



Session 9-6

ELECTRONIC JOB SEARCH SERVICES IN UKRAINE



STATE EMPLOYMENT SERVICE PORTAL
www.dcz.gov.ua

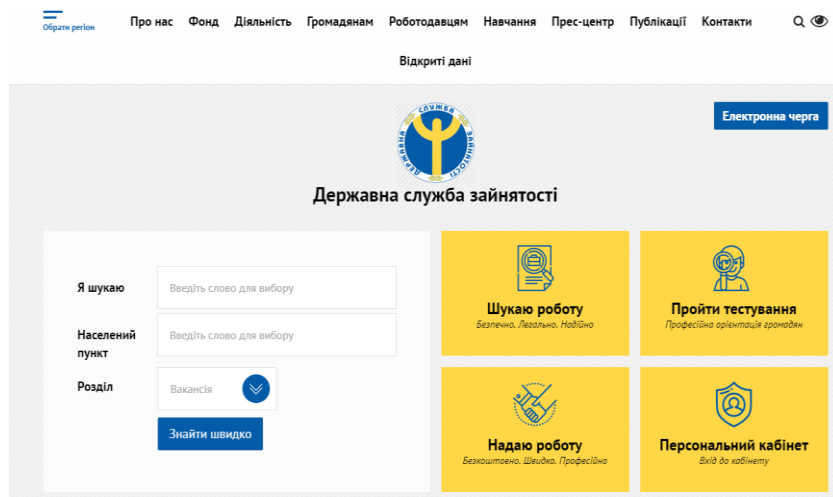
PRIVATE EMPLOYMENT AGENCIES

JOB SEARCH WEB RESOURCES
(country-biggest):
work.ua, olx.ua, rabota.ua, hh.ua, jobs.ua



Employers are obliged to inform SES about workforce demand (vacancies).

Jobs are submitted via Employment Centre or employer's account



The website showcases every day:

➤ 85,000 vacancies

➤ 375,000 CVs

Period	Number of job-seeker accounts	Number of CVs	Number of employer accounts	Number of job vacancies submitted through employer accounts
2018	87,500	3,900	93,100	26,900
5 months of 2019	60,400	2,500	44,700	31,100
Total ³	147,900	6,400	137,800	58,000



Requirements for vacancies in the Employment Service

Employer must be registered in the Unified State Register of Legal Entities and Individual Entrepreneurs

Vacancies must be submitted according to the State Classification of Occupations

Official wage cannot be less than the legally set minimum (UAH 4,173/USD 157)

Vacancies cannot contain any signs of discrimination (by gender, age, race, beliefs etc.)

Vacancy submission form is approved by order of the Ministry of Social Policy



Профіль
Мої вакансії
Опитування
Взаємодія з службою зайнятості ^
Реквізити
З-ПН
Направлення на працевлаштування
Звітність 1-ПА
Звітність 4-ПН
Громадські та ін. тимчасові роботи
Працевлаштування після навчання
Укомплектування вакансій
Діючі трудові договори
Компенсація єдиного внеску
Компенсація ОП ВПО
Вихід

Стан укомплектування заявлених вакансій

< 1 2 3 4 > 3 на сторінці v

Дата подання:: 15.04.2019
Професія (посада): 7412(5), кондитер
Розмір заробітної плати: 4200
Місце проведення робіт: Сумська область, Тростянецький район, Тростянець
Укомплектування за сприянням ДСЗУ: Так
Стан укомплектування: Укомплектована СЗ

Дата подання:: 18.03.2019
Професія (посада): 8322(1), водій автотранспортних засобів
Розмір заробітної плати: 4180
Місце проведення робіт: Сумська область, Тростянецький район, Тростянець
Укомплектування за сприянням ДСЗУ: Так
Стан укомплектування: Укомплектована СЗ

Дата подання:: 20.02.2019
Професія (посада): 7412(14), формувальник тіста
Розмір заробітної плати: 4200
Місце проведення робіт: Сумська область, Тростянецький район, Тростянець
Укомплектування за сприянням ДСЗУ: Так
Стан укомплектування: Знята роботодавцем

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The most in-demand vocational occupations in Q1 2019

Job title	No. of vacancies	Average wage
motor vehicle driver	6,862	UAH 6,311 / USD 237
tractor driver/machine operator	5,176	UAH 5,146 / USD 194
tractor driver	2,353	UAH 5,314 / USD 200
seamstress	2,185	UAH 6,246 / USD 236
maintenance technician	1,552	UAH 6,493 / USD 245
electric fitter	1,208	UAH 6,742 / USD 254
electric and gas welder	1,138	UAH 7,310 / USD 275
plumber	697	UAH 5,789 / USD 218
turner	608	UAH 7,571 / USD 285
automotive service technician	586	UAH 7,301 / USD 275
track serviceman	617	UAH 6,816 / USD 257
rolling stock service technician	464	UAH 6,842 / USD 258
stacker/packer	434	UAH 6,775 / USD 255



Features of the portal:

- free for users;
- reliable counter-agents;
- no ads;
- supported by the State Employment Service (vacancies and employers are scrutinised).

