

LEPL-Ivane Javakhishvili Tbilisi State University



Graduate Employment Rate Survey

Tbilisi

2026

Graduate Employment Rate Survey

Research objective

The aim of this research is to study the employment status, job-qualification and salary indicators of TSU graduates, in order to assess the quality of their integration into the labor market and determine the effectiveness of the education they received. This study not only reveals trends and challenges in the professional realization of graduates, but is also important for the development of educational programs, assessment of learning outcomes and improvement of institutional quality.

The study was conducted as part of the QS World University Rankings, where graduate employment indicators are considered one of the most important measures of a university's educational performance, institutional quality, reputation, and global competitiveness.

Research methodology

The study was conducted within the framework of a quantitative social research design and is based on a population-based / census approach, which implies inviting all members of the target population to participate in the study.

In accordance with the methodology of the QS World University Rankings 2026, the target population of the study was defined as graduates of higher education programs of all seven faculties of Tbilisi State University in the last 15 months. The target population size was 3633 individuals.

A structured online questionnaire was used as a data collection tool, which was sent to graduates via the Google Forms platform. The questionnaire included 9 closed-ended questions that focused on the following key variables:

- Demographic characteristics;
- Completed educational level and faculty;
- Continuing education at the next level;
- Employment status;
- reasons for unemployment;
- Workload;
- Salary range.

Information about the study was provided to potential respondents via email and short text message (SMS). Participation was voluntary, and the anonymity and confidentiality of respondents were fully ensured during the data collection process.

The survey was conducted from January 20 to February 2, 2026. The data collection and processing process was centralized and carried out by the TSU Quality Assurance Service.

Research Results - Quantitative Analysis

The survey was conducted among 492 graduates of all three levels of higher education programs (Bachelor's, Master's (including integrated and one-cycle programs), Doctoral) of all seven faculties of TSU in the last 15 months. Considering the size of the target population (N=3633), the response rate is 13.5%. In the practice of social research, especially in the case of graduate tracking studies, this rate is considered statistically acceptable and sufficient for formulating analytical conclusions.

Demographics of survey participants

A large proportion of the respondents participating in the study are female (76%), which indicates a high level of access to higher education opportunities for women in Georgia. According to the age distribution, the main part of the respondents is concentrated in the 22-26 age group, which logically corresponds to the population of recent graduates. A relatively small, but noticeable share falls on the 27-35 age group, while graduates aged 36 and older are minimally represented in the survey (3%) .

The socio-demographic characteristics (gender and age) of the respondents are presented in the relevant visual material (see Diagrams N1 and N2).

Diagram N1. Gender

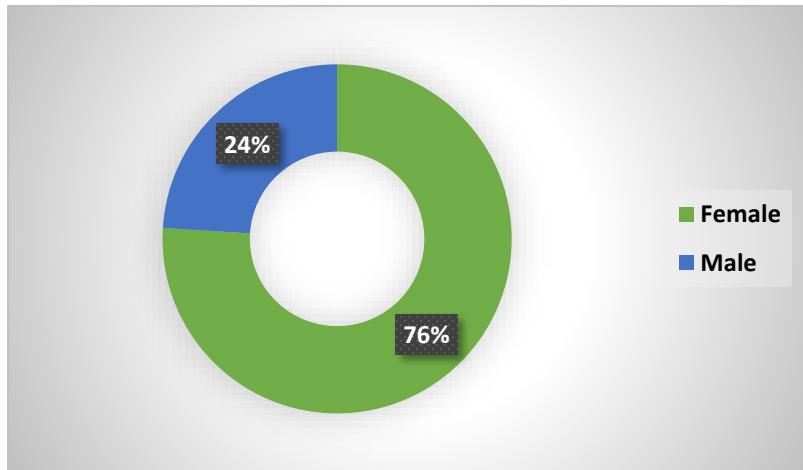
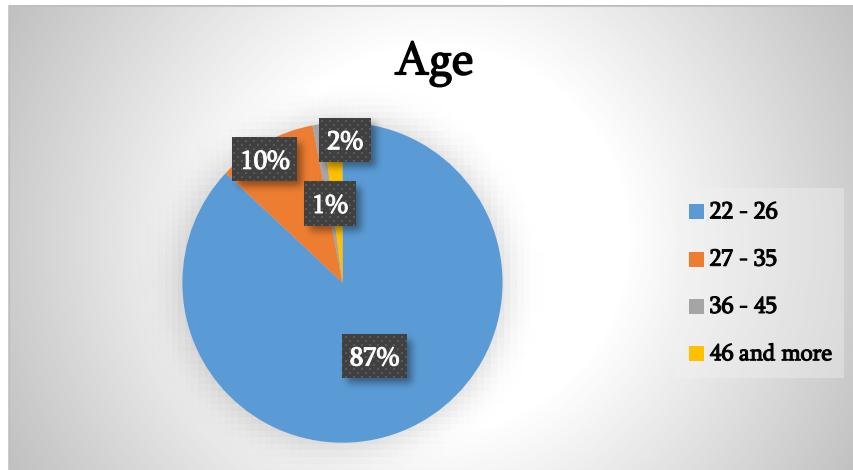


