

Bayt.com Middle East Job Index

August 2012



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 skills set and qualifications.

^ Calculation of Indices and Benchmarking

- The indices that concentrate on measuring the 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:
 - 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?
 - 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 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 value for the overall index
- Current period 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 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 26th July 2012 to 26th August 2012. Out of the total sample of 6,530 respondents, the number of working respondents achieved was 5,999. The results are reported on a base of 5,999 respondents.

Summary

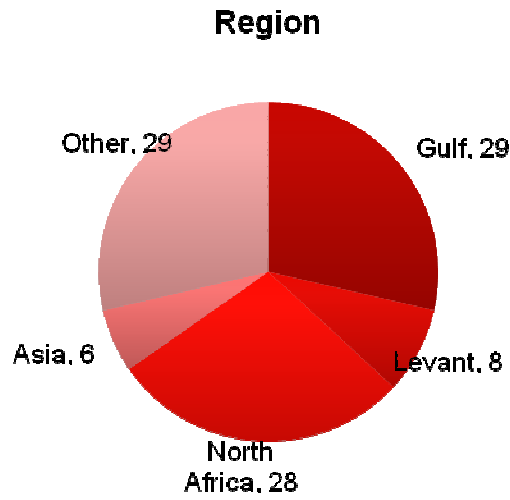
- Current hiring expectancy slightly better compared to the past wave with 28% of respondents claiming they will 'definitely hire' in the next 3. Another 25% are uncertain about their plans and say they would 'probably hire'. Respondents from Qatar, KSA and Kuwait are more likely to hire than others.
- Future hiring also shows some improvement with 66% being positive of hiring in the next 12 months. Of these 30% to 'definitely hire' and 36% to 'probably hire'. KSA, Qatar and Kuwait show greater likelihood of hiring in the next 12 months.
- Overall the Private Sector (Multi-national Companies) are more likely to hire in the next 3 months (59%) and in the coming 12 months followed by Private sector- Large local companies.
- 45% of all those indicating they would hire in the next 3 months report they will look to hire for less than 5 positions. Another 24% say they would hire for 6-10 positions.
- Trend continues from past waves as organizations claim to be on the lookout for people to fill in lower executive positions like Junior Executive (36%) and Executive (30%).

Summary

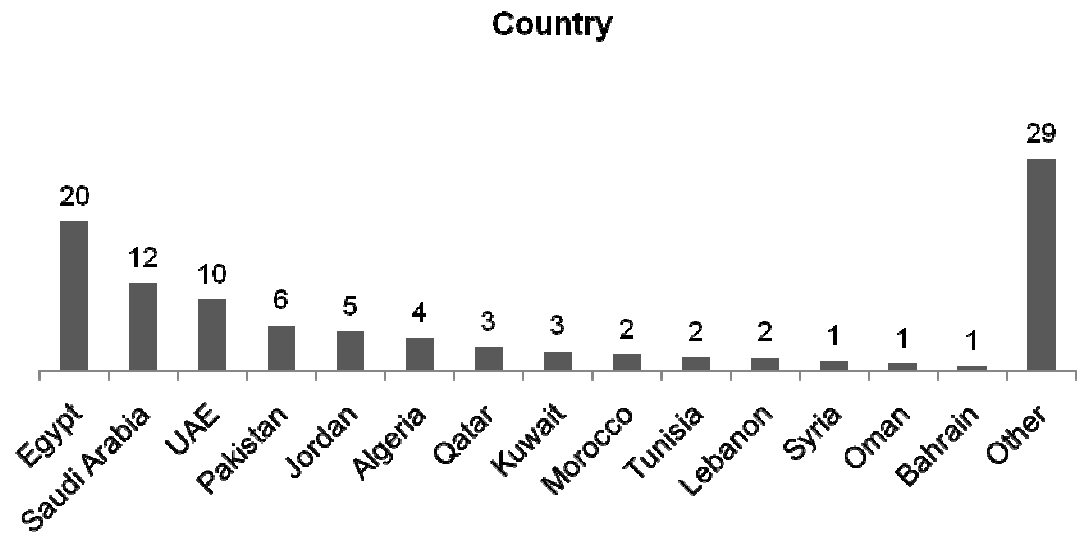
- Companies are on the lookout for people who are Business Graduates/ Post Graduates (25%) and Engineering Graduation/Post Graduation (24%).
- Apart from qualifications, the key skill sets that are most sought for in candidates are: ability to perform as a Team player (50%), Good Communication Skills-Arabic & English (50%), possessing Leadership skills (45%) and Trustworthy/ Honest (42%).
- UAE, Qatar and KSA are all regarded as the most attractive job markets by recruiters.
- At the Industry level, attractiveness of the Banking (34%) takes the lead followed by Telecom (33%) and Construction (31%).

Respondents Profile

Respondents Profile – Personal



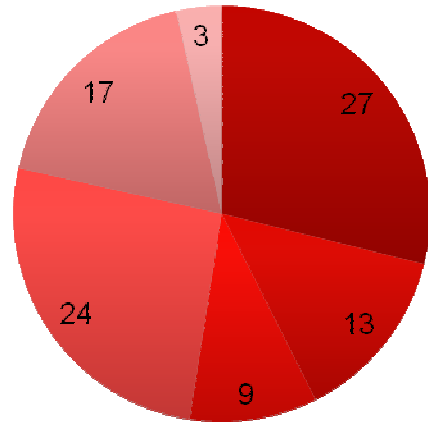
Base: Total Sample – N= 6,530



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Respondents Profile

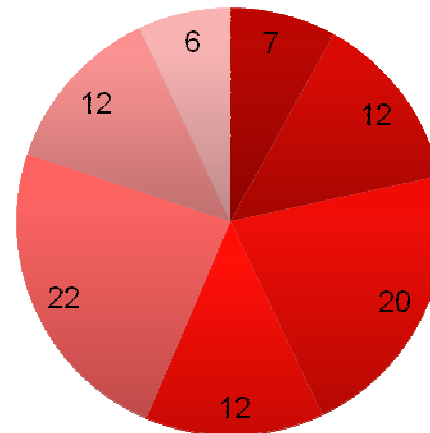
Sector



- 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= 6,530

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= 6,530

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

Current period value for Current Hiring by Country, April 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Current Hiring	131	135	125	124	121	135	144	122	151	132	147	141	126	128	131

