



Ministry of Economy and Sustainable  
Development of Georgia



# Labour Market Analysis of Georgia

2018

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## Introduction

The reduction of unemployment is one of the main challenges of the Georgian economy and, therefore, it represents the most important priority for economic policy of the country. Furthermore, further development and growth of the private sector is the most effective mechanism for reducing unemployment. In order to implement an effective economic policy towards reduction of unemployment and growth of employment, it is important to carry out unemployment and employment component analysis, in terms of supply and demand.

This report analyses current trends in employment and unemployment, including by economic sectors, age groups, gender and in the regional context. It covers the supply and demand components of the labour market and determines the key sectors where high economic activity is expected in the following years, which, in its turn, is one of the essential preconditions for employment growth in these sectors. The period of monitoring within the report is defined as 2009-2017, which is associated with the economic cycle of post-crisis recovery and economic growth in Georgia. At the end of the report, conclusions and recommendations are presented that show the challenges facing the Labour Market, as well as the vision of the demand for labour.

## General dynamics of employment and unemployment

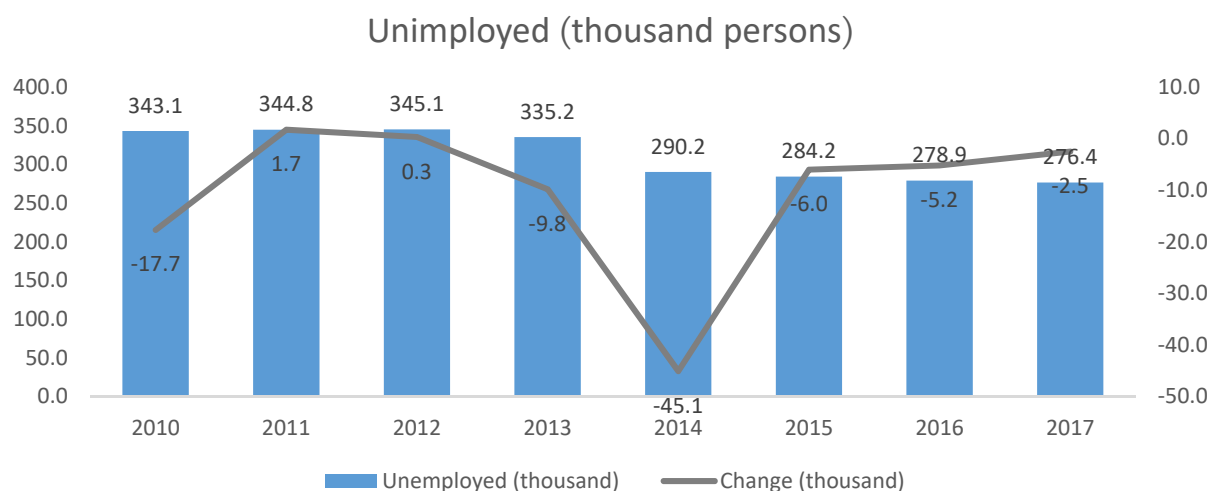
The private sector is the main source of employment growth in Georgia. Consequently, it is important for further growth of employment to increase private sector activity and ensure high economic growth. In this regard, while analysing the economic growth of recent years, it is evident that since 2010 one of the main factors of Georgia's economic growth was investments, the largest part of which - 70% - is accounted for private investments. This is in line with the trend of decreasing unemployment rate in 2010-2017.

It should be noted that since 2012, the economic growth rate is far below its potential level due to different factors, including mainly due to the influence of external economic shocks, indicating that the growth of the business sector is somewhat lagging behind the capabilities and therefore, creating new job opportunities and the effect on employment growth implies additional capacity. In addition, since the beginning of 2017, due to improvement of foreign demand and mitigation of negative factors, economic growth rate and private sector activity has increased, which has had a positive impact on the creation of new jobs in the business sector. In 2017 the number of jobs in the business sector increased by 6.2%.

Economic growth in recent years has contributed to reduction of the level of unemployment. After 2009, unemployment is characterized by a decrease, but it is still high and made up 13.9% as of 2017. It should also be noted that the economic growth observed in these years was largely due to the growth of total productivity and capital, and therefore, the impact on employment was limited.

## Labour market statistics

The reduction of unemployment levels in recent years was mainly conditioned by the country's economic growth and additional demand for work force created through increased economic activity. This is confirmed by the fact that the average annual growth rate of employment made up 1.4% after 2010, and this growth is mainly due to the growth of employed people through hiring. As a result, in 2017 unemployment rate was 13.9%, which is the lowest unemployment rate in the last 13 years. Despite this indicator, the impact of economic growth on quantitative indicators was quite limited against the background of total capital formation and overall productivity as a result of investment flows in the economy in 2010-2017.

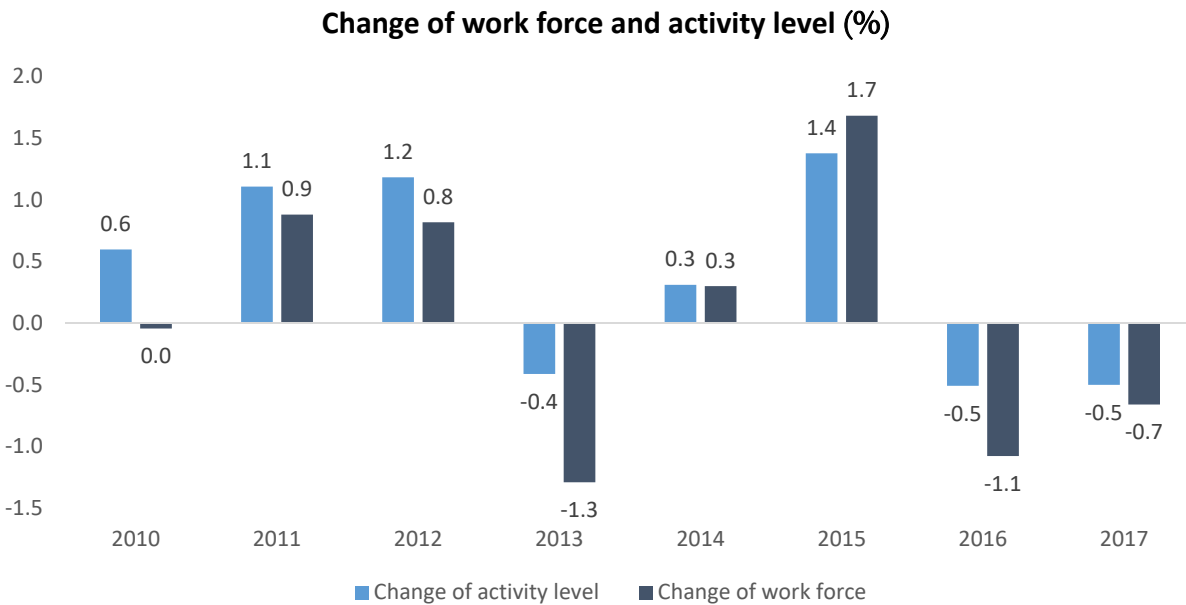


SOURCE: GEOSTAT

In addition, weak positive trends have also been developed in terms of labour supply, especially for the dynamics of **the working-age population and activity level** in recent years. In particular, for the last 10 years, the working-age population is distinguished by a decrease, which is generally caused by a decline in population, including by an increased migration. In 2017 compared to last year, the country's work force has decreased by 0.7%, while the activity level of population<sup>1</sup> has decreased by 0.5%.

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<sup>1</sup> The level of active work force measures the share of the country's working-age population that is engaged in active work or job search. It ensures the determination of the number of possible workforce available to produce products or services. The distribution of active population by sex and age groups gives a picture of the distribution of economically active population.

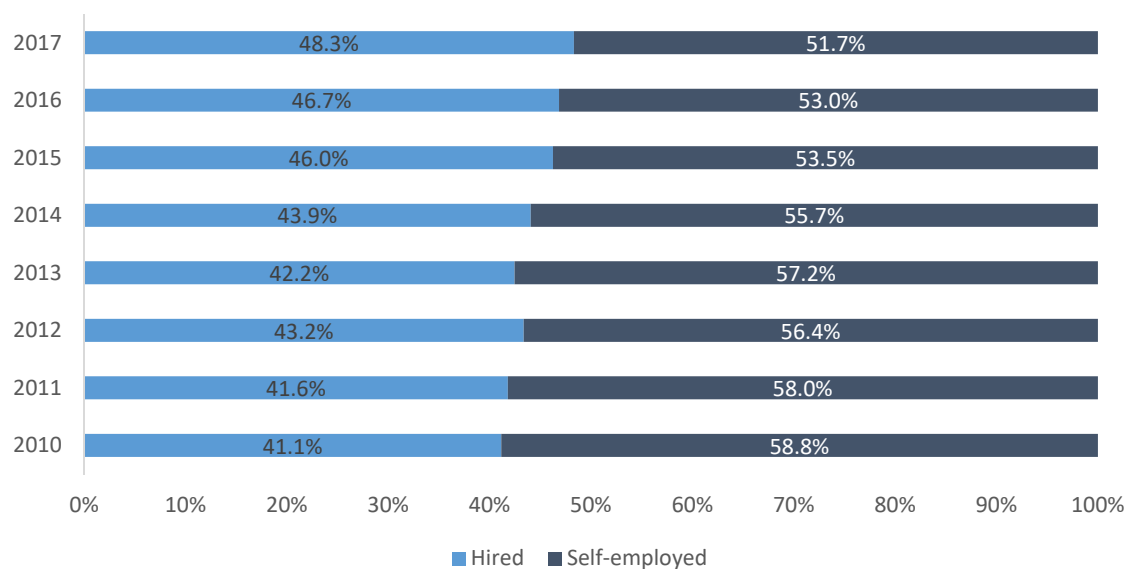


SOURCE: GEOSTAT

*The decline in the level of activity and working-age population was also observed in 2017, which significantly affected the employment level of 2017.* In 2017, the employment rate was 56.7% (1 706.6 thousand people), which is 0.4% less than the last year's figure (1 717.3 thousand employed). In 2017, compared to the previous year, employment rate in city-type settlements is decreased by 1.5%, while in rural areas this indicator is increased by 0.8%. It should be noted that the decline in the working-age population is related to the results of the general census of the population, according to which the number of population of Georgia is generally reduced.

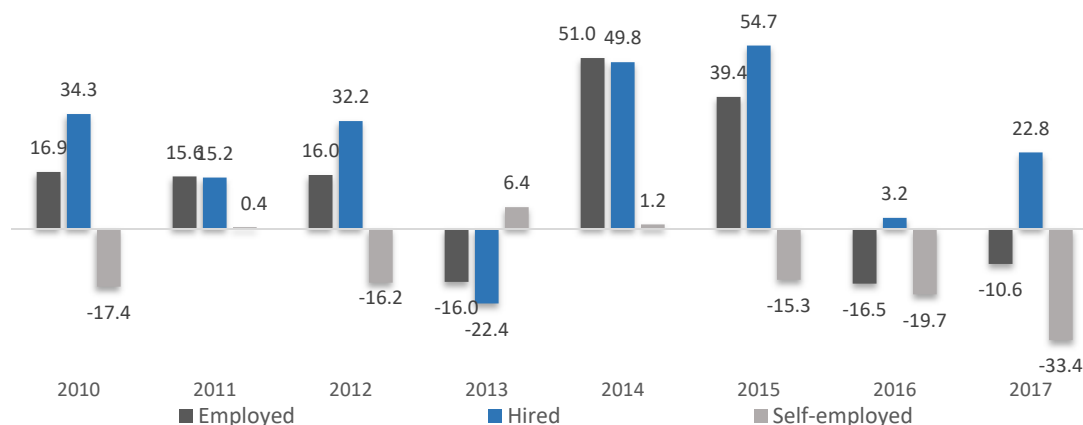
*Distribution of employed (self-employed and hired) remains an important challenge for employment.* It should be noted that traditionally, the share of self-employment prevails in the employed. This indicator was reduced by 1.3 % in 2017. In addition, the share of self-employed in agriculture is quite high in self-employment. 82% of self-employed people goes to agriculture sector. In 2017, a decrease was observed not only in number of unemployed people, but in the number of employed people as well that was conditioned by the reduction of the number of self-employed. The number of hired people increased by 2.8%, while the number of self-employed people decreased by 3.1%. In 2017, the share of self-employed and wage employees equaled 51.7% and 48.3% respectively.

