

Bayt.com Middle East Job Index

November 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:
 - 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'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 26th September 2011 to 17th October 2011. Out of the total sample of 2,542 respondents, the number of working respondents achieved was 2,344. The results are reported on a base of 2,344 respondents.

Summary

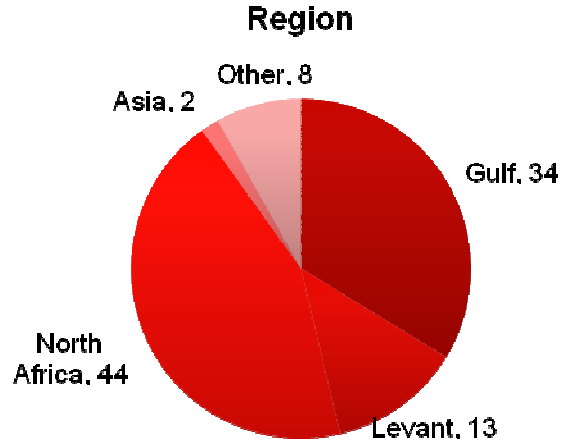
- Current hiring expectancy exhibits minor drop when compared to the past wave as this time 25% of respondents claiming to 'definitely hire' in the next 3. Another 28% are uncertain about their plans and say they would 'probably hire'. Respondents from KSA and Kuwait are slightly more likely to hire than others.
- Future hiring also sees a slight dip with 65% being positive of hiring in the next 12 months. Of these 28% to 'definitely hire' and 37% to 'probably hire'. KSA and Kuwait show greater likelihood of hiring in the next 12 months with 39% and 30% claiming to do so respectively.
- Overall the Private Sector (Multi-national Companies) are more likely to hire in the next 3 months (57%) and in the coming 12 months along with Private sector- Large local companies.
- 49% of all those indicating they would hire in the next 3 months report they will look to hire for less than 5 positions. Another 20% 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 (37%) and Executive (30%).

Summary

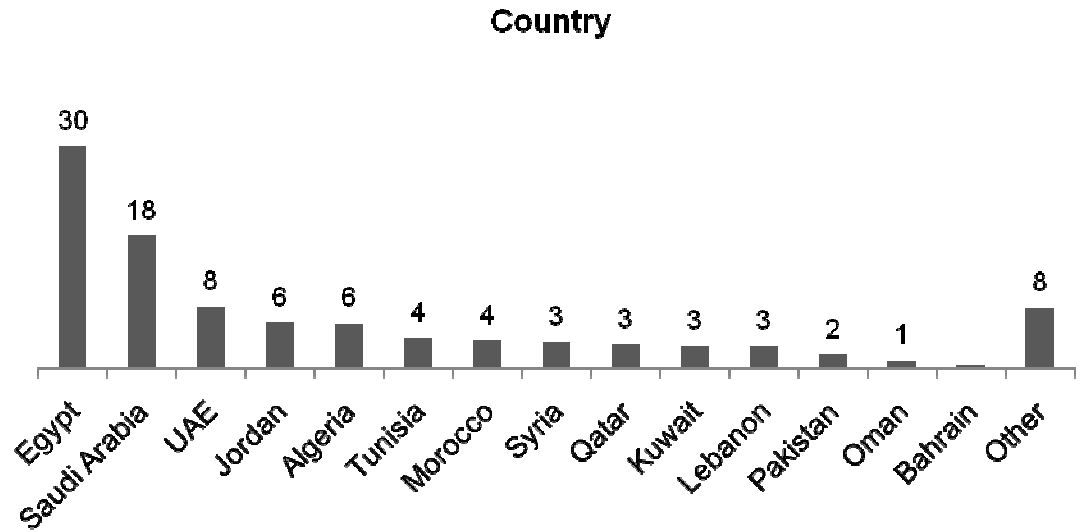
- Companies are on the lookout for Commerce and Business graduates. Apart from qualifications, the key skill sets that are most sought for in candidates are: Good Communication Skills-Arabic & English (58%), ability to perform as a Team player (48%), possessing Overall personality and demeanor (46%) and Trustworthy/ Honest (43%).
- Qatar, KSA and UAE, all are regarded as the most attractive job markets by recruiters.
- At the Industry level, attractiveness of the Banking (36%) takes the lead followed by Telecom (35%) and Construction (31%).

