

Middle East Job Index

January 2011

Objective

- To gauge perceptions of job availability and hiring.
- To identify trends in the Middle East Job market.
- To provide an understanding of the required key skill sets and qualifications.

Calculation of Indices and Benchmarking

- The indices which concentrate on measuring Job market are the :
 - Jobs Index (JI)
 - Hiring Expectancy Index(HEI)
 - It aims to measure the potential opportunities that are present in the market.
- The Jobs Index is composed of the following two questions:
 - I. Will you be hiring in the next 3 months either for your organization or for your clients if you are in the recruitment field or an HR consultant?
 - II. With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organization or for your clients if you are in the recruitment field or an HR consultant? – this question measures the HEI.

Calculation of Indices and Benchmarking

- The index is calculated according to the following formula:
- $\text{Index Value} = (\text{Current period value} / \text{Base period value}) * 100$
- Current period's value for each question is calculated as = $((\text{Number of optimistic answers} - \text{Number of pessimistic answers}) / \text{Achieved sample}) * 100) + 100$
- Current period values for each question are summed up to obtain current period's value for the overall index
- Current period's value calculated for October 2009 would be fixed as the base period value
- The base period of the index is set as October 2009 and the value of the index at this period is 100
- The index has a point of scale ranging from 0 to 200
- The JI is calculated from questions 1 and 2
- The HEI is calculated using only the second question
- Current period's value calculated for October 2009 is fixed as the base period value
- JI and HEI would be calculated separately for each country

Demographic Background & Methodology

Age and Gender:

Adult males and females

Aged 18 plus years

Country of Residence

GCC: UAE, KSA, Kuwait, Oman*, Qatar, Bahrain*

Levant: Lebanon, Syria, Jordan

North Africa: Egypt, Morocco, Algeria, Tunisia*

Subcontinent: Pakistan*

*low sample for current wave

Methodology:

Online data collection was done between 20th December 2010 to 6th January 2011. Out of the total sample of 6,036 respondents, the number of working respondents achieved was 5,054. The results are reported on a base of 5054 respondents.

Summary

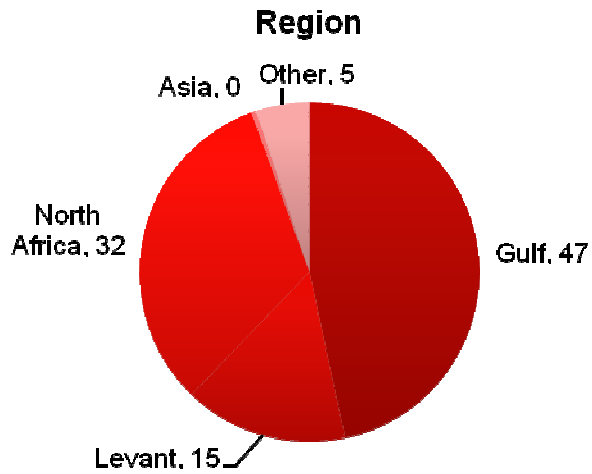
- Current hiring expectancy sees a minor improvement with 28% of respondents claiming to hire in the next 3 months in comparison to 25% in the previous wave.
- Indicative future trends: 66% of the respondents claim they will hire in a year's time. 29% say they will definitely hire in the next 12 months. Another 37% said they would probably hire.
- KSA and Qatar are more likely to hire in the next 12 months with 36% and 34% of respondents claiming to do so respectively.
- Private Sector (large local organizations) are more likely to hire in the next 3 months (34%) and in the coming 12 months (33%) in comparison to other multinational/ small/ public sector companies.
- 46% of all those indicating they would hire in the next 3 months report they will look to hire for less than 5 positions. Another 23% say they would hire for 6-10 positions.
- Trend continues from past wave as organizations claim to be on the lookout for people to fill in lower executive positions like Junior Executive (35%) and Executive (30%).

Summary

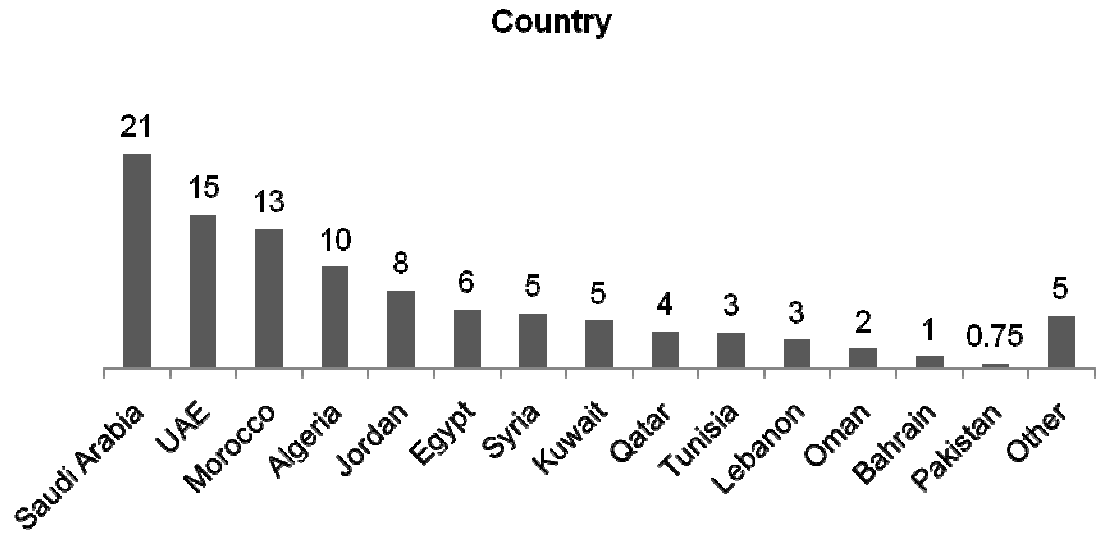
- Companies are in search of Business and Management graduates. Apart from qualifications, the key skill sets that are most sought for in candidates are: Good Communication Skills-Arabic & English (53%), ability to perform as a Team player (47%), possessing Overall personality and demeanor (42%) and Trustworthy/ Honest (42%)
- Qatar (47%) takes the top spot in terms of country's overall attractiveness followed by UAE (44%).
- At the Industry level, Banking (35%) and Telecom (35%) leads the ranking followed by Construction (31%) in terms of industries that are perceived to attract and retain the top talent.

