MINISTRY OF LABOUR AND SOCIAL PROTECTION

STATE DEPARTMENT FOR LABOUR

CONCEPT NOTE

ON

OCCUPATIONAL RESEARCH

NATIONAL HUMAN RESOURCE PLANNING AND DEVELOPMENT

FEBRUARY, 2020

1. INTRODUCTION

The State Department for Labour through the Department of National Human Resource Planning and Development is mandated to provide timely and up to date Labour Market Information (LMI). This is achieved through various statistical surveys.

The Kenya National Occupation Classification Standard (KNOCS 2000) is used in classifying and aggregating occupational information gathered from various statistical surveys and administrative records such as National Manpower Surveys (NMS), Sectoral Survey, and quarterly Job Opportunity Analyses (JOA) among others.

KNOCS seeks to facilitate communication about occupations by providing a frame work for comparing occupational data available and allowing occupational data to be produced in a form that can be used in research as well as for specific decision making such as job placement, career guidance and marching job seekers with available vacancies.

2. JUSTIFICATION

Effective human resource planning and development requires among others the availability of information about occupations and skills available in an economy. To avail such information, the department of NHRPD carries out studies in the labour market. The occupational information gathered is then aggregated using the National Occupational Classification Standards (KNOCS 2000).

Since its publication in the year 2000, there have been technological and structural economic changes in the country. A good example being the impact of Information Communication Technology (ICT) which has brought changes in the occupational structure in the labour market. These have occasioned new ways of doing work which in turn has seen the emergence of new occupations while rendering others obsolete.

The KNOCS 2000 was developed based on the ISCO-88 and has been in use since then for coding of occupations for analysis and comparison in the country. However, in light of changes in the labour market, new occupations have emerged while others have become outdated making it difficult to assign relevant codes for analysis.

Additionally, ISCO-88 has been revised to ISCO-08, and therefore this requires KNOCS 2000 be revised and aligned to ISCO-08 for ease of occupational analyses and international comparison. Towards the revision of KNOCS 2000, the department obtained stakeholders views on emerging occupations and also undertook a review of available administrative records to deduce occupations not classified in KNOCS 2000.

In view of the aforementioned, it was found necessary that an occupational research be carried out in specific economic sectors to ascertain the variability of these occupations and confirm if they are new or emerging for inclusion in the revised KNOCS 2000.

3. OBJECTIVE

Overall Objective

The overall objective of this study is to provide information on occupations that will guide in the revision of KNOCS 2000 to align it to ISCO-08.

Specific Objectives

The specific objectives of the research are:

i. To find out tasks associated with job titles as advertised in various vacancies in the mainstream media and in use in targeted organizations but not defined in KNOCS

ii. To capture new and emerging occupations in the labour market

iii. To verify if the existing occupational titles currently not elsewhere classified in KNOCS are either new, emerging or a change of occupational titles

iv. To establish skills type and level required as minimum entry into an occupation

4. SCOPE

The study will cover targeted occupations found in specific economic sectors identified through various studies carried out by the department of NHRPD such as Energy Sector Report Survey, Job Opportunity Analysis (JOA) Reports and sectoral studies. The study will also focus on

recommendations from KNOCS stakeholders' engagement and ILO consultant. Further, the study will cut across all economic activities but will give more emphasis on the following: mining, ICT, Health, Legal, Teaching, Agriculture, Transport (Blue economy) and public administration.

5. METHODOLOGY

The study will cover selected occupations in targeted establishments within the economic activities in the country and will adopt purposive sampling method. Technical officers will be responsible for and answerable for specific economic sectors.

The study will adopt two modules to collect information from respondents namely; Employer and Employee modules. Assigned technical officers will then collect information from establishments on variables such as job titles, job descriptions and minimum entry requirements. This will be followed by initial analysis to identify and generate a list of job titles to be targeted for further verification.

A face to face interview will be conducted to at most three employees randomly selected within a targeted job title in an establishment to record tasks performed, skill and skill level, tools of trade among other variables.

Data will be analysed using a Statistical Package for Social Science (SPSS) and tabulations generated to show occupational titles against their corresponding tasks. The information will then be used to match job titles with the current occupational titles in KNOCS 2000 to determine whether the job title represents new, emerging or a change in occupational title.

6. EXPECTED OUTPUT

The expected outputs include;

- List of emerging occupation
- Lists of new occupations
- List of occupational titles whose title has changed
- Tables of occupations and their corresponding tasks
- Report on emerging and new occupation to guide revision of KNOCS