



RA MINISTRY OF LABOR AND SOCIAL ISSUES
STATE EMPLOYMENT SERVICE AGENCY

EMPLOYER SAMPLE SURVEY

REPORT

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Yerevan



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TABLE OF CONTENT

1. INTRODUCTION	2
2. ORGANIZATION OF SURVEY SAMPLE	2
3. SURVEY RESULTS	3
3.1. <i>Economic Activity and Sizes of Organizations</i>	3
3.2. <i>Number, Composition and Structure of Organizations' Employees</i>	5
3.3. <i>Trends of Economic Activity Forecasted by Organizations</i>	6
3.4. <i>Movement of Labor Force in Organizations</i>	8
3.5. <i>Organizations' Demand in Labor Force</i>	9
3.6. <i>Cooperation between the State Employment Service and Employers</i>	10
CONCLUSION	12
APPENDICES	13

1. INTRODUCTION

During May-June, 2008 the State Employment Service Agency (SESA) of the Ministry of Labor and Social Issues of Armenia (MLSI) conducted a Sample Survey of Employers, i.e. organizations and entrepreneurs registered in Armenia. The purpose of the Survey was to improve the mechanisms for reviewing, analyzing and forecasting the labor market trends, to expand the composition and content of the existing labor market indicators as well as the ones collected by SESA.

3752 employers were included in the sample Survey, which was 3252 organizations and 500 entrepreneurs (small businesses).

The Survey was conducted by the SESA staff through visits to employers to fill out the standardized questionnaires. There were two survey Questionnaires for the Employer Sample Survey (one version of the questionnaire was for profit and non-commercial organizations, and another version of the questionnaire was for small businesses/ entrepreneurs).

Before launching the Survey the questionnaire was reviewed with the experts of the Swedish *Support to Armenian Authorities for Improving Active Labor Market Policy* project. The USAID Armenia/ SPSS Project provided technical assistance in questionnaire development, staff training both before and after survey implementation and included skills development in survey sampling. The indicators within the Questionnaire collected information, which shows changes occurring within the economy and the labor market, labor force composition, the gaps of labor, as well as expected demand. The Survey also collected information on SESA-employer working relationship, such as cooperation, needs of processes and services, promotion opportunities and other suggestions.

The Survey findings allowed SESA and SPSS to assess short-term trends of the economy and labor market, identify projected job opportunities, labor requirements of employers, clarify prospects for expanding cooperation between employers and SESA, and determine possible future joint programs.

2. ORGANIZATION OF SURVEY SAMPLE

The Survey's main target cohort was defined in the following way:

1. First, using the data on organizations interviewed during the previous employer sample survey was extracted from the existing SESA's employer database;
2. Next, the GORTS database of organizations used by SESA was cross-checked with the corresponding data provided by the MLSI State Labor Inspectorate (SLI) and the State Social Security Service (SSSS), thereby creating a maximally possible unified database for the sample.

In the course of designing the survey sample, attention was focused on increasing the sample size to the maximally possible extent and minimizing potential errors, which might occur during

implementation of the sample survey. Therefore, the selection of units used the method of stratified sample based on the Neyman formula as follows:

$$n_h = n * \frac{N_h * S_h}{\sum N_h * S_h}$$

where:

N is the size of the sample,

n_h is the size of the sample at the h^{th} stratum,

N_h is the size of the main target cohort of the sample at the h^{th} stratum,

S_h is the size of the respective class of the h^{th} stratum.

Before starting the work on the sample itself, the main sub-cohorts were stratified based on marzes and numbers of organizations' employees. It was decided to research all organizations with 31 or more employees, based on the results of the previous reporting year. For organizations with employees whose number varied in the range of 5, 6-16 and 17-30, the sampling method was applied. Within each cohort, units were segregated in a separate stratum if data on the number of employees were lacking. In the surveyed strata 10 percent of the organizations were used as the sample size, using a simple random sampling method for selection.

Another survey interest were 500 entrepreneurs/employers who were surveyed, on an experimental basis, to obtain and analyze their responses to special needs, requirements and other measures specified in the Questionnaire for employers functioning in this segment.

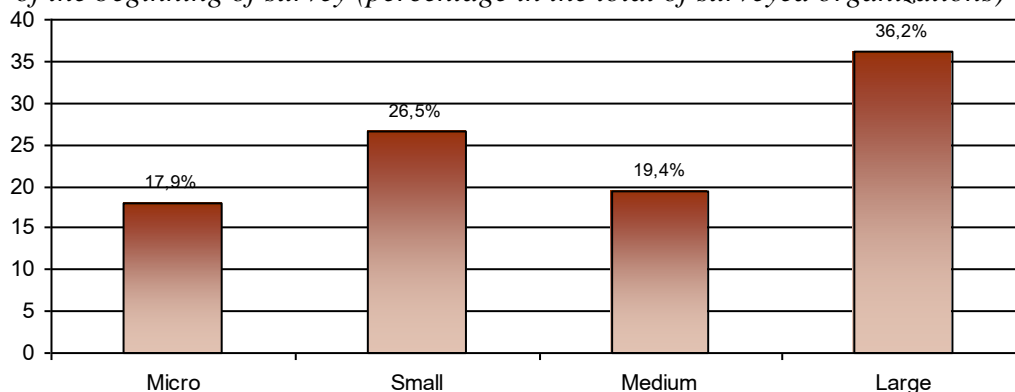
3. SURVEY RESULTS

3.1. Economic Activity and Sizes of Organizations

3252 organizations and 500 entrepreneurs (hereinafter referred to as organizations) were covered in the Employer Sample Survey. As a result of the Survey, 2967 organizations responded. The remaining organizations include those which are either liquidated or in the process of liquidation, and those that refused to answer the Questionnaire. Additionally, we failed to identify some of the employers because of inconsistency of their addresses.