Current period value for Current Hiring by Country, July 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4560	444	27	873	268	127	96	222	45	9	154	1283	107	147	578
Current Hiring	131	135	122	123	127	124	122	117	146	150	137	139	137	137	125

Current period value for Current Hiring by Country, October 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Current Hiring	127	136	83	120	121	130	132	140	128	125	122	140	119	116	119

Current period value for Current Hiring by Country, January 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Current Hiring	128	133	134	122	121	128	127	125	139	136	138	137	114	123	126

Current period value for Current Hiring by Country, August 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Current Hiring	129	123	134	122	125	130	120	128	127	133	144	138	103	131	127

^ 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

Current period value for Hiring Expectancy by Country, April 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
HE	143	143	136	139	138	143	150	139	160	146	151	152	145	137	141

Current period value for Hiring Expectancy by Country, July 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4560	444	27	873	268	127	96	222	45	9	154	1283	107	147	578
HE	142	145	137	136	144	135	148	134	143	139	144	148	143	147	138

Current period value for Hiring Expectancy by Country, October 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
HE	139	149	128	134	140	138	131	139	130	135	129	152	133	133	132

Current period value for Hiring Expectancy by Country, January 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
HE	139	145	144	134	136	137	139	137	143	140	149	147	135	135	135

Current period value for Hiring Expectancy by Country, August 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
HE	140	136	145	137	139	144	145	129	119	141	148	147	123	136	140

^ 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

Current period value for Jobs Index by Country, April 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	275	278	261	264	259	278	294	262	311	279	298	293	271	264	272

Current period value for Jobs Index by Country, July 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4560	444	27	873	268	127	96	222	45	9	154	1283	107	147	578
Current Hiring + Future Expectancy	273	280	259	259	272	259	271	251	289	289	281	287	280	284	263

Current period value for Jobs Index by Country, October 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Current Hiring + Future Expectancy	265	285	211	254	261	268	263	279	258	260	251	293	252	249	251

Current period value for Jobs Index by Country, January 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Current Hiring + Future Expectancy	267	278	278	255	257	265	266	262	282	276	287	284	249	258	262

Current period value for Jobs Index by Country, August 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Current Hiring + Future Expectancy	269	259	279	259	264	274	265	256	245	275	292	286	226	267	267

Indices

Current Hiring + Hiring Expectancy

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	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
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

Hiring Expectancy Indices – April 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
HEI	98.2	93.8	93.1	96.8	94.8	97.2	101.8	98.7	98.5	106.1	104.7	98.7	98.9	94.2	99.7

Hiring Expectancy Indices – July 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4560	444	27	873	268	127	96	222	45	9	154	1283	107	147	578
HEI	97.6	94.9	93.9	94.6	99.6	91.9	101.0	94.9	88.5	100.6	100.3	96.3	97.0	101.6	98.1

Hiring Expectancy Indices – October 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
HEI	95.1	97.3	87.5	93.1	96.5	93.7	89.1	98.7	80.2	97.5	89.6	98.9	90.6	91.8	93.4

Hiring Expectancy Indices – January 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
HEI	95.3	94.5	98.5	92.8	93.5	93.2	94.5	97.1	88.4	101.4	103.3	95.6	91.5	93.3	96.1

Hiring Expectancy Indices – August 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
HEI	88.2	80.2	91.9	84.5	86.5	88.6	81.7	90.6	78.3	96.6	99.8	89.9	69.8	90.6	89.9

^ Past and Current Period Values Job Index

Job 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
Jl	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

Job 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
Jl	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

Job 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
Jl	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

Job 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	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Jl	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

Job 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
Jl	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

Job Indices – April 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Jl	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

Job Indices – July 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4560	444	27	873	268	127	96	222	45	9	154	1283	107	147	578
Jl	99.3	97.2	100.5	95.6	100.7	93.3	94.4	96.5	96.9	106.6	102.4	98.7	100.7	102.2	99.7

Job Indices – October 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Jl	96.5	99.0	81.8	93.8	96.7	96.3	91.5	107.3	86.6	95.8	91.1	100.5	90.6	89.7	94.9

Job Indices – January 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Jl	97.1	96.4	107.6	94.2	95.0	95.3	92.7	100.8	94.7	101.8	104.4	97.6	89.4	92.8	99.2

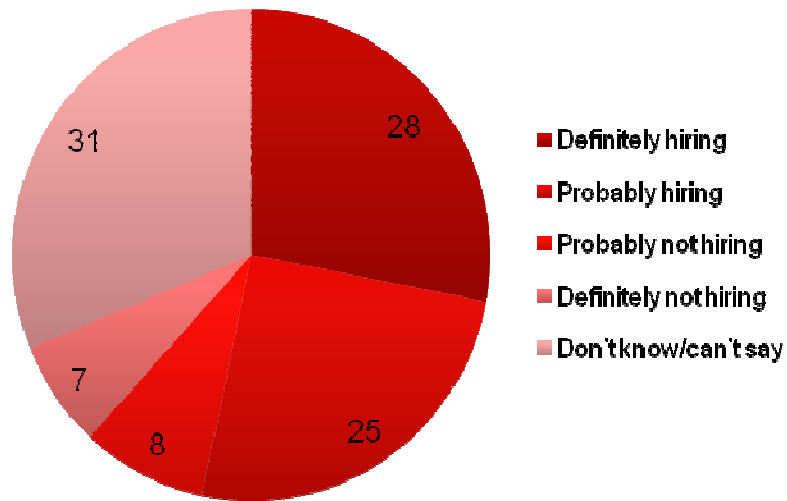
Job Indices – August 2012

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Jl	97.8	89.9	108.1	95.5	97.8	98.6	92.5	98.6	82.3	101.4	106.2	98.1	81.2	96.1	101.0