Respondent Profile

Respondent Profile – Personal



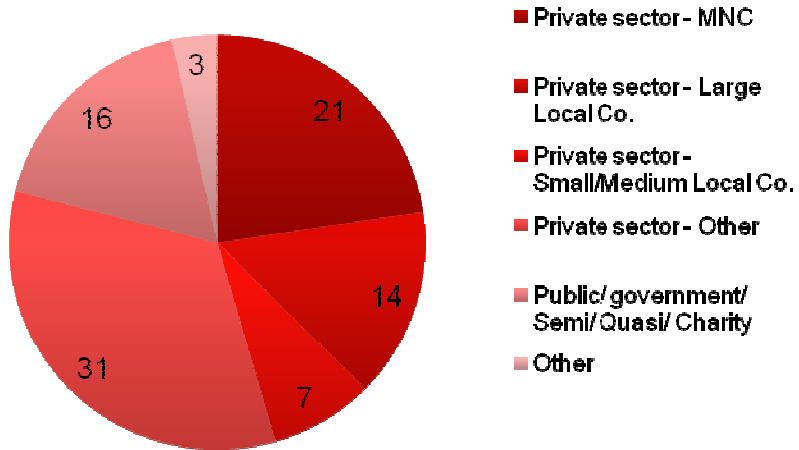
Base: Total Sample – N= 2,542



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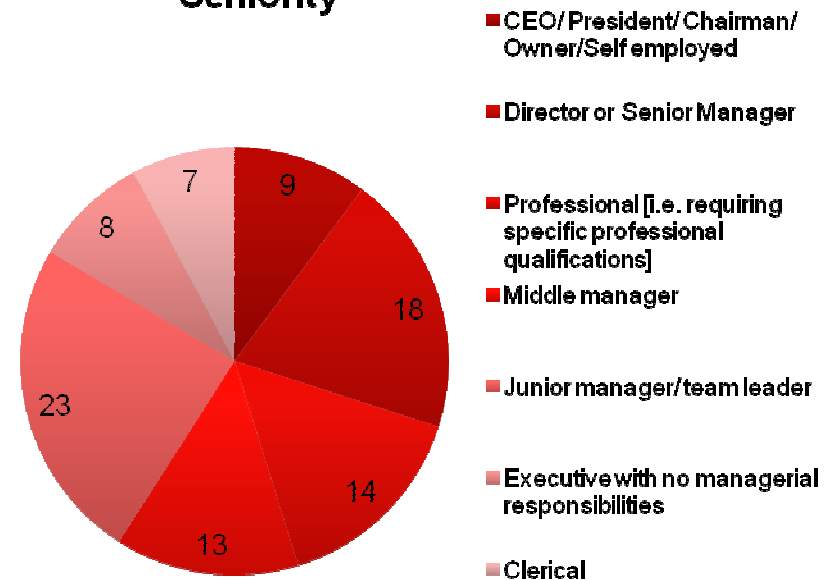
Respondent Profile

Sector



Base: Total Sample – N= 2,542

Seniority



Base: Total Sample – N= 2,542

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

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

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

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	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

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

Jobs 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
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

Jobs 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
JI	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

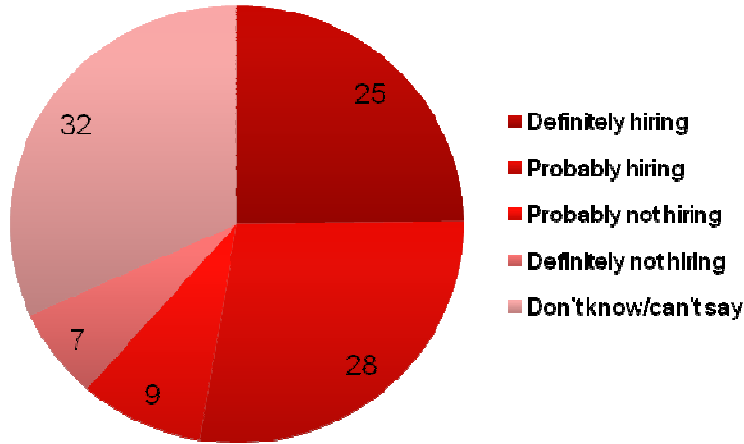
Jobs Indices – October 2011

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Achieved Sample size	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
JI	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

Report

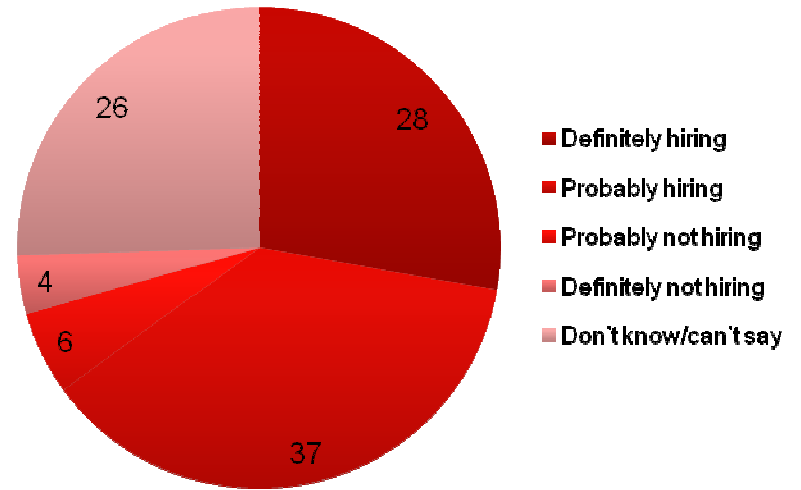
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 2,344