Respondent Profile

Respondent Profile – Personal



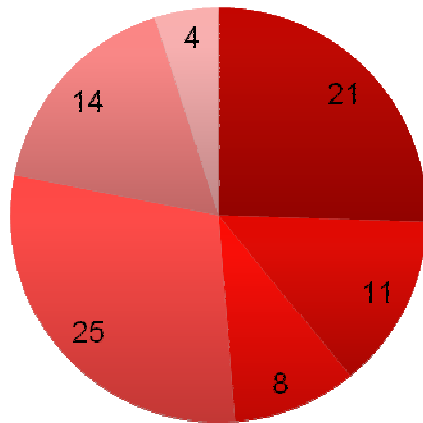
Base: Total Sample – N= 5,054



Base: Total Sample – N= 5,054

Respondent Profile

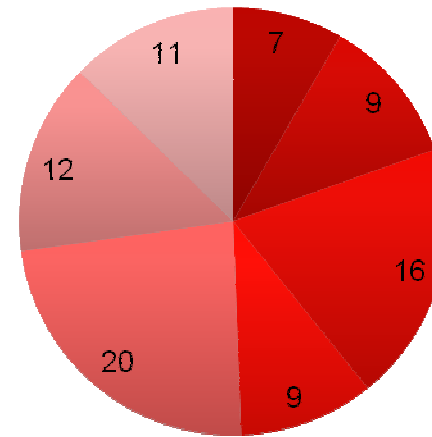
Sector



- Private sector - MNC
- Private sector - Large Local Co.
- Private sector - Small/Medium Local Co.
- Private sector - Other
- Public/government/Semi/Quasi/Charity
- Other

Base: Total Sample – N= 5,054

Seniority



- CEO/President/Chairman/Owner/Self employed
- Director or Senior Manager
- Professional [i.e. requiring specific professional qualifications]
- Middle manager
- Junior manager/team leader
- Executive with no managerial responsibilities
- Clerical

Base: Total Sample – N= 5,054

Past and Current Period Values

Past and Current Period Values Current Hiring

Base period value for Current Hiring by Country, October 2009

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5084	174	79	1438	295	258	134	143	65	43	216	999	158	92	742
Current Hiring	129	134	113	126	124	131	140	119	136	133	131	137	131	133	123

Current period value for Current Hiring by Country, January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
Current Hiring	129	130	140	125	123	132	134	133	136	125	125	138	130	132	117

Current period value for Current Hiring by Country, April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3086	60	36	802	212	151	76	107	31	20	123	761	107	39	448
Current Hiring	130	136	128	125	117	122	140	134	124	138	138	142	127	115	126

Current period value for Current Hiring by Country, July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
Current Hiring	131	144	154	124	116	134	134	133	142	142	134	129	120	125	126

Current period value for Current Hiring by Country, October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Current Hiring	128	139	134	126	120	127	121	135	141	127	124	135	130	118	121

Current period value for Current Hiring by Country, January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Current Hiring	132	132	129	131	130	126	128	131	130	124	136	142	129	121	129

Past and Current Period Values Hiring Expectancy

Base period value for Hiring Expectancy by Country, October 2009

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5084	174	79	1438	295	258	134	143	65	43	216	999	158	92	742
HE	146	153	146	144	145	147	147	141	162	138	144	154	147	145	141

Current period value for Hiring Expectancy by Country, January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
HE	144	144	141	141	139	143	145	145	145	135	142	153	143	146	133

Current period value for Hiring Expectancy by Country, April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3086	60	36	802	212	151	76	107	31	20	123	761	107	39	448
HE	144	150	154	138	137	140	145	139	150	150	145	152	147	137	140

Current period value for Hiring Expectancy by Country, July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
HE	143	153	161	137	137	148	148	138	154	152	149	144	147	136	136

Current period value for Hiring Expectancy by Country, October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
HE	142	151	149	139	136	142	143	141	148	130	146	151	146	128	135

Current period value for Hiring Expectancy by Country, January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
HE	142	143	142	140	140	142	137	134	141	157	146	149	146	137	138

Past and Current Period Values Current Hiring + Hiring Expectancy

Base period value for Jobs Index by Country, October 2009

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5084	174	79	1438	295	258	134	143	65	43	216	999	158	92	742
Current Hiring + Future Expectancy	275	288	258	271	270	278	287	260	298	271	275	291	278	278	264

Current period value for Jobs Index by Country, January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
Current Hiring + Future Expectancy	273	274	281	266	262	275	279	278	281	260	266	291	273	278	250

Current period value for Jobs Index by Country, April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3086	60	36	802	212	151	76	107	31	20	123	761	107	39	448
Current Hiring + Future Expectancy	274	286	282	263	254	262	286	273	274	288	283	294	274	253	266

Current period value for Jobs Index by Country, July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
Current Hiring + Future Expectancy	274	297	314	261	253	282	281	271	296	295	283	273	267	261	262

Current period value for Jobs Index by Country, October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Current Hiring + Future Expectancy	269	290	283	266	257	269	264	277	289	257	270	286	276	245	255

Current period value for Jobs Index by Country, January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Current Hiring + Future Expectancy	274	275	270	271	270	268	265	264	271	280	282	291	275	258	266

Indices

Hiring Expectancy Index

Hiring Expectancy Indices – January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
HEI	98.6	94.1	96.6	97.9	95.9	97.3	98.6	102.8	89.5	97.8	98.6	99.4	97.3	100.7	94.3

Hiring Expectancy Indices – April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
HEI	98.5	98.0	105.6	95.9	94.5	95.3	98.9	98.8	92.6	108.7	100.8	98.9	100.1	94.6	99.1

Hiring Expectancy Indices – July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
HEI	97.9	100.1	110.1	95.0	94.6	100.8	100.4	97.9	95.0	110.3	103.6	93.5	100.1	93.9	96.2

Hiring Expectancy Indices – October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
HEI	97.0	98.7	101.9	96.6	94.1	96.7	97.2	100.1	91.0	94.0	101.2	98.0	99.2	88.2	95.6

Hiring Expectancy Indices – January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
HEI	97.1	93.7	97.0	97.4	96.4	96.3	93.1	95.0	86.9	113.4	101.6	96.6	99.6	94.2	97.7

Past and Current Period Values Job Index

Jobs Indices – January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
JI	99.3	95.1	108.9	98.2	97.0	98.9	97.2	106.9	94.3	95.9	96.7	100.0	98.2	100.0	94.7

Jobs Indices – April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
JI	99.7	99.2	109.3	97.1	94.0	94.1	99.5	105.0	92.0	106.1	103.0	101.1	98.5	90.9	100.7

Jobs Indices – July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
JI	99.5	103.1	121.8	96.3	93.8	101.6	97.9	104.4	99.4	108.7	102.8	94.0	96.2	94.0	99.1

Jobs Indices – October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
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JI	97.9	100.6	109.7	98.0	95.1	96.8	92.0	106.4	96.9	94.9	98.1	98.3	99.3	88.3	96.7