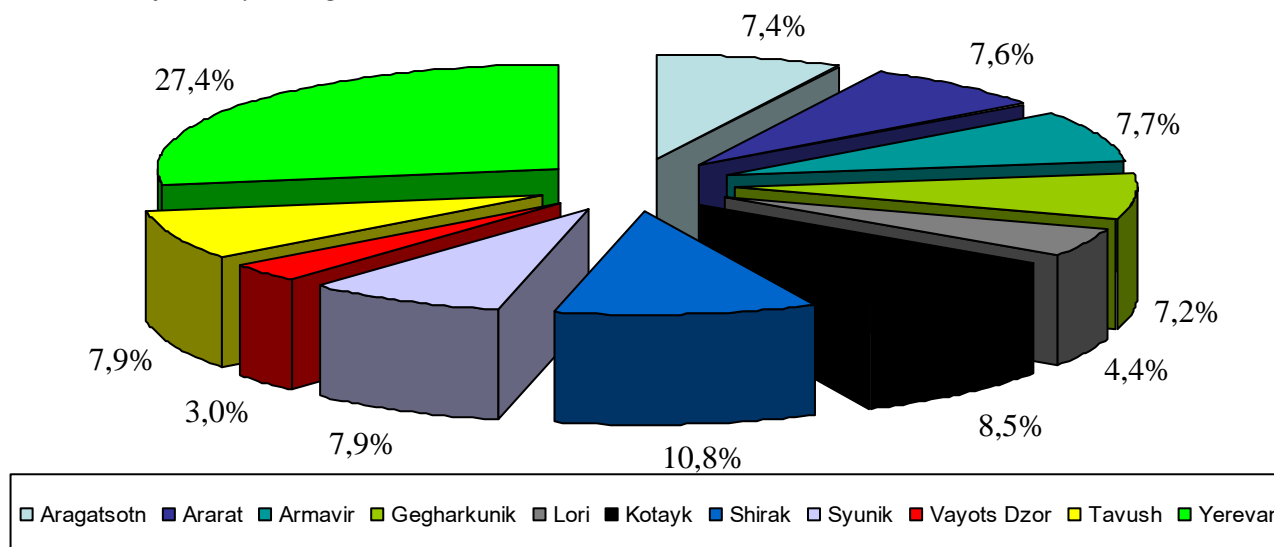
The sizes of surveyed employers by the number of their employees are presented in the percentages (Chart 1). It is obvious from the chart that large and small organizations have a considerable higher share in the cohort (36.2% and 26.5% accordingly).

Chart 1. Distribution of number of surveyed organizations by the number of employees, as of the beginning of survey (percentage in the total of surveyed organizations)



The percentages of the observed organizations by marzes were higher in Yerevan, where it amounted to 27.4 % (or 808 organizations) of the total, followed by Shirak marz (10.8 % or 325 organizations). In other marzes the percentages of the observed organizations in the total varied from 3.0 % (Vayots Dzor) to 8.5 % (Kotayk). The distribution of the surveyed organizations by marzes is shown in Chart 2.

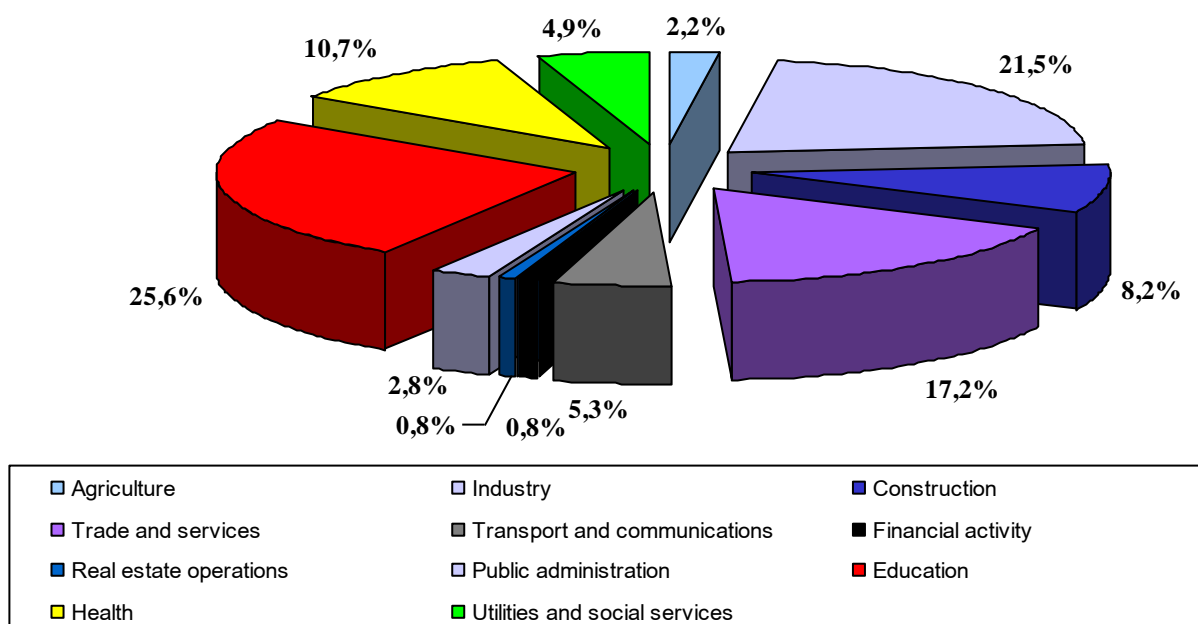
Chart 2. Distribution of number of surveyed organizations by marzes (percentage in the total of surveyed organizations)



According to the results of the census survey of all non-commercial organizations included in the database in terms of the activity types, the percentages of organizations engaged in the delivery of educational, health and social services was higher (41.2 % in the total). The shares of organizations involved in industry and trade were also high (21.5 and 17.2 percent accordingly), while the shares of organizations engaged in other types of activities varied in the range of 0.8 - 8.2 percent.

The distribution of the observed organizations by types of activity is presented in Chart 3 (see also Appendix 1).

Chart 3. Distribution of observed organizations by activity types (percentage in the total of surveyed organizations)

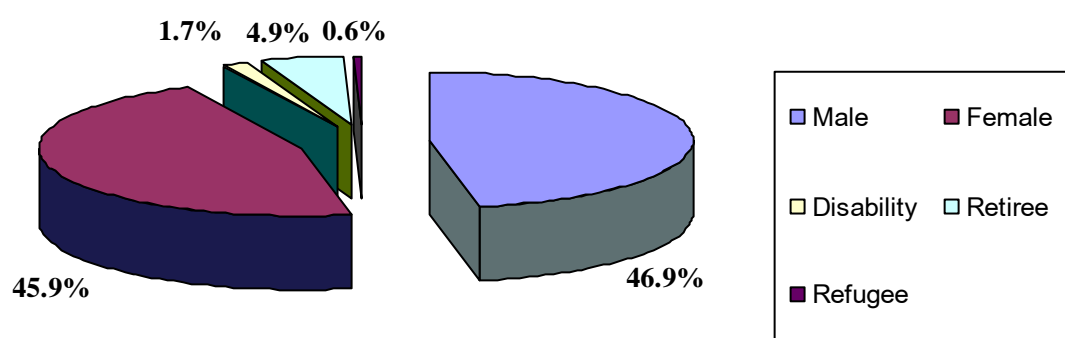


3.2. Number, Composition and Structure of Organizations' Employees

As of the survey period the total number of employees in the observed organizations was 170.726, including 147.481 employees (86.4 %) occupied in large organizations. The number of employees in micro, small and medium organizations were 1398 (0.8%), 8178 (4.8%) and 13.669 (8.0%) respectively.

