>		<b>8</b>	<b>1</b>		<b>89</b>



Anthropology	2									2
Community Development				2		1				3
Community Economic Development				1						1
Culinary Arts						7				7
Disaster Preparedness and Environmental Technology		3								3
Economics	8	6		21						35
Economics (Finance Option)		4								4
Economics and Finance	1									1
History	2									2
Land Economics	1			4						5
Organizational Development		1								1
Philosophy	2									2
Political Science	2	4								6
Project Planning And Management	1						1			2
Recreation & Leisure Management	1									1
Research Methodology	1									1
Social Sciences		3		6						9

	Social Statistics		1							1
	Social Studies				1					1
	Sociology & Anthropology				1					1
	Sports Science				1					1
<b>32</b>	<b>Journalism and Information</b>	<b>3</b>	<b>4</b>		<b>32</b>	<b>1</b>	<b>21</b>	<b>3</b>		<b>64</b>
	Broadcast Journalism							2		2
	Information Studies				1		1			2
	Journalism & Media Studies				6					6
	Journalism and Mass Media Communications				3		1			4
	Journalism/International Journalism				7					7
	Library & Information Science	2	1		1	1				5
	Library and Information Management		1							1
	Library Archives & Information Studies				3		2	1		6
	Mass Communication		2		6		3			11
	Printing Technology						10			10
	Records Management	1			5		4			10
<b>34</b>	<b>Business and Administration</b>	<b>29</b>	<b>92</b>		<b>312</b>	<b>25</b>	<b>108</b>	<b>79</b>		<b>648</b>

Accounting & Finance, HRM, Marketing, Entrepreneurship)	5	15		66		6	8			100
Banking	1									1
Business Administration	2	31		75		1				109
Business Administration and Management		2		4						6
Business and Office Management		1		25						26
Business Information Management				1						1
Business Management	2	12		21	25	50	31			141
Business Management and Marketing							8		3	11
Business Administration in Marketing		1		4						5
Certified Public Accountant (CPA)		1		4		4	12			21
Commerce		1		54		1				56
Cooperative Management				1						1
Customer Care Service							2			2
Economic Policy Management	1									1
Education Planning and Management	4									4
Educational Administration	2					2				4
Educational Curriculum Development	1									1

Enterprise Management	2	1								3
Financial Engineering		1		2						3
Human Resource Management		8		7		8	2			25
Institutional Management		1								1
Insurance Sales				10						10
International Relations and Diplomacy	1			1						2
International Trade & Finance				1						1
Logistics				1						1
Logistics and Supplies	1	1		2		1				5
Marketing	1	4		6		9				20
Procurement and Materials Management		2		10		3	5			20
Project Management		2		2						4
Project Planning And Management				1		1	1			3
Public Administration	5	2								7
Public Procurement Management Course							2			2
Public Relations (PR)				2		1				3
Public Relations and Customer Care						3				3

	Public Relations, Advertising & Marketing		1							1
	Purchasing and Supplies Management	1	1		6					8
	Real Estate Agency & Property Management						1			1
	Receptionist/Customer Care						1	1		2
	Sales & Marketing		1		4		3			8
	Secretarial Studies				2		12	1		15
	Sports Management and Administration							1		1
	Store Keeping							2		2
	Stores Management		1				1			2
	Strategic Leadership Development Programme		2							2
	Training of Trainers Course							2		2
	Typing							1		1
	Humanities		3		2					5
	Human Resource Management		3		2					5
<b>38</b>	<b>Law</b>	<b>27</b>	<b>13</b>		<b>90</b>		<b>14</b>	<b>13</b>		<b>157</b>
	Law(s)	27	13		90		14	13		157

<b>42</b>	<b>Life Sciences</b>	<b>9</b>	<b>1</b>		<b>2</b>					<b>12</b>
	Biological Sciences	1								1
	Biomedical Science & Technology				1					1
	Botany	2								2
	Clinical Psychology				1					1
	Medical Biochemistry	1								1
	Medical Entomology	1								1
	Medical Parasitology	1								1
	Microbiology	2								2
	Plant Biochemistry and Physiology	1								1
	Zoology		1							1
<b>44</b>	<b>Physical Sciences</b>	<b>7</b>	<b>3</b>		<b>12</b>		<b>3</b>	<b>8</b>		<b>33</b>
	Aerospace Science and Operations - Professional Pilot							3		3
	Aircraft Maintenance				1					1
	Chemistry	2	1							3
	Environmental Chemistry						3			3
	Environmental Science				2					2