## Distribution of employed



SOURCER: GEOSTAT

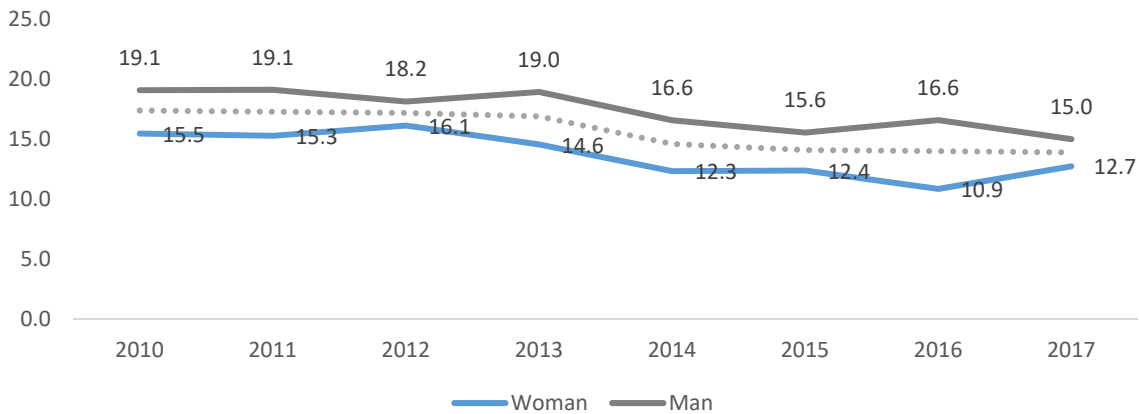
## Decomposition of employment change (thousand persons)



SOURCE: GEOSTAT

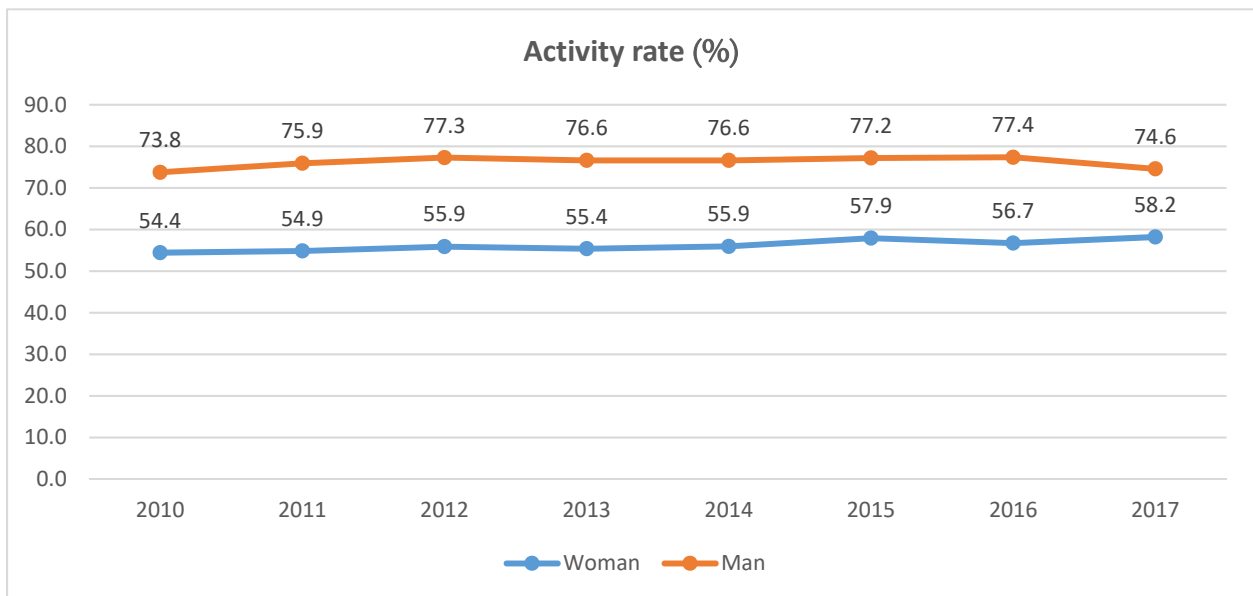
*Unemployment by gender is noteworthy, which is characterized by the following tendency:* the male unemployment rate is significantly higher than female unemployment rate, which can be explained by high participation of men in the workforce (the activity level is 75% in men and 58% in women). It is also noteworthy that in 2017, unemployment rate increased by 1.9 percentage points in women, compared with 2016 and in men vice versa – reduced by 1.6 percentage points and made up 12.7% and 15.0%, respectively. This is explained by the increase in the level of activity of women, as the number of employees increased in women and decreased in men.

Unemployment rate by gender (%)



SOURCE: GEOSTAT

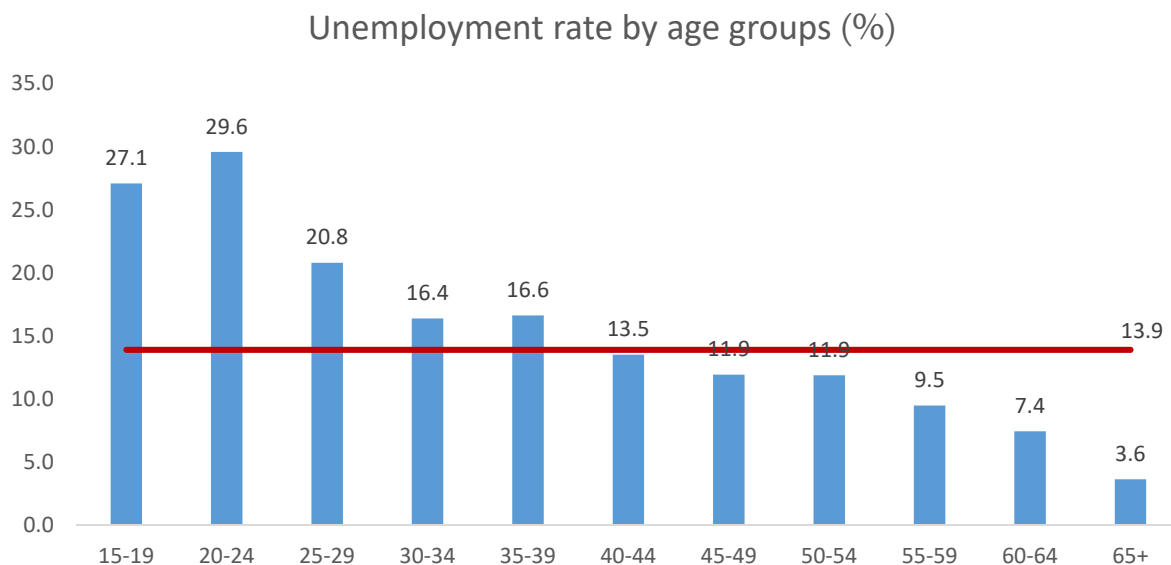
It should be noted that women’s activity rate has increased and amounted to 58.2% in 2017 compared to 2016, while men’s activity rate is reduced and made up 74.6% in 2017. Below is given the dynamics of activity rate by gender.



SOURCE: GEOSTAT

*The most important problem of unemployment structure is high unemployment rate among young people. The analysis of unemployment rate by age groups* shows that in 2017 unemployment rate has reached the highest point for the age group 20-24 (29.6%), which is a decrease of 3.3 percentage points compared to the same indicator in 2016. The level of unemployment is also high for the age group 15-19 and according to the data of 2016-2017 made up 34.7% and 27.1%, respectively. This may be explained by the fact that young people in Georgia are mostly busy with higher education and after completing their studies they face two types of problems: 1) their professions are not in-demand in the labour market and/or 2)

their qualifications and work experience do not satisfy the requirements of the labour market. In addition, the share of frictional unemployment must be also considered in this category, since young people need more time to find the desired job. The unemployment rate is traditionally the lowest for the age group 65+. The reason for this is that the age 65+ is the pension age and the large part of the population is not employed, does not look for a job and accordingly, refers to the category of inactive population.

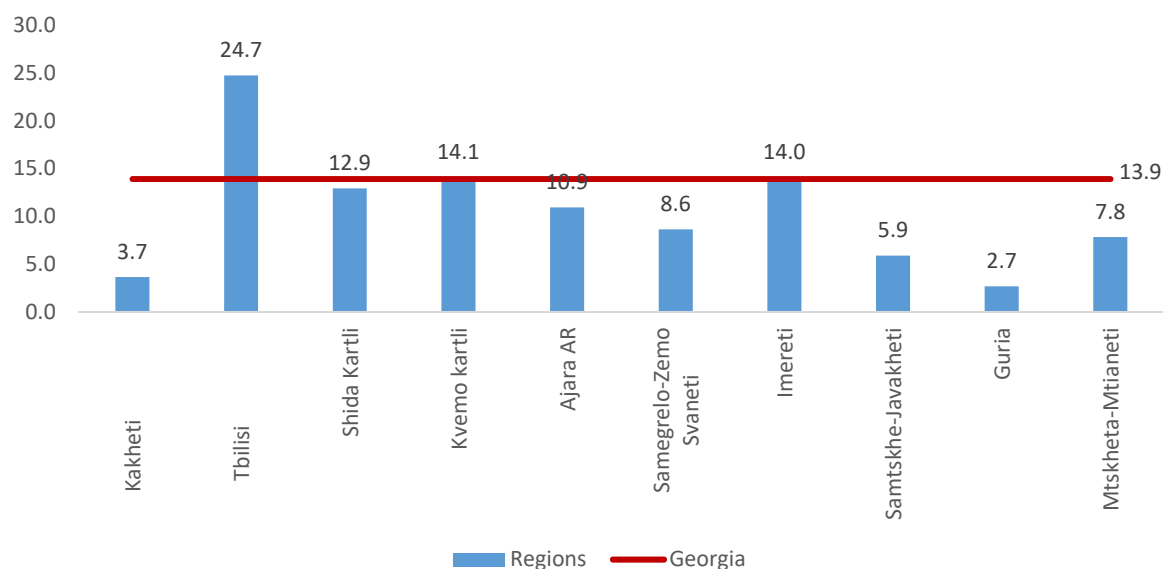


SOURCE: GEOSTAT

*As for the geographical concentration of employment and unemployment, it clearly reflects the need for balancing the country's economic development. The unemployment rate is quite different in the regional context.* Creating jobs is closely related to the existence of investment projects in the country. According to preliminary data of 2017 of the National Statistics Office of Georgia, direct foreign investments performed in the country amounted to 1 894.5 million US dollars, which is 21% more than the figure of 2016. The difference between distribution of GDP and direct foreign investments by regions is quite high, which is reflected in the creation of jobs, employment opportunities and labour migration. 77.7% of direct foreign investments accounts for Tbilisi in 2017 and makes up 1 471.7 million US dollars. Batumi is at the second place with 193.8 million US dollars. It should be noted that in the country's economy, almost half of the total value added is created in Tbilisi. Accordingly, unequal distribution of economic activity and direct foreign investments by regions affects internal migration, mobilization of work force specifically in the capital, which, in turn, increases the level of unemployment in Tbilisi. In particular, unemployment levels in the country are the highest in Tbilisi amounting to 24.7%, based on the data of 2017.



## Unemployment rate by regions



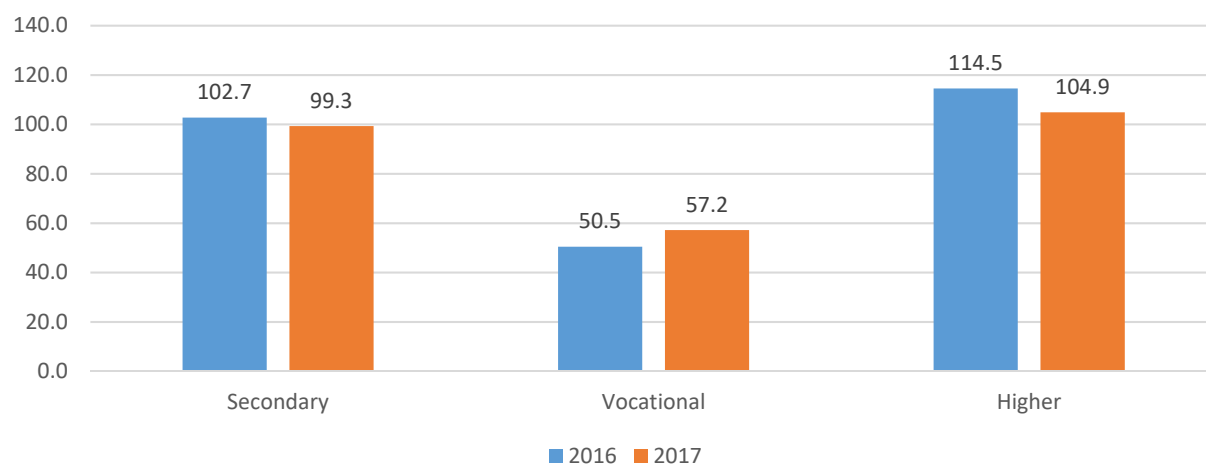
SOURCE: GEOSTAT

Compared to the previous year, in 2017 unemployment rate has been increased by regions in Imereti, Kvemo Kartli, Tbilisi and Shida Kartli regions. In Tbilisi, where unemployment rate is the highest, this indicator has increased by 1.2 percentage points. The unemployment rate is most decreased in the region of Samegrelo-Zemo Svaneti and Adjara AR, respectively by 3.3 and 5.8 percentage points.