Report

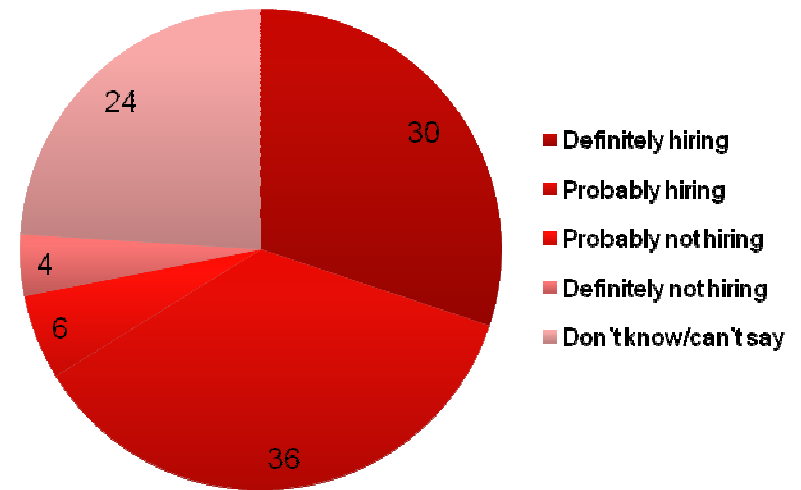
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 5,999