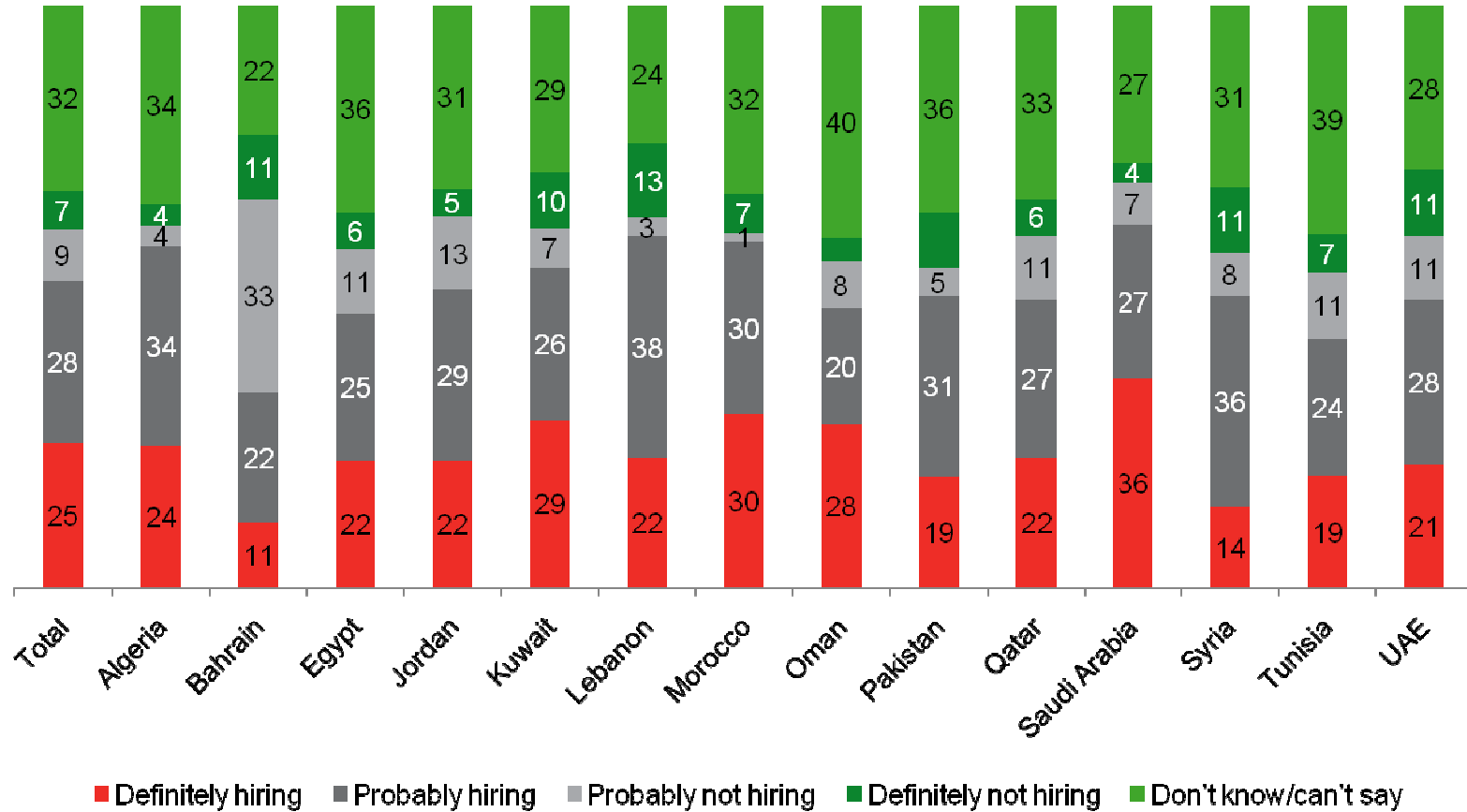
Next 12 Months



Base: Those Working– N= 2,344

Current Hiring Expectancy – By Country

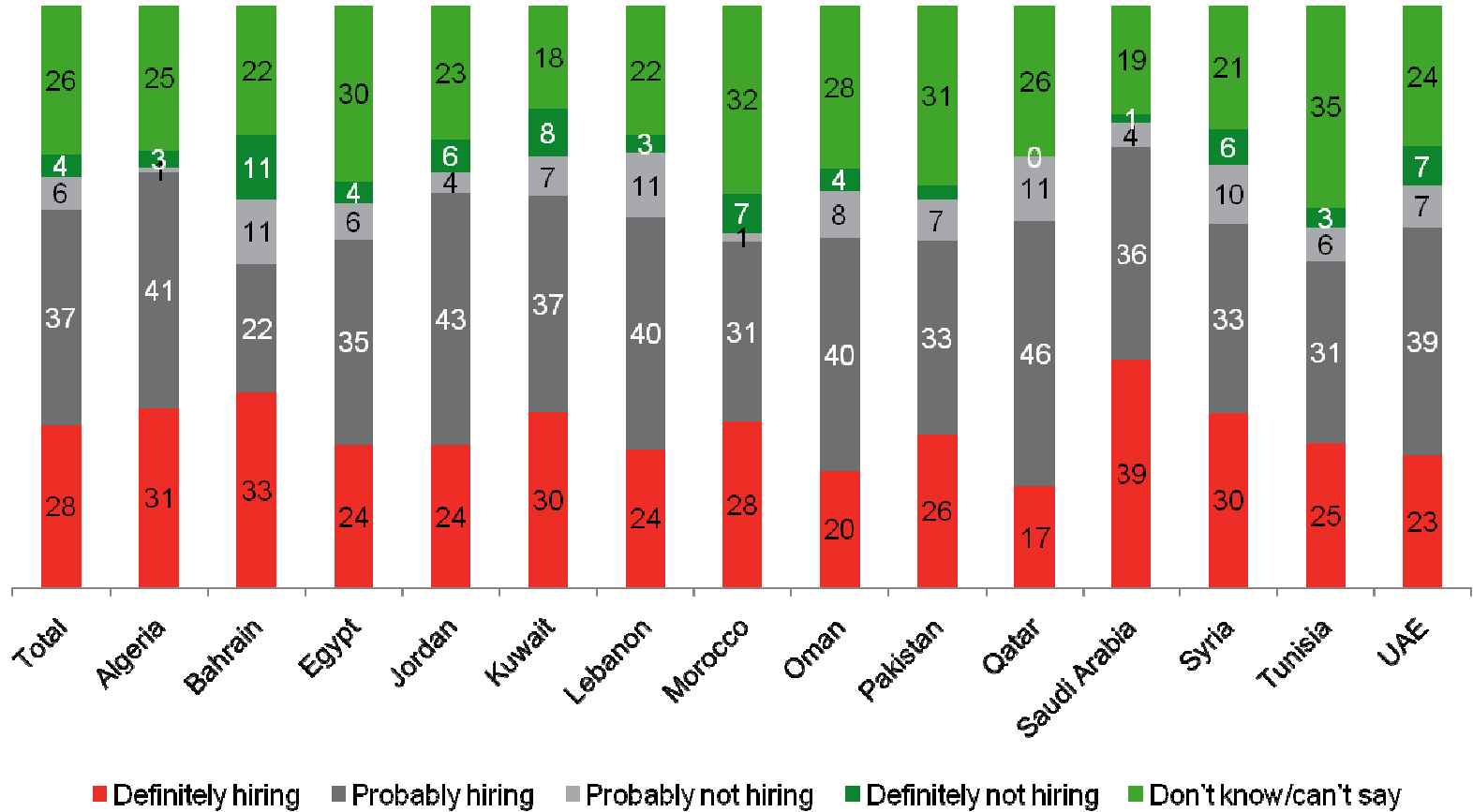
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 2.344