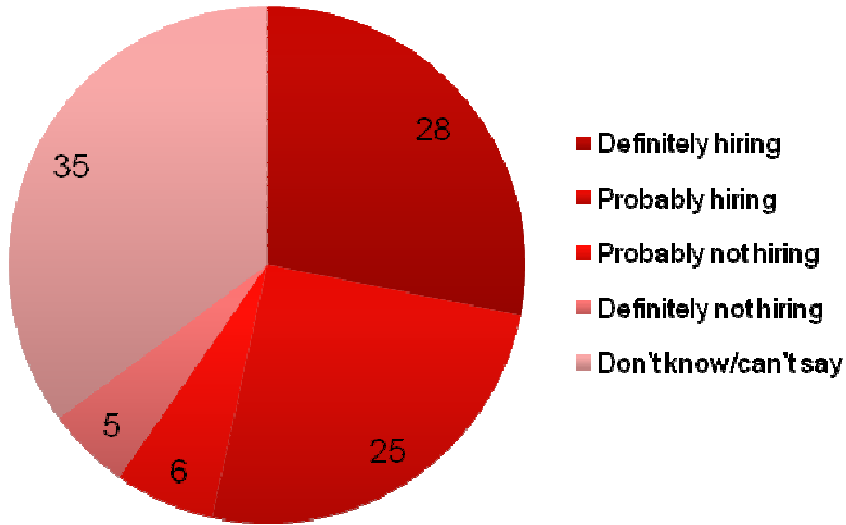
Jobs Indices – January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
JI	99.5	95.5	104.8	100.0	99.8	96.3	92.5	101.7	90.8	103.5	102.6	100.0	98.9	92.7	100.9

Report

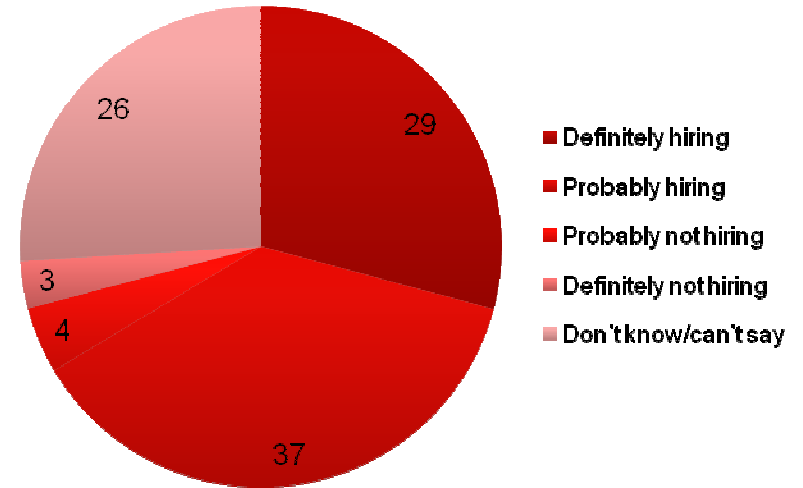
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 5,054