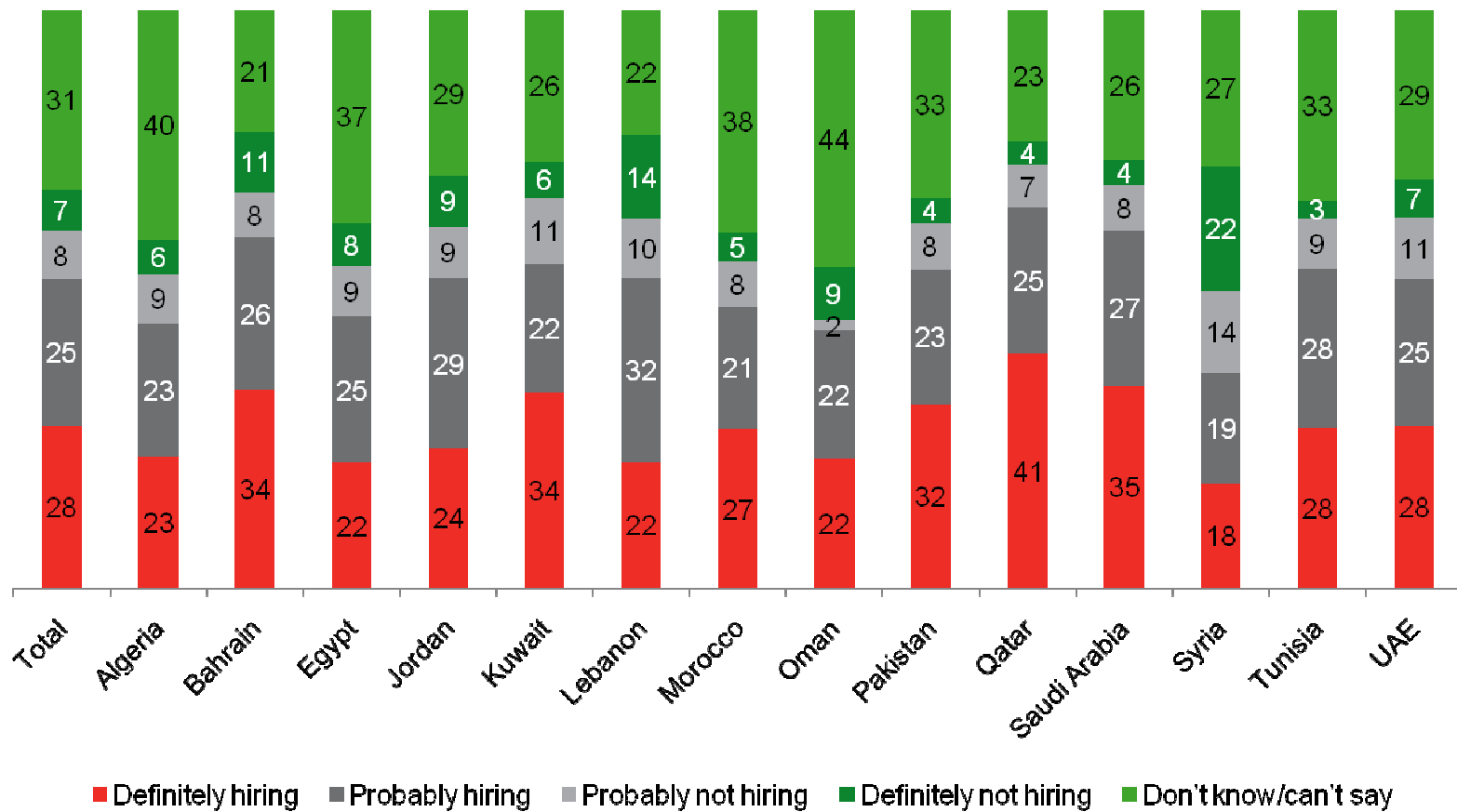
Next 12 Months



Base: Those Working – N= 5,999

Current Hiring Expectancy – By Country

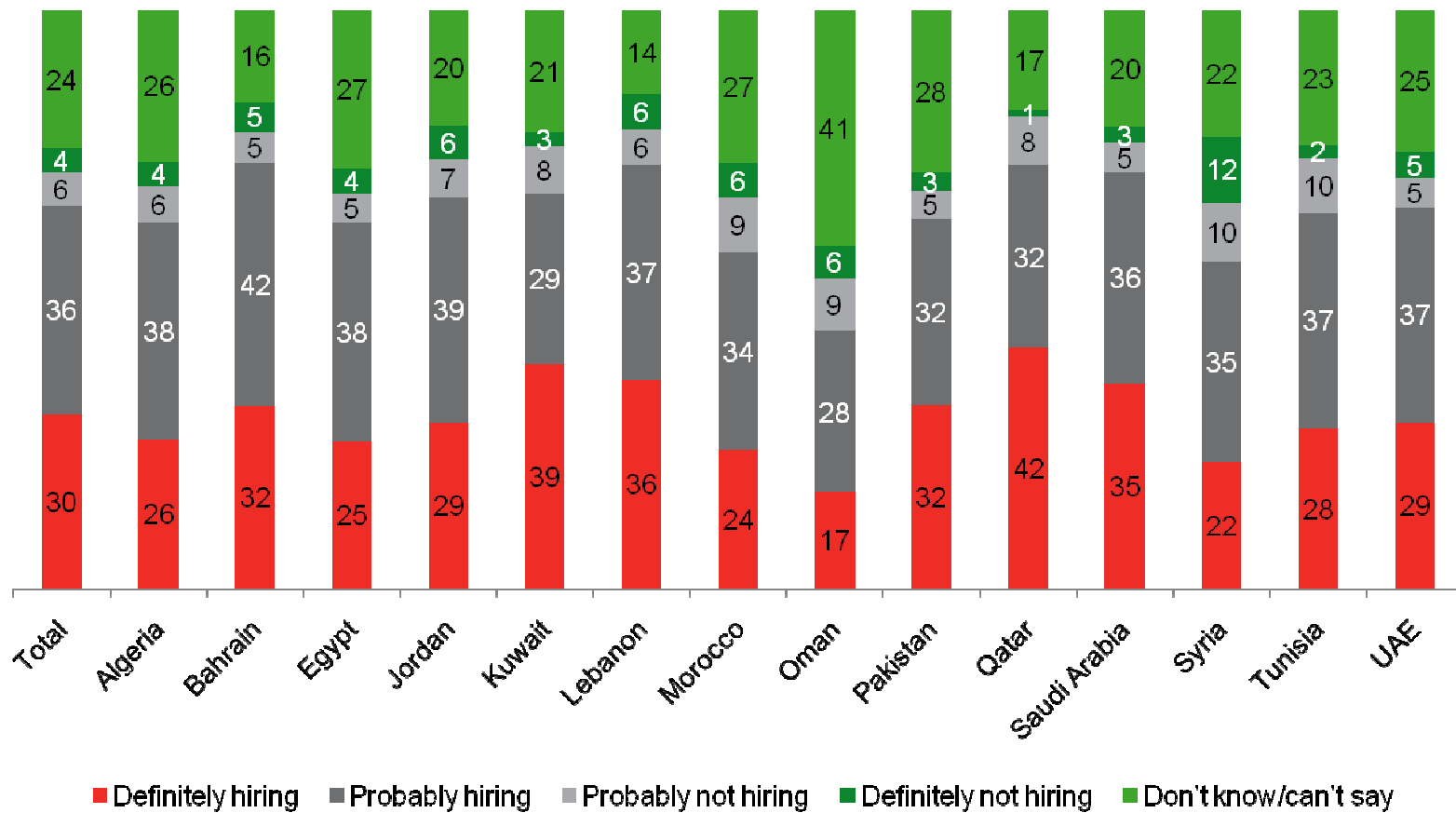
Will you be hiring in the next 3 months either for your organization or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 5,999

Future Hiring Expectancy – By Country

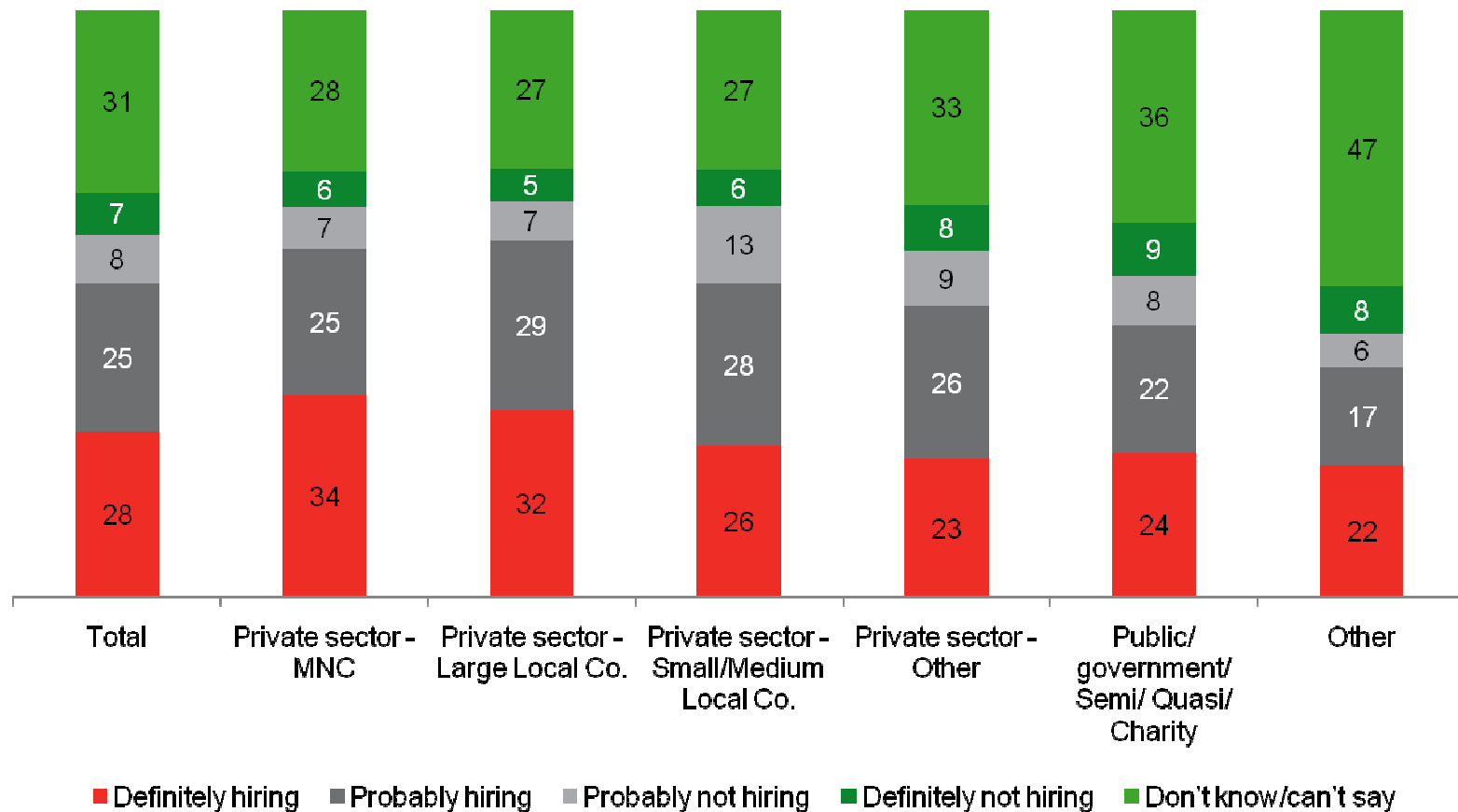
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organization or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N=5,999