Vacancies are collected:

- from Employment Centres which verify information provided by employers;
- directly from employers verified by Employment Centres.



As of June 11, 2019	Number of vacancies, 1000	Number of CVs, mln	Number of employers, 1000
work.ua	76.5	2.4	110.0
olx.ua	58.9	2.6	20.0
rabota.ua	56.7	1.9	50.0
hh.ua	13.3	1.3	74.8
jobs.ua	29.3	0.3	50.0

These web resources are not considered to be private employment agencies in Ukraine. Their main economic activity is advertisement agency, data processing and web data posting.



Advantages of each portal

(according to user and customer feedback)

WORK.ua

- easy to use; can create up to 5 CVs, high efficiency

Specialisation: sales, services employees, engineers, manufacturing workers



- popularity of the website, big number of users, specialises in goods and service sales and purchase announcements

Specialisation: trade, transport employees, work abroad (building and construction, cleaners, unskilled labourers)



- works fast, convenient UI, contains useful articles and hints for job-seekers

Specialisation: sales employees, engineers, workers, jobs for students and persons without experience



- detailed search with various search criteria

Specialisation: sales, marketing and advertising employees, IT specialists



- fewer ads, possibilities to get a training for a selected specialisation

Specialisation: sales, transport sector employees, manufacturing workers, unskilled workers



Private employment agencies

Employment in Ukraine

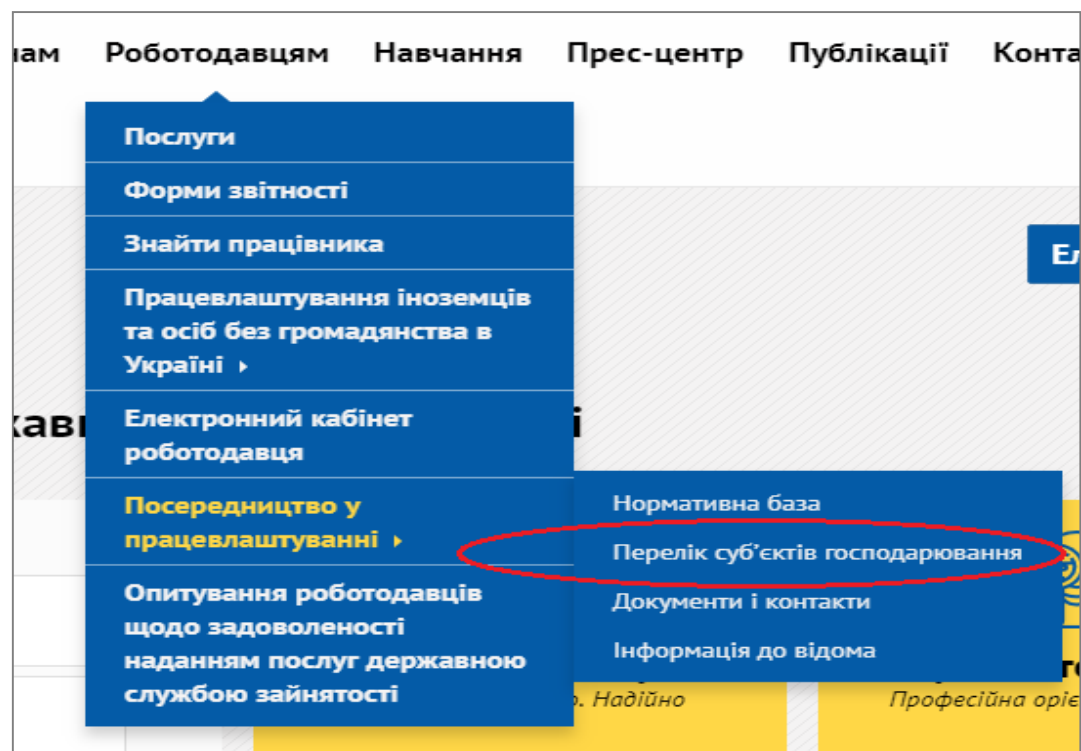
Companies and individuals providing intermediary services for employment by the State Employment Service since 2013