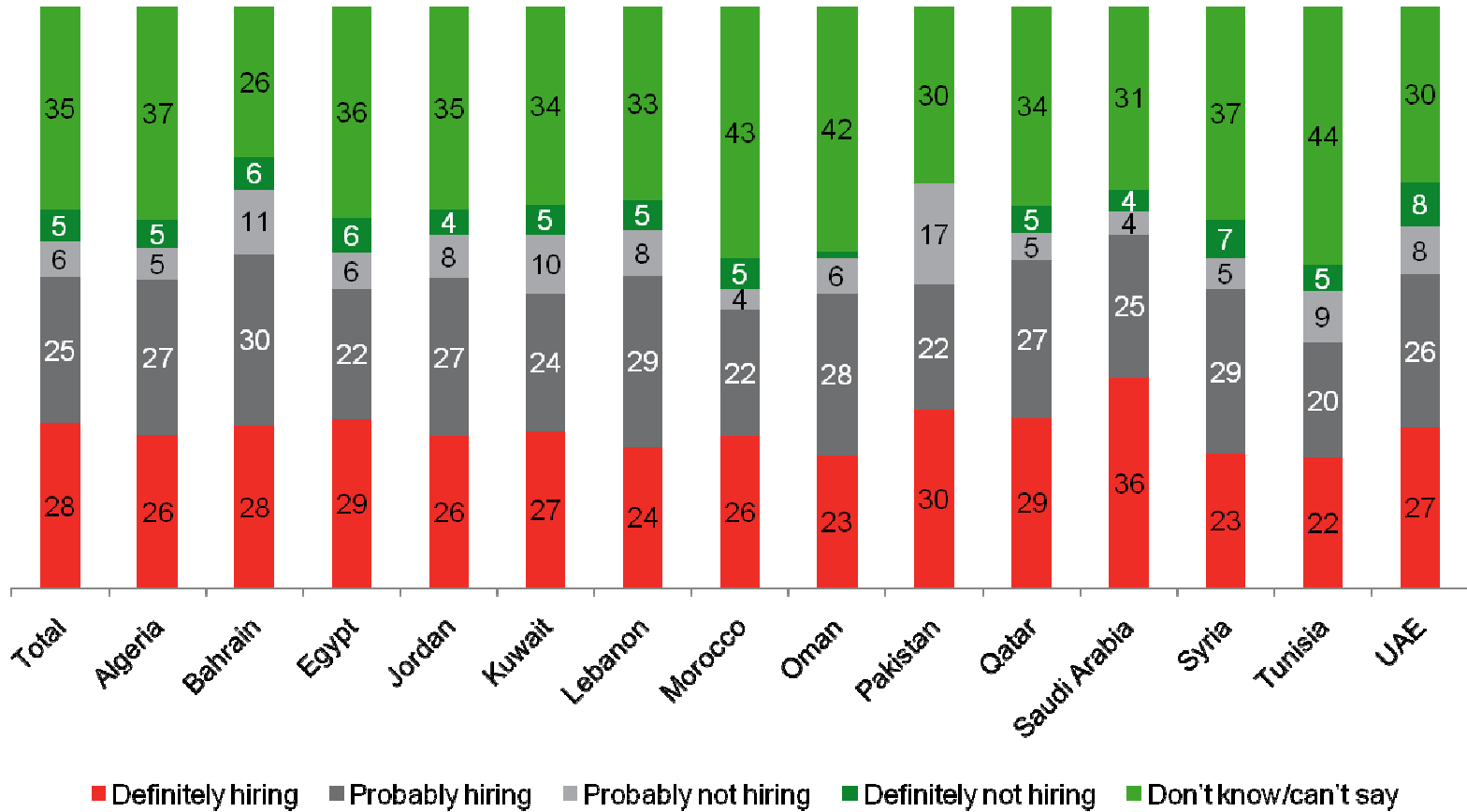
Next 12 Months



Base: Those Working – N= 5,054

Current Hiring Expectancy – By Country

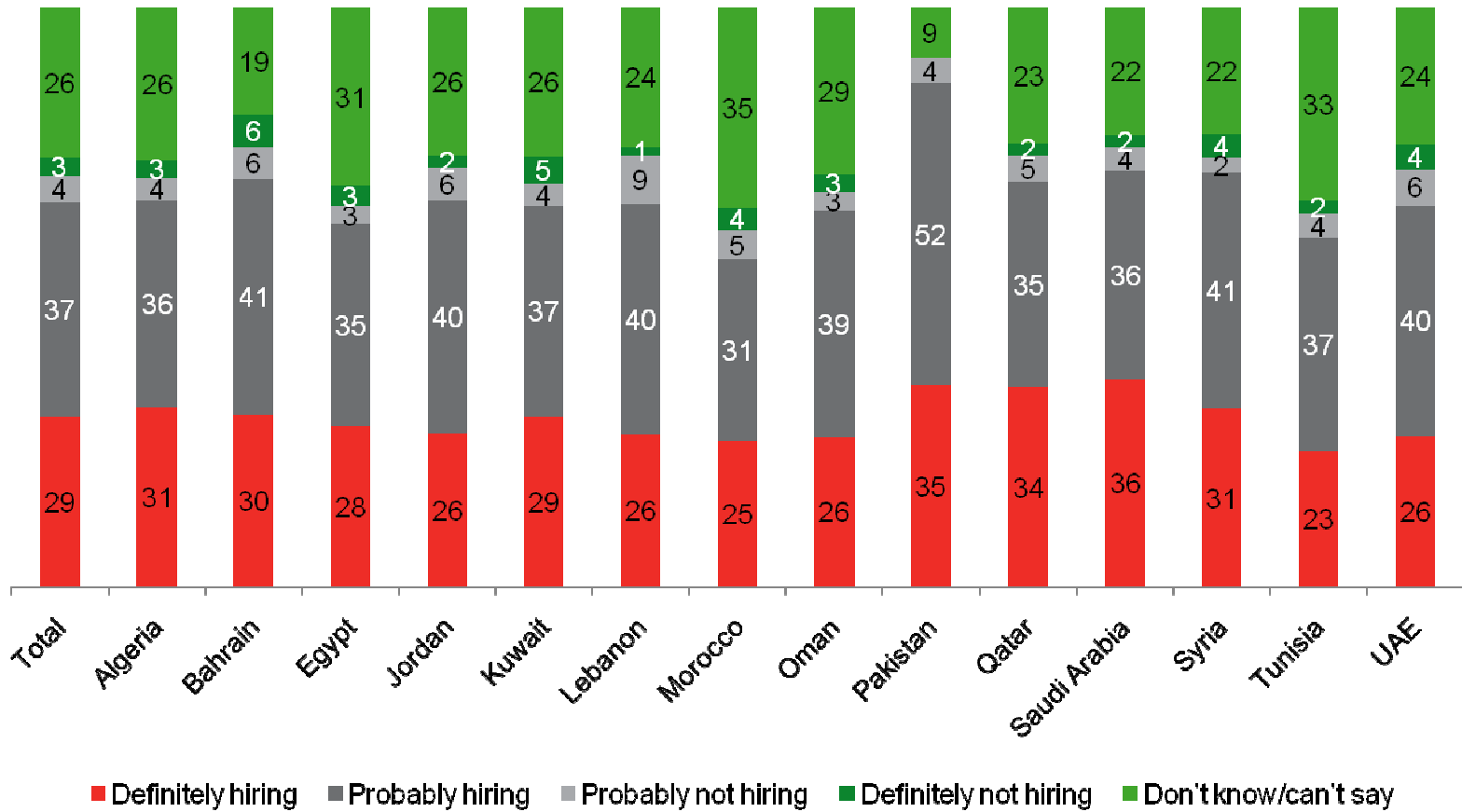
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 5,054

Future Hiring Expectancy – By Country

With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 5,054

Current Hiring Expectancy – By Sector

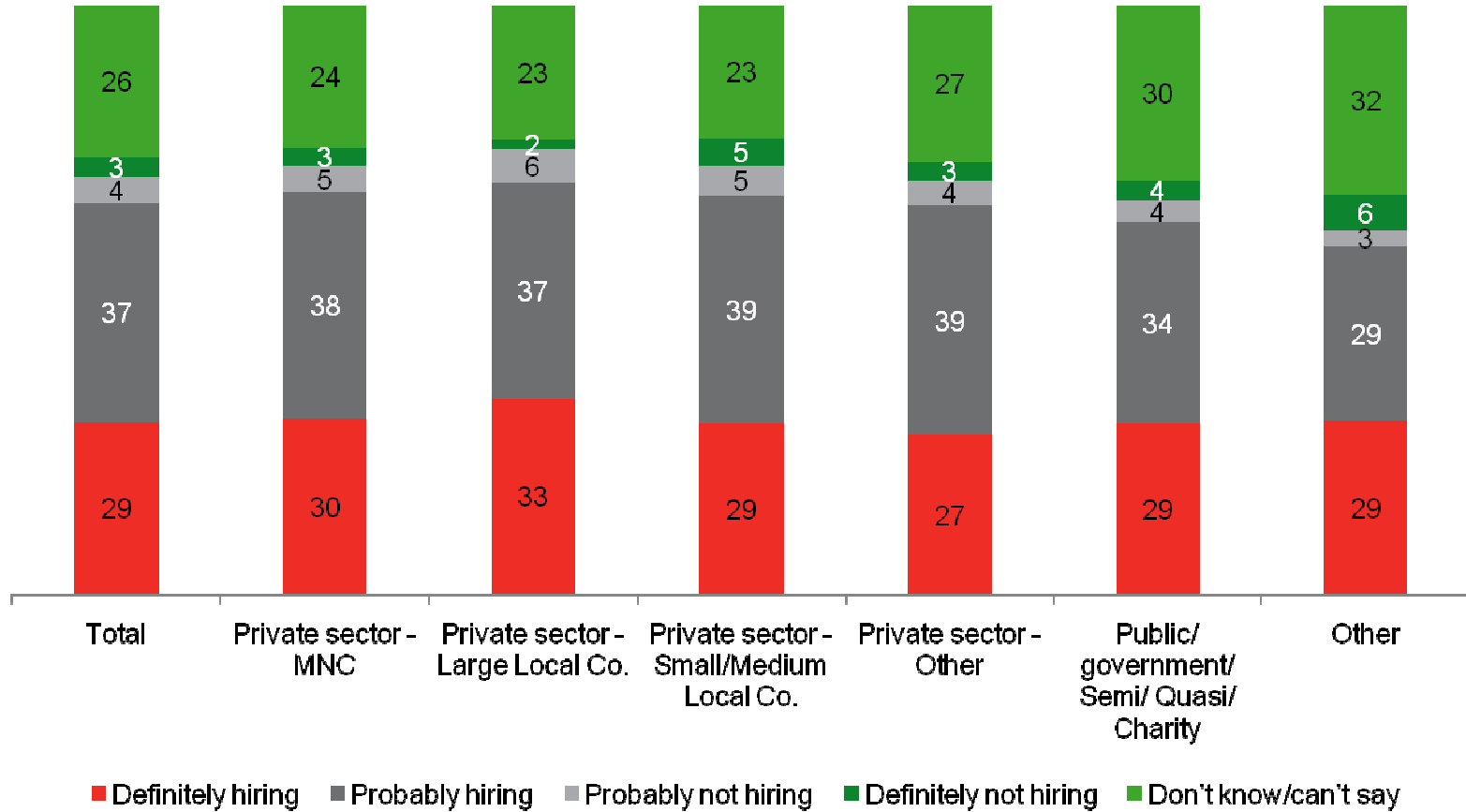
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 5,054