In general, in the overall number of employees women comprised 45.9% (78480) which varied from 13.3% to 87.3% dependent on the activity type. The share of female participation was particularly low for the following types of activities: construction (13.3%), transport and communications (16.0%). It was considerably higher in textile and garment production (87.3%), education (76.9%), health and social services (79.7%). The composition of employees of the observed organizations is shown below (Chart 4).

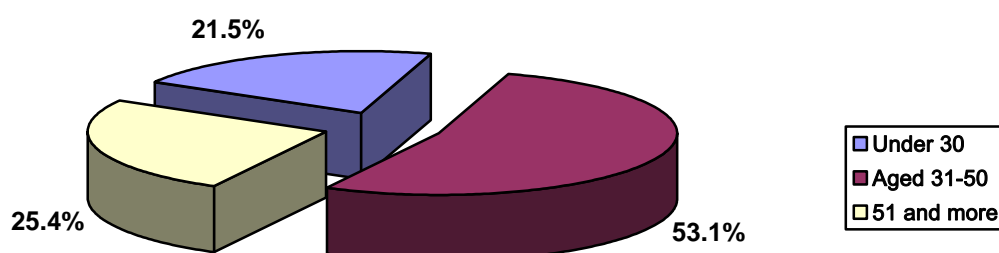
Chart 4. Labor Force Composition for the Observed Period (May-June, 2008) (percentage in the total)



On average, the percentage of persons with disabilities in the surveyed organizations was 1.7% (2946). A higher share of participation was primarily recorded in the sectors of health (34%), education (16%), industry (23%) and construction (7.0%). Employed pensioners were 4.9% in the total (8289), and their highest shares were traced in the sectors of transport and communications, education, health and delivery of social services. The percentage of refugees employed in the observed organizations was 0.55% (936) in the total and their number was mainly higher in the sectors of transport and communications, education, health and delivery of social services.

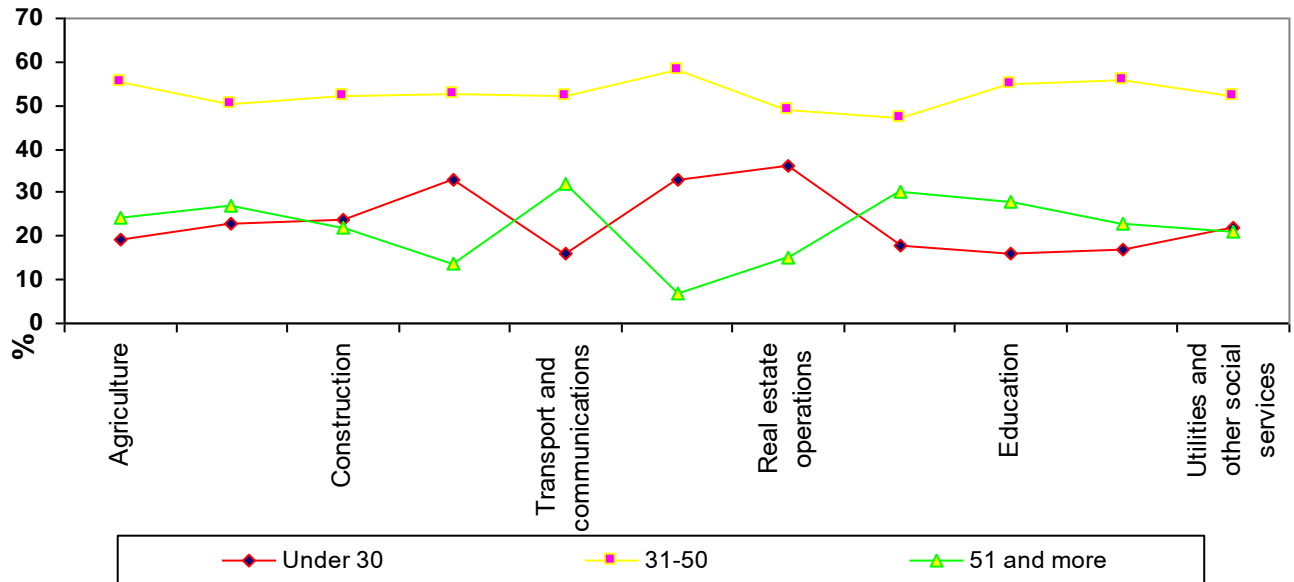
The age distribution of employees in the surveyed organizations testifies to the high percentage of workers aged 31-50, which totaled 53.1%. The percentages of workers at the age of 51+ and under 30 were 25.4% and 21.5% accordingly. The distribution of employees in organizations by age groups is presented in Chart 5.

Chart 5. Distribution of number of employees by age groups for the Observed Period (May-June, 2008) (percentage in the total)



Lower shares of workers of the age group under 30 was observed in the cohort of activity types related to agriculture, hunting and forestry, delivery of utility services and other social services, thus totaling 16.0% and 15.0% accordingly. Assumedly, these shares are low due to the fact that younger individuals avoid engaging in agricultural activities. The distribution of employees in organizations by age groups and activity types is presented in Chart 6.

Chart 6. Age composition of labor by activity types for the Observed Period (May-June, 2008) (percentage in the total)



3.3. Trends of Economic Activity Forecasted by Organizations

The survey data assessment was based on the actual results of economic activity of the surveyed organizations from the previous year, as well as to identify their expected outcomes, actual and projected changes, problems arising in the course of their operations (particularly the difficulties related to staff recruitment), thereby creating preconditions for assessing the occurred and expected changes in the labor market of Armenia.

According to the findings of the review, the actual trends for the past six months, as well as the anticipated developments for the next 6-12 months in the surveyed organizations are presented in the below table.

Table 1. Changes observed (anticipated) in organizations (in percentage of total for organizations)

No.	Time-period	Decline	Constant	Increase
1	Over the previous 6 months	19.9	54.6	19.9
2	Over the coming 6 months	11.3	51.2	31.3
3	Over the coming 6-12 months	9.1	48.9	34.9

As the table shows, the number of organizations, where growth of demand in outputs (goods, services) is recorded over the previous six months (19.9%), will continue thus reaching the level of 34.9%. Opposed of this trend, the percentage of organizations (54.6%), where the demand in outputs has remained constant over the past six months, tends to decline during the next 6-12 months and thus reaches the level of 48.9%. For organizations, where the demand tended to decline over the past six months, the percentage will reduce from 19.9% to 9.1%.