Future Hiring Expectancy – By Country

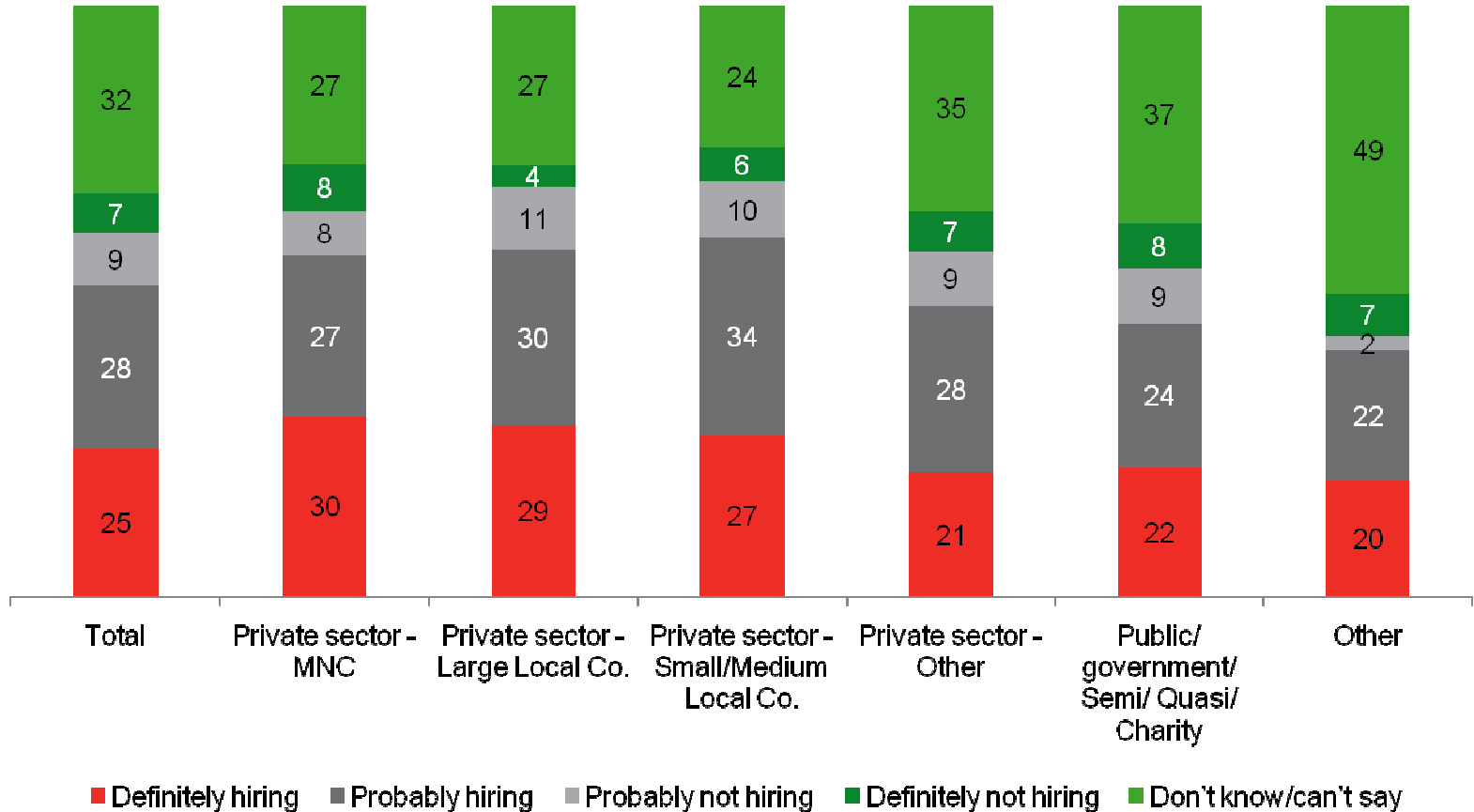
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N=2,344