Future Hiring Expectancy – By Sector

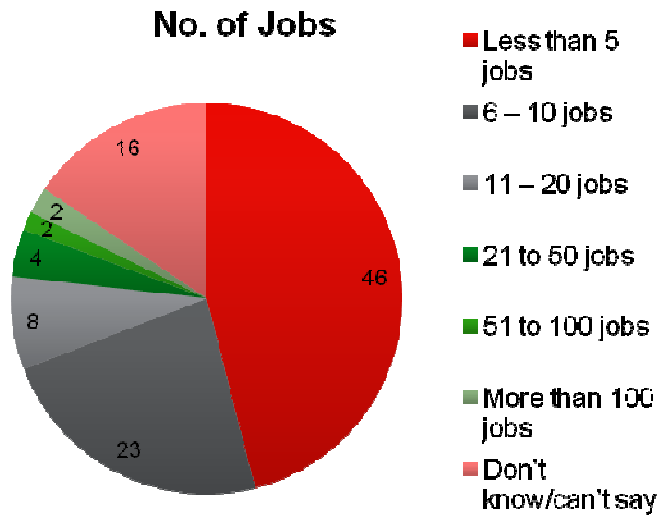
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



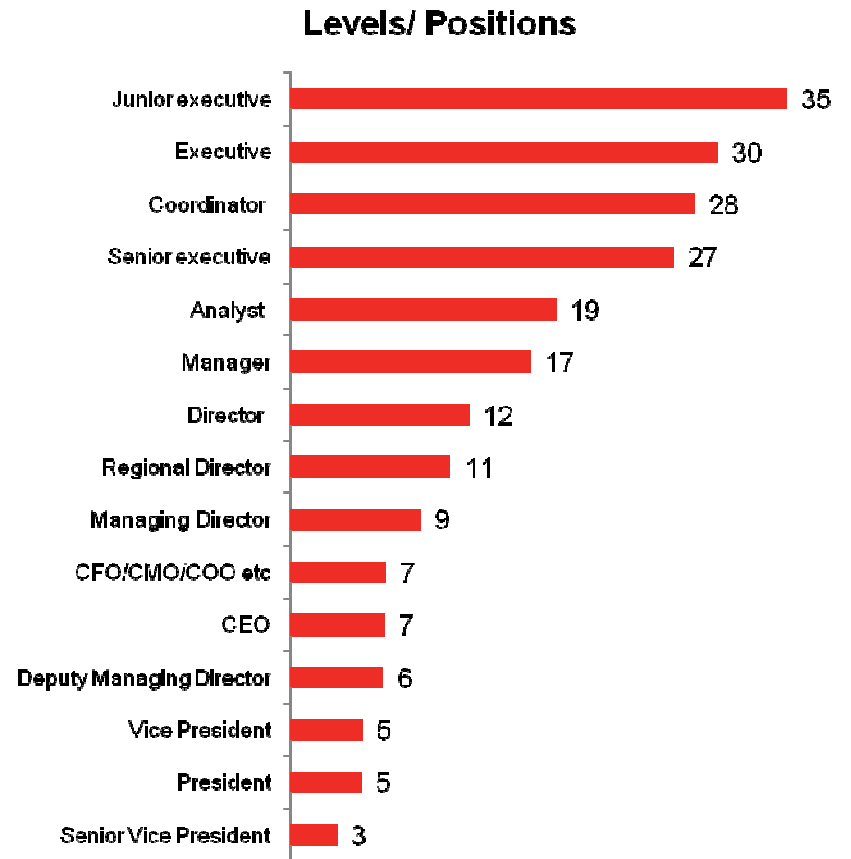
Base: Those Working– N= 5,054

Availability of Jobs & Required Positions

1. Please indicate the approximate number of jobs you would be hiring for in the next 3 months
2. Which of the following career levels/positions would you be hiring for in the next 3 months?