Current Hiring Expectancy – By Sector

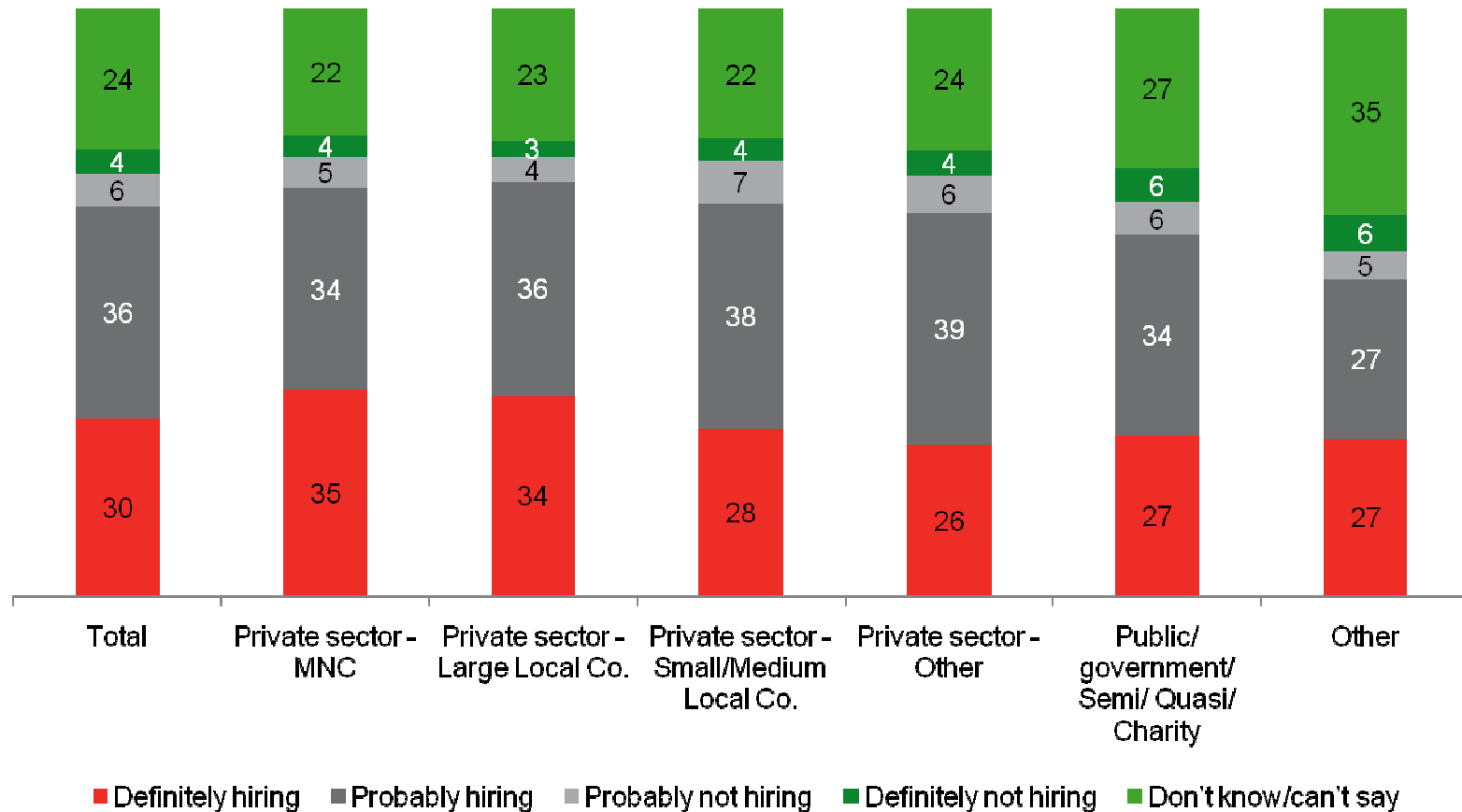
Will you be hiring in the next 3 months either for your organization or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 5,999

Future Hiring Expectancy – By Sector

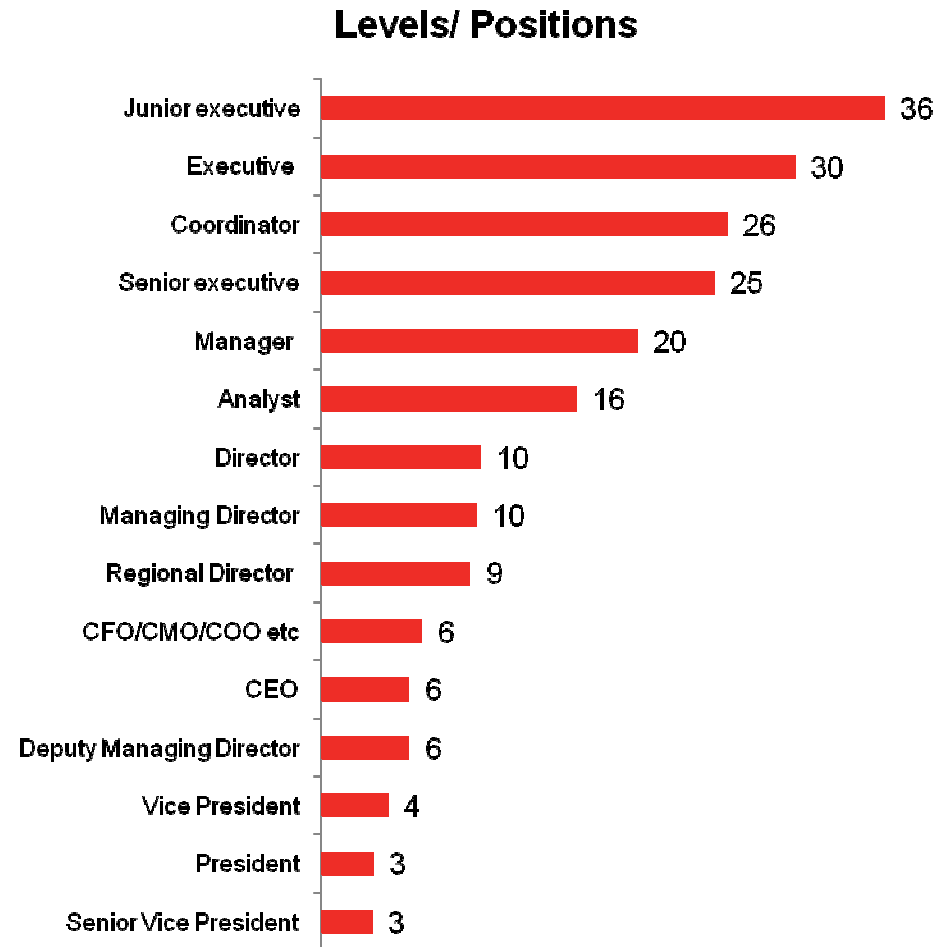
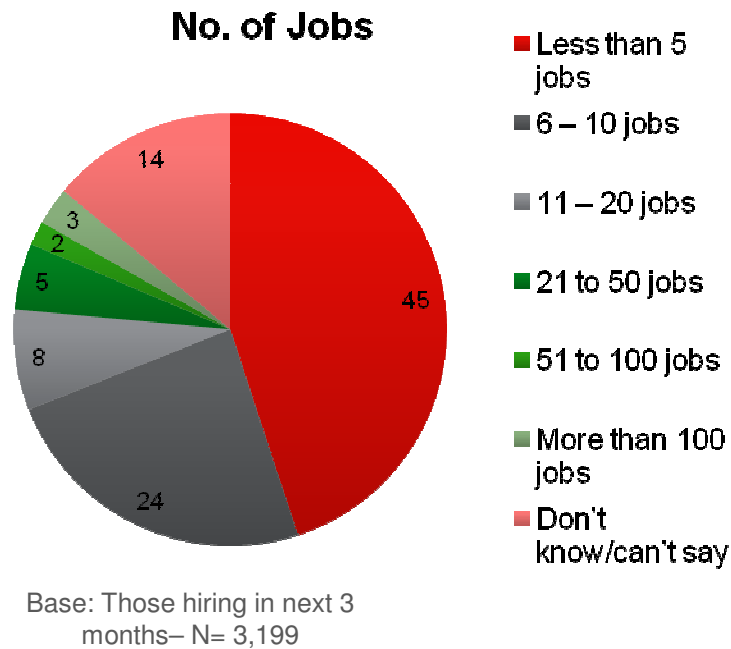
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organization or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 5,999