	Geology	1			1					2	
	Materials Science				2					2	
	Natural Resource Management		1		1					2	
	Phlebotomy						1			1	
	Physics	4	1							5	
	Science (General)				5		4			9	
<b>46</b>	<b>Mathematics and Statistics</b>	<b>8</b>	<b>2</b>		<b>10</b>					<b>20</b>	
	Applied Mathematics	1								1	
	Applied Statistics	1								1	
	Economics & Mathematics				2					2	
	Economics and Statistics	1			5					6	
	Mathematics	3	1							4	
	Mathematics- Pure Mathematics	1								1	
	Statistics	1	1		3					5	
<b>48</b>	<b>Computing</b>	<b>10</b>	<b>18</b>	<b>1</b>	<b>52</b>	<b>1</b>	<b>30</b>	<b>12</b>		<b>2</b>	<b>126</b>
	Accounting Packages (Quick Books, Sage, Pastel)						5	5			10
	Communication		7		3		2	1			13

	Computer and Information Systems				1		1				2
	Computer Maintenance and Network Technology.							1			1
	Computer Programming									1	1
	Computer Science	4	2		24		9	1			40
	Computer Studies						2				2
	Data Management				1						1
	Electronics and Computing Systems (City and Guilds)			1							1
	Graphics/Web Design				1			1			2
	ICT Management				2			1			3
	ICT Policy & Regulation							1			1
	Information Communication Technology	1	4		4	1	6				16
	Information Communication Technology (ICT)		4		8		5				17
	Information Systems & Technology		1		1						2
	Information Technology	5			6						11
	Management of Information Systems (IMIS)							1			1



	Telecommunication and Information Technology-T.I.T				1					1	2
<b>52</b>	<b>Engineering and Engineering Trades</b>	<b>40</b>	<b>17</b>		<b>107</b>	<b>2</b>	<b>23</b>	<b>197</b>	<b>1</b>	<b>1</b>	<b>388</b>
	Aeronautical Engineering				1						1
	Automotive Engineering						1				1
	Carpentry							27			27
	Civil and Structural Engineering				4						4
	Driving						4	51	1		56
	Electrical and Electronics				10						10
	Electrical and Electronics Engineering				3	1	2				6
	Electrical Engineering				19			2			21
	Electrical Installation						2				2
	Electrical Installation Electrician (EIE)						2				2
	Electronic & Telecommunication Engineering		1		1						2
	Electronics					1	1				2
	Electronics Engineering						1				1
	Energy Engineering	32	10								42
	Engineering		2		8		1			1	12

	Food Science & Technology				1					1
	Leatherwork Technology	1								1
	Mechanical & Energy Engineering				3					3
	Mechanical Engineering		1		52		1	92		146
	Mechanical Engineering (Automotive Opt)				1					1
	Mechanical Engineering (Production Option)				1					1
	Media Science	6	1		1					8
	Medical Imaging Sciences	1	1							2
	Metal Processing Technology						2			2
	Motor Vehicle Mechanics						4			4
	Plant Operator				1					1
	Plumbing & Pipe Fitting							2		2
	Plumbing Technology							1		1
	Technology -Electronics						1			1
	Telecommunication and Information Engineering		1							1
	Telecommunication Systems				1					1

	Welding and Fabrications						1	22			23
<b>54</b>	<b>Manufacturing and Processing</b>				<b>11</b>		<b>8</b>	<b>2</b>			<b>21</b>
	Food and Beverage Production, Sales and Service						1				1
	Food and Beverage Service				1		4				5
	Food Production						3				3
	Food Science & Technology				10			2			12
<b>58</b>	<b>Architecture and Building</b>	<b>1</b>	<b>2</b>		<b>28</b>	<b>1</b>	<b>12</b>				<b>44</b>
	Architecture	1	1		3						5
	Building and Construction				2		3				5
	Building Economics				1						1
	Building Technology					1					1
	Civil Construction Management				1						1
	Civil Engineering		1		11						12
	Land Surveying						1				1
	Quantity Surveying				5						5
	Surveying				1		2				3
	Water Engineering				4		6				10

