



Annex 1

Overview of vacancies listed in main job search engines in Estonia, May 2012

1. **Estonian Unemployment Insurance Fund** database: 1249 job ads, 2596 posts/vacancies (7.05)
it has to be kept in mind that this database is somewhat biased towards low- and medium-skilled positions
it is run by an agency dealing with unemployment issues and many employers still don't see it as a best place to find high-skilled specialists/ do not post such vacancies there
2. **CV-online database**: 2820 vacancies (3.05)
3. **CV Keskus database**: 4323 vacancies (7.05); some overlapping; include some vacancies in other countries
CV-online and CV Keskus are the two biggest and most popular job search engines in Estonia (privately run)

Legend to tables in the following worksheets :

 a large number of vacancies (> 100)

 average number of vacancies but an important sector

*skilled workers - requires higher level of skills/ qualification (= more important for Estonia in JobFerry / general policy perspective)

*future growth sector - national priorities, increasing labour demand (earliers studies, prognoses, information from interviews)

*sectors in which there is a potentially higher demand for foreign labour (earlier studies, information from interviews)

Sectors/ Categories	Vacancies	Positions (4 most popular listings)			
		I	II	III	IV
Classifieds and short-term jobs	1075				
Tourism / hotels / catering	205	cook/chef	waiter/waitress/bartender	administrator/customer service worker	dishwasher
Information technology	198	software developer/programmer (Java, PHP)	IT project manager/coordinator	system administrator/analyst; software analyst	technical support/software engineer
Service industry	190	customer service worker	cashier/seller	sales consultant/representative/specialist/manager	
Sales	163	sales manager/representative	customer service worker/seller	sales consultant/specialist	team leader manager/sales manager
Production / manufacturing	103	welder	transport worker	electrical mechanic/engineer	manager
Trade / purchase / supply	93	customer service worker/cashier/seller	sales manager/consultant/specialist	manager (various)	product tester warehouse worker
Organisation and management	84				
Technical engineering	77	technician (various)	mechanic (various)	engineer (various)	locksmith
Transport / logistics	71	car mechanic	driver	locksmith	manager (various)
Construction / real estate	63				
Administration / secretarial	57				
Finance / accounting	49				
Electronics / telecommunication	48	software developer/programmer/system analyst	engineer	customer service worker/administrator	team leader/manager
Energetics / electricity	44				
Internship	41				
Education / science	40	teacher (eg. programming, physics)	research fellow/senior research fellow	professor/assistant professor	youth worker
Marketing / advertising	39				
State and public administration	38				
Voluntary job	37				
Health care / social care	24	doctor	specialist (various, eg. child care, work environment)	dentist	sales manager
Banking / insurance	18				
Media / public relations	16				
Culture / arts / entertainment	14				
Agriculture / environmental sciences	12				
Security / rescue services	11				
Human resources	9				
Law / legal aid	1				
	2820				

Sectors/ Categories	Vacancies	Positions (4 most popular listings)			
		I	II	III	IV
Sales / Retail	670	cashier	sales manager/ representative	shop assistant (retail)	customer service worker
Customer Service	624	customer service worker	cashier	telemarketing worker	
Manufacturing / Production	445	welder	electrical mechanic	wood treater (CNC)	production/ project/ object manager
Construction / Real Estate	269	project manager	builder (various)	real estate broker/ consultant	...+ all positions from manufacturing/ production
Catering	262	cook/chef	waiter/waitress/bartender		
Mechanics / Engineering	250	welder	electrical mechanic	motor vehicle mechanic	engineer (various) ...+quality control specialist
Tourism / Hotels	237	cook/chef	waiter/waitress/bartender	cleaner/ room maid driver	
Transportation / Logistics	227	warehouse operative	collector		
Temporary	187				
Health Care / Pharmacy	140	doctors (various but several offers for physiotherapists/ occupational therapists)	nurse (general)	care assistant	
Information Technology / E-commerce	120	software developer/ programmer (particularly Java + PHP, mobile applications, C/C++)	system administrator/ analyst	technical support specialist/ customer service officer	Software development team leader IT project manager
Assisting / Administration	110	sales assistant	administrator/ customer service worker	safety guard	secretary/ personnel assistant
Management	106	project/ object manager	production manager	sales manager	
Education / Science / Research	102	teacher - various fields, no common denominator			
Law / Jurisprudence / Security	99				
Electronics / Telecommunication	97	electricians engineers	electrical fitter	software tester	technician (various)
Human Resources / Training	64				
Finance	58				
Public / Governmental Service	50				
Energetics / Natural resources	43				
Agriculture / Forestry / Fishing	42				
Marketing / Advertising / PR	39				
Media / New media / Creative	28				
Internship	28				
Culture / Entertainment / Recreation	26				
	4323				

Sectors/ Categories

Job Ads Vacancies Positions (4 most popular listings)

			I	II	III	IV
Hotel, catering and personal services staff	212	429	cook	hairdresser	waiter/waitress/ bartender	security guard
Sales staff and fashion work	145	328	shop sales person/ demonstrator			
Construction, mining and quarrying workers	108	293	electrical mechanic	carpenter	metal-worker	builder (general)
Sales, services and cleaning elementary occupations	116	220	cleaner (various)	cook assistant	line worker excavator driver/ operator	
Drivers and mobile-plant operators	101	186	heavy truck/lorry driver	taxi driver		tractor driver
Customer service staff	99	172	cashier			
Metal, machinery and electronic equipment workers	73	165	electrical mechanic	welder	motor vehicle mechanic	metal-worker
Other craft and related trades workers	65	162	Baker/ pastry cook	fish processor	wood treaters (CNC)	sewer
Finance, sales and administrative associate professi	65	105	sales agent/ consultant	bookkeeper		
Machine operators and assemblers	33	104	sewer	assembler		
Labourers in mining, construction, manufacturing anc	28	88				
				project/ object manager (production and operation dept. managers)	general manager (educational inst.s, shops)	
Senior managers	58	72	sales manager/ sales department manager	geodete		
Computing, engineering and science professionals	12	61	software developer			
Stationary plant and realted operators	13	43				
General managers	16	34	milker	plantsman/ horticultural worker		
Precision, handicraft, printing and related trades worl	9	28				
Teaching professionals	24	25	teacher - various fields, no common denominator			
Office staff	24	25				
Healthcare and life science professionals	17	22	dentist	medical doctor (general)	nurse (general)	
Accounting, legal, social science and artistic professi	12	13				
Skilled agricultural, fishery and forestry workers	3	4				
Agricultural, fishery and related labourers	3	4				
Legislators and senior officials	0	0				
Teaching associate professionals	0	0				
Subsistence agricultural and fishery workers	0	0				

NB: ads in this category don't match the title: milkers/ plantsmen etc vs general managers

SOURCES

<http://ec.europa.eu/eures/main.jsp?lang=en&acro=job&catId=482&parentCategory=482&langChanged=true>
https://iseteenindus.tootukassa.ee/#category_id=MED