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?



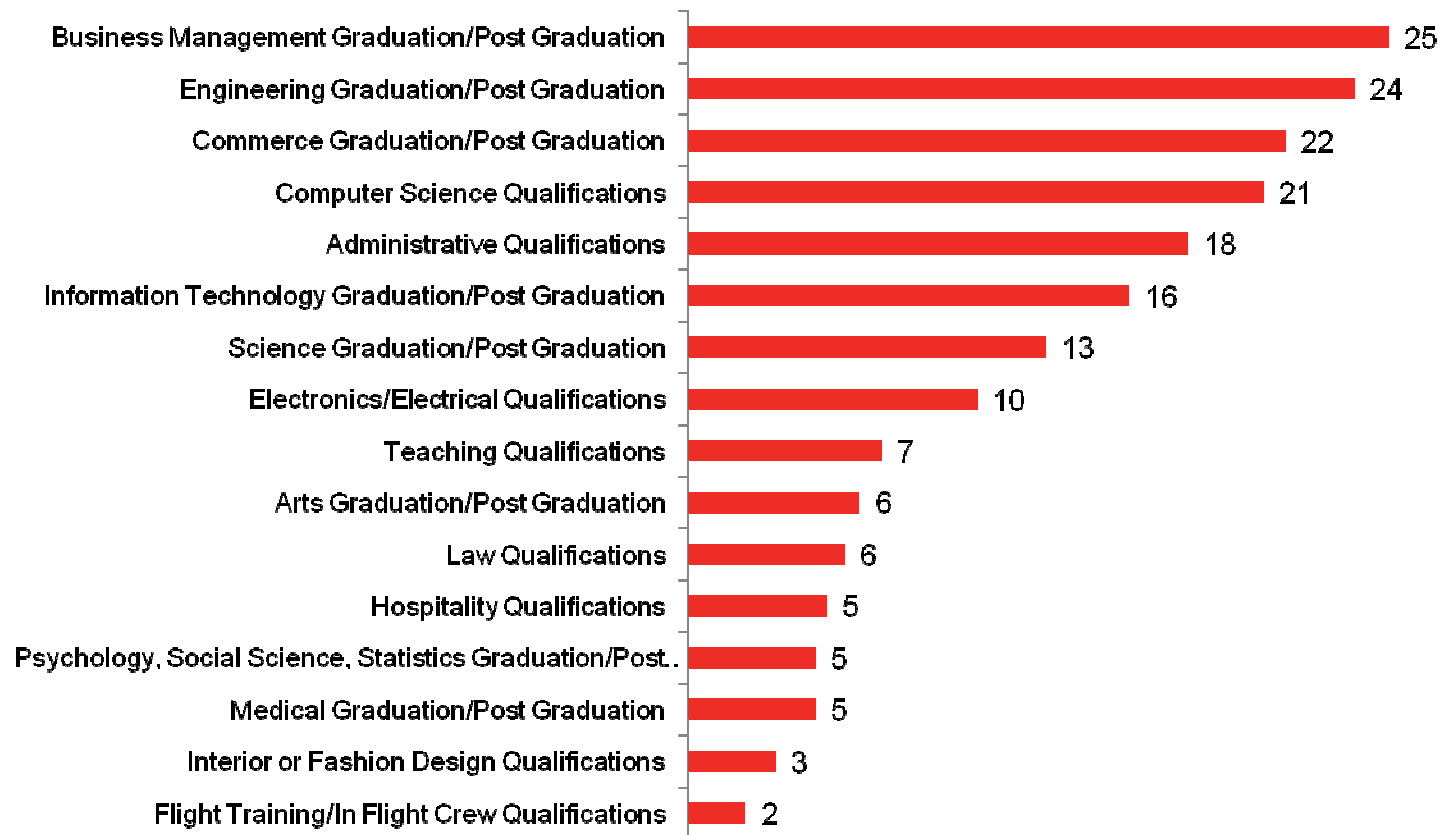
Availability of Jobs – By Country

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	3199	117	23	557	160	88	52	57	24	206	125	447	29	52	316
Less than 5 jobs	45	54	43	49	49	44	50	49	58	36	39	39	21	42	44
6 – 10 jobs	24	27	22	23	21	24	29	19	17	25	22	27	38	25	22
11 – 20 jobs	8	3	9	6	8	7	10	5	8	10	7	8	3	10	8
21 to 50 jobs	5	2	9	5	2	3	2	5	8	8	9	6	3	10	8
51 to 100 jobs	2	0	0	1	1	5	0	5	0	0	5	3	3	0	1
More than 100 jobs	3	3	9	2	2	1	0	0	0	3	8	4	3	8	3