Base: Those hiring in next 3 months— N= 2,699



Base: Those hiring in next 3 months— N= 2,699

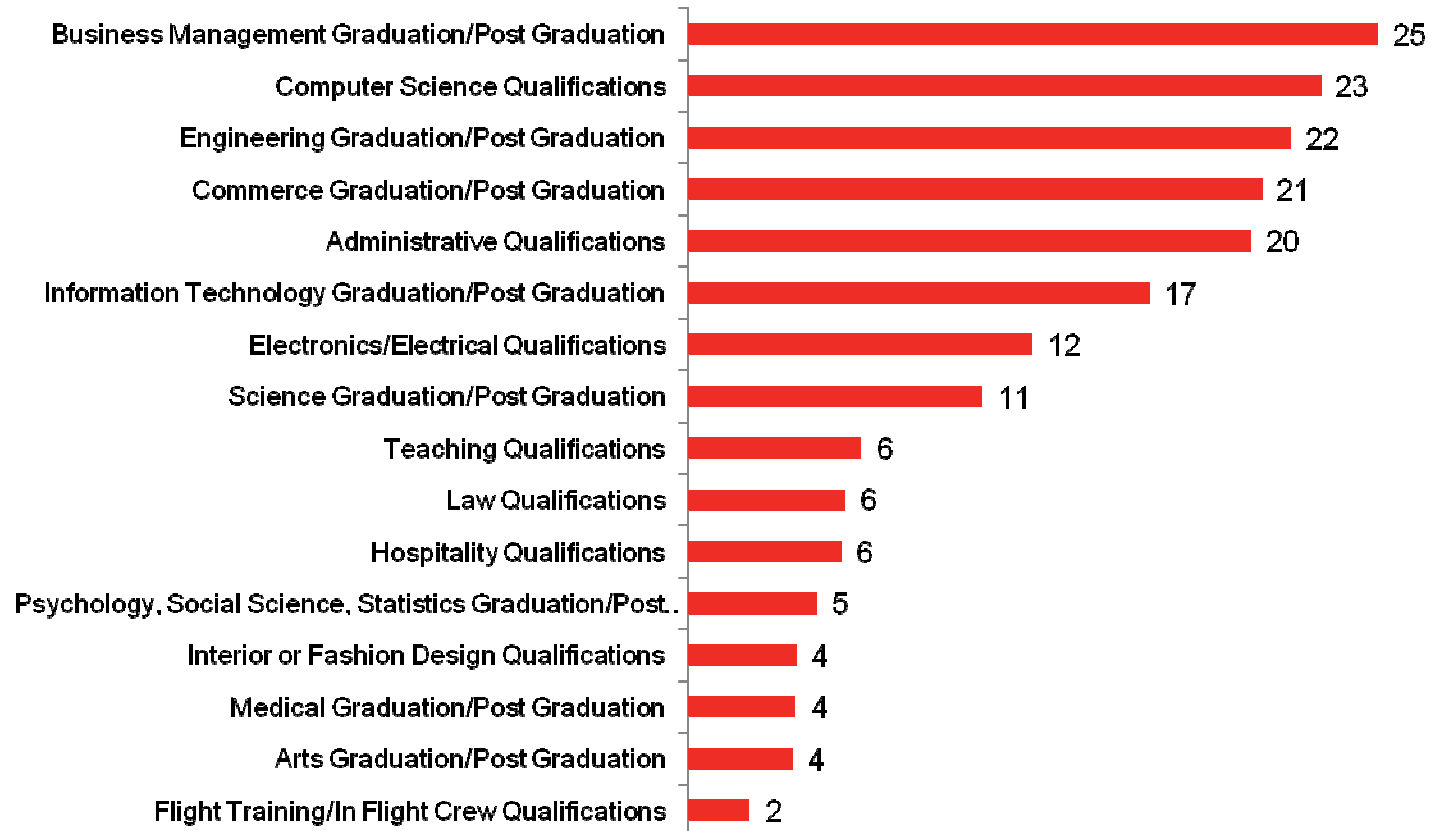
Availability of Jobs – By Country

Please indicate the approximate number of jobs you would be hiring for in the next 3 months

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: Those Hiring in 3 months	2699	264	31	163	205	126	82	282	49	12	108	603	146	72	428
Less than 5 jobs	46	47	45	55	55	51	48	49	39	25	42	39	58	43	44
6 – 10 jobs	23	23	23	22	17	25	24	16	31	8	28	25	21	22	27
11 – 20 jobs	8	6	10	7	4	5	7	9	8	8	6	11	3	4	8
21 to 50 jobs	4	3	6	2	3	2	4	3	6	0	6	6	1	10	3
51 to 100 jobs	2	0	0	2	2	0	0	2	0	0	0	2	2	3	3
More than 100 jobs	2	2	3	1	1	4	0	1	2	8	6	3	3	1	2

Qualifications

What are the educational and academic qualifications you emphasize on nowadays when looking for suitable candidates?



Base: Those Working– N= 5,054

Qualifications – By Country 1/2

What are the educational and academic qualifications you emphasize on nowadays when looking for suitable candidates?

Qualification	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Business Management Graduation/Post Graduation	25	29	35	21	21	25	30	24	22	26	31	25	23	18	26
Computer Science Qualifications	23	25	15	19	19	22	18	23	25	17	19	28	32	25	16
Engineering Graduation/Post Graduation	22	27	26	20	18	22	16	13	32	13	32	21	19	26	26
Commerce Graduation/Post Graduation	21	23	30	28	10	28	9	20	22	9	18	21	22	18	22
Administrative Qualifications	20	24	20	17	19	19	22	16	23	9	15	25	24	13	19
Information Technology Graduation/Post Graduation	17	14	13	13	14	18	15	19	24	22	14	18	17	15	18

Qualifications – By Country 2/2

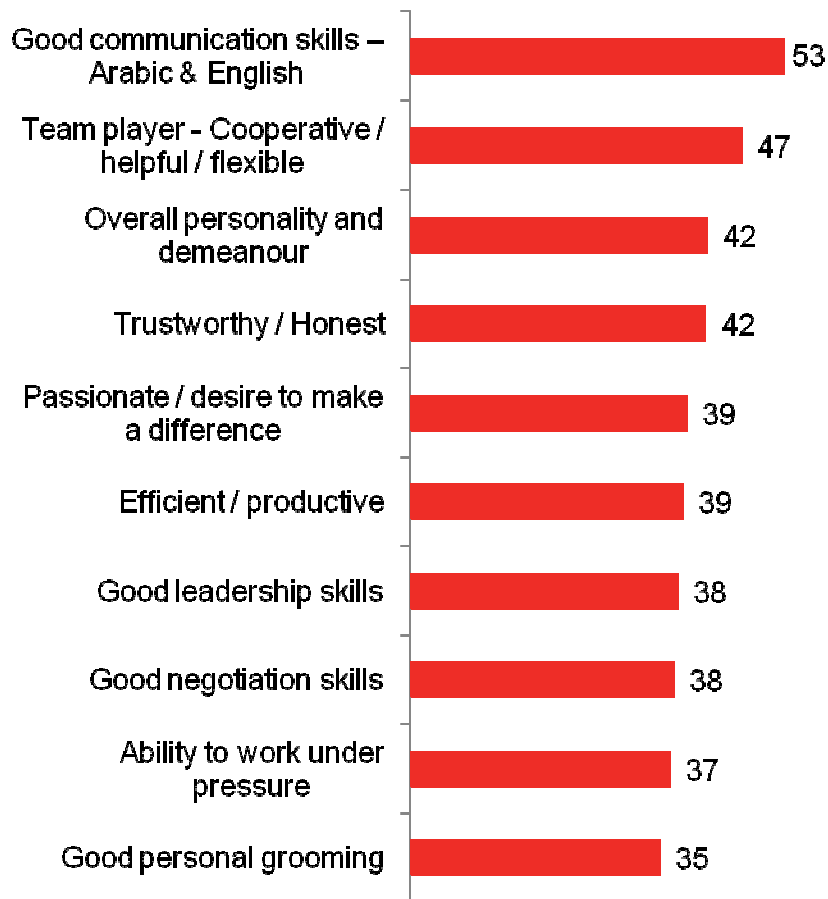
What are the educational and academic qualifications you emphasize on nowadays when looking for suitable candidates?

