

The Middle East Jobs Index Survey

January 2010

bayt[®].com

The Middle East's #1 Job Site

YouGov[®]
What the world thinks

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 4th to 30th January 2010. Out of the total sample of 3,942 respondents, the number of working respondents achieved was 3,698 out.

Summary

- Current situation: 27% of the respondents indicated that they would definitely hire in the next 3 months.
- Indicative Future Trend: 69% of the respondents claimed they will hire in a year's time. 32% said they would definitely hire in the next 12 months. Some probability of hiring was mentioned by another 37%.
- A similar trend in the hiring expectancy can be observed across all the countries.
- Hiring expectations of large scale local organizations for the next one year were relatively higher than other sectors.
- In comparison to other positions more organizations are looking for people to fill in the lower executive level positions.
- The key skill sets that are in demand are Communication Skills (64%), Team ability (48%), Overall personality(44%) .
- UAE(46%) and KSA(46%) share the top rank on the country's overall attractiveness. Qatar (38%) takes the third place.
- At an industry level, 'banking/ finance' (37%) followed by 'telecom' (37%) and 'construction' (29%) are perceived to attract and retain the top talent.

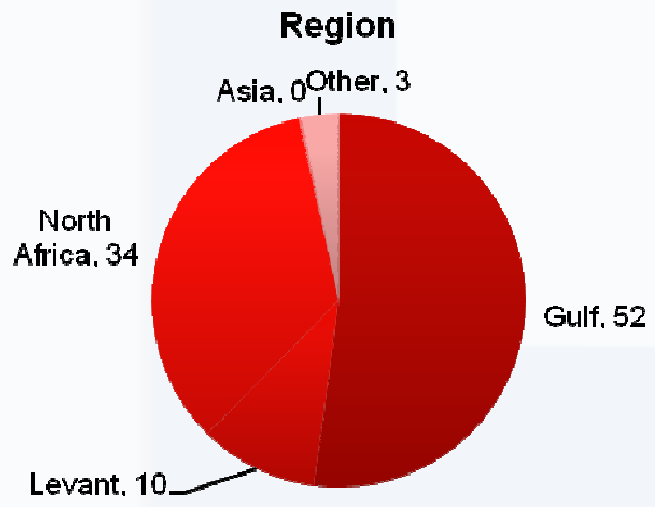
Respondent Profile

bayt[®].com

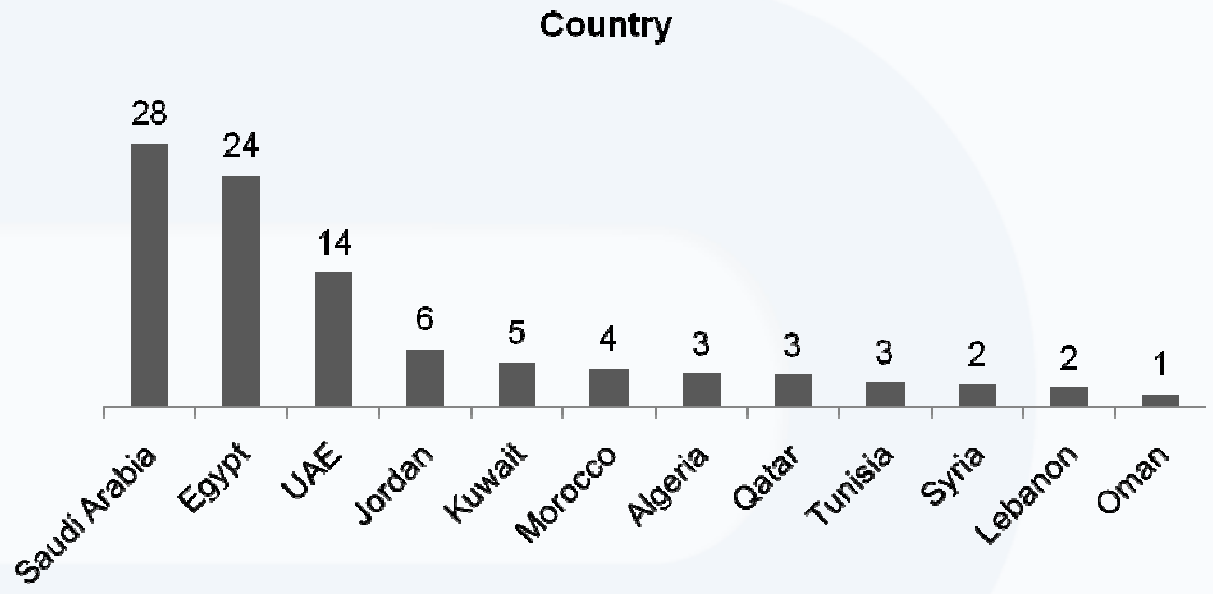
The Middle East's #1 Job Site

YouGov[®]
What the world thinks

Respondent Profile – Personal



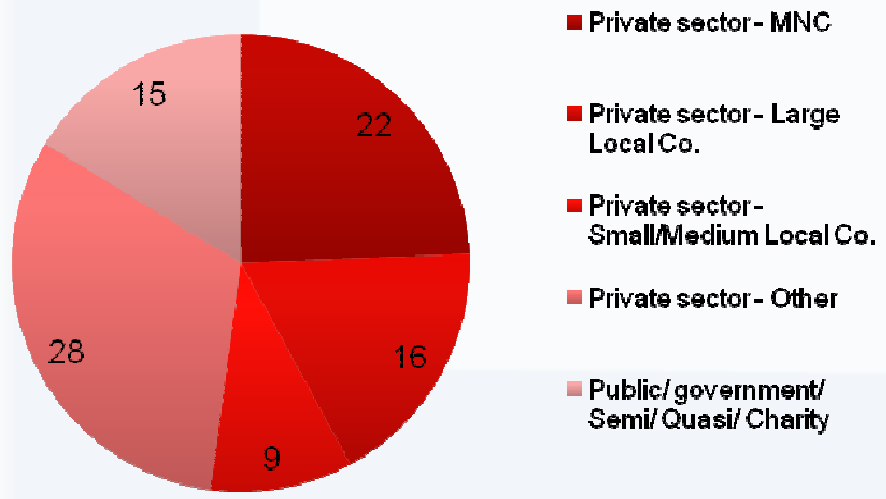
Base: Total Sample – N= 3,942