Qualifications

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



Base: Those Working– N= 5,999

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:	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Business Management Graduation/Post Graduation	25	28	32	20	23	28	31	18	24	35	21	29	24	22	22
Engineering Graduation/Post Graduation	24	25	24	21	15	18	21	15	26	21	33	32	15	23	27
Commerce Graduation/Post Graduation	22	20	21	29	13	20	7	21	17	26	21	22	21	18	20
Computer Science Qualifications	21	25	13	24	22	17	16	26	9	18	14	24	21	19	14
Administrative Qualifications	18	16	21	15	22	22	24	19	17	17	18	20	21	19	16
Information Technology Graduation/Post Graduation	16	15	13	12	15	13	18	15	20	23	15	18	12	11	13

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:	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Science Graduation/Post Graduation	13	14	13	10	6	11	10	8	11	20	12	10	6	17	12
Electronics/Electrical Qualifications	10	12	11	9	8	9	11	9	11	8	11	14	9	11	9
Teaching Qualifications	7	9	11	7	7	7	6	9	6	8	6	5	8	9	5
Arts Graduation/Post Graduation	6	8	11	5	4	6	7	1	6	9	7	4	3	10	7
Law Qualifications	6	14	3	10	5	3	3	5	4	3	6	3	4	9	3
Hospitality Qualifications	5	5	13	4	5	10	4	9	4	2	11	3	6	4	6

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?



Base: Those Working– N= 5,999

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:	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Team player - Cooperative / helpful / flexible	50	41	50	52	55	48	56	43	54	48	49	50	45	46	49
Good communication skills – Arabic & English	50	26	55	66	72	63	51	13	52	15	53	73	67	19	48
Good leadership skills	45	33	45	42	48	44	45	25	41	52	46	43	31	38	47
Trustworthy / Honest	42	43	50	42	45	43	46	40	39	39	29	43	38	37	40
Ability to work under pressure	42	27	39	44	45	47	38	25	35	45	40	45	32	32	44

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:	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Overall personality and demeanor	41	37	32	49	56	41	41	33	44	30	31	48	42	38	34
Efficient / productive	40	33	39	40	47	47	48	32	26	39	36	43	40	45	36
Good negotiation skills	39	35	29	40	43	39	39	30	39	42	33	39	29	32	39
Good personal grooming	38	25	32	45	47	42	32	28	33	38	33	42	41	24	32
Passionate / desire to make a difference	37	37	21	46	48	31	33	40	35	25	29	41	38	47	32

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:	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Managerial – ability to manage a team	37	34	29	34	33	38	34	30	35	41	33	36	40	38	35
Computer skills	32	30	32	32	27	32	27	24	28	41	27	31	27	14	26
Mid level experience (3 to 7 years)	25	19	16	24	26	21	36	16	24	28	30	29	23	21	27
Sales and Marketing	25	18	18	29	24	24	29	27	28	21	19	28	22	21	25
Engineering	24	26	24	20	15	22	18	11	33	20	33	31	19	26	27

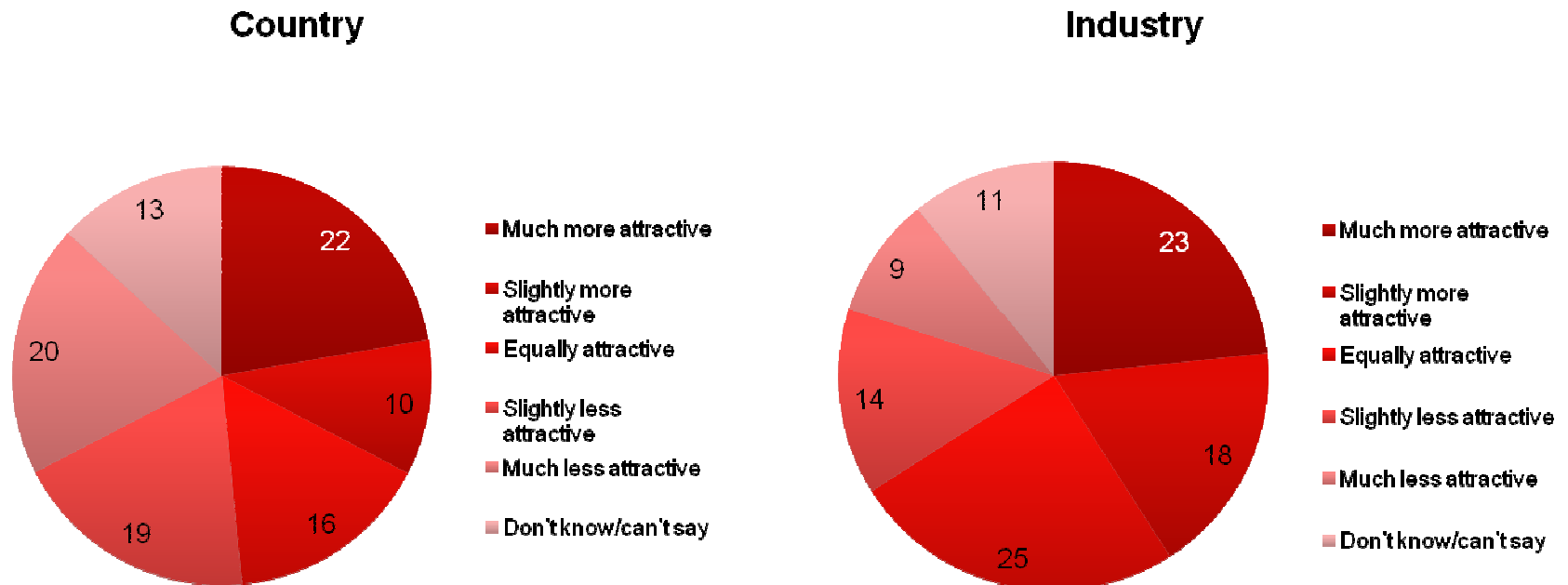
Experience – By Country 2/2

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:	5999	256	38	1187	299	157	97	117	54	374	190	722	78	94	591
Administrative	22	21	29	18	20	24	19	19	20	26	26	23	17	14	22
Public speaking/Giving Presentations	16	21	0	21	22	15	10	14	15	14	15	17	8	11	9
Senior level experience (7 to 10 years)	16	12	13	12	14	15	14	14	17	16	21	19	12	9	18
Junior level experience (less than 3 years)	15	11	11	18	20	13	16	18	7	13	18	18	9	18	17
Very Senior level experience, Department Head or Director (More than 10 years)	10	12	13	9	11	7	8	5	7	6	14	12	8	11	7

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?