Qualification	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Electronics/Electrical Qualifications	12	18	9	10	9	12	9	13	13	4	11	13	15	16	10
Science Graduation/Post Graduation	11	16	15	7	8	10	7	12	13	17	8	8	7	14	13
Teaching Qualifications	6	8	7	3	5	5	8	8	6	13	7	5	6	12	5
Law Qualifications	6	13	6	8	4	4	2	4	9	4	4	4	8	6	4
Hospitality Qualifications	6	5	4	3	4	6	10	7	11	4	6	4	6	5	7
Psychology, Social Science, Statistics Graduation/Post Graduation	5	10	4	5	2	5	5	4	5	4	3	5	4	5	4

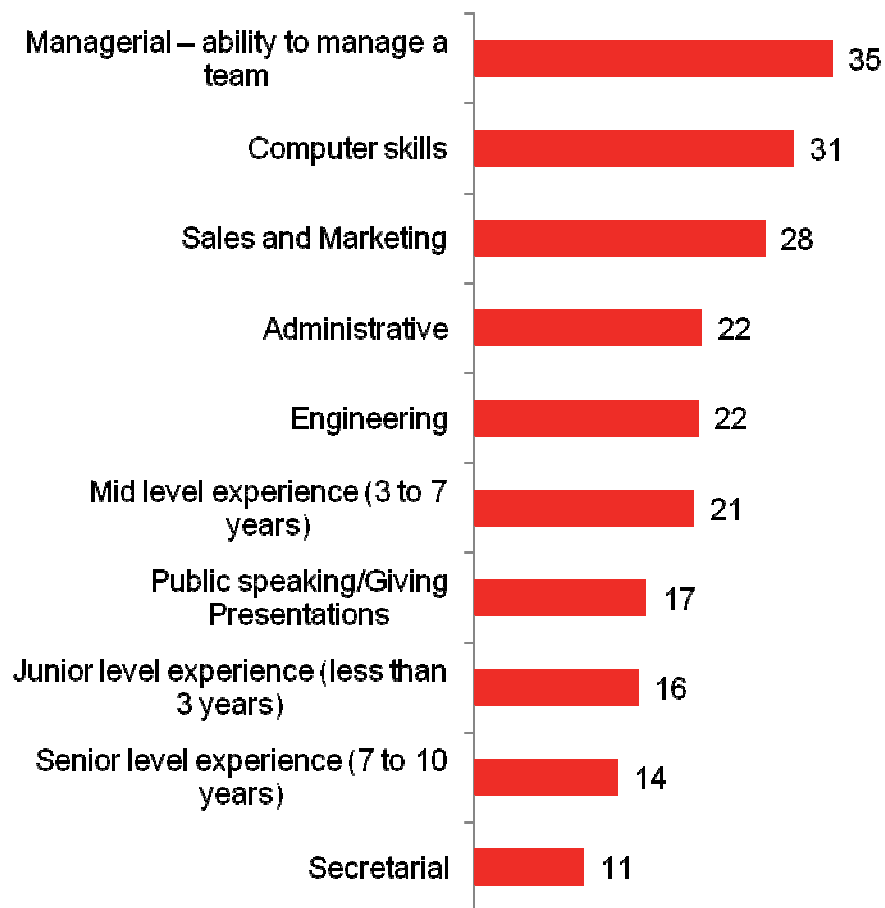
Skills & Experience

1. Which of the following requirements / factors do you MOST look for in a candidate?
2. What experience are you ideally looking for?

Skills



Experience



Base: Those Working– N= 5,054

Skills – By Country 1/2

Which of the following requirements / factors do you MOST look for in a candidate?

Skills	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Good communication skills – Arabic & English	53	29	59	69	72	66	54	15	69	43	57	71	61	22	58
Team player - Cooperative / helpful / flexible	47	42	48	53	54	52	52	35	45	52	53	48	50	39	49
Overall personality and demeanor	42	41	41	50	49	41	35	37	43	35	36	49	46	39	36
Trustworthy / Honest	42	44	43	41	47	43	47	36	42	39	39	40	51	41	42
Passionate / desire to make a difference	39	43	26	41	43	35	35	35	37	43	33	46	44	38	35

Skills – By Country 2/2

Which of the following requirements / factors do you MOST look for in a candidate?

Skills	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Efficient / productive	39	34	37	37	44	45	37	31	40	43	40	43	45	39	36
Good leadership skills	38	32	43	47	42	43	35	25	52	48	49	40	30	32	40
Good negotiation skills	38	37	33	47	39	37	43	30	43	39	38	39	41	35	37
Ability to work under pressure	37	30	41	44	46	42	45	20	44	43	45	34	41	22	44
Good personal grooming	35	26	31	46	44	34	27	22	45	35	35	44	39	29	34

Experience – By Country 1/2

What experience are you ideally looking for?

Experience	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Managerial – ability to manage a team	35	39	33	35	35	37	37	32	40	30	36	36	36	31	29
Computer skills	31	34	30	34	30	31	28	25	36	48	27	34	43	26	27
Sales and Marketing	28	20	28	31	26	32	32	24	27	13	22	34	32	20	30
Administrative	22	26	19	23	21	24	25	17	26	30	22	24	19	16	21
Engineering	22	27	31	19	18	20	16	14	27	30	29	20	25	29	25

Experience – By Country 2/2

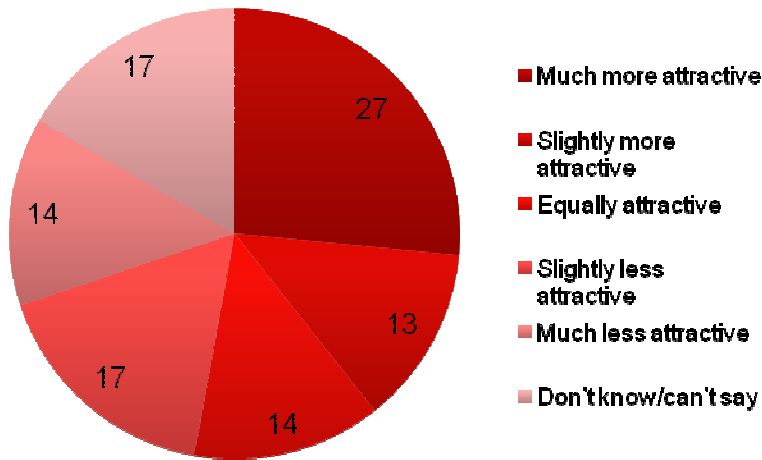
What experience are you ideally looking for?