Current Hiring Expectancy – By Sector

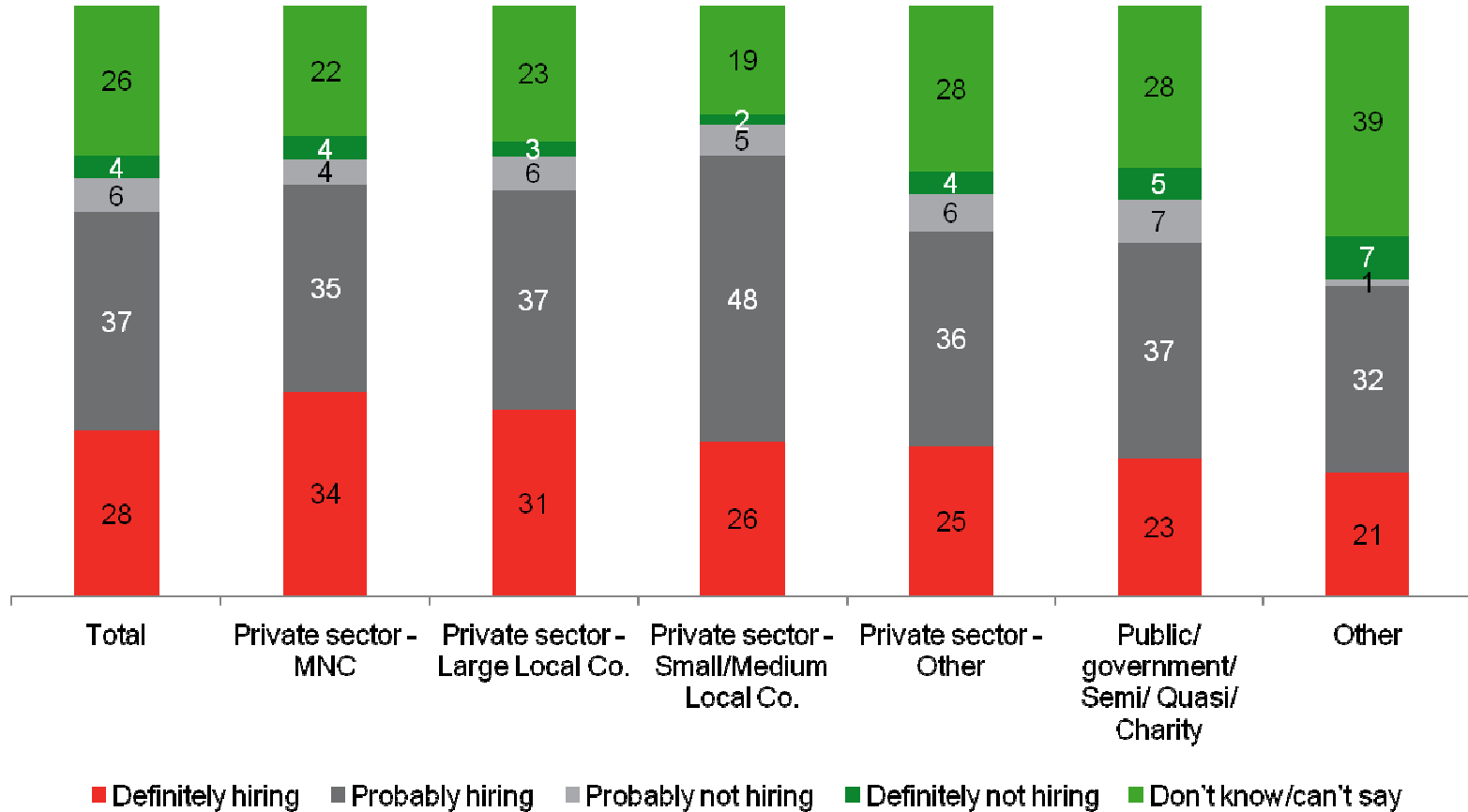
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 2,344

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?

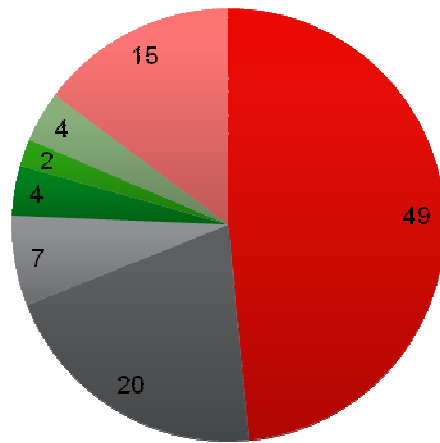


Base: Those Working– N= 2,344

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?

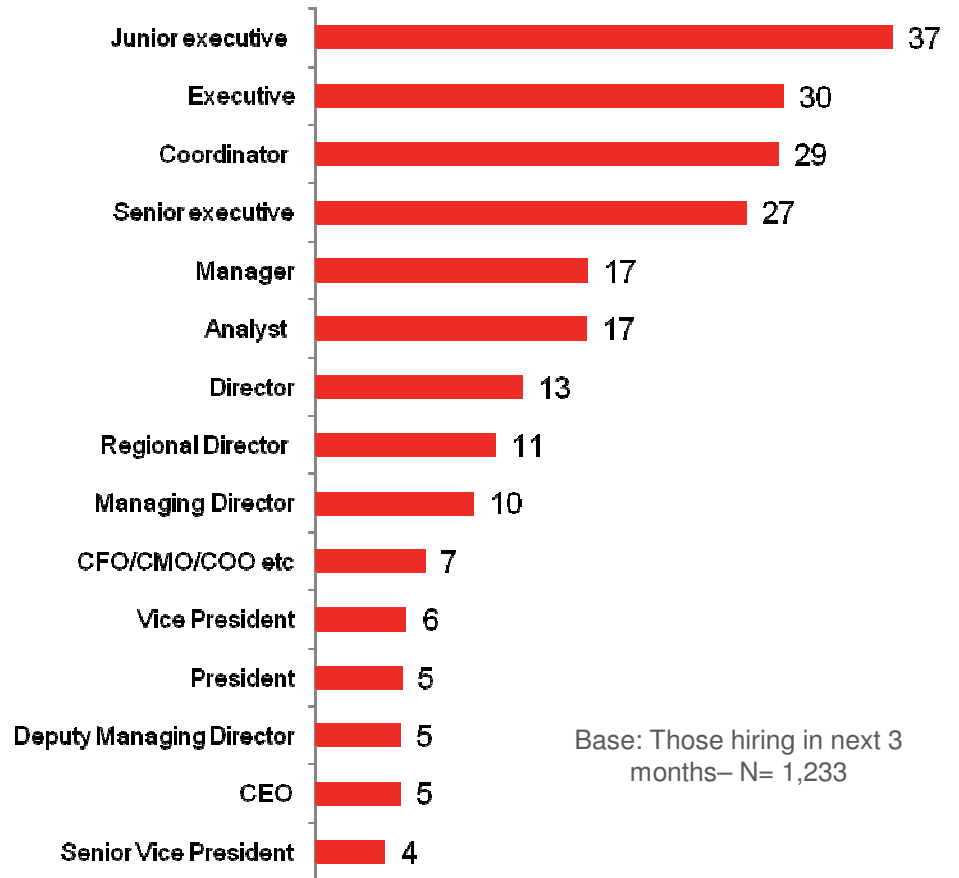
No. of Jobs



Base: Those hiring in next 3 months– N= 1,233

- Less than 5 jobs
- 6 – 10 jobs
- 11 – 20 jobs
- 21 to 50 jobs
- 51 to 100 jobs
- More than 100 jobs
- Don't know/can't say