Compared to the previous year, in 2017 the number of unemployed people by the achieved level of education was reduced in persons with higher and secondary education, by 8,4% and 3,3% respectively (higher education: 2017 - 104.9 thousand people, 2016 - 114.5 thousand people; secondary education: 2017 - 99.3 thousand people, 2016 - 102.7 thousand people), while in the same period the number of unemployed persons with vocational education is increased by 6,7% (2017 - 57.2 thousand people, 2016 - 50.5 thousand people).

In addition, the unemployment rate by the level of education has been decreased in persons with higher education, this indicator amounted to 16.1% in 2016 and it decreased to 15.5% in 2017. The unemployment rate for persons with vocational education has been maintained at the same percentage figure (12.2%), while unemployment rate for persons with secondary education has increased and amounted to 14.4% in 2017, while it was 13.4% in 2016.

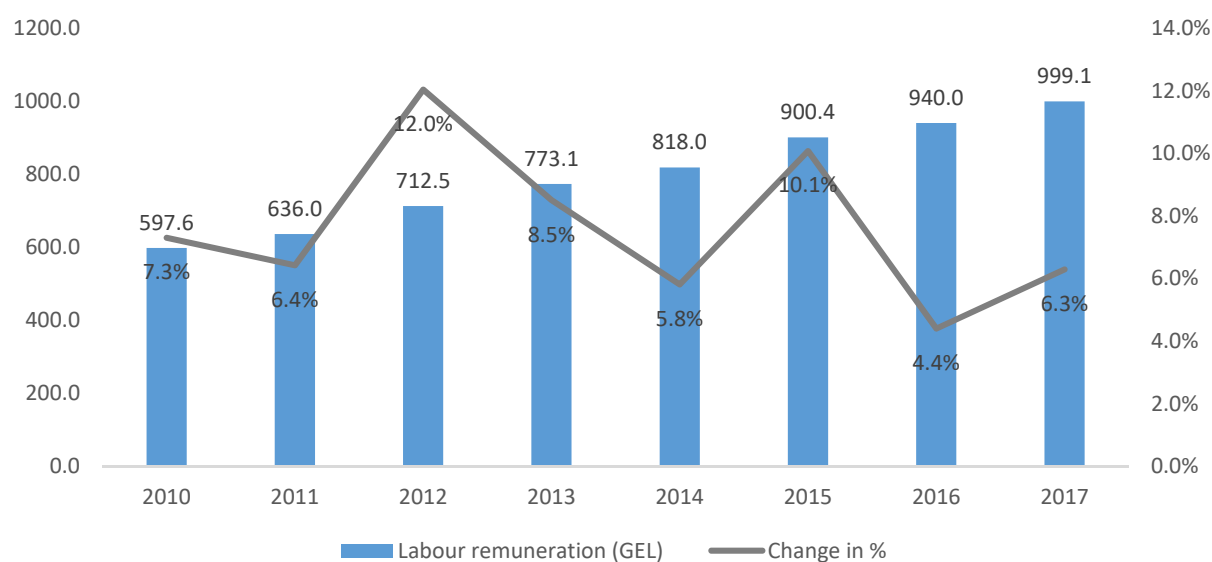
Distribution of unemployed by the achieved level of education, 2016-2017  
(thousand people)



SOURCE: GEOSTAT

*While analyzing the labour market in terms of supply, it is necessary to pay attention to one of the main determinants that is labour earnings.* One of the main challenges of employment is the difference between salaries by economic sectors. The sharp increase in the average monthly nominal salaries of wage employees may be considered a positive trend in recent years, which amounted to 999.1 GEL in 2017.

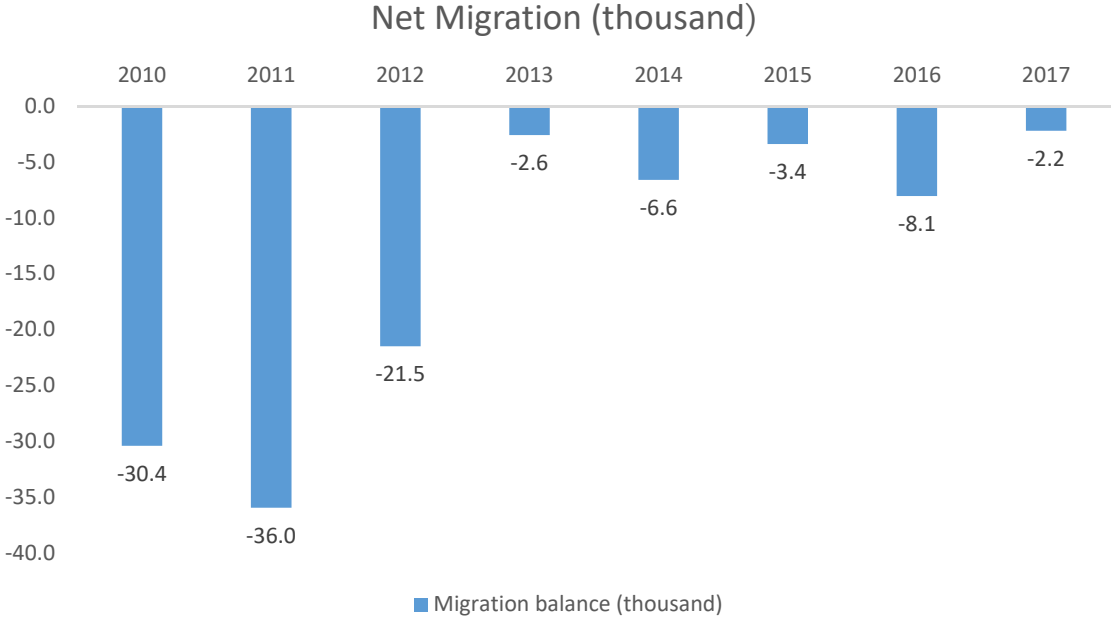
Average monthly nominal earnings, GEL



SOURCE: GEOSTAT

Despite the increase in wages, there is a sharp contrast between salaries by the types of economic activity, which demonstrates low productivity in some sectors. Highly paid sectors are: financial intermediation, transport and communications, construction, electricity, gas and water supply. There are low salaries in the following sectors: education, hotels and restaurants, agriculture, hunting and forestry.

*While analyzing the labour market, special attention must be paid to migration issues, as this is important in terms of adequacy and access to labour resources.* Since 2006, a marked change in the migration balance has been observed, which shows a different picture. In 2017, the number of emigrants reached 85.5 thousand people, which is 7.4% less than the figure of 2016. In the same period, the number of immigrants decreased by 7.7% compared to the previous year and reached 83.2 thousand people. As a result, in 2017 a negative net migration (a quantitative difference between emigrants and immigrants) was recorded at -2.2 thousand people. However, the decline of negative net migration in 2016-2017 may be considered a positive trend.

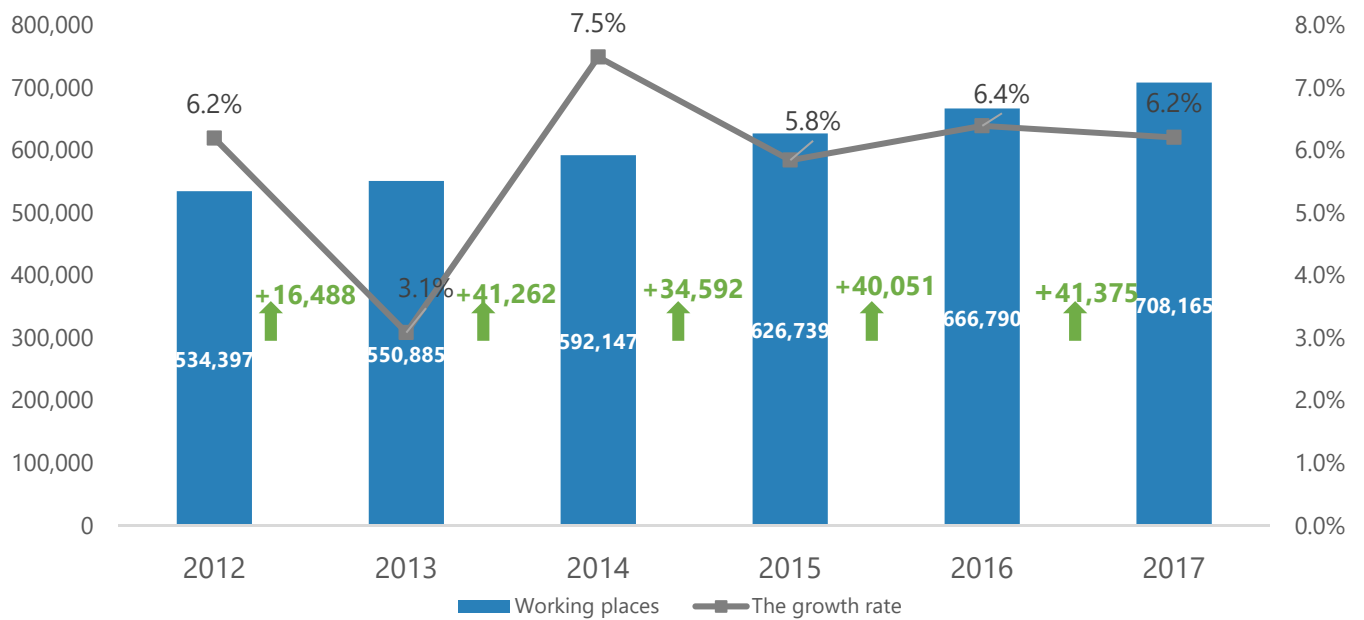


SOURCE: GEOSTAT

## The role of the private sector in employment indicators

Under the conditions of the labour market supply component, the issue of effective use of labour resources by the private sector is becoming increasingly important. Consequently, together with the new stage of economic development of the country, it is necessary to implement the economic policy oriented towards improving labour market structure and to increase the private sector's demand for labour resources in parallel to achieving the marginal level of productivity in this sector. It is also important that this process be balanced between the sectors.

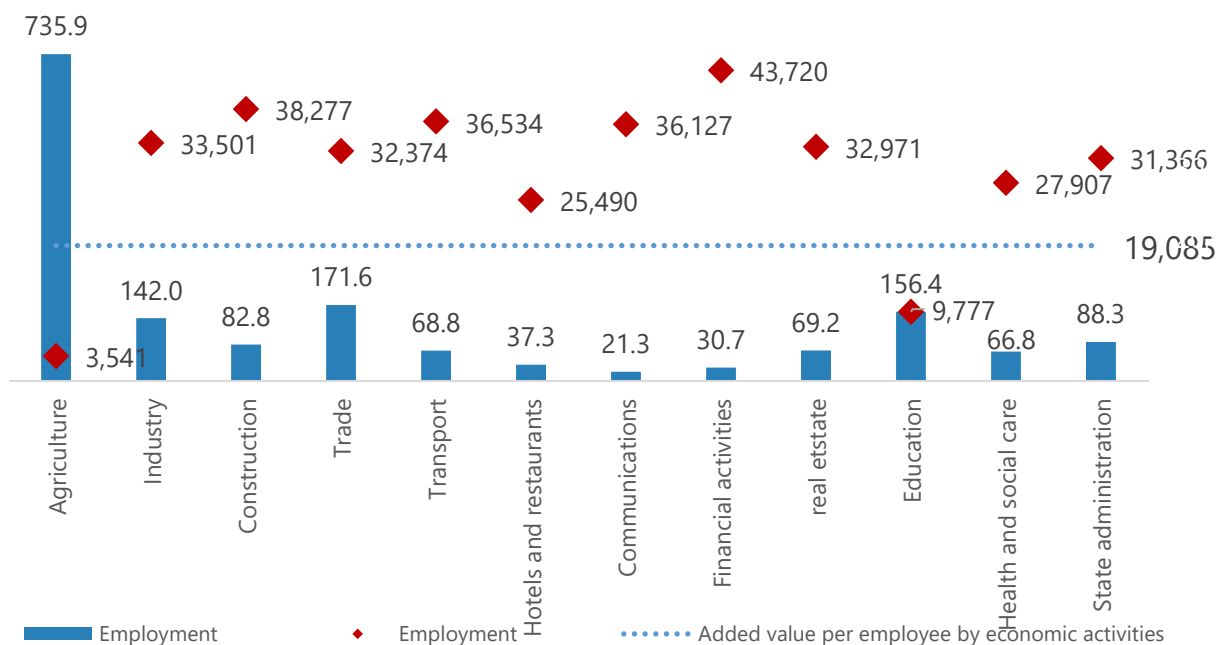
Employment in the business sector



SOURCE: GEOSTAT

The sectoral analysis of the economy reveals that despite the rapid growth of overall productivity of the country's economy, the level of productivity is significantly lower in certain sectors, especially in the agriculture sector.