In order to achieve increased volumes of production or sales for goods (services), 21.3% of employers plan to expand their facilities, 44.4% intend to acquire more equipment and 32.1% think that they will need to increase labor. 2.2% of employers have not decided yet on the nature of anticipated changes.

It should be noted that based on the survey findings, economic growth is traced in the following marzes: Shirak, Kotayk, Aragatsotn, Tavush, Syunik.

Chart 7. The number of organizations expecting growth over the next year (June 2008-June 2009) by marzes

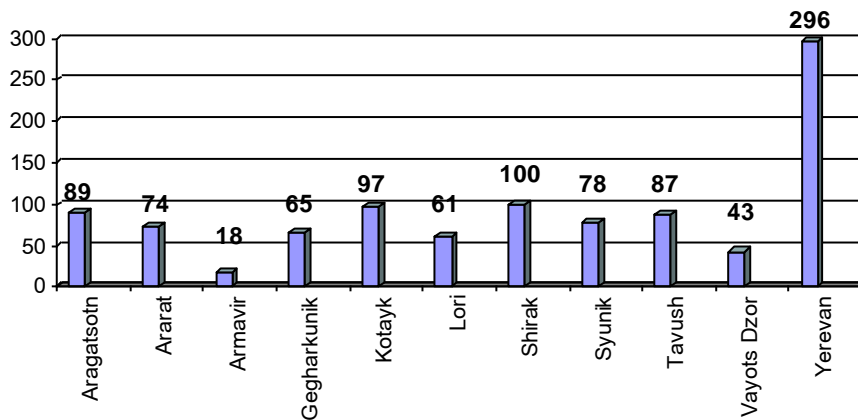


Chart 8. Economic growth in percentage in industry, trade and services, construction by marzes (for June 2008-June 2009)

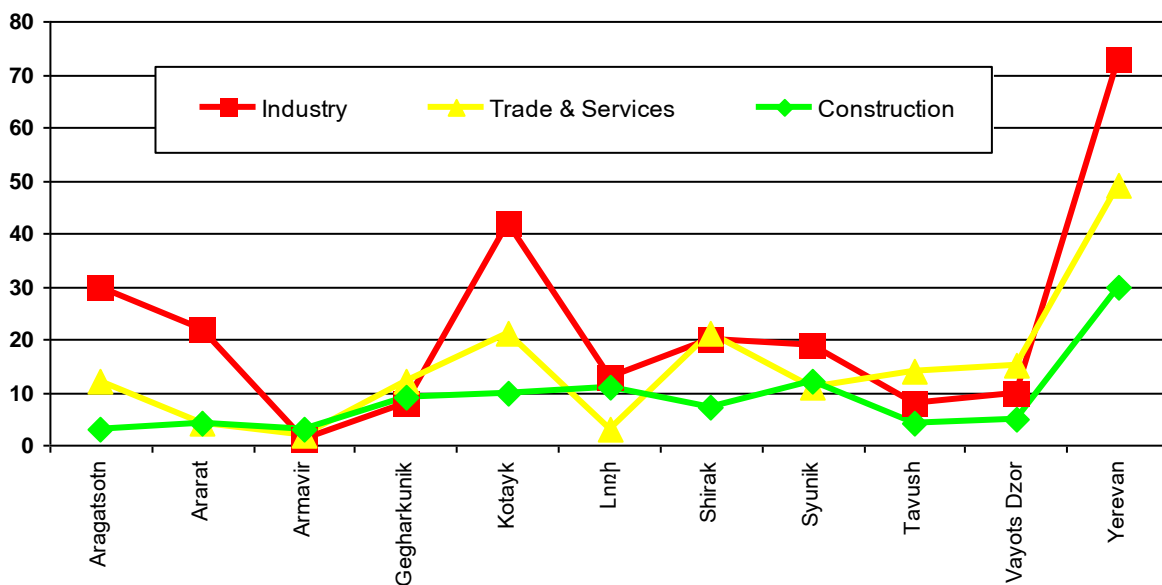
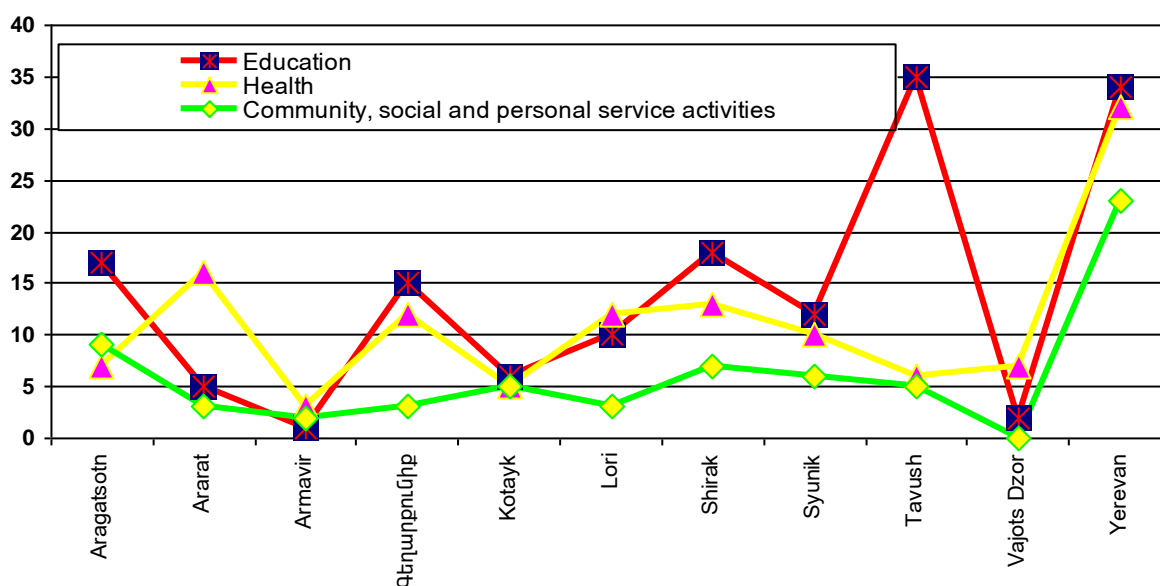


Chart 9. Economic growth in percentage in education, health and communal and other social services, by marzes (for June 2008-June 2009)



3.4. Movement of Labor Force in Organizations

The survey information also collated data about structural changes in the labor force for the previous year, as well as next year.