Diagram N2. Age



Faculty, level of education completed, and rate of continuation of studies to the next level

The Faculty of Humanities leads in the number of surveyed respondents (21.3% – 105 respondents), followed closely by the Faculty of Economics and Business (21.1% – 104 respondents). The third most represented is the Faculty of Law (17.5% – 86 respondents). The Faculties of Social and Political Sciences (14.6% - 72 respondents) and Psychology and Educational Sciences (12.2% - 60 respondents) are more or less representative. A comparatively lower response rate is observed from the Faculty of Exact and Natural Sciences (7.9% – 39 respondents) and the Faculty of Medicine (5.3% – 26 respondents) (see Chart No. 3).

Diagram N3. Faculty

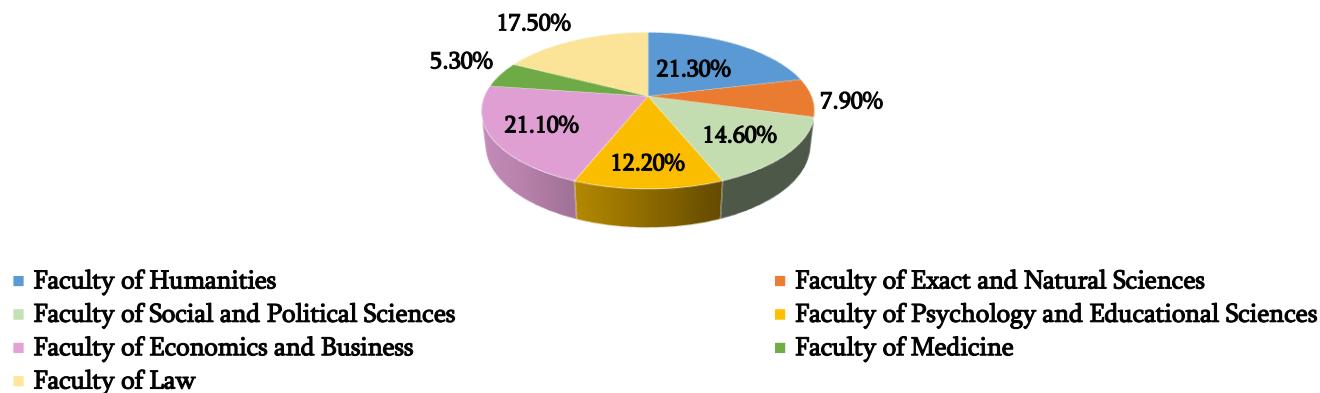
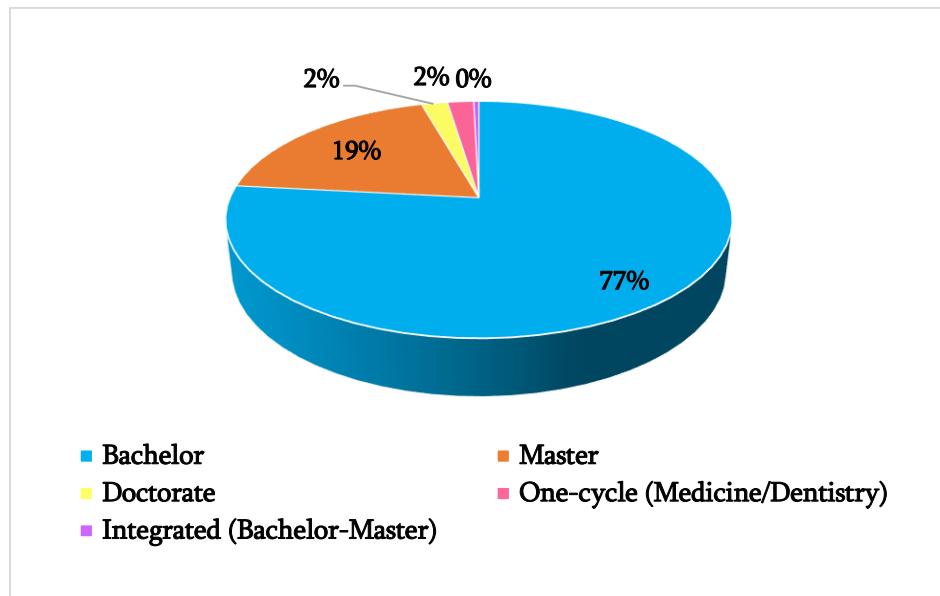