Base: Total Sample – N= 3,942

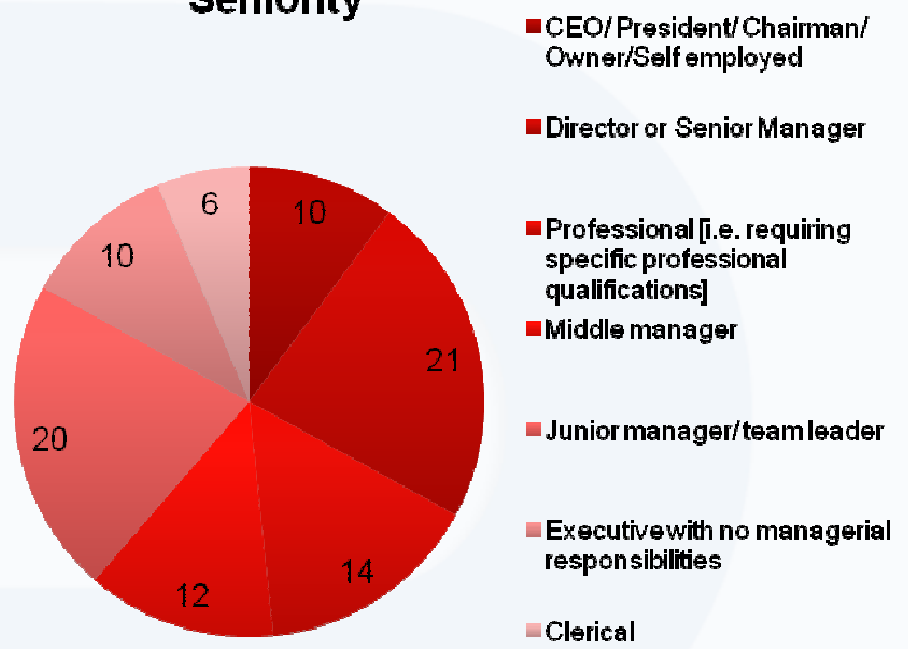
Respondent Profile

Sector



Base: Total Sample – N= 3,942

Seniority



Base: Total Sample – N= 3.942

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

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

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
JI	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
JI	273	274	281	266	262	275	279	278	281	260	266	291	273	278	250

Hiring Expectancy Indices – Jan 2010

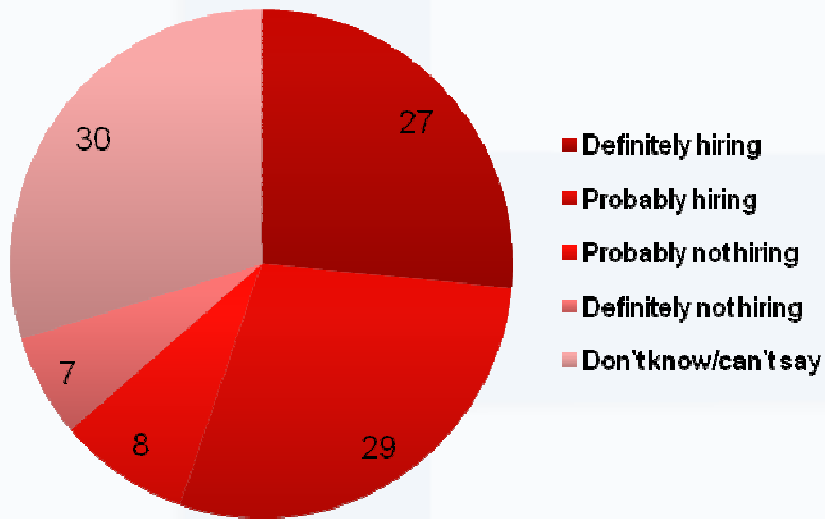
Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
HEI	98.6	94.1	96.6	97.9	95.9	97.3	98.6	102.8	89.5	97.8	98.6	99.4	97.3	100.7	94.3

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

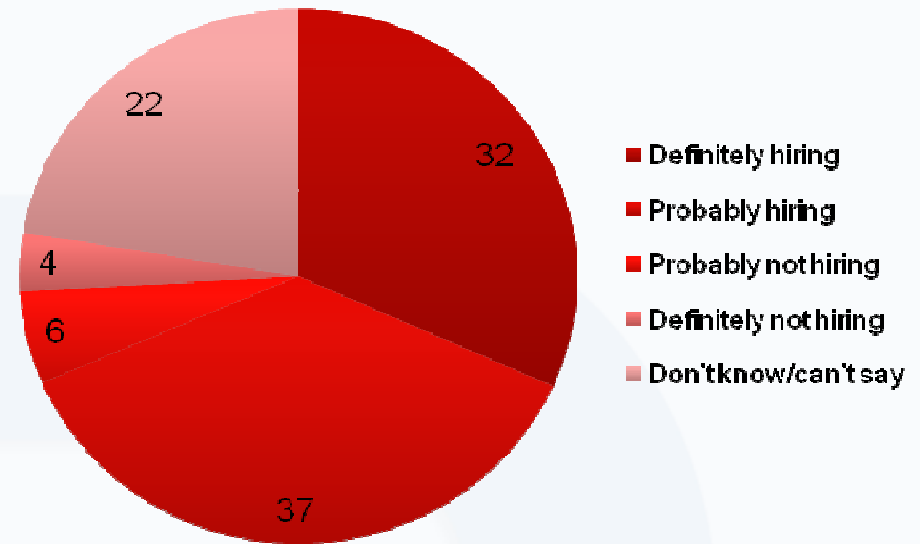
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 3,698