Levels/ Positions



Base: Those hiring in next 3 months– N= 1,233

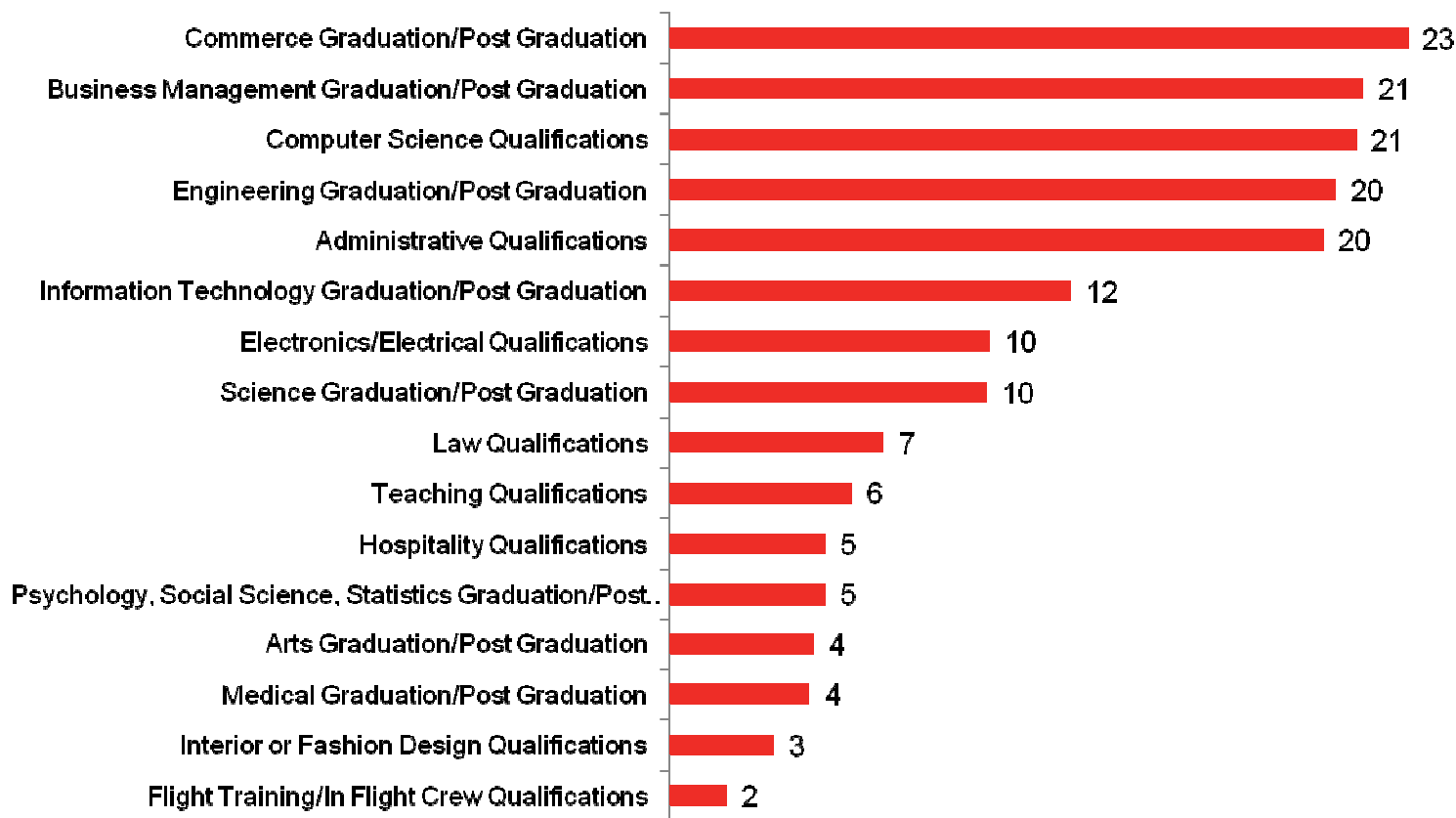
Availability of Jobs – By Country

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	1233	82	3	338	73	40	38	44	12	21	40	263	40	38	96
Less than 5 jobs	49	56	33	49	67	55	61	50	67	48	48	42	40	58	48
6 – 10 jobs	20	21	33	19	15	18	18	14	8	24	25	23	30	21	23
11 – 20 jobs	7	4	0	7	1	5	5	7	0	0	3	11	10	8	6
21 to 50 jobs	4	2	0	3	7	3	0	7	8	0	3	5	5	3	2
51 to 100 jobs	2	0	0	1	0	5	0	0	0	10	0	3	0	0	2
More than 100 jobs	4	2	0	2	3	5	8	2	0	0	5	6	0	3	6