According to the obtained results, the number of employees in the surveyed organizations increased by 9329 (by 5.5% compared to the previous year) in 2008.

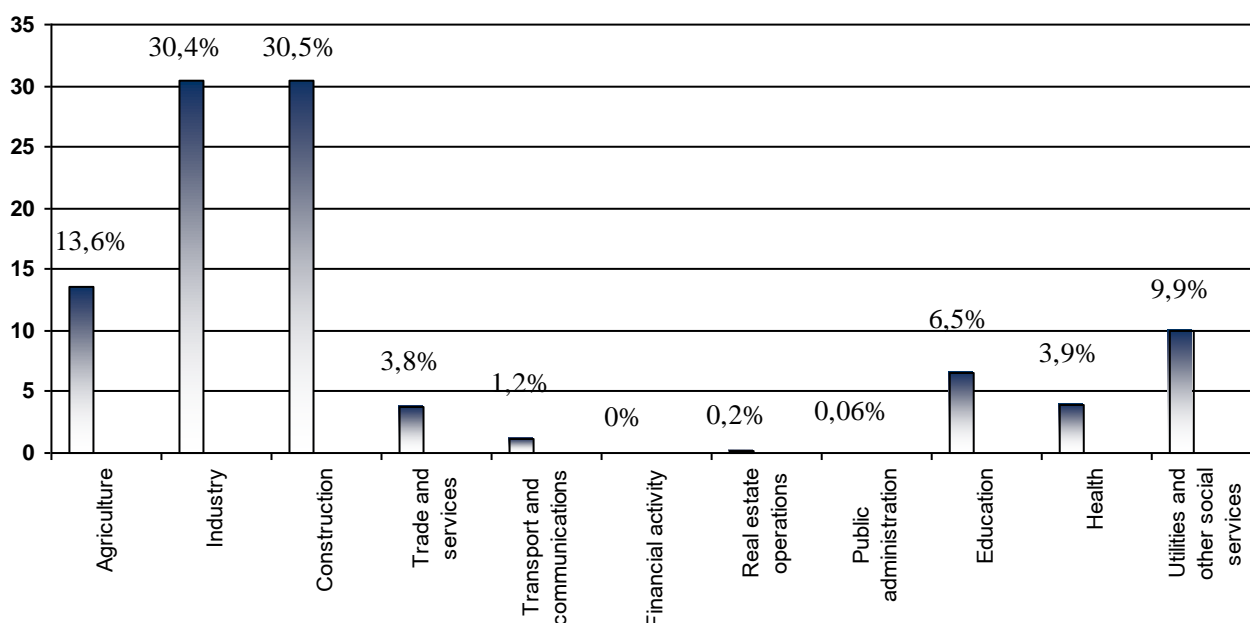
During the next year, again the shift will be positive, and the number of employees will increase by 6361 or 3.6%. And in 2010 the difference in the employee number will be 5208 or 3.0% compared to the observed period. It should be noted that this inconsistency is due to the fact that a significant portion of employers is not optimistic about positive impact of possible developments in the economy over the next and extended one-year period. Therefore, many organizations avoided answering this question.

In public organizations the actual number of employees is consistent with the one indicated in the payroll for 920 employers out of 976 employers, and 56 organizations have vacancies.

Over the previous year, 8054 persons were involved in seasonal work compared to the current 6688 seasonal workers. It is expected that during the coming year their number will be 7590.

It should be noted that seasonal workers are prevailing especially in the sectors of construction, trade and services, agriculture, industry. The financial sector is the only area where seasonal labor was lacking. The distribution of seasonal workers by types of activities is shown in Chart 9.

Chart 9. The share of Seasonal Workers in total number of workers by Types of Activities as of the Survey Period (percentage in the total)

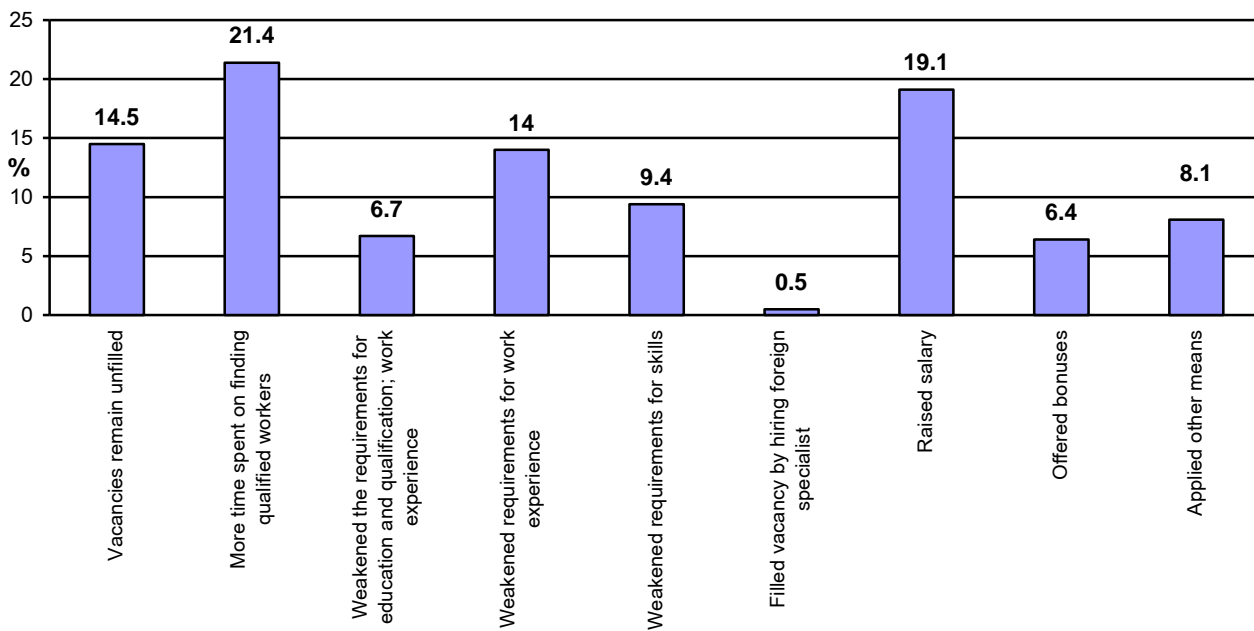


3.5. Organizations' Demand in Labor Force

Among 2967 organizations surveyed, 608 employers (or 20.5% in the total) had difficulties in filling vacancies, including 83 employers in education sector, 72 employers in health, 59 employers in transport and communications, 51 employers in production of machines and equipment, 46 employers in food industry.