## Employment and added value per employee by economic activities



SOURCE: GEOSTAT

One of the reasons for the above mentioned is the high self-employment index in the agriculture sector. Almost half of the total employment counts for the agricultural sector. In addition, agriculture sector creates only 9% of gross domestic product. Consequently, it is necessary to improve the labour mobility between the sectors to overcome this problem and increase the efficiency of the sector.

In contrast to the agricultural sector, the impact of business sector activity on economic growth and employment is clearly observed by other sectors of the economy. Trade, manufacturing and construction sectors have made significant contribution to the average economic growth in 2010-2017. Accordingly, employment in these sectors has been observed. In particular, according to the data of 2017, 55% of employment in the business sector accounts for trade (26%), industry (18%) and construction (11%) sectors.

In recent years, an increased activity of private sector has been conditioned by positive trends in terms of direct foreign investments. Georgia is one of the most attractive countries in terms of investing. Consequently, significant growth in foreign direct investments is observed in Georgia. The inflow of direct foreign investments contributes not only to the growth of economic activity and employment, but also the transfer of knowledge and technologies and has positive influence on productivity growth like internal investments.

In 2017, the sectors of transport and communications, financial intermediation, construction, energy, real estate and manufacturing were distinguished by direct investment flow. It should be noted that these sectors are also distinguished by the highest level of productivity per

employee. In parallel with productivity growth, these sectors also have high wages. Compared to the public sector, average earnings of employees is higher in the private sector.

### Employment in a sectoral perspective

The number of employees employed in the country by sectors is significantly uneven. The largest part of the self-employed is in the agriculture sector. The employment in the sector of industry is 8% within the total employment of the country, while the number of employed in the sector of services exceeds 40%. In turn, trade (10%) and education sectors (9%) are distinguished among the sectors of services.

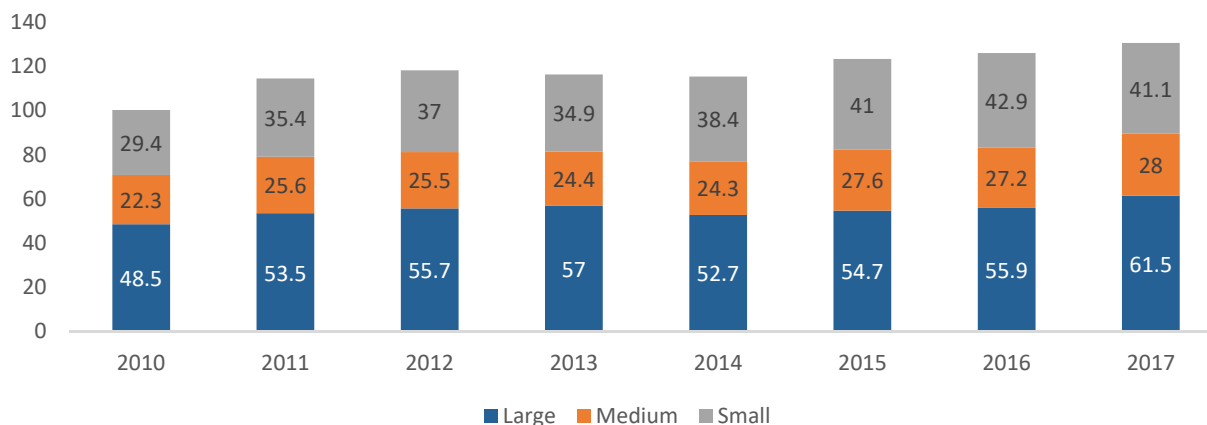
As for employment in the business sector, the highest share of employment is observed in trade (26%), manufacturing (18%) and construction (11%) sectors. Agriculture and real estate sectors have the lowest share, which is due to high levels of self-employment in these sectors.

### Industry

Industry sector provides 8.3% and business sector – 18.5% of total employment. In turn, the main part of the industry sector employment accounts for manufacturing, which makes up about 70% of industry sector employment.

According to the new classification of business statistics<sup>2</sup>, more than half of the employees in the industry sector are employed in small and medium sized enterprises.

Industry sector employment by the size of enterprises (thousand)

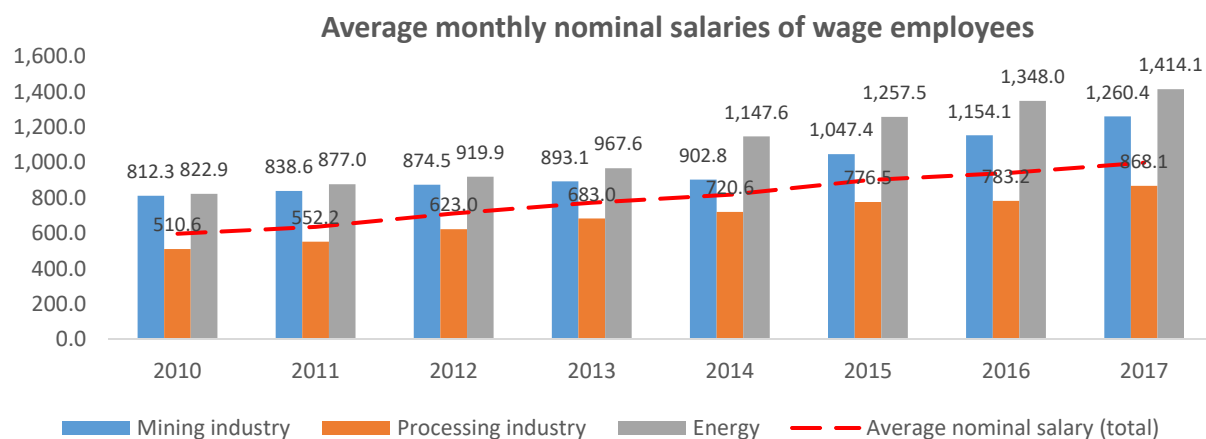


SOURCE GEOSTAT

<sup>2</sup> According to the new classification, a medium size enterprise is an enterprise of all organizational-legal forms, where the average annual number of employees varies from 50 to 250 persons and average annual turnover - from 12 mln GEL to 60 mln GEL, while a small enterprise is an enterprise of all organizational-legal forms, where the average annual number of employees does not exceed 50 employees and the average annual turnover does not exceed 12 mln GEL.

The manufacturing and energy sectors have been distinguished by the inflow of direct foreign investments in recent years, contributing to the increase in productivity in these sectors.

Compared to the average monthly nominal salaries of hired workers entirely in the economy, labour earnings is higher in the energy and mining sectors.



Source: Geostat

Over the next years, implementation of investment projects in the field of manufacturing and energy shall contribute to employment growth in these sectors and increase demand for work force with relevant qualifications. Only in the energy sector, the total investment cost of projects planned for 2019-2026 is about 7.8 billion US dollars, which shall give a serious boost to the creation of jobs within the sector.

In the field of manufacturing, it is planned to launch production of the composite parts of aircrafts, energy efficient blocks, metal parts, etc., the total investment value of which is about 200 mln US dollars. In addition, the growth is observed in the sector of light industry, especially textile industry and furniture production, which in turn generates demand for qualified work force over the next years.

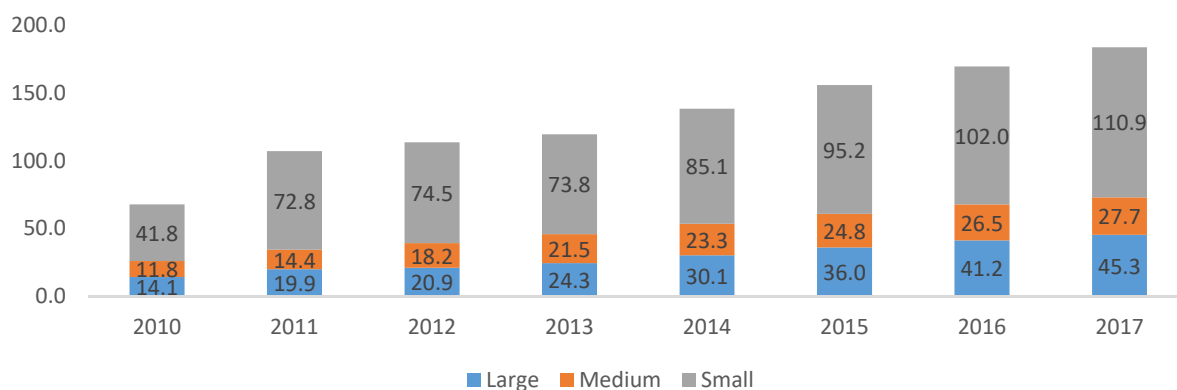
### Trade

Trade sector provides 10% of total and 26% of business sector employment. In 2010-2017, the trade sector made the highest contribution to growth of business sector employment.

The overall employment data in this sector and employment data in the business sector is somewhat different from each other, which indicates informal employment in this sector. Though, the difference is gradually decreasing, which is the result of transition from non-formal to formal employment.

Based on the business sector data, more than 60% of trade sector employment accounts for small enterprises. The smallest part is employed in medium size enterprises.

### Trade sector employment by the size of enterprises (thousand)

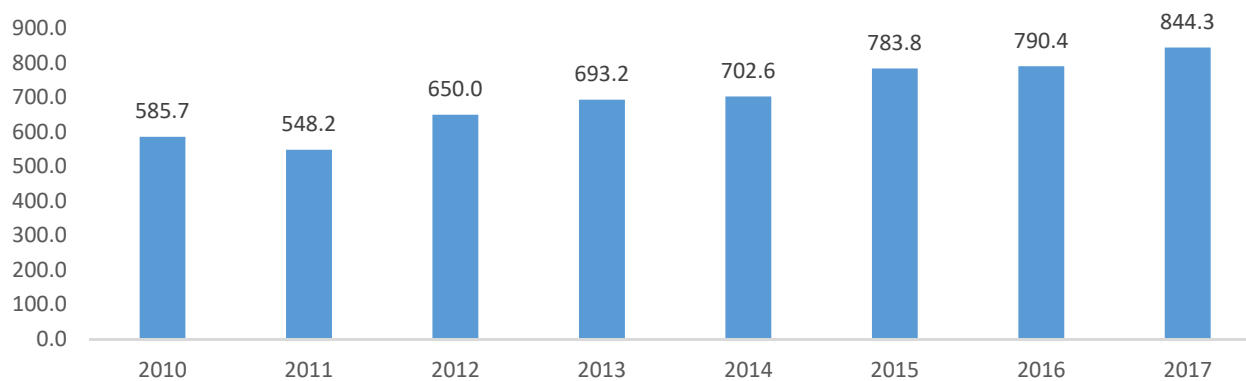


Source: Geostat

By the types of economic activities, the largest share of employed accounts for retail and wholesale trade, while the smallest part accounts for the repair of cars, household goods, and personal consumption items.

The largest part of the trade sector workers are employed in Tbilisi, Adjara and Imereti. In comparison with the average rate, the labour remuneration is low in the sector.