Qualifications

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



Base: Those Working– N= 2,344

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:	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Commerce Graduation/Post Graduation	23	26	56	28	15	21	8	22	32	26	15	23	20	18	18
Business Management Graduation/Post Graduation	21	35	33	17	17	16	37	24	40	36	20	23	19	27	16
Computer Science Qualifications	21	28	56	20	15	22	17	24	12	19	22	25	21	21	13
Engineering Graduation/Post Graduation	20	23	33	18	10	14	13	15	40	19	26	23	9	19	28
Administrative Qualifications	20	32	33	15	23	19	25	15	24	17	17	24	25	25	13
Information Technology Graduation/Post Graduation	12	17	11	8	8	11	13	19	20	10	7	16	9	20	10

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:	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Electronics/Electrical Qualifications	10	14	33	8	8	8	8	12	16	10	9	12	9	15	6
Science Graduation/Post Graduation	10	16	22	7	6	8	5	20	12	14	11	9	5	15	9
Law Qualifications	7	12	0	8	4	7	5	9	12	2	7	5	3	11	5
Teaching Qualifications	6	6	11	4	8	3	8	5	4	0	7	5	8	7	6
Psychology, Social Science, Statistics Graduation/Post Graduation	5	14	11	4	7	1	3	3	4	0	7	5	4	9	1
Hospitality Qualifications	5	3	11	5	4	10	14	4	8	2	7	3	4	4	7

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= 2,344

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:	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Good communication skills – Arabic & English	58	28	67	64	64	78	51	22	76	19	60	80	53	18	55
Team player - Cooperative / helpful / flexible	48	36	56	50	50	52	52	32	68	48	49	54	55	30	47
Overall personality and demeanour	46	36	33	50	51	52	37	35	52	33	33	57	43	31	37
Trustworthy / Honest	43	42	56	42	46	56	32	42	44	48	35	48	41	33	38
Passionate / desire to make a difference	40	36	44	42	41	40	35	38	36	33	38	50	46	29	29

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:	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Good personal grooming	40	21	11	45	47	49	32	22	36	33	33	50	40	20	35
Efficient / productive	40	25	56	38	37	44	41	34	48	33	42	51	36	33	37
Good leadership skills	40	31	67	38	41	38	48	24	56	48	44	46	35	20	42
Ability to work under pressure	39	21	33	41	47	52	44	15	48	38	30	44	39	13	44
Good negotiation skills	38	30	56	39	35	40	29	30	52	52	25	42	40	33	37

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:	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Managerial – ability to manage a team	38	39	44	35	36	33	44	34	24	40	43	42	36	33	40
Computer skills	31	30	44	31	25	32	30	27	28	26	26	36	30	31	22
Sales and Marketing	27	20	44	29	22	23	27	26	32	26	23	33	30	19	23
Administrative	23	36	33	18	22	29	35	27	36	36	15	24	19	26	23
Mid level experience (3 to 7 years)	23	13	33	21	24	23	24	12	28	31	17	29	24	11	23

Experience – By Country 2/2

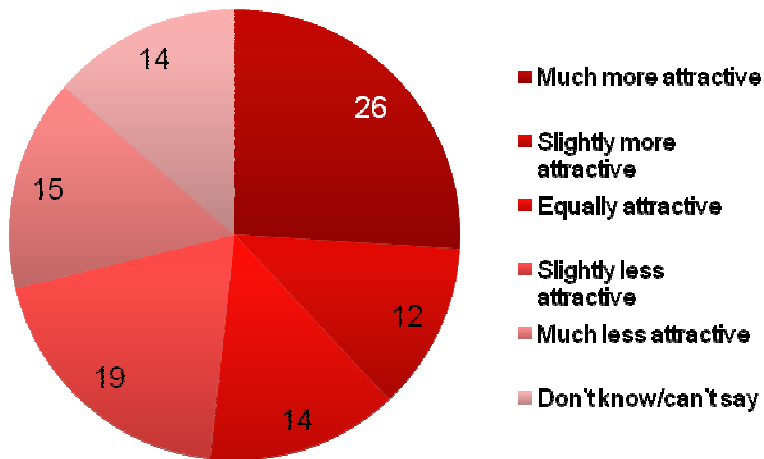
What experience are you ideally looking for?

Experience	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Engineering	21	15	22	18	11	16	16	16	32	26	25	27	15	17	29
Public speaking/Giving Presentations	17	23	22	19	17	16	8	8	32	10	23	20	13	7	13
Senior level experience (7 to 10 years)	14	8	0	12	11	16	17	12	24	19	16	19	13	7	18
Junior level experience (less than 3 years)	14	11	22	14	16	15	21	12	12	10	14	17	8	10	11
Very Senior level experience, Department Head or Director (More than 10 years)	12	9	33	13	9	12	13	9	24	5	11	12	6	10	9

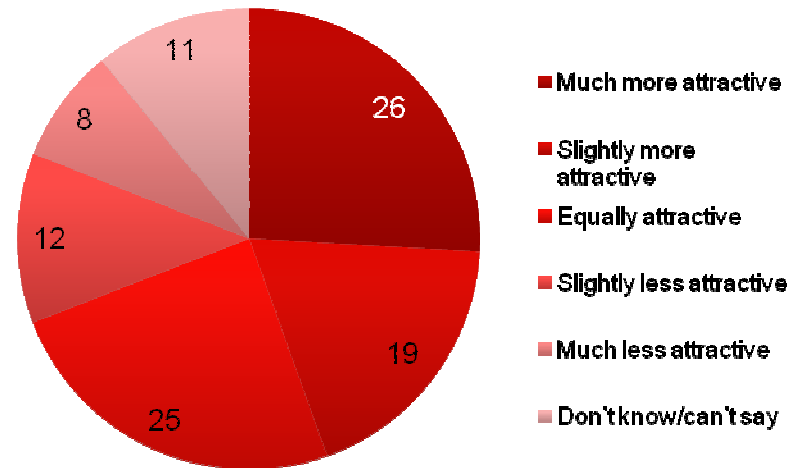
Country & Industry Attractiveness – Overall