Out of the aforementioned 608 employers, 14.5% failed to fill the existing vacancies for various reasons. These reasons included lack of appropriate education and qualifications, work experience, creative thinking, etc. Among these organizations, 21.4 % of employers spent more time on searching for adequate specialists while 30.1% (183 employers) were obliged to set milder requirements for labor. 25.5% (155 employers) made adjustments to offer higher salaries and even promised bonuses and benefits, while 8.1% (or 49 employers) applied other means, for example, increased the number of working hours.

Chart 10. Methods applied for labor recruitment by organizations (percentage in the total)



The analysis showed that employers faced particularly serious difficulties in filling vacancies for the following occupations: construction, welding, flame cutting, teachers, doctors, engineers, workers (for bakeries, confectionaries, etc.), agents, distributors, cooks.

The insufficiency of specialists in the aforementioned occupations is particularly significant in the marzes. For example, in Aragatsotn marz there is a lack of diamond cutters, teachers, opticians; in Ararat marz – cannery workers, crane operators, teachers; in Armavir marz – furniture-makers, sewers, metal-workers, machine operators, concreters; in Gegharkunik marz – carpet weavers, radio technicians, milling machine operators; in Lori marz – sewers, waiters, bakers, car electricians; in Kotayk marz – engineers, agents and distributors, waiters, barmen, cafeteria attendants, welders and flame cutters, bakery, confectionary and macaroni workers, sewers, molders, diamond cutters, turners; in Shirak marz – teachers, doctors, metal workers, turners, milling machine operators, quarry workers, tractor drivers, hydro-technicians, pastry-cooks, journalist/photographer, network administrators, coaches, plasterers, agricultural machine operators, mechanics, sewers, electricians; in Syunik marz – bakery, macaroni and confectionary workers, lawyers, actors, asphalt layers, metal workers, sewers, tinsmiths, plasterers, agricultural machine operators, sawyers, quarry equipment operators, quarry workers, drill operators, doctors, milk processing workers; in Vayots Dzor - bakery, macaroni and confectionary workers, construction workers, jewelers, electricians, furniture-makers, metal workers; in Tavush marz – metal workers, teachers, drivers; in Yerevan – agents and distributors, sales force, waiters, barmen, cafeteria attendants, welders, flame cutters, drivers, bakery, macaroni and confectionary workers, construction specialists, etc.

See the demand in specialists for the coming 6-12 months in Appendix 3.

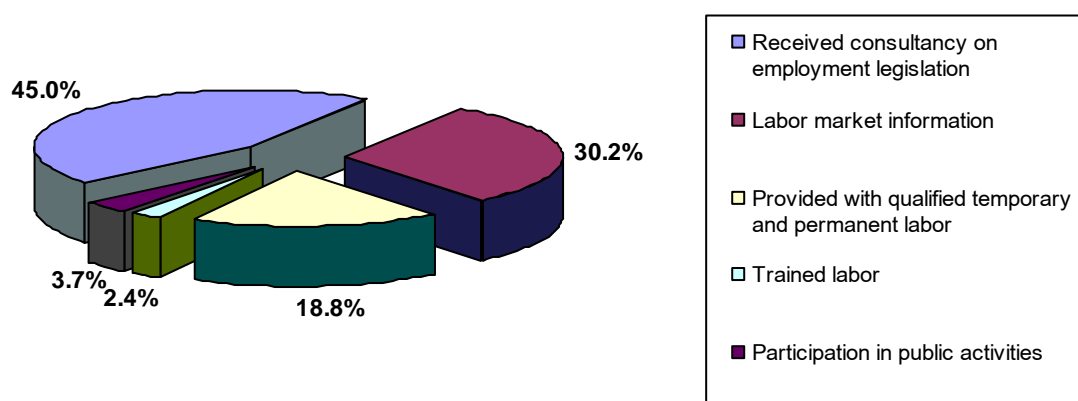
3.6. Cooperation between the State Employment Service and Employers

Overall, 45.7% of surveyed employers used the services of SESA, i.e. the percentage of the observed organizations which did not use these services is 54.3%. Among those, 2.4% answered that they did not expect quality services, 32.7% didn't have any relationship with SESA, 5.9% were not informed about SESA, and others mentioned other reasons.

In general, the employers used all types of services provided by SESA. In the list of delivered services the prevailing share belongs to consultancy on employment legislation (1413) and provision of labor market information (949). The shares of other types of services are shown in Chart 9 (see below).

The distribution of employers which have benefited from the SESA services is presented in Chart 11.

Chart 11. Distribution of the number of employers, received types of SESA services (percent)



In Armenia the cooperation with regional employment centers was assessed as effective by 62.7% of employers, less effective – by 30.5% and ineffective – by 6.8 %.

The following recommendations were provided by employers for increasing the effectiveness of cooperation between organizations and SESA:

- Provision of information about programs for labor market and regional development;
- Proving qualified labor to employers within short-time periods;
- Delivering joint programs for young specialists aimed to increase their work experience;
- Organizing regular meetings with employers and informing them about changes in the employment legislation;
- Organizing meetings with high school students for vocational orientation purposes;
- Jointly training qualified labor to fill vacancies;
- Planning vocational training programs for employees who lose their jobs because of inadequacy of their qualifications.

CONCLUSION

- The survey results for the previous and current year show that the demand of labor is increasingly growing particularly in the sectors of **agriculture, industry, trade and services**. Despite the large number of specialists available in labor market, the findings of this Survey and cooperation with employers testify to the fact that sometimes it takes long time for employers to fill vacancies because of the lack of work experience, appropriate education and qualifications (skills) among job-seekers.
- In the course of the survey it was identified that the number of persons with disabilities in the observed organizations was only 1.7%, which is a rather low indicator (according to NSS data, the number of disabled persons in Armenia, who are capable to work, is 97.4 thousand, and only 2% of these individuals are employed). It should be noted that **the lowest level of disability participation is recorded in the areas of financial activities and public administration while in hotels, restaurants, real estate operations, leas, delivery of services to consumers is zero**. Vocational rehabilitation and job adjustments, particularly in the aforementioned sectors should be organized in order to increase the employment rate among persons with disabilities.
- Younger persons comprised 20.5% of the labor force in the reviewed organizations. Their number is lower in the sectors of **agriculture (19%), transport and communications (16%), education (16%), health (17%), public administration (18%)** and particularly higher in the financial sector (33%), construction (24%), hotels and restaurants (25%). During hiring process employers give preference to younger applicants although, as they mentioned, most young job-seekers **do not have appropriate professional skills and work experience**.
- Only 45.7% of the surveyed organizations had cooperated with SESA. Among the remaining organizations (54.3%) 5.9 % were generally unaware about operations of regional employment offices. **This is indicative of the fact that provision and dissemination of labor market information at regional level is still inadequate**. Some employers (2.4%) avoid using the services offered by SESA. because they are not sure that these are quality services. This means that there is still a need for ongoing training of staff of the regional offices. The issues of technical equipment and ensuring internet connection are equally important.