### Average monthly nominal earnings of employees in the trade sector (GEL)



Source: Geostat

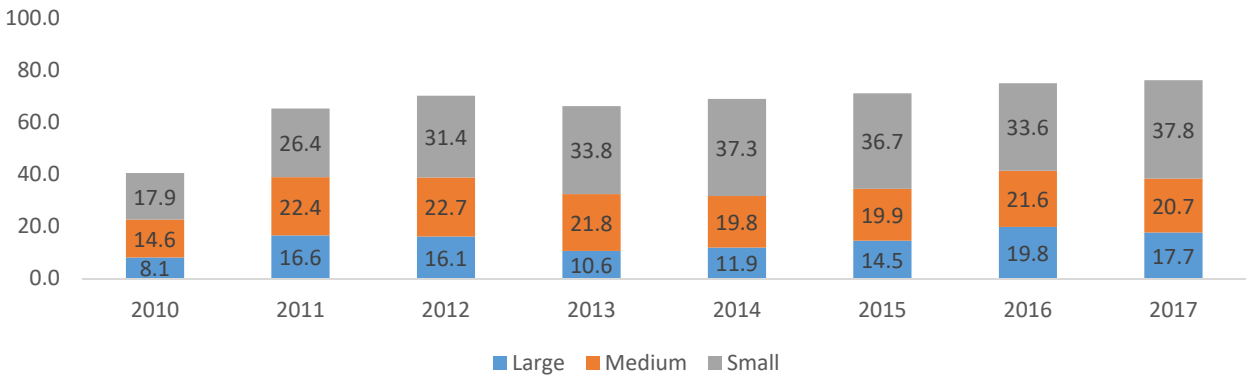
The activities carried out in retail trade have made a significant contribution to the development of the sector. It is worth mentioning that in 2017 a big shopping center “Gallery Tbilisi” with the investment of 70 mln Us dollars was opened. In addition, further development of the tourism sector is expected along with its rapid growth.



## Construction

The construction sector constitutes 5% of the overall and 11% of the business sector employment.

Construction sector employment by the size enterprises (thousand)



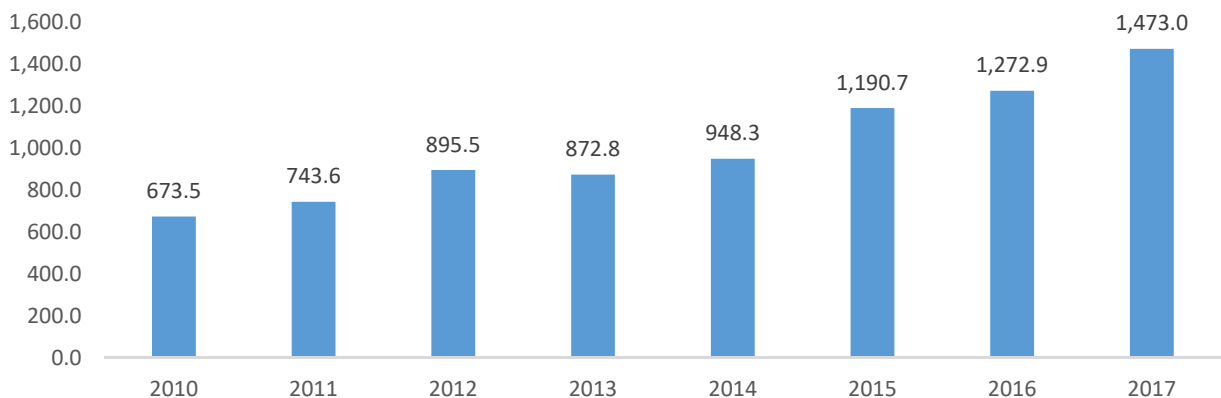
SOURCE: GEOSTAT

Based on the business sector data, the largest part of employment in the construction sector accounts for small enterprises.

The construction sector was distinguished by the inflow of direct foreign investments and the level of productivity in this sector is higher than the average productivity level of the business sector. Along with productivity, average labour salaries are high in this sector.

Source: Geostat

Average monthly nominal salary of wage employees (GEL)



In 2017-2020, it is planned to accelerate infrastructural projects with the aim of promoting economic growth. Only in 2019, it is planned to invest more than 2 bln GEL in infrastructure projects, including construction and development of roads, integrated management of solid waste and water infrastructure.

In order to develop mountain resorts, the project planned for 2019 amounts to about 178 mln GEL.

Consequently, the demand in the construction sector, both on high quality staff and low quality work force, shall be increased.

In addition, the development of basic infrastructure has a positive impact on the development of different sectors, reduces logistical costs of the private sector and stimulates private investments.

### *Agriculture*

Nearly half of the workers are employed in the agriculture sector, however, only 2% is its share in the business sector employment, which is explained by the high share of self-employment in the sector.

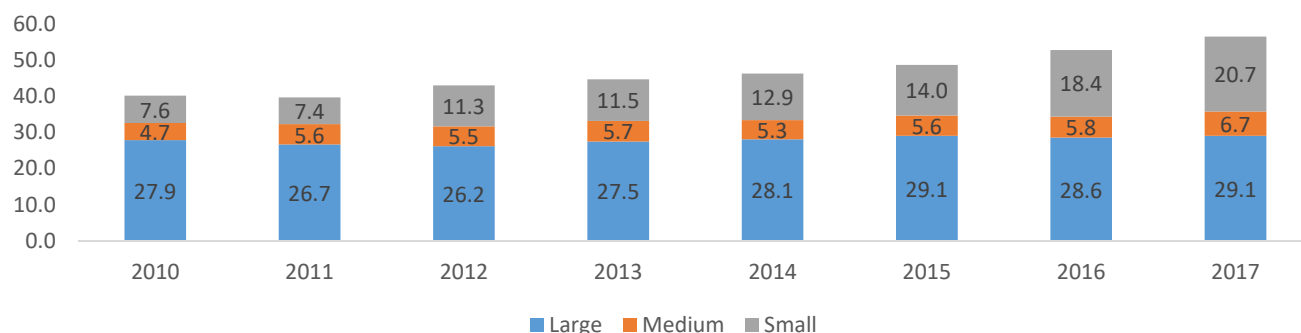
Compared to other sectors, the productivity index is the lowest in the agricultural sector. Consequently, the growth of technology and capital formation and the transfer of workforce to other sectors is important for the development of the sector. Within the united policy of agriculture, the implementation of activities (*support for development of cooperative agriculture; with the purpose of integrating the components of the full cycle creating the value added, state support for development of crop storage, grouping, packing, processing and distribution sectors*) planned in the government programme for 2018-2020, is noteworthy for the purpose of increasing economic activity in rural areas.

### *Transport and communications*

The sectors of transportation/storage and information/communications provide 5.3% of total employment and 11% of business sector employment.

Based on the business sector data, the largest part of the employees in the transportation and storage sector is employed in large enterprises.

**Transportation and storage sector employment by the size of enterprises  
(thousand)**

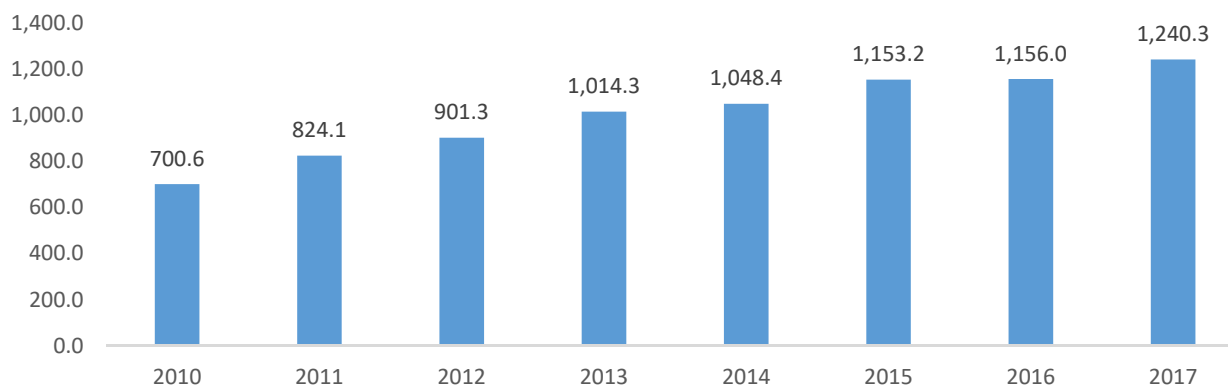


Source: Geostat

According to the types of activities in the above-mentioned sector, more than half of the employees accounts for transportation by land transport and pipelines, while the smallest part of 15 falls within the air transport.

The transport and communications sector is at the first place with an average annual inflow of investments in 2010-2017. Its share in total investments was particularly high in 2015, 2016 and 2017. There are also high levels of productivity and average monthly nominal earnings in the above sector.

**Average monthly nominal earnings of employees in the transportation and storage sector (GEL)**



*Source: Geostat*

In order to increase the transit potential of the country, large scale projects are planned to implement that is expected to increase employment in this sector. These projects include the construction of the Anaklia Deepwater Port, Baku-Tbilisi-Kars railway line and East-West highway, as well as modernization of railway and development of logistical centers. In total, for the construction of the Anaklia port is planned to invest 2.5 billion US dollars, while for the first phase, which will end in 2020, 600 million US dollars shall be invested. The first phase of construction of logistic centers is expected to amount to more than 75 mln US dollars.

### ***Real estate***

The share of real estate in total employment is 0.2%, but the share of this sector is more in business sector employment and equals to 2.5%. This difference may be caused by employment of individuals in several places<sup>3</sup>.

Based on the data of the business sector, in 2010-2017 the number of employees in the mentioned sector has been almost doubled. In recent years, the real estate sector is one of the rapidly growing sectors and greatly contributes to the GDP growth. The highest growth rate

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<sup>3</sup> For a certain part of individuals, transactions with real estate are not a major activity. Accordingly, they fall within other sector employers, based on the Integrated Households Survey.

was reported in 2011. This year is characterised by really the highest growth and the largest volume of direct foreign investment in this sector.

Along with really high growth and inflows of foreign direct investments, labour earnings has also increased significantly in the above-mentioned sector.

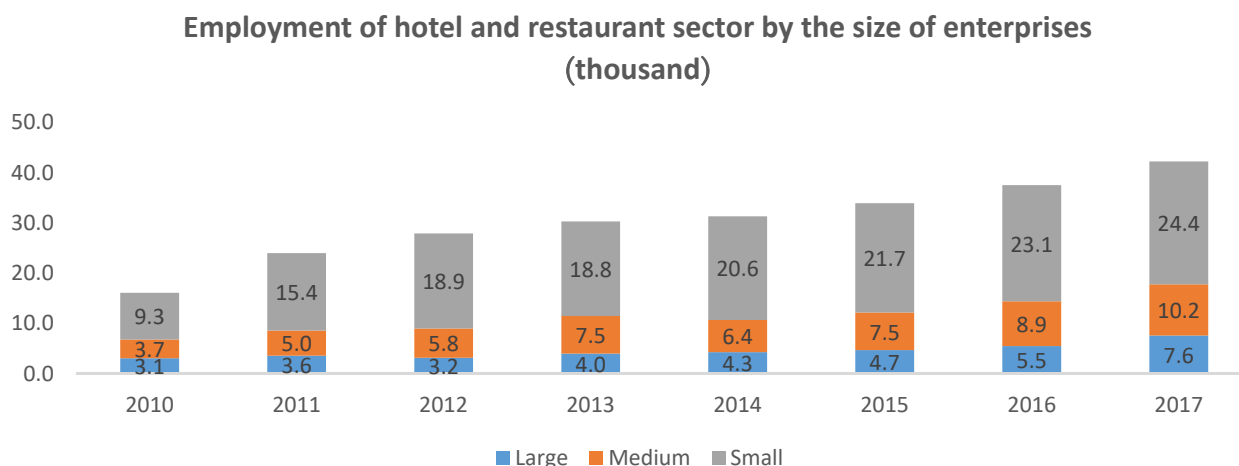
Source: Geostat



### *Hotels and restaurants*

Employment in the sector of hotels and restaurants makes up 2.2 % of total employment, while business sector employment is 6%. In 2017, the share of the sector of hotels and restaurants in economy growth in average equals to 0.3%.

Tourism is one of the rapidly growing sectors of the economy and therefore, the demand on the workforce from hotels and restaurants is also growing. According to the business sector statistics, the number of employees in 2017 increased by 162% compared with 2010. Following the growth of the sector and growth of tourism, further increase in the number of employees is expected.