Companies and individuals are forbidden from receiving services from citizens who have received services, fees, commission payments or other remuneration



Fee for employment is only paid by the employer who has received such service



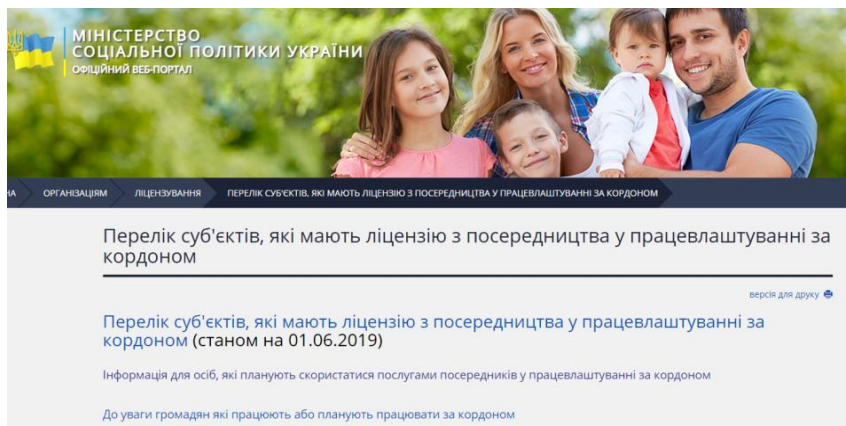
As of June 12, 2019
the list contains

1,747 entries for companies and individuals,
including:

- **active – 1,589** (companies and individuals not requiring a license – 946, and those having a relevant license – 643);
- **158** – stopped operations.

Private employment agencies

jobs abroad



**As of June 1, 2019,
there were 1,884 active
companies with a license
on the list**

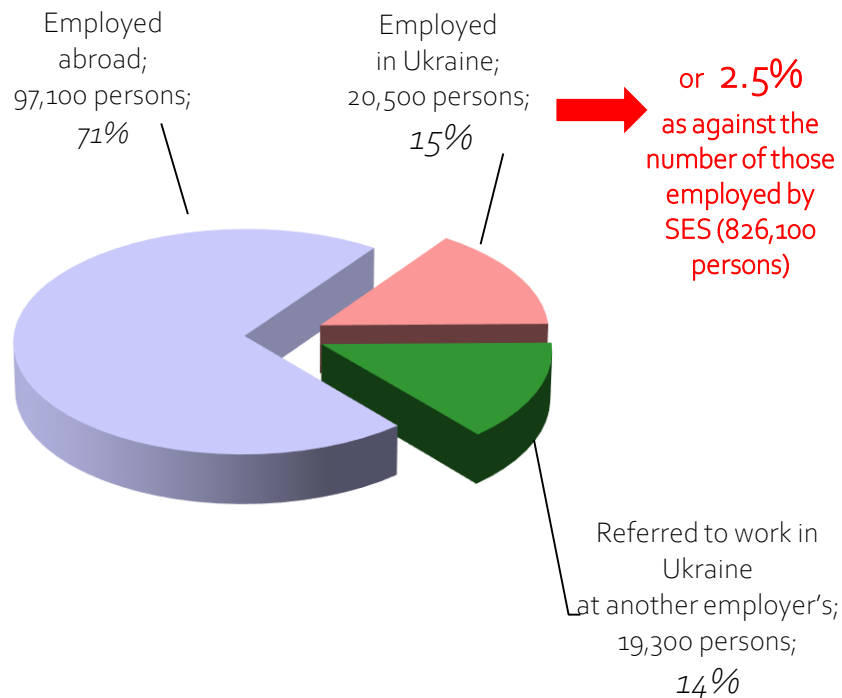
**Companies
providing
intermediary
services for
employment abroad,
subject to licensing**

**Licensing body is the
Ministry of Social Policy.
All licensed companies are
included in the relevant
list on the Ministry's
website, The list has been
kept since 2010**