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= 2,344

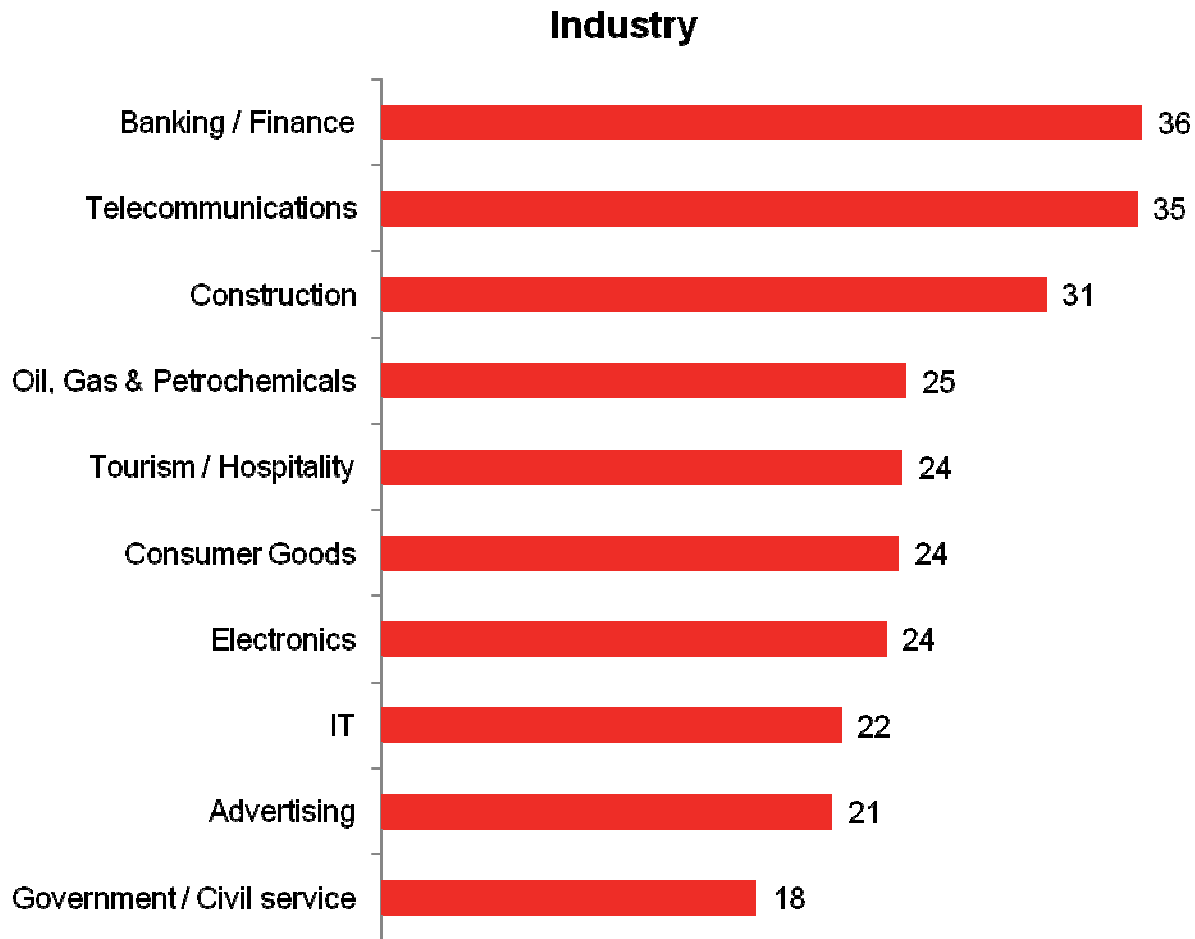
Country Attractiveness

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	2344	140	9	719	143	73	63	74	25	42	81	422	80	89	194
Much more attractive	26	18	10	19	13	32	20	22	20	20	49	44	11	13	48
Slightly more attractive	12	8	20	9	15	23	8	5	12	5	22	18	6	6	15
Equally attractive	14	15	30	13	15	17	14	11	24	16	10	14	15	10	13
Slightly less attractive	19	25	20	25	28	13	25	23	36	23	10	7	30	27	9
Much less attractive	15	18	20	19	21	8	26	9	0	25	2	5	25	22	7
Don't know/can't say	14	17	0	16	8	6	7	31	8	11	6	11	14	22	8

Most Attractive Industries

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



Base: Total Sample – N= 2,542

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	2542	153	10	765	155	77	76	93	25	44	81	455	88	103	210
Banking / Finance	36	28	30	36	37	43	42	15	32	55	32	36	44	29	36
Telecommunications	35	35	20	41	33	26	29	31	24	43	22	39	34	34	25
Construction	31	41	40	27	26	23	43	34	32	18	52	34	33	18	27
Oil, Gas & Petrochemicals	25	31	40	28	5	35	7	4	32	34	43	24	5	13	39
Tourism / Hospitality	24	20	0	33	24	14	45	39	24	5	20	13	23	31	22

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	2542	153	10	765	155	77	76	93	25	44	81	455	88	103	210
Consumer Goods	24	37	10	27	19	27	16	25	16	30	21	22	19	25	21
Electronics	24	27	10	27	25	23	22	29	8	11	17	26	20	21	14
IT	22	22	20	17	26	23	25	28	12	39	12	22	30	19	23
Advertising	21	16	30	24	15	17	51	25	20	30	19	19	17	17	19
Government / Civil service	18	22	20	14	25	19	8	10	40	16	16	22	10	17	19

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