<b>62</b>	<b>Agriculture, Forestry and Fishery</b>	<b>7</b>	<b>3</b>		<b>7</b>		<b>25</b>	<b>4</b>			<b>46</b>
	Agribusiness Management and Trade	1									1
	Agricultural Economics	1									1
	Agricultural Economics and Resource Management	1	1		1						3
	Agriculture		1		3		24	4			32
	Agronomy		1								1
	Animal Physiology	1									1
	Animal Production						1				1
	Dairy Science and Technology				1						1
	Forestry	2									2
	Horticulture				2						2
	Wildlife Management	1									1
<b>62</b>	<b>Veterinary</b>	<b>1</b>			<b>6</b>		<b>1</b>				<b>8</b>
	Animal Health & Production	1									1
	Livestock Production						1				1
	Veterinary Medicine				6						6
<b>72</b>	<b>Health</b>	<b>14</b>	<b>21</b>		<b>30</b>	<b>1</b>	<b>35</b>	<b>7</b>			<b>108</b>

Anesthesia				1					1
Clinical Medicine				1	1	9			11
Clinical Medicine and Surgery.						2			2
Community Health & Development	2								2
Community Health Nursing				1		2			3
Dental Surgery	1								1
Dental Technology	2								2
Epidemiology		2							2
Food Science and Nutrition							1		1
Health Education and Promotion		1							1
Health Management		2		2					4
Laboratory Technology		1							1
Medical Education (Medicine, Surgery, Imaging & Diagnostics)	2								2
Medical Imaging Sciences (Ultrasound)						1			1
Medical Laboratory Science				8		3			11
Medical Laboratory Technology				1		3	1		5
Medicine	2	4		5					11

	Medicine And Surgery (Mbchb)				6					6
	Nursing	3	1		2		8	1		15
	Nursing and Public Health	2	3							5
	Nutrition Health				1					1
	Occupational Therapy						1			1
	Pharmaceutical Technology							1		1
	Pharmacy						6	3		9
	Public Health		7		1					8
	Radiography				1					1
<b>76</b>	<b>Social Services</b>	<b>1</b>	<b>3</b>		<b>5</b>	<b>7</b>		<b>1</b>		<b>17</b>
	Community Development				3	7				10
	Counseling Psychology				1			1		2
	Education (Guidance and Counseling)	1								1
	Gender and Women Empowerment		1							1
	Guidance and Counseling		1		1					2
	Psychology		1							1
<b>81</b>	<b>Personal Services</b>	<b>4</b>	<b>2</b>		<b>3</b>		<b>5</b>	<b>7</b>		<b>21</b>

	Business Administration (MBA) In Hospitality & Tourism		1							1
	Hairdressing							2		2
	Hospitality and Tourism Management				1					1
	Hospitality Management				1					1
	Hotel and Hospitality Management	2					1			3
	Hotel Management				1					1
	Housekeeping and Laundry						4	4		8
	Tourism Management	1	1							2
	Tours & Travel	1						1		2
<b>84</b>	<b>Transport Services</b>						<b>1</b>	<b>3</b>		<b>4</b>
	Airline Pilot and Flight Crew							2		2
	Logistics and Transport Management						1	1		2
<b>85</b>	<b>Environmental Protection</b>	<b>1</b>		<b>1</b>	<b>9</b>					<b>11</b>
	Environmental and Natural Disaster Management				2					2
	Environmental Conservation and Natural Resource Management				4					4
	Environmental Planning and Management	1								1

	Environmental Protection				1						1
	Environmental Sciences				1						1
	Environmental Studies (Environmental Resource Conservation)			1	1						2
<b>86</b>	<b>Security Services</b>	<b>2</b>	<b>3</b>		<b>3</b>	<b>1</b>	<b>2</b>	<b>33</b>			<b>44</b>
	Criminology	1									1
	Forensic Science and Technology	1	2								3
	Security and Disaster Management						1				1
	Security Guarding		1		1		1				3
	Security Policing				2	1		33			36
<b>99</b>	<b>Skill Not Stated</b>	<b>9</b>	<b>2</b>		<b>5</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>20</b>
	Not Stated	9	2		5		1	1	1	1	20
	<b>Grand Total</b>	<b>233</b>	<b>256</b>	<b>9</b>	<b>873</b>	<b>40</b>	<b>312</b>	<b>1503</b>	<b>2</b>	<b>7</b>	<b>3235</b>