Diagram N4. Completed level of education

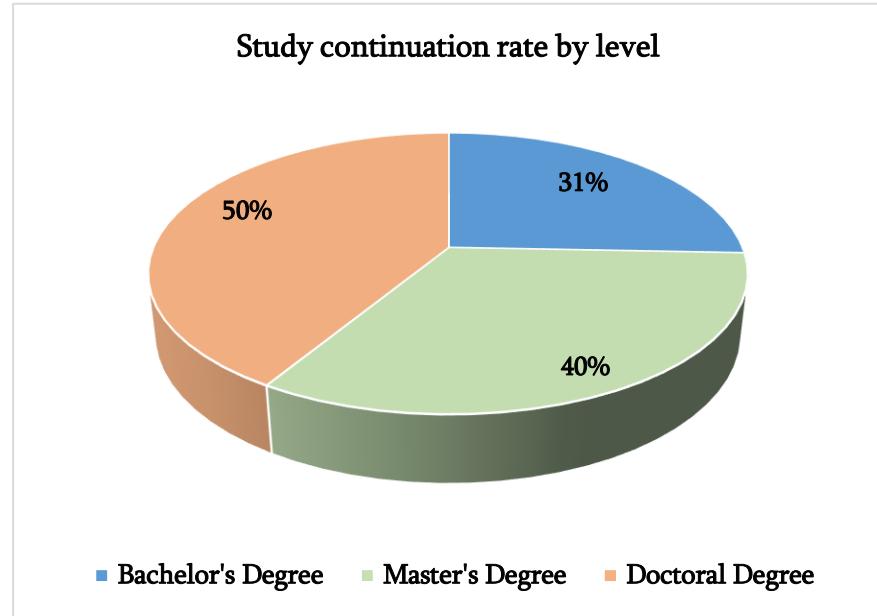
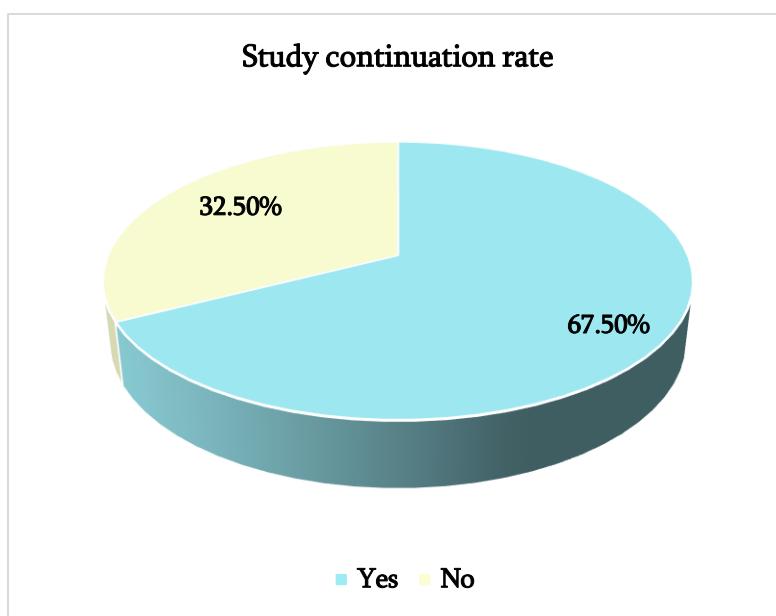
Based on the completed level of education, the largest proportion of respondents consists of bachelor's degree graduates (77% – 378 graduates). A comparatively smaller, yet still significant, group comprises master's degree graduates (19% – 92 graduates), while doctoral degree graduates account for 2% of the respondents (12 graduates). The number of graduates from other programmes is minimal, ranging from 0.4% to 2% (a total of 10 graduates: 2 from integrated programmes and 8 from single-cycle programmes) (see Diagram N4).