Base: Those Working– N=5,999

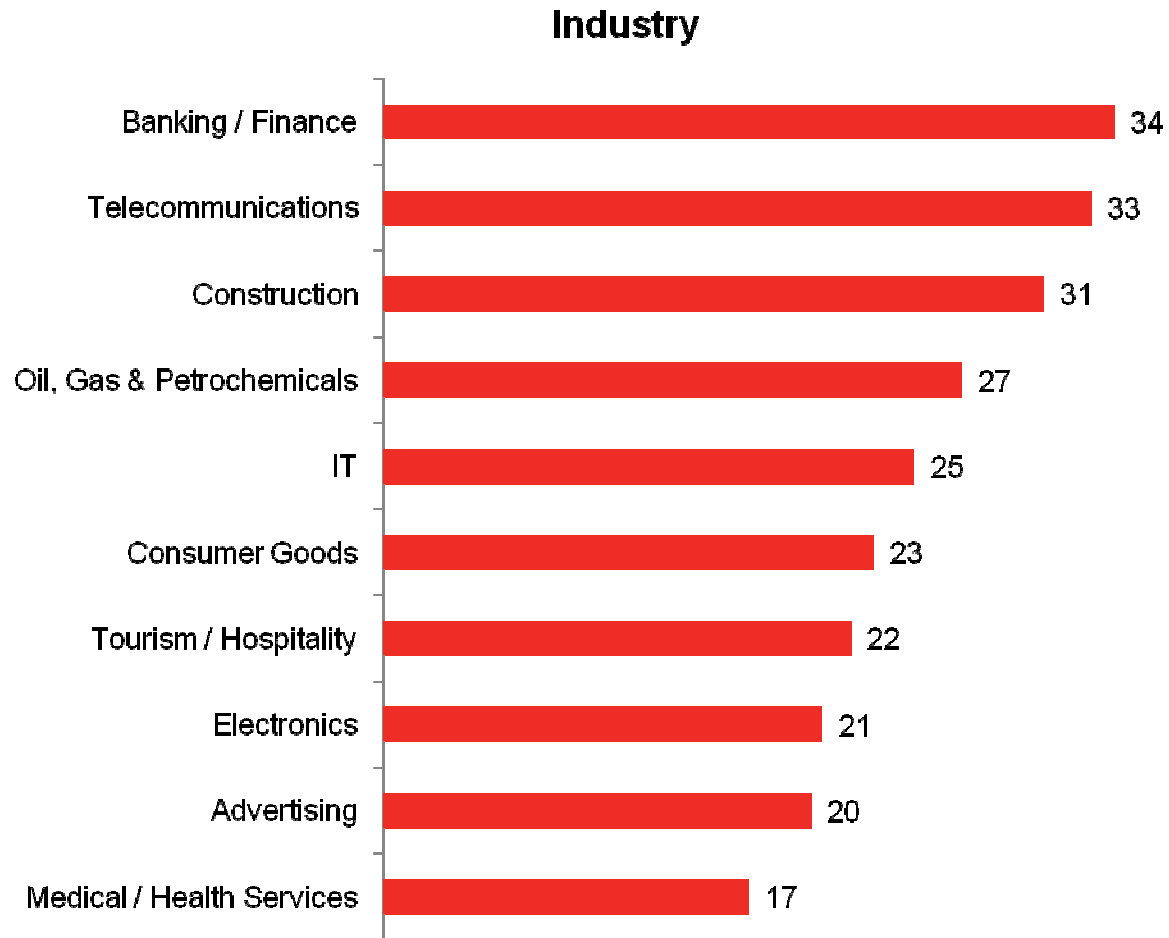
Country Attractiveness

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	6530	284	40	1314	342	168	110	139	56	395	205	777	86	115	626
Much more attractive	22	17	25	18	9	32	12	21	9	12	40	40	9	12	43
Slightly more attractive	10	5	8	8	11	12	9	10	14	4	18	17	7	5	18
Equally attractive	16	16	18	12	14	17	16	15	25	16	24	15	17	13	15
Slightly less attractive	19	19	35	24	27	18	25	19	21	27	7	11	19	26	7
Much less attractive	20	21	13	23	28	9	28	14	20	31	3	7	35	29	6
Don't know/can't say	13	22	3	16	10	13	10	21	11	11	7	11	13	15	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= 6,530

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 ³	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	6530	284	40	1314	342	168	110	139	56	395	205	777	86	115	626
Telecommunications	33	28	36	39	33	25	24	33	29	33	20	34	34	30	27
Banking / Finance	32	24	49	33	39	34	49	22	32	39	33	30	47	22	34
Construction	29	40	16	24	27	28	36	31	38	20	45	30	35	22	26
Consumer Goods	23	31	15	24	23	19	21	26	24	19	14	21	26	22	18
Oil, Gas & Petrochemicals	23	34	35	26	7	26	8	6	42	26	36	26	14	13	32

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	6530	284	40	1314	342	168	110	139	56	395	205	777	86	115	626
Consumer Goods	23	33	15	27	28	18	22	37	34	21	18	21	19	23	19
Tourism / Hospitality	22	17	20	28	29	14	35	41	23	14	16	13	23	36	24
Electronics	21	23	15	24	23	19	17	30	21	14	17	22	23	20	17
Advertising	20	16	13	26	17	23	37	23	16	27	15	16	24	22	18
Medical / Health Services	17	23	13	14	26	15	19	8	14	13	15	23	10	22	14

 Thank you