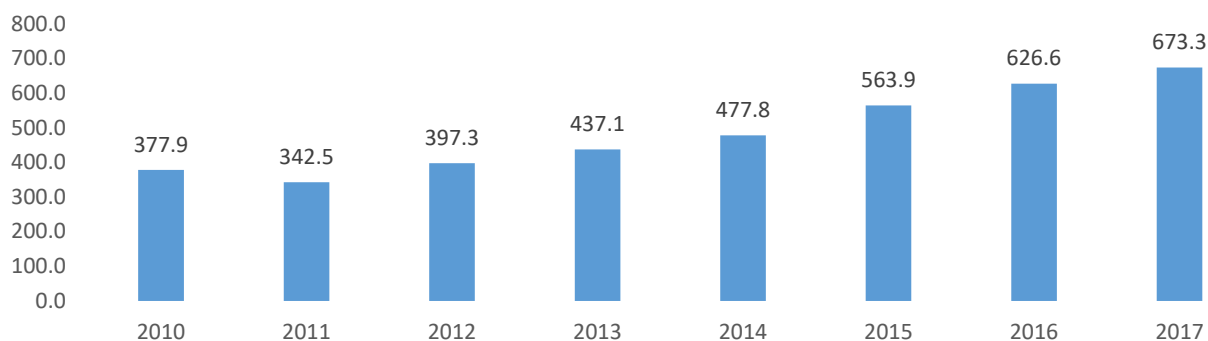


SOURCE: GEOSTAT

Based on the data of the business sector, most of the employees in the hotel and restaurant sector are employed in small enterprises, while the largest part of employees is employed in Tbilisi, Adjara and Imereti in the regional context.

In the following years, important investments are planned in the hotel sector. It should be noted that an average monthly salary in the hotel and restaurant sector is lower than the average index. However, following the further development of tourism infrastructure and improvement of the quality of service, against the background of the increase in income from tourism, it is expected to increase the labour earnings in this sector.

**Average monthly nominal earnings of employees in the hotel and restaurant sector (GEL)**

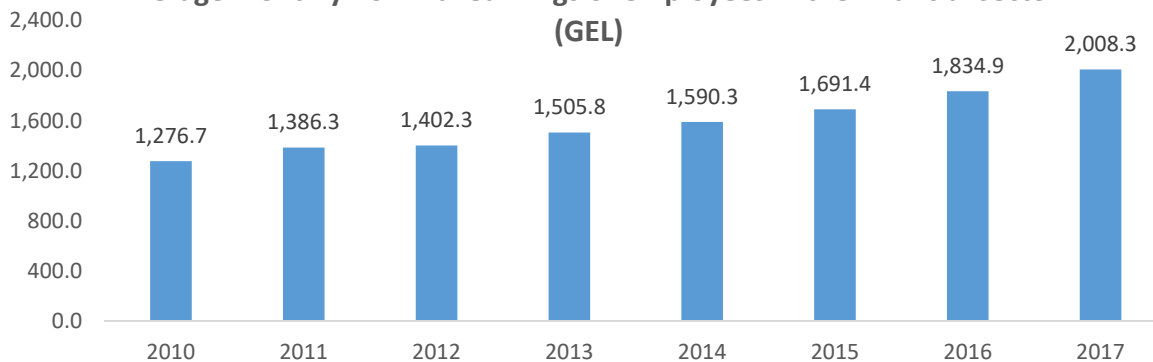


SOURCE: GEOSTAT

### ***Financial sector***

Financial sector is one of the rapidly growing sectors and its contribution to economic growth is 0.4 percentage points. The financial sector provides 1.8% of the total employment, and earnings of employees is almost two-fold higher than the average salary.

**Average monthly nominal earnings of employees in the financial sector (GEL)**



SOURCE: GEOSTAT

Increasing the diversification of the financial sector and further development shall be followed by an increase in the demand for high-skilled workforce.

Large-scale changes are especially expected in the direction of capital market development. Over the next few years, the management and investment of accumulated pension assets as a result of the implementation of the Pension Reform shall significantly increase the demand for the financial instruments created (issued) in Georgia that shall eventually develop financial and brokerage, as well as general financial activities. This implies that it shall increase demand in new specialized professions and high-skilled workforce. At the same time, the growth of the insurance market is worth mentioning where against the background of the emergence of new products the demand for high-skilled workforce shall also increase.

**It is noteworthy that in the following years a high economic activity by a number of sectors is expected.** In particular:

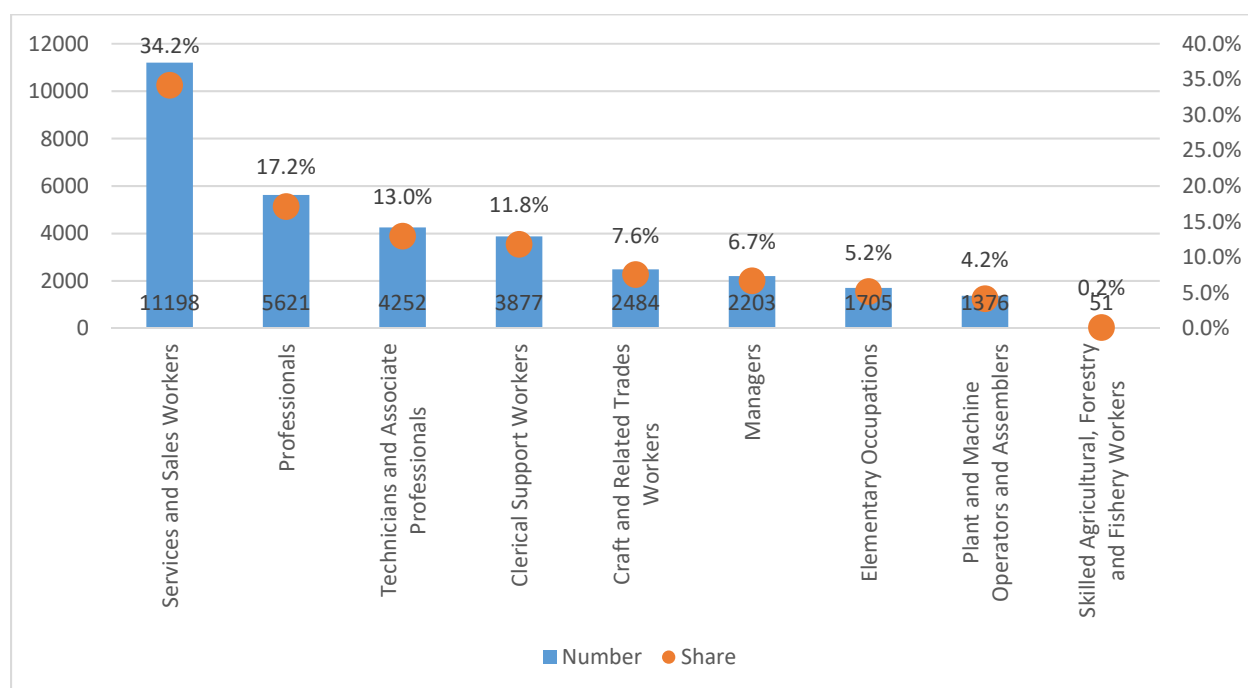
- One of the priority directions is **the energy sector** within the framework of which construction of new generation facilities shall be planned, in particular, it is planned to implement large projects for additional employing of hydro resources, as well as improve capacity of existing thermal power plants and construct two new thermal plants. The activities towards wind and solar powers are also worth mentioning. In particular, the construction of five wind plants is planned. Implementation of energy efficiency policy in the energy sector is one of the most important priorities within the framework of which a number of activities are planned for introduction of energy efficiency in industry, as well as providing buildings and home appliances with energy efficiency. It is noteworthy that all of the above mentioned shall have a significant positive effect on the reduction of energy resources at the expense of local production growth.
- One of the important directions is **the transport and logistics sector**, in particular the planned projects for the development of harbour infrastructure (the new Port of Anaklia, the expansion of Poti Port and Batumi Port), the railway infrastructure (modernization of the railway, new railway of Baku-Tbilisi-Kars), land transport, civil aviation and logistical services.
- **Mining industry** is also worth mentioning, within the framework of which, including the oil and gas sector, a number of activities are planned and a significant progress in this regard is expected as well.
- In addition, **one of the priority investment sectors is the manufacturing**, including significant potential for clothing, shoe and leather manufacturing, furniture manufacturing, as well as the directions for auto and air vehicles, computers, electronic and electrical equipment, high value export products in agriculture – berry plants, nuts, vegetable, fruit, as well as fish industry and livestock.
- It is important to implement a number of activities **in the field of tourism**, including the development of mountain resorts.

- The measures planned **to increase the use of mineral potential** are worth mentioning. One of the priority directions for the development of which large-scale projects are planned to implement in the country, is **the sector for innovations and technologies**. The development of local technologies, promotion of research and innovations, innovative entrepreneurship and direct foreign investment inflows in this sector shall have a significant positive effect on the rapid, long-term and sustainable development of the country's economy.

### Overview of vacancies posted by HR.GE in 2017

In 2017, most of the job vacancies (34.2%) published by the private Agency – HR.GE account for **Services and Sales Workers**. The job share for **Professional** (17.2%), **Technicians** (13%) and **Clerical Support Workers** (11.8%) is also quite high. The distribution of vacancies by the main groups shows that the vacancies mostly require medium level skills - 53,7% (post-secondary education), followed by higher level skills - 36.9% (higher education) and low level skills - 9,4% (primary and basic education).

### Vacancies by the Major Groups posted by HR.GE in 2017



Dozens of vacancies in the field of services and sales is due to the high demand (81.4%) of sales workers, particularly the positions of **Shop Sales Assistants** (6615) and **Stall and Market Salespersons** (1630) are highly demanded. There is also the high demand for **Waiters** (744), **Security Guards** (476), **Cleaners** (316), and **Bartenders** (306). The qualification requirement for

the above-mentioned elementary groups in most cases envisages vocational education. The number of job vacancies for vocational groups in **Services and Sales Workers** may be conditioned by the high mobility of labour force under the conditions of internal sector and inter-sectoral competition, as the given professional groups are not distinguished by high earnings and their frequent changes in service are increasing the number of vacancies.

Trade is one of the leading economic sectors in terms of employment. According to the Survey of Business Demand on Skills, 24,9% of workers in the business sector was employed in trade in 2017. The same survey showed that in 2017 the largest number of vacancies (7256 units) were announced in the trade sector and the employment significantly increased (by 10.8%) compared to last year. The number of vacancies is conditioned by the number of enterprises in the sector and if we look at the average number of job vacancies announced by one enterprise in the trade sector, it is quite low and made up 2,4 in 2017.

### Major Group: Services and Sales Workers

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
<b>51</b>	Personal Services Workers	1599	14.3%
<b>52</b>	Sales Workers	9116	81.4%
<b>54</b>	Protective Services Workers	483	4.3%
	<b>Total</b>	<b>11198</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>5113</b>	Travel Guides	46	2.9%
<b>5131</b>	Waiters	744	46.5%
<b>5132</b>	Bartenders	306	19.1%
<b>5141</b>	Hairdressers	86	5.4%
<b>5142</b>	Beauticians and Related Workers	101	6.3%
<b>5151</b>	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments	316	19.8%
	<b>Total</b>	<b>1599</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>5223</b>	Shop Sales Assistants	6615	72.6%
<b>5230</b>	Stall and Market Salespersons	1630	17.9%
<b>5242</b>	Sales Demonstrators	394	4.3%
<b>5245</b>	Service Station Attendants	220	2.4%
<b>5249</b>	Sales Workers Not Elsewhere Classified	257	2.8%
	<b>Total</b>	<b>9116</b>	



Code	Elementary Groups	Number of Vacancies	Share of Vacancies
5411	Firefighters	5	1.0%
5412	Police Officers	1	0.2%
5414	Security Guards	476	98.8%
	<b>Total</b>	<b>482</b>	

In 2017, 17.2% of vacancies posted on HR.GE are professionals of different fields. The vacancies presented in the sub-major group are related to high intellectual labour and require higher education. The largest number of vacancies have been reported on **Business and Administration Professionals** (49.8%), broadly represented by **Advertising and Marketing Professionals** (881), **Accountants** (812), **Financial Analysts** (329) and **Personnel and Careers Professionals** (313).

Within this major group, a demand for professionals in the health care (17,8%), law, social and cultural spheres (14.3%) is high.

### Major Group: Professionals

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
21	Science and Engineering Professionals	664	11.8%
22	Health Professionals	1000	17.8%
24	Business and Administration Professionals	2801	49.8%
25	Information and Communications Technology Professionals	352	6.3%
26	Legal, Social and Cultural Professionals	804	14.3%
	<b>Total</b>	<b>5621</b>	

Of the **Professionals** in the field of **Science and Engineering**, **Graphic and Multimedia Designers** (308), **Civil Engineers** (192) and **Electrical Engineers** (94) are highly-demanded. All this suggests that there is a demand for **Graphic Designers** (digital artists, animators, illustrators, and web designers), as well as professionals in the field of civil and electrical engineering at the labour market.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
2111	Physicists and Astronomers	6	0.9%
2113	Chemists	18	2.7%

<b>2114</b>	Geologists and Geophysicists	2	0.3%
<b>2151</b>	Electrical Engineers	94	14.2%
<b>2120</b>	Mathematicians, Actuaries and Statisticians	1	0.2%
<b>2142</b>	Civil Engineers	192	28.9%
<b>2143</b>	Environmental Engineers	19	2.9%
<b>2146</b>	Mining Engineers, Metallurgists and Related Professionals	24	3.6%
<b>2166</b>	Graphic and Multimedia Designers	308	46.4%
	<b>Total</b>	<b>664</b>	

The largest number of vacancies for **Health Professionals** has been posted in the direction of **Generalist Medical Practitioners** - family doctors and primary care doctors (612), **Pharmacists** (117), **Nursing Professionals** (116), **Dentists** (61), and **Physiotherapists** (49).