As part of the study, we were interested in the rate of graduates continuing their studies at a higher level. Analysis of the survey results showed that 32.5% of graduates (160 graduates) continued their studies at a higher level, while the majority, 67.5% (332 students), did not need to continue their studies.



It is noteworthy that only 31% (117 respondents) of bachelor's degree graduates (N=378) continued their studies at the next level in the master's degree, which is a rather low figure. The continuation rate of master's degree graduates (including integrated and single-cycle programs) (N=92) is relatively high, amounting to 40% (37 respondents). As for doctoral degree graduates (N=12), the continuation rate is 50% (6 respondents) (see Diagrams N5 and 6).

Diagram N5. Study continuation rate Diagram N6. Study continuation rate by level

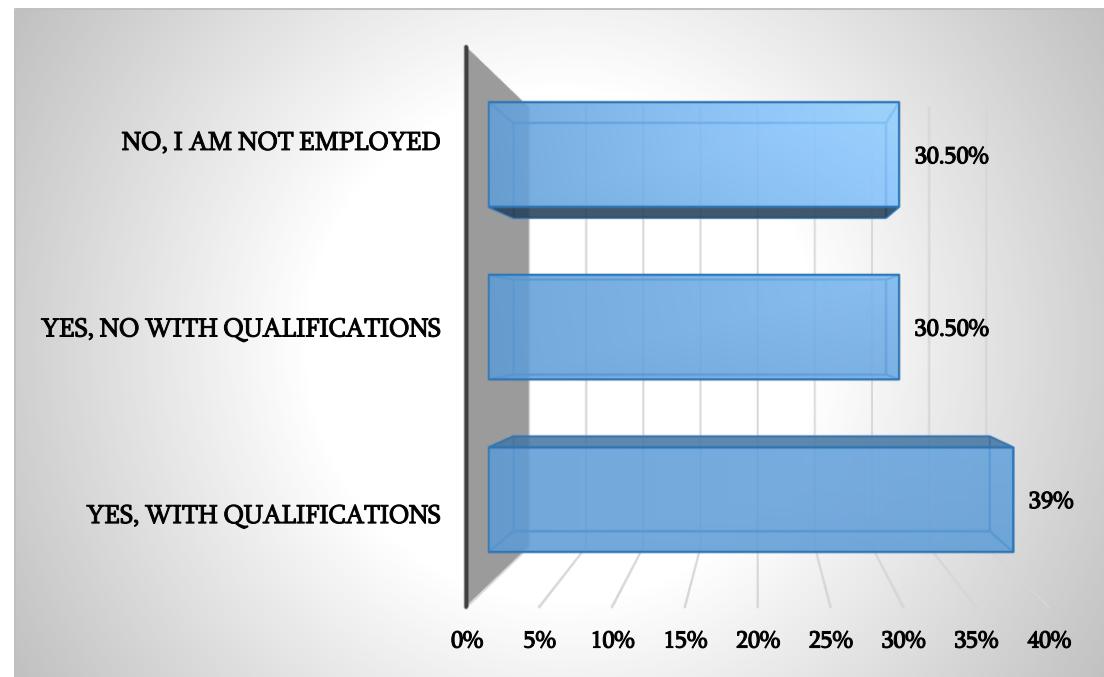


Employment rate and pay

One of the important tasks of the study was to analyze the employment status, workload, and remuneration of graduates, which allows assessing the degree of relevance of educational programs to the labor market.