APPENDICES

STATE EMPLOYMENT SERVICE AGENCY

Appendix 1. Distribution of number of Employers by Marzes and by Types of Economic Activities

	Aragatsotn	Ararat	Armavir	Gegharkunik	Lori	Kotayk	Shirak	Syunik	Vayots Dzor	Tavush	Yerevan	Total
A	1	2	3	4	5	6	7	8	9	10	11	12
Agriculture, hunting and forestry	5	8	8	4	3	5	5	4	5	3	8	58
Fishery, aquaculture		1		2			1		2		1	7
Mining and quarrying of energy producing materials											7	7
Mining and quarrying, except of energy producing materials	4	3		2	2	2	1	4		1	3	22
Manufacture of food products, beverages and tobacco	13	18	14	5	3	24	7	9	2	5	39	139
Manufacture of textiles and textile products		1		4	4	1	5	2			2	19
Manufacture of leather and leather products						2					3	5
Manufacture of wood and wood products	4	1	4		1	1	1	1		5	6	24
Manufacture of pulp, paper and paper products; publishing and printing		3			1	2		2			6	14
Manufacture of chemicals,	2				3						8	13
Manufacture of rubber and plastic products		2	1			1	1					5
Manufacture of basic metals and fabricated metal products	1	3		1	2	8	1	1			13	30
Manufacture of machinery and equipment			2		2	10	1	1		1	8	25
Manufacture of electrical and optical equipment			3	1	1	2		1			16	24
Other branches of industry	19	26	16	6	5	40	19	13	16	8	75	243
Electricity, gas and water supply	7	4	6	1	5	8	3	11	1	5	15	66
Construction	8	12	18	19	22	22	20	34	8	17	64	244
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	25	9	12	46	7	46	82	36	24	36	133	456
Hotels and restaurants	3	7	4	3		11	4	5	2	1	13	53
Transport and communications	7	7	10	14	8	10	16	8	2	8	68	158

Financial activity				1	3	2		1		2	14	23
Real estate, renting and business activities	2		1		5	2		2			13	25
Public administration	7	33	1		1	1	5	5	2	16	11	82
Education	89	54	92	63	28	15	96	66	8	97	153	761
Health and social work	10	26	30	39	22	18	41	19	12	19	81	317
Other community, social and personal service activities	14	9	8	4	5	18	16	12	4	9	48	147
Total:	220	227	230	215	133	251	325	237	88	233	808	2967

Appendix 2. Number of Employees and its Trends

	Previous year	Presently	Comparison in percent 2/3	Next year	Comparison in percent 5/3	Two years later	Comparison in percent /3
A	1	2	3	4	5	6	7
Agriculture, hunting and forestry	2651	2815	106	2947	105	2964	105
Fishery, aquaculture	86	101	117	121	120	154	152
Mining and quarrying of energy producing materials	6261	6208	99	6370	103	6479	104
Mining and quarrying, except of energy producing materials	818	817	100	907	111	954	117
Manufacture of food products, beverages and tobacco	5889	6535	111	7141	109	6655	102
Manufacture of textiles and textile products	1597	1613	101	1706	106	1826	113
Manufacture of leather and leather products	175	165	94	131	79	125	76
Manufacture of wood and wood products	523	440	84	491	112	471	107
Manufacture of pulp, paper and paper products; publishing and printing	288	323	112	335	104	324	100
Manufacture of chemicals,	2949	3739	127	3244	87	3562	95
Manufacture of rubber and plastic products	64	68	106	77	113	85	125
Manufacture of basic metals and fabricated metal products	3105	3494	113	3613	103	3403	97
Manufacture of machinery and equipment	1031	1108	107	1177	106	955	86
Manufacture of electrical and optical equipment	2993	3854	129	3951	103	4018	104
Other branches of industry	17825	17679	99	19075	108	19303	109
Electricity, gas and water supply	13781	13773	100	13845	101	13872	101
Construction	10074	10588	105	11533	109	11595	110
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	8184	9436	115	10909	116	12291	130
Hotels and restaurants	809	813	100	881	108	882	108

Transport and communications	14877	19020	128	19446	102	20001	105
Financial activity	943	1081	115	1249	116	1364	126
Real estate, renting and business activities	836	564	67	651	115	806	143
Public administration	3083	3142	102	3129	100	3013	96
Education	28023	28043	100	27834	99	26655	95
Health and social work	29284	29828	101	29934	101	28386	96
Other community, social and personal service activities	5111	5479	107	5766	105	5590	102
Total:	161260	170726	2745	176463	2741	175733	2804

Appendix 3. Projected demand in occupations for the coming 6 and 12 months

Names of occupations	Number	Names of occupations	Number
Driver	496	Builders of buildings and structures	446
Salesman	380	Occupations not requiring specialties	334
Welders and gas cutters	255	Doctor	279
Architects	202	Lecturer/teacher	266
Accountant	134	Pastry-cook	214
Metal worker	107	Metal machine turner	210
Sewerage worker	100	Bricklayer	200
Mechanic	96	Agents and distributors	97
Cook	67	Laboratory assistant	72
Journalist	61	Machine operator	53
Clerk	55	Waiter	41
Turner	48	Boiler operator	30
Barman	41	Milling machine operator	23
Manager	37	Specialist of foreign languages	22
Electric mechanic	35	Car fitter	21
Tailor	34	Obstetrician-gynecologist	20
Nurse	33	Psychologist/sociologist	17
Personnel inspector	30	Engine repairer	17
Programmer	29	Teacher of dances	17
Teacher of Russian language	29	Psychologist	16
Refueller	27	Mechanics engineer	15
Secretary	25	Cannery worker	13
Nurse	22	Teacher of Armenian language and literature	12
Sawyer	21	Press man	12
University teacher of economics	20	Mother superior	12
Furniture maker	20	Teacher of physical training	12
Crane operator	20	Administrator	11
Computer operator	19	Hydro-technician	11
Electrician	16	Joiner	11
Controlling operator	16	Designer/stylist	10
Machine operator	15	Carpenter	10
Vocal	15	Production training instructor (jeweler)	10
Vulcanization worker	15	Worker of production line	10
Milker	14	Teacher of French language	10