**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	Craft And Related Trades Workers	Plant And Machine Operators And Assemblers	Elementary Occupations	Occupations not elsewhere classified	Total
BARINGO		2								2
BOMET	6	4	3				1		2	16
BUSIA	3	3	6		37	11		2		62
EAC	4	7	1						2	14
EMBU	1									1
ISIOLO		3	1							4
KAIMOSI					3					3
KAJIADO		2	2		1		1	1		7
KAKAMEGA	377	2	1						1	381
KIAMBU	1	2	6		5	3	2	1	1	21
KILIFI	5	1			2				3	11
KISII	2	2	1				1		1	7
KISUMU	10	21	25	7	9	1	5		3	81
KITUI	265	51	14			2	2			334
KWALE	2	22		1					1	26
LAIKIPIA		1	1							2

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 not elsewhere classified	Total
MARSABIT		3	1							4
MERU	3									3
MIGORI	9	10	4	8	1					32
MOMBASA	13	8	2	1		1		2	3	30
MURANGA	2									2
NAIROBI	375	370	314	100	319	6	44		22	1550
NAKURU	5	6	5		2					18
NANDI	1	1								2
NAROK	6	81								87
NYANDARUA	1									1
NYERI						1				1
OUTSIDE EAC	5	10	11		10	80	175		25	316
SAMBURU			1							1
SIAYA		3	1							4
TAITA TAVETA									1	1
TURKANA		5	2							7
UASIN GISHU	4	133	29	4					2	172

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 not elsewhere classified	Total
VIHIGA	5	10	8		6		1			30
WEST POKOT	2									2
<b>Grand Total</b>	<b>1107</b>	<b>763</b>	<b>439</b>	<b>121</b>	<b>395</b>	<b>105</b>	<b>232</b>	<b>6</b>	<b>67</b>	<b>3235</b>

**Table 5A: Distribution of Occupational Group and Educational Award**

Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
112	Local Authority Officials	5									5
121	Government Administrators	10	641	1			9			1	662
122	Senior Officials of Special Interest Organizations	4									4
131	Directors and Chief Executives	26		14	7		36				83
132	Specialized Departmental Managers	121	7	9	1		75			1	214
133	Other Departmental Managers	9			6		5				20
141	Non-departmental Managers	75	3	4			5				87
151	Other Administrators and Managers	26					6				32

Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
211	Physicists and Related Professionals		4								4
212	Chemists			1							1
221	Mathematicians and Related Professionals	2					1				3
223	Computing Professionals	30	2	2			1				35
231	Architects and Town Planners	7					2				9
232	Surveyors and Cartographers	2		1			1				4
233	Civil Engineers	7		6			4				17
234	Mechanical Engineers	7									7
235	Chemical Engineers and Technologists	1		2			3				6
237	Electrical, Electronics and Telecommunications Engineers	7		5			1				13
238	Production Engineers and Production Related Engineers	1		1			1				3
241	Health Professionals	12		1							13
242	Nursing and Mid-wifery Professionals	3		10			1				14
243	Life Science Professionals	1	3	4							8

Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
244	Agriculturalists and Related Professionals	10		24							34
251							4				4
252	Secondary and Technical Institute Teachers and Instructors	11		1			1				13
259	Other Teaching Professionals	10									10
261	Lawyers	14	13	2			4				33
262	Jurists/Judges	50									50
271	Economists	5		4			11				20
273	Sociologists, Anthropologists and Related Professionals	2									2
274	Historians and Political Scientists		1								1
275	Philologists, Translators and Interpreters		21	1							22
279	Other Social Science and Related Professionals			2							2
281	Accountants, Auditors and Tax Assessors	49	13	9			7				78
282	Personnel and Occupational Professionals	16	2	1		1	3		1	1	25
289	Other Business Professionals	10	3	3			2				18

Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
291	Archivists, Librarians and Related Professionals	9	3				1				13
293	Authors, Journalists and Related Professionals	23		2			2				27
311	Technical Draughts men	1									1
312	Civil Engineering and Related Technicians	2		3		1					6
313	Mechanical Engineering Technicians		1	11		1					13
315	Electrical Engineering Technicians			2		1					3
316	Electronic and Telecommunication Engineering Technicians			9		1					10
318	Photographers, Image and Sound Recording Equipment Controllers	1		1							2
319	Broadcasting and Telecommunications Equipment Controllers	6		1							7
321	Auxiliary Nurses	1	2	2							5
322	Medical/Clinical Officers	2		12		1	1				16
323	Sanitarians	1									1

Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
326	Physiotherapists and Related Associate Professionals	1		5							6
328	Pharmaceutical Officers	1	1	1							3
331	Physical Science Technicians	9									9
332	Life Science Technicians	1	1	1							3
333	Agronomy and Forestry Technicians		1								1
334	Farming and Forestry Advisors									4	4
341	Ships Engineer	14									14
343	Aircraft Pilots and Related Workers	2	5								7
351	Securities and Finance Dealers	1									1
352	Insurance Brokers and Agents	30		50			1				81
353	Real Estate Agents	3	2								5
354	Business Service Agents	6	3	3							12
355	Buyers, Appraisers and Auctioneers	1									1
356							1				1
361	Police Inspectors, Detectives, Customs and Boarder Officials	1									1
362	Government Tax and Excise Officials		4	12							16

Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
363	Welfare and Pension Officials	30		4							34
364	Government Licensing Officials		1								1
365	Business and Public Service Middle Level Personnel	43	20	20			10				93
367	Fisheries, Wildlife and Tourist Officials						1				1
368	Lands, Agricultural and Livestock Officials	1	4	1							6
369	Other Middle Level Personnel	28		2		7					37
371	Primary Education Teachers	1	7	1						2	11
372	Pre-primary Education Teachers		2								2
373	Other Teacher/Instructors		1								1
391	Non-ordained Religion Assistants	1			1						2
392	Social Advisers and Helpers	4	2	1		1					8
393	Athletics / Sportsmen and Related Workers	1	1								2
394	Decorators and commercial Designers	1	1								2
395	Radio, Television and Other Announcers		6								6



Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
396	Street, Nightclub and Related Musicians, Singers and Dancers	1		1							2
411	Secretaries, Stenographers and Typists	25	32	1		25					83
413	Numerical Clerks	2	4	1							7
414	Material Recording and Transport Clerks		1	2							3
415	Library, Mail and Related Clerks			1							1
416	Coding, Proof-reading and Related Clerks			1							1
417	General Office Clerks	5	6	2							13
421	Cashiers, Tellers and Related Clerks	1		6							7
422	Information Clerks		1	2							3
512	Shop Assistants and Demonstrators		10								10
521	Hairdressers, Barbers, Beauticians and Related Workers		2								2
522	Undertakers and Embalmers	1		2							3
524	Protective Service Workers	5	334	3		1	1				344
531	House Stewards and Housekeepers	1	5	6							12

Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
532	Cooks and Other Catering Service Workers	1	9	8							18
533	Waiters and Bartenders	1	1	3							5
543	Travel Guides and Ground Attendants		1								1
712	Building Trades Workers		41								41
721	Metal Moulders, Welders, Structural-Metal Preparers and Related Trades Workers		22	13							35
723	Machinery Mechanics and Fitters	1	22	3							26
724	Electrical Equipment Fitters and Installers		1								1
741	Compositors and Typesetters			2							2
812	Mining Plant Operators		40	20					20		80
842	Chemical Heat-treating plant Operators		1								1
851	Power Generating Plant Operators			2							2
852	Steam Turbine Boiler and Engine Operators		1								1
872	Electrical and Electronic Machinery Assemblers			1							1

Code	Description	Bachelor's Degree	certificate	Diploma	Doctorate (PhD)	Higher diploma	masters	No Certificate	Not Stated	Post Graduate Diploma	Total
882	Motor Vehicle Drivers		47						10		57
883	Agricultural and Materials-handling Machinery Operators		72	4				2			78
894	Textile Bleaching, Dyeing and Cleaning Machine Operators			1							1
899	Plant and Machine Operators and Assemblers Not Elsewhere Classified		10	1							11
915	Messengers, Porters, Watchmen and Related Workers		3								3
921	Farm-hands and Related Labourers						1				1
932	Construction and Maintenance Labourers			2							2
999	Not elsewhere classified	28	26	7			10				71
	University and Post-secondary Teachers/ Lecturers	2			218		50				270
	Broadcasting And Telecommunications Equipment Controllers			2							2
	Library, Mail And Related Clerks			3							3
	<b>TOTAL</b>	<b>833</b>	<b>1473</b>	<b>352</b>	<b>233</b>	<b>40</b>	<b>262</b>	<b>2</b>	<b>31</b>	<b>9</b>	<b>3235</b>