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>2211</b>	Generalist Medical Practitioners	612	61.2%
<b>2212</b>	Specialist Medical Practitioners	25	2.5%
<b>2221</b>	Nursing Professionals	116	11.6%
<b>2250</b>	Veterinarians	7	0.7%
<b>2261</b>	Dentists	61	6.1%
<b>2262</b>	Pharmacists	117	11.7%
<b>2263</b>	Environmental and Occupational Health and Hygiene Professionals	7	0.7%
<b>2264</b>	Physiotherapists	49	4.9%
<b>2265</b>	Dieticians and Nutritionists	2	0.2%
<b>2267</b>	Optometrists and Ophthalmic Opticians	4	0.4%
	<b>Total</b>	<b>1000</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>2411</b>	Accountants	812	29.0%
<b>2412</b>	Financial and Investment Advisers	1	0.0%
<b>2413</b>	Financial Analysts	329	11.7%
<b>2421</b>	Management and Organization Analysts	75	2.7%
<b>2423</b>	Personnel and Careers Professionals	313	11.2%
<b>2431</b>	Advertising and Marketing Professionals	881	31.5%
<b>2432</b>	Public Relations Professionals	83	3.0%
<b>2433</b>	Technical and Medical Sales Professionals (excluding ICT)	307	11.0%
	<b>Total</b>	<b>2801</b>	

**Legal, Social work and Cultural Professionals** are represented by a wide range of vacancies. The highest demand is for **Lawyers** (278), **Performing Artists** (146), **Sociologists** (68), **Translators/interpreters** (75), and **Journalists** (53).

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
2611	Lawyers	278	34.6%
2612	Judges	4	0.5%
2619	Legal Professionals Not Elsewhere Classified	5	0.6%
2621	Archivists and Curators	17	2.1%
2631	Economists	25	3.1%
2632	Sociologists, Anthropologists and Related Professionals	68	8.5%
2633	Philosophers, Historians and Political Scientists 2	9	1.1%
2634	Psychologists	22	2.7%
2635	Social Work and Counselling Professionals	23	2.9%
2642	Journalists	53	6.6%
2643	Translators, Interpreters and Other Linguists	75	9.3%
2651	Visual Artists	16	2.0%
2652	Musicians, Singers and Composers	11	1.4%
2653	Dancers and Choreographers	3	0.4%
2654	Film, Stage and Related Directors and Producers	23	2.9%
2655	Actors	9	1.1%
2656	Announcers on Radio, Television and Other Media	17	2.1%
2659	Creative and Performing Artists Not Elsewhere Classified	146	18.2%
	<b>Total</b>	<b>804</b>	

**Technicians and Associate Professionals** (13%) follow professionals in the number of job vacancies announced, which further increases the demand for staff with higher education, which in some cases is the mainstay for professionals in their work performance.

### Major Group: Technicians and Associate Professionals

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
31	Science and Engineering Associate Professionals	236	5.6%
32	Health Associate Professionals	131	3.2%
33	Business and Administration Associate Professionals	2398	56.4%

<b>34</b>	Legal, Social, Cultural and Related Associate Professionals	512	12.0%
<b>35</b>	Information and Communications Technicians	975	22.9%
	<b>Total</b>	<b>4252</b>	

As in the case of **Professionals**, vacancies announced for **Technicians and Associate Professionals** mainly include **Business and Administration Associate Professionals** (56.4%). Among them, **Commercial Sales Representatives** (840), **Administrative and Executive secretaries** (457), **Credit and Loans Officers** (420), **Insurance Representatives** (226), **Accounting Associate Professionals** (199), **Buyers** (170), and **Real Estate Agents** (54) are widely represented. All of them are closely linked with the field of trade, finance and insurance and envisage qualification requirement for higher education.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>3312</b>	Credit and Loans Officers	420	17.5%
<b>3313</b>	Accounting Associate Professionals	199	8.3%
<b>3321</b>	Insurance Representatives	226	9.4%
<b>3322</b>	Commercial Sales Representatives	840	35.0%
<b>3323</b>	Buyers	170	7.1%
<b>3334</b>	Real Estate Agents and Property Managers	54	2.3%
<b>3339</b>	Business Services Agents Not Elsewhere Classified	16	0.7%
<b>3343</b>	Administrative and Executive Secretaries	457	19.1%
<b>3351</b>	Customs and Border Inspectors	2	0.1%
<b>3352</b>	Government Tax and Excise Officials	6	0.3%
<b>3355</b>	Police Inspectors and Detectives	8	0.3%
	<b>Total</b>	<b>2398</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>3112</b>	Civil Engineering Technicians	54	22.9%
<b>3118</b>	Draughtspersons	29	12.3%
<b>3119</b>	Physical and Engineering Science Technicians Not Elsewhere Classified	153	64.8%
	<b>Total</b>	<b>236</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>3212</b>	Medical and Pathology Laboratory Technicians	56	42.7%
<b>3255</b>	Physiotherapy Technicians and Assistants	34	26.0%
<b>3256</b>	Medical Assistants	2	1.5%
<b>3257</b>	Environmental and Occupational Health Inspectors and Associates	7	5.3%
<b>3258</b>	Ambulance Workers	32	24.4%

<b>Total</b>	<b>131</b>
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Quite a lot of vacancies have been announced for **Chefs** (462). It is explained by a sharp increase in international visitors, as well as a stimulation of the market by visitors, which in turn reflects the growth of employment in the tourism industry. For example, according to Survey of Business Demand on Skills, in 2017 the number of workers employed in the field of accommodation and food supply has increased by 44% compared to the previous year. The positive trend is the growth of international travel visits in the country in recent years. In 2017, the number of international travel visits made up 7,9 million, which is 17.6% more than the indicator of the last year.<sup>4</sup>

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>3411</b>	Legal and Related Associate Professionals	3	0.6%
<b>3431</b>	Photographers	28	5.5%
<b>3432</b>	Interior Designers and Decorators	17	3.3%
<b>3434</b>	Chefs	462	90.2%
<b>3435</b>	Other Artistic and Cultural Associate Professionals	2	0.4%
	<b>Total</b>	<b>512</b>	

In addition to the vacancies announced for the information and communications technology professionals, the demand for technicians of the same field has been identified, including **Information and Communications Technology Operations Technicians** (414), **User Support Technicians** (240), **Computer Network and Systems Technicians** (139), and **Web Technicians** (112). General Internetization in the country, especially fiber optic cabling in the regions, increases the demand for information and communications technicians throughout the country for the purpose of both personal use and office work.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
<b>3511</b>	Information and Communications Technology Operations Technicians	414	42.5%
<b>3512</b>	Information and Communications Technology User Support Technicians	240	24.6%
<b>3513</b>	Computer Network and Systems Technicians	139	14.3%
<b>3514</b>	Web Technicians	112	11.5%
<b>3521</b>	Broadcasting and Audiovisual Technicians	43	4.4%
<b>3522</b>	Telecommunications Engineering Technicians	27	2.8%
	<b>Total</b>	<b>975</b>	

<sup>4</sup> Georgian National Tourism Administration, "Surveys", <https://gnta.ge/ge/Statistics/>

A large portion (11,8%) of vacancies posted on HR.GE in 2017 is for **General and Keyboard Clerks**. Among them are workers employed as **Customers Services Clerks** (42.8%) and **Numerical and Material Recording Clerks** (31,4%). This subgroup includes professional groups whose duties include typing, secretary duties, keeping numerical information and providing necessary information to users. All of these require intermediate skills and the qualification requirement may be post-secondary education.

### Main Group: General and Keyboard Clerks

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
41	General and Keyboard Clerks	26	0.7%
42	Customer Services Clerks	1658	42.8%
43	Numerical and Material Recording Clerks	1217	31.4%
44	Other Clerical Support Workers	976	25.2%
	<b>Total</b>	<b>3877</b>	

There are a lot of vacancies for workers employed in the field of customer services: **Telephone Switchboard Operators** (526), **Bank Tellers** (439), **Travel Consultants** (182), and **Receptionists** (141). The general function of these elementary groups is to provide customers with relevant services and information.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
4211	Bank Tellers and Related Clerks	439	26.5%
4221	Travel Consultants and Clerks	370	22.3%
4223	Telephone Switchboard Operators	526	31.7%
4224	Hotel Receptionists	182	11.0%
4226	Receptionists (general)	141	8.5%
	<b>Total</b>	<b>1658</b>	

Within the elementary group of **General and Keyboard Clerks**, a demand for **Transport Clerks** (901) has also been revealed, who record and coordinate the movement of rail, traffic and air transport. This group unit is comprised of controllers and dispatchers. In addition, within the major group there is a high demand for **Clerical Support Workers** (417), **Accounting and Bookkeeping Clerks** (316), and **Mail Carriers** (219).

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
4311	Accounting and Bookkeeping Clerks	316	26.0%
4323	Transport Clerks	901	74.0%
	<b>Total</b>	<b>1217</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
4412	Mail Carriers and Sorting Clerks	219	32.3%
4415	Filing and Copying Clerks	43	6.3%
4419	Clerical Support Workers Not Elsewhere Classified	417	61.4%
	<b>Total</b>	<b>679</b>	

In 2017, 7.6% of the vacancies posted on HR.GE account for **Craft and Related Trades Workers**, widely represented by **Electrical and Electronic Trades Workers** (32.4%), who are responsible for installation, maintenance, assembly and adjustment of electrical and electronic cable systems, machinery and equipment. The following subgroups are also distinguished by the abundance of vacancies: **Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers** (23%), and Building Workers (20,6%).

### Major Group: Craft and Related Trades Workers

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
71	Building and Related Trades Workers (excluding Electricians)	512	20.6%
72	Metal, Machinery and Related Trades Workers	220	8.9%
73	Handicraft and Printing Workers	374	15.1%
74	Electrical and Electronic Trades Workers	806	32.4%
75	Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers	572	23.0%
	<b>Total</b>	<b>2484</b>	

This group includes a wide variety of craft and related trades workers who use specific knowledge and skills to build buildings; to erect metal structures; to install machinery and equipment, to render maintenance and repair services; to carry out printing works; to produce and process food, textile and other kinds of goods. The qualification requirement for this group envisages vocational education.

Most of the vacancies available within elementary groups are for: **Bakers, Pastry-cooks and Confectionery Makers** (417); **Electronics Mechanics** (337); **Electrical Mechanics** (206);

**Motor Vehicle Mechanics (181); House Builders (179); Building Electricians (159); Potters (111), and Sewing Workers (106).**

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
7111	House Builders	179	35.0%
7115	Carpenters and Joiners	35	6.8%
7121	Roofers	8	1.6%
7123	Plasterers	13	2.5%
7126	Plumbers and Pipe Fitters	44	8.6%
7127	Air Conditioning and Refrigeration Mechanics	37	7.2%
7131	Painters and Related Workers	196	38.3%
	<b>Total</b>	<b>512</b>	

The demand for the above-mentioned elementary groups is related to the implementation of projects in the fields of tourism, energy, building and textile industry and creation of jobs. It should be noted that in recent years, large clothing factories have been launched in Georgia, where products of famous Western brands are sewed.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
7212	Welders and Flame Cutters	31	14.1%
7231	Motor Vehicle Mechanics and Repairers	181	82.3%
7232	Aircraft Engine Mechanics and Repairers	8	3.6%
	<b>Total</b>	<b>220</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
7314	Potters and Related Workers	111	29.7%
7316	Signwriters, Decorative Painters, Engravers and Etchers	9	2.4%
7317	Handicraft Workers in Wood, Basketry and Related Materials	31	8.3%
7319	Handicraft Workers Not Elsewhere Classified 7	170	45.5%
7322	Printers	53	14.2%
	<b>Total</b>	<b>374</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
7411	Building and Related Electricians	159	19.7%
7412	Electrical Mechanics and Fitters	206	25.6%
7413	Electrical Line Installers and Repairers	73	9.1%
7421	Electronics Mechanics and Servicers	337	41.8%
7422	Information and Communications Technology Installers and Servicers	31	3.8%
	<b>Total</b>	<b>806</b>	



Code	Elementary Groups	Number of Vacancies	Share of Vacancies
7511	Butchers, Fishmongers and Related Food Preparers	33	5.8%
7512	Bakers, Pastry-cooks and Confectionery Makers	417	72.9%
7515	Food and Beverage Tasters and Graders	8	1.4%
7533	Sewing, Embroidery and Related Workers 7	106	18.5%
7534	Upholsterers and Related Workers	8	1.4%
	<b>Total</b>	<b>572</b>	

Managerial vacancies posted on HR.GE in 2017 make up 6,7% of the total job vacancies, where Administrative and Commercial Managers (55.2%) are expressly distinguished and within this major group **Sales and Marketing Managers** (1027) are widely presented.