Coordinator	14	DJ radio	10
TV or radio program presenter	14	Radio engineer	10
Barkeeper	14	Car electrician	9
Economist	13	Coach	9
Master	13	Attorney	9
Garment production technologist	13	Car mechanic	8
Assistant curator	13	Geography teacher	8
Pharmacist	12	Horticulturist	7
Librarian	11	Marketing specialist	7
Agriculturist	11	Design engineer	7
Speech therapist	10	Cash collector	7
Hairdresser	10	English specialist	6
Curator	10	Chief drill operator	6
Surgeon	10	Teacher of physics	6
Tractor driver	10	Psychologist / narcologist	5
Computer specialist	10	Milling unit operator	5
Guide	9	Dentist	5
Logistics manager	9	Dental technician	5
Technologist	8	Security guard	5
Tailor	8	Operator of production line	5
Statistician	8	Aquaculture worker	5
Shift supervisor	8	Pilot	5
Baker	8	Mathematician	5
Computer design	8	Quarry machine operator	5
Chemist	7	Web designer	5
Energy specialist	7	Water distributor	5
Geologist	7	Rheumatologist	5
Packaging worker	7	Cardiologist	5
Welder	7	Diamond cutter	4
Lottery sales force	7	Air traffic controller	4
Electric mechanic	6	Car instructor	4
Binder	6	Gardener	4
Sewer	6	Anesthesiologist	4
Metal worker/controller	6	Chiseller	4
Concreteer	6	Hotel complex manager	4
Designer	6	Methodologist	4
Floriculturist	6	Saxifrage machine operator	4
Refrigerator maintenance worker	5	Teacher of history	4
Support worker	5	Cheese-maker	4
Waitress	5	Lawyer	4
Journalist/photographer	5	Geodesist engineer	4
Editor	5	Aviation specialist	3
Dairy technologist	5	Automated machine specialist	3
Milk accepting specialist	5	Foreman	3
Actor	5	Drill operator	3
Printing specialist	5	Water conservation specialist	3
Combine/machine operator	5	Hotel complex administrator	3
Compressor operator	5	Construction odd-man	3
Chimney maker	5	Manicurist	3
Machine controller	5	Card index registrar	3
Machine operator	5	Quarry worker	3
Neuro-surgeon	5	Rigger	3
Electric metal worker	4	Florist	3
Endocrinologist	4	Boring worker	3

Musician (folk instruments)	4	Financial officer	3
Music teacher	4	Folk song specialist	3
SMR 26 machine operator	4	Radio technician	3
Biologist	4	Secretary (fluent in a foreign language)	3
Sewing machine mechanic	4	Cosmetologist	2
Tool maker	4	Doorman	2
Night guard	4	Stamp operator	2
Driver of heavy vehicles	4	Diamond fixing worker	2
Tourism specialist	4	Air technician	2
TV photographer	4	Repairer of production equipment	2
University teacher of Armenian and foreign languages (PhD)	4	Production line assistant operator	2
Bottler, distiller	3	Hydraulic	2
Equipment operator	3	Hotel services	2
Spinner	3	Archeologist	2
Electrician of electric laboratory machine	3	Metal smelting worker	2
Energy metal worker	3	Stone cutting worker	2
Musician	3	Specialist of stone cutting machine	2
Assistant controller	3	Quarrier	2
Refrigerator specialist	3	Virologist	2
Theoretician	3	Model	2
Dairy production worker	3	Football-player	2
Truck driver	3	Culturologist-historian	2
Advertisement agent	3	Repair worker	2
Carper weaver	3	Copier	2
Knitter	3	Tinsmith	2
Wine-maker	3	Family doctor	2
Tele-clipper	3	Specialist of Italian language	2
Hydro-engineer	2	Canal engineer	2
Electronic specialist	2	Electric engineer	2
Device assembler	2	Selectionist	2
Sanitation expert	2	Head of laboratory	2
Support staff	2	Military training teacher	2
Consultant/assistant, academic	2	Radiologist	2
Plasterer	2	Designer (including ad designer)	1
Driver/cash collector	2	Observer	1
Sausage production worker	2	Aviation engineer	1
Design engineer	2	Truck crane operator	1
Wood processing specialist	2	Car engine specialist	1
Specialist of wind instruments	2	Veterinarian	1
Draftsman	2	Real estate agent	1
Classroom-master	2	Instructor	1
Blacksmith	2	Cutter	1
Florist	2	Smelter	1
Roofer	2	PR specialist	1
Shoe-maker	2	Metal casting worker	1
Organizer of virtuosic demonstration	2	Metallurgist	1
IT specialist	2	Metal construction assembling worker	1
Proctologist	2	Automatic milking operator	1
Auto-mechanic	1	Repairer of equipment engines	1
Electric sub-station foreman	1	Surveyor	1
Electric repairer	1	Teacher of sculpture	1

Excavator driver	1	Pediatrician	1
Singer (tenor)	1	Pedagogue/psychologist	1
Iron carcass maker	1	Pedagogue-methodologist	1
Head waiter	1	Grinding unit worker	1
Driver/instructor	1	Photography tape clipper	1
Apprentice	1	Cameraman	1
Road construction worker	1	Designer technologist	1
Metal worker/repairer	1	Optician	1
Stage operator	1	Rigger-operator	1
Specialist of group creation	1	ENT doctor	1
Teacher of German language	1	Neuropathologist	1
Artistic director	1	Wall painter	1
Knurling worker	1	Assistant to president	1
Line operator	1	Storekeeper	1
Office manager	1	Translator	1
Appraiser	1	Pump operator	1
Rodent control specialist	1	Jeweler	1
Court master	1	Schoolmaster	1
Loan manager	1	Family nurse	1
Engineering design specialist	1	Thermal energy specialist	1
Brandy specialist	1	Spinner-sorter	1
Male psychologist	1	Teacher of Spanish	1
TV journalist	1	Legal consultant	1
Inspector on duty	1	Engineer/system technician	1
Bakery technologist	1	Engineer hydro-technician	1
Urologist	1	Electronics engineer	1
Mathematics teacher	1	Intensive care doctor	1
Biology teacher	1	Teacher of crafts	1
Pianist	1	Violinist	1
Total:	3121		2941