According to the survey results, the overall employment rate of graduates is 69.5%, which can be considered a satisfactory indicator considering the employment trends of recent graduates. However, it should be noted that out of the aforementioned 69.5%, the employment rate with qualifications is 39% (see Diagram N7).

Diagram N7. Employment rate



The employment rate is differentiated according to the level of education completed and looks like this:

- Bachelor's degree - 67%
- Master's degree - 78%
- Doctoral studies - 100%
- Single-stage - 75%
- Integrated - 0%

The data shows that higher levels of education are positively correlated with employment rates, which is particularly evident in the case of master's and doctoral degrees.

As Diagram N7 shows, 30.5% of the surveyed respondents (150 respondents) are currently unemployed. The analysis of the reasons for

unemployment shows that the absolute majority of cases are related to active job search, which indicates the ongoing process of integration into the labor market, and not withdrawal from labor activity. In a small part of the cases, personal reasons, military service, and family situation were identified as reasons for unemployment.

Main unemployment trends:

- ✓ Looking for a job - 135 cases (90% of respondents)
- ✓ Family reasons - 4 cases (3% of respondents)

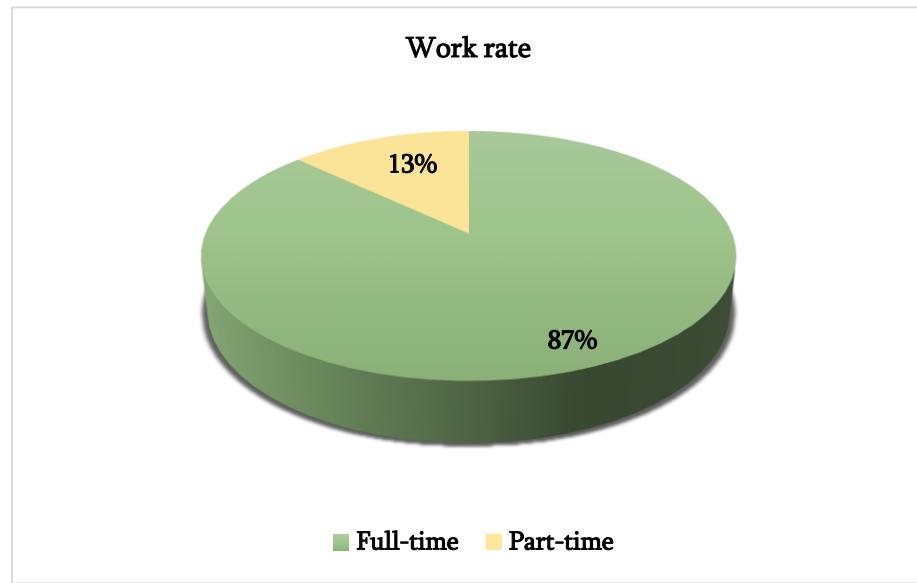
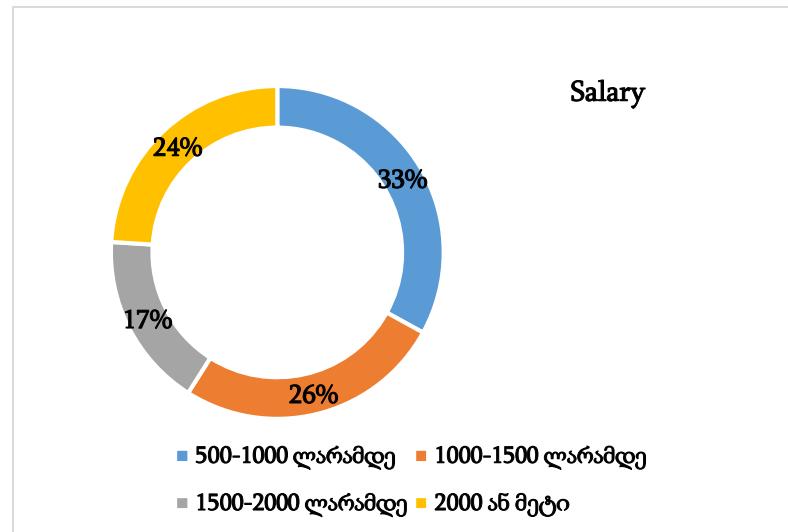
- ✓ Personal reasons (health condition/mental problems) - 2 cases (1% of respondents)
- ✓ Other reasons (military service/continuation of studies) - 9 cases (6% of respondents)