### Major Group: Managers

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
11	Chief Executives, Senior Officials and Legislators	275	12.5%
12	Administrative and Commercial Managers	1215	55.2%
13	Production and Specialized Services Managers	499	22.7%
14	Hospitality, Retail and Other Services Managers	214	9.7%
	<b>Total</b>	<b>2203</b>	

Regarding other categories of managerial vacancies, Chief Executives, Senior Officials and Legislators (275), **Financial and Insurance Services Branch Managers** (242), **Restaurants** (94), **Hotels** (73) and **Financial** (74) managers are mostly demanded job positions.

Employment of people for managerial positions in commercial corporations throughout the country takes the first place. According to Survey of Business Demand on Skills, in 2017 the share of employment of people for managerial positions was 20.1%, with 66,4% for directors and chief executives.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
1211	Finance Managers	74	6.1%
1213	Policy and Planning Managers	28	2.3%
1219	Business Services and Administration Managers Not Elsewhere Classified	86	7.1%
1221	Sales and Marketing Managers	1027	84.5%
	<b>Total</b>	<b>1215</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
1311	Agricultural and Forestry Production Managers	6	1.2%
1324	Supply, Distribution and Related Managers	3	0.6%
1342	Health Services Managers	43	8.6%
1346	Financial and Insurance Services Branch Managers	242	48.2%
1349	Professional Services Managers Not Elsewhere Classified	191	38.0%
	<b>Total</b>	<b>502</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
1411	Hotel Managers	73	34.1%
1412	Restaurant Managers	94	43.9%
1439	Services Managers Not Elsewhere Classified	47	22.0%
	<b>Total</b>	<b>214</b>	

### Major group: Elementary Workers

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
91	Cleaners and Helpers	829	48.6%
93	Labourers in Mining, Construction, Manufacturing and Transport	480	28.2%
94	Food Preparation Assistants	381	22.3%
96	Refuse Workers and Other Elementary Workers	15	0.9%
	<b>Total</b>	<b>1705</b>	

5.2% of job vacancies posted on HR.GE in 2017 refers to **Elementary Workers**, including **Cleaners** (733), **Civil Engineering Labourers** (479), and **Kitchen Helpers** (381). The presented group implies elementary groups with the qualification requirement for primary and basic education.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
9112	Cleaners and Helpers in Offices, Hotels and Other Establishments	733	88.4%
9122	Vehicle Cleaners	49	5.9%
9123	Window Cleaners	39	4.7%
9129	Other Cleaning Workers	8	1.0%
	<b>Total</b>	<b>829</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
9333	Freight Handlers	1	0.2%
9312	Civil Engineering Labourers	479	99.8%
	<b>Total</b>	<b>480</b>	

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
9412	Kitchen Helpers	381	100%

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
9611	Garbage and Recycling Collectors	6	40.0%
9613	Sweepers and Related Labourers	9	60.0%
	<b>Total</b>	<b>15</b>	

### Major Group: Stationary Plant and Machine Operators and Assemblers

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
81	Stationary Plant and Machine Operators	38	2.8%
82	Assemblers	40	2.9%
83	Drivers and Mobile Plant Operators	1298	94.3%
	<b>Total</b>	<b>1376</b>	

4.2% of job vacancies posted on HR.GE are for **Stationary Plant and Machine Operators**, including the largest elementary group of **Heavy Truck and Lorry Drivers** (934) and **Car Drivers** (333). In general, the qualification requirement for the main group includes primary and basic education.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
8322	Car, Taxi and Van Drivers	333	26.7%
8332	Heavy Truck and Lorry Drivers	934	72.0%
8341	Mobile Farm and Forestry Plant Operators	5	0.4%
8343	Mobile Farm and Forestry Plant Operators	26	2.0%
	<b>Total</b>	<b>1245</b>	

## Major Group: Skilled Agricultural, Forestry and Fishery Workers

Vacancies announced by the sub-major groups and elementary groups

Code	Sub-Major Groups	Number of Vacancies	Share of Vacancies
61	Market-oriented Skilled Agricultural Workers	46	90.2%
63	Subsistence Farmers, Fishers, Hunters and Gatherers	5	9.8%
	<b>Total</b>	<b>51</b>	

In 2017, the lowest job vacancies (0,2%) by the major groups were posted for skilled agricultural, forestry and fishery workers, whose qualification requirement envisages primary and basic education. The low demand rate may be explained by the fact that agriculture is highly self-employed sector and wage labour is less applicable.

Code	Elementary Groups	Number of Vacancies	Share of Vacancies
6111	Field Crop and Vegetable Growers	14	30.4%
6112	Tree and Shrub Crop Growers	12	26.1%
6113	Gardeners; Horticultural and Nursery Growers	10	21.7%
6121	Livestock and Dairy Producers	3	6.5%
6122	Poultry Producers	6	13.0%
6123	Apiarists and Sericulturists	1	2.2%
	<b>Total</b>	<b>46</b>	

Main Groups	Name	Number	Share	Compliance with skills
1	Managers	2203	6.7%	Higher skills (Higher education)
2	Professionals	5621	17.2%	
3	Technicians and Associate Professionals	4252	13.0%	
4	Clerical support workers	3877	11.8%	Intermediate skills (Post-secondary education)
5	Services and Sales Workers	11198	34.2%	
6	Skilled Agricultural, Forestry and Fishery Workers	51	0.2%	
7	Craft and Related Trade Workers	2484	7.6%	Low skills (Primary and basic education)
8	Plant and Machinery Operators, and Assemblers	1376	4.2%	
9	Elementary Occupations	1705	5.2%	

**Therefore**, an analysis of vacancies announced at the HR.Ge in 2017 has showed that:

- The number of job vacancies posted on HR.GE amounted to more than 30,000 in 2017.
- Majority of announced vacancies require from job seekers secondary and vocational education;
- By the major groups, the share with two percentage points is characteristic to the announced vacancies:
  - Vacancies **(34.2%) for Services and Sales Workers**. The number of vacancies in **Services and Sales Workers** is due to the high demand (81.4%) for employees directly in the field of sales. In particular, the demand for **Shop Sales Assistants** (6615) and **Cashiers** (1630) is high. There is also high demand for **Waiters** (744), **Guards** (476), **Cleaners** (316), and **Bartenders** (306).
  - **17.2%** of vacancies are **Professionals** of different fields. The vacancies presented in the major group of professionals are related to high intellectual labour and require higher education. The largest number of vacancies have been reported on **Business and Administration Professionals** (49.8%), broadly represented by **Advertising and Marketing Professionals** (881), **Accountants** (812), **Financial Analysts** (329) and **Staff and Career Advancement Professionals** (313). Within the abovementioned major group, the demand for **Health Professionals** (17,8%), as well as **Legal, Social and Cultural Professionals** (14.3%) is high.
  - **13%** of announced vacancies account for **Technicians and Associate Professionals** of the major group. In addition, vacancies announced in this major group mostly refer to **Business and Administration Associate Professionals** and equal to 56.4%;
  - Very large share (**11,8%**) is made up by vacancies for **Clerical Support Workers**.
- The majority of vacancies within the elementary groups are announced for the following positions:

Code	Elementary Groups	Number of Vacancies
5223	Shop Sales Assistants	6615
5230	Cashiers and Ticket Clerks	1630
1221	Sales and Marketing Managers	1027
8332	Heavy Truck and Lorry Drivers	934
4323	Transport Clerks	901
2431	Advertising and Marketing Professionals	881
3322	Commercial Sales Representatives	840
2411	Accountants	812

5131	Waiters	744
9112	Cleaners and Helpers in Offices, Hotels and Other Establishments	733
2211	Generalist Medical Practitioners	612
4223	Telephone Switchboard Operators	526
9312	Civil Engineering Labourers	479
5414	Security Guards	476
3434	Chefs	462
3343	Administrative and Executive Secretaries	457
4211	Bank Tellers and Related Clerks	439
3312	Credit and Loans Officers	420
4419	Clerical Support Workers Not Elsewhere Classified	417
7512	Bakers, Pastry-cooks and Confectionery Makers	417
3511	Information and Communications Technology Operations Technicians	414
5242	Sales Demonstrators	394
4221	Travel Consultants and Clerks	370
7421	Electronics Mechanics and Servicers	337
8322	Car, Taxi and Van Drivers	333

## Conclusion

On the one hand, through an assessment of the current situation and future trends of the economy in Georgia which, in particular, includes an analysis of fast-growing sectors and a possible increase in labour demand, as a result of implementation of planned capital expenditures and investment projects in various sectors, and on the other hand, taking into account the current structure and trends of the workforce, the following conclusion may be drawn in this report:

- With regard to the supply of labour, it is noteworthy that in recent years there have been dramatic demographic changes, which are reflected in the reduction of labour. All this is caused by the immigration of people from the country and unstable changes in birth rates. In addition, migration may be viewed in both a positive and negative context. On the one hand, “a drain brain” in the short term leads to a lack of intellectual abilities in the country, and on the other hand, in case of the return of migrants the country receives more qualified staff and the effective use of their education and skills acquired abroad that is important for the economic development of the country. Despite the decline in the migration barrier in recent years, consideration of the issue of migration in connection with the labour market is one of the important and urgent problems (especially in terms of approximation with the EU) and, therefore, in the policy development process, this factor must be taken into account;
- Currently, a serious problem for the labour market in Georgia is the high rate of unemployment, the structure of employment and the low productivity of self-employed. Analysis of the employment in the sectoral perspective in Georgia provides

a diverse picture of employment in agriculture, industry and services. The sharp difference between the unemployment rates in urban and rural areas is due to the high rate of self-employment in villages. In rural areas, business activity is low, so wage labour is low and self-employment is high.

- The unemployment rate among women is significantly lower compared to the unemployment rate among men, which can be explained by the high activity of men compared to women.
- The service sector is actively developing in Georgia, which causes the demand for work force in this direction. Accordingly, such sectors as financial services, transport and communications, and tourism are rapidly growing sectors in the recent years. In this regard, it is also worth mentioning the development of such a priority sector as business process outsourcing (BPO). Depending on growth trends and planned investments in these sectors, further development of these sectors is expected, which, on the one hand, improves the level of qualification of the workers employed in a sector to increase productivity and quality, and on the other hand, increases the demand for work force in the future;
- Capital market reform and a cumulative pension system, as well as changes in the insurance sector will increase the demand for relevant high-skilled work force in the labour market;
- High-skilled work force will be required in the real sector of economy, in particular, against the background of planned investments and capital expenditures, within which important projects are planned, the demand for attracting specific qualifications, including engineers and architects, will increase in the field of energy, processing industry, as well as in the construction of a new transport network and general infrastructure of the country;
- With regard to agriculture, despite the high rate of employment in this sector, the productivity of the sector is very low, and as a result, the sectoral share in GDP is small. The main problem for agriculture is the introduction of high technologies, which in some cases may lead to the leakage of staff to other sectors, on the one hand, and on the other hand, cause the need for high-skilled work force.

## Recommendations

- Active participation of the private sector in the development of vocational training programmes to ensure that vocational training programmes meet the requirements of the labour market;

- Encourage cooperation between the private sector and vocational institutions in order to move to on-the-job training;
- Improving/promoting the image and attractiveness of vocational education among young people (advertising about successful examples, commercials/other means developed for the purpose of demolishing old stereotypes of vocational education);
- Creation of a system of professional qualifications recognized at national and international level;
- Raising awareness of private sector in effectiveness/reimbursement of expenses incurred for upskilling employee;
- Facilitate the mastery of entrepreneurial skills for youth in the school process. The formation of entrepreneurial culture among young people from the school stage shall have a positive impact on the creation of successful business organisations.
- Promote development of STEM fields (mathematics, physics, etc.) and technical sciences (engineering, architecture, etc.) to encourage young people to master them in order to develop high-tech products in the country and ensure employment oriented towards them.