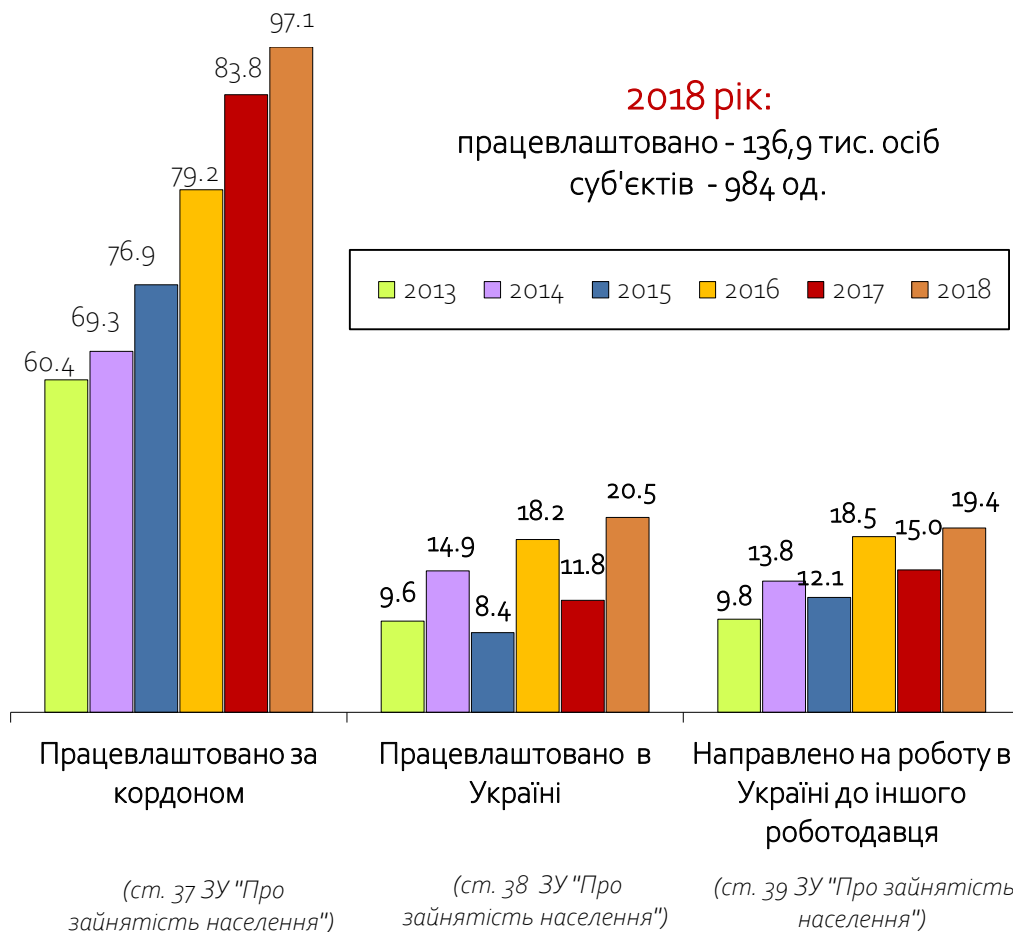
**The services are
provided on the
basis of agreement
between the person
and company**

**obtain payment from
persons to whom the
services have been
provided prior to
signing an acceptance
certificate**

Employment by private intermediaries and with the help of SES in 2018



Кількість громадян, працевлаштованих суб'єктами господарювання, що надають послуги з посередництва у працевлаштуванні у 2013-2018 рр., тис. осіб





Sources of information about job vacancies

STRENGTHS

State Employment Service

- the most complete and relevant database of vacancies in the country;
- information about job vacancies is provided officially;
- official employment and social guarantees are secured

job search web resources

- contain vacancies that are not always submitted to employment centres or vacancies with better payment conditions;
- information about job vacancies is provided in free form

Private employment agencies

- additional source of information on employment in Ukraine and abroad



State Employment Service

- remuneration indicated in vacancies can be smaller than the actual one;
- sometimes vacancies with attractive conditions are submitted only formally but in fact are filled by the employer itself;

job search web resources

- websites are not liable for the quality of vacancies and employment;
- have indications of informal employment and remuneration, as well as potential human trafficking threats;
- numerous duplications of vacancies in various categories;
- inconsistency with the state classification

Private employment agencies

- activities of HR agencies do not have significant effect on the labour market;
- HR agencies often work with certain occupations only;
- almost 70% of citizens received salary below UAH 5,000 (USD 188) which is a sign of shady employment



In the context of reforms of the state employment service, we are working on the following:

E-registration and development of e-accounts

Nation-wide CV template (Europass standard)

Electronic reporting

Candidate search with extended algorithm and without mandatory use of the Classification of Occupations



THANKYOU!

Olha Makohon

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