Experience	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Mid level experience (3 to 7 years)	21	18	26	21	21	23	18	13	26	9	31	24	24	13	25
Public speaking/Giving Presentations	17	18	17	21	18	17	17	13	16	35	10	19	19	15	12
Junior level experience (less than 3 years)	16	13	9	20	20	12	14	12	16	30	14	17	16	13	17
Senior level experience (7 to 10 years)	14	16	7	12	12	15	12	9	18	13	16	14	16	14	17
Secretarial	11	10	4	10	6	11	10	10	14	13	11	14	12	6	9

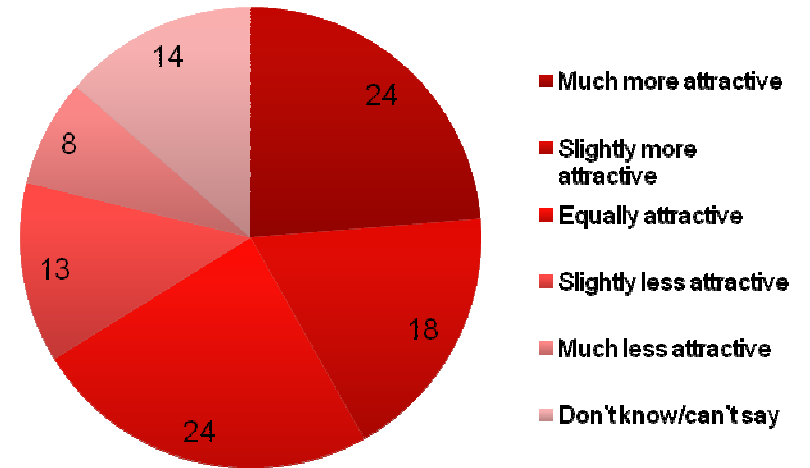
Country & Industry Attractiveness – Overall

1. How attractive is your country of residence as a job market in comparison to other Middle East countries?
2. How attractive is your industry as a potential employer in comparison to other businesses?

Country



Industry



Base: Those Working– N= 4,386

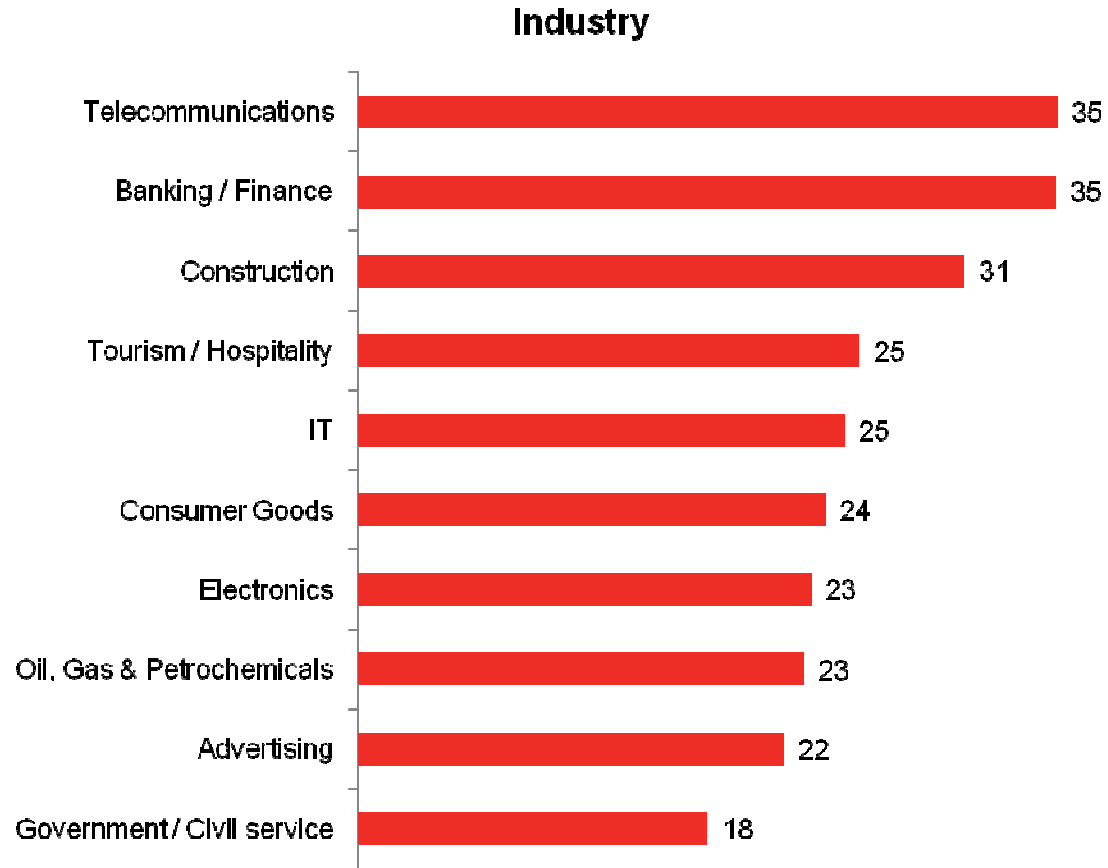
Country Attractiveness

How attractive is your country of residence as a job market in comparison to other Middle East countries?

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Much more attractive	27	14	19	17	12	29	18	21	19	11	47	38	14	14	44
Slightly more attractive	13	8	16	7	9	20	11	10	15	7	18	16	9	6	18
Equally attractive	14	12	28	12	15	18	14	15	23	22	13	13	14	11	13
Slightly less attractive	17	26	10	27	27	13	23	17	16	19	5	11	25	25	9
Much less attractive	14	21	12	19	24	8	25	12	7	19	6	6	21	24	5
Don't know/can't say	17	19	13	17	14	13	9	26	20	22	11	16	18	19	11

Most Attractive Industries

Which industries would you say are attracting / retaining the top talent in your country of residence today?



Base: Total Sample – N= 5,054

Most Attractive Industries – By Country

Which industries would you say are attracting / retaining the top talent in your country of residence today?

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Telecommunications	35	35	33	44	40	34	25	34	30	44	27	40	43	39	29
Banking / Finance	35	28	46	40	37	39	54	30	31	41	37	35	51	34	36
Construction	31	43	27	31	26	29	40	34	38	30	54	23	33	24	29
Tourism / Hospitality	25	19	13	35	27	12	38	44	27	30	17	15	34	39	24
IT	25	21	19	24	34	22	21	28	21	22	15	22	39	23	25

Most Attractive Industries – By Country 2/2

Which industries would you say are attracting / retaining the top talent in your country of residence today?

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Consumer Goods	24	31	12	22	20	24	22	28	23	30	16	22	26	22	23
Electronics	23	25	9	28	25	24	18	25	21	26	14	25	25	28	17
Oil, Gas & Petrochemicals	23	42	16	31	9	33	4	5	35	15	40	23	16	9	32
Advertising	22	15	24	28	22	21	36	19	21	26	17	21	30	21	24
Government / Civil service	18	19	15	10	17	18	10	13	19	26	17	23	13	17	21

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