Diagram N8. Work rate

As part of the study, we were interested in the work rate and remuneration of graduates. An analysis of the workload of employed graduates shows that 87% of the 342 respondents (298 graduates) are employed full-time (see Diagram N8).

Regarding salaries, in 33% of cases, the wage range falls between 500 and 1000 GEL. For 26% of respondents, the salary is between 1,000 and 1500 GEL. In 17% of cases, the remuneration exceeds 1,500 GEL but does not surpass 2000 GEL. Only 24% of employed graduates earn 2000 GEL or more (see Diagram N9).

Diagram N9. Salary



The data shows that a significant portion of employees are concentrated in the average salary segment, although in 41% of cases the salary exceeds 1500 GEL, which indicates the relatively competitive positions of some graduates in the employment market.

Within the scope of the study, a comparative analysis of salaries was conducted according to the level of education, providing an opportunity to assess the impact of education level on economic outcomes and employers' salary policy trends.

The distribution of employed graduates by educational level is as follows:

- Number of employed bachelor's degree graduates N=252
- Number of employed master's degree graduates N=72
- Number of employed doctoral graduates N=12
- Number of employed graduates of single-cycle programs (medicine/dentistry) N=6

The analysis of the data showed that the incomes of bachelor's degree graduates are primarily concentrated in the low- to mid-salary segments:

- 35% earn between 500-1000 GEL
- 19% earn between 1000-1500 GEL
- 28% earn between 1500-2000 GEL
- 19% earn 2000 GEL And More

These figures indicate that the bachelor's level often represents an initial stage of entry into the labor market, where salaries increase gradually alongside the accumulation of professional experience.

For master's degree graduates, earnings are noticeably shifted toward the higher-income segment:

- 24% earn between 500-1000 GEL
- 22% earn between 1000-1500 GEL
- 13% earn between 1500 and 2000 GEL
- 42% earn 2000 GEL And More

This distribution indicates that a master's degree significantly increases the likelihood of employment in high-paying positions and reflects employers' increasing demand for specialized competencies.

Among doctoral degree graduates, half (50%) earn 2000 GEL or more, 25% are represented in the mid-salary segment (1500-2000 GEL), and only 25% fall below 1500 GEL. This trend confirms that advanced academic qualifications correlate with higher-paying positions, potentially linked to employment in research, academic, or high-expertise fields.

In the case of single-cycle programmes (Medicine/Dentistry), salaries are entirely in the low- to mid-range: 67% earn 500-1000 GEL, and 33% earn 1000-1500 GEL. This result may reflect the early stage of career development (residency, accumulation of practical experience), as income in these professions tends to increase significantly over time.

The wage rate and employers' wage policy by level of education looks like this (see Table N1):

Table N1. Salary rate and level of education completed

Level of education/salary	Up to 500-1000 GEL	Up to 1000-1500 GEL	Up to 1500-2000 GEL	2000 GEL or more
Bachelor's degree	88 – 35%	47 – 19%	70 – 28%	49 – 19%
Master's degree	17 – 24%	16 – 22%	9 – 13%	30 – 42%
Doctoral studies	2 – 17%	1 – 8%	3 – 25%	6 – 50%
Single-stage	4 – 67%	2 – 33%	0 – 0%	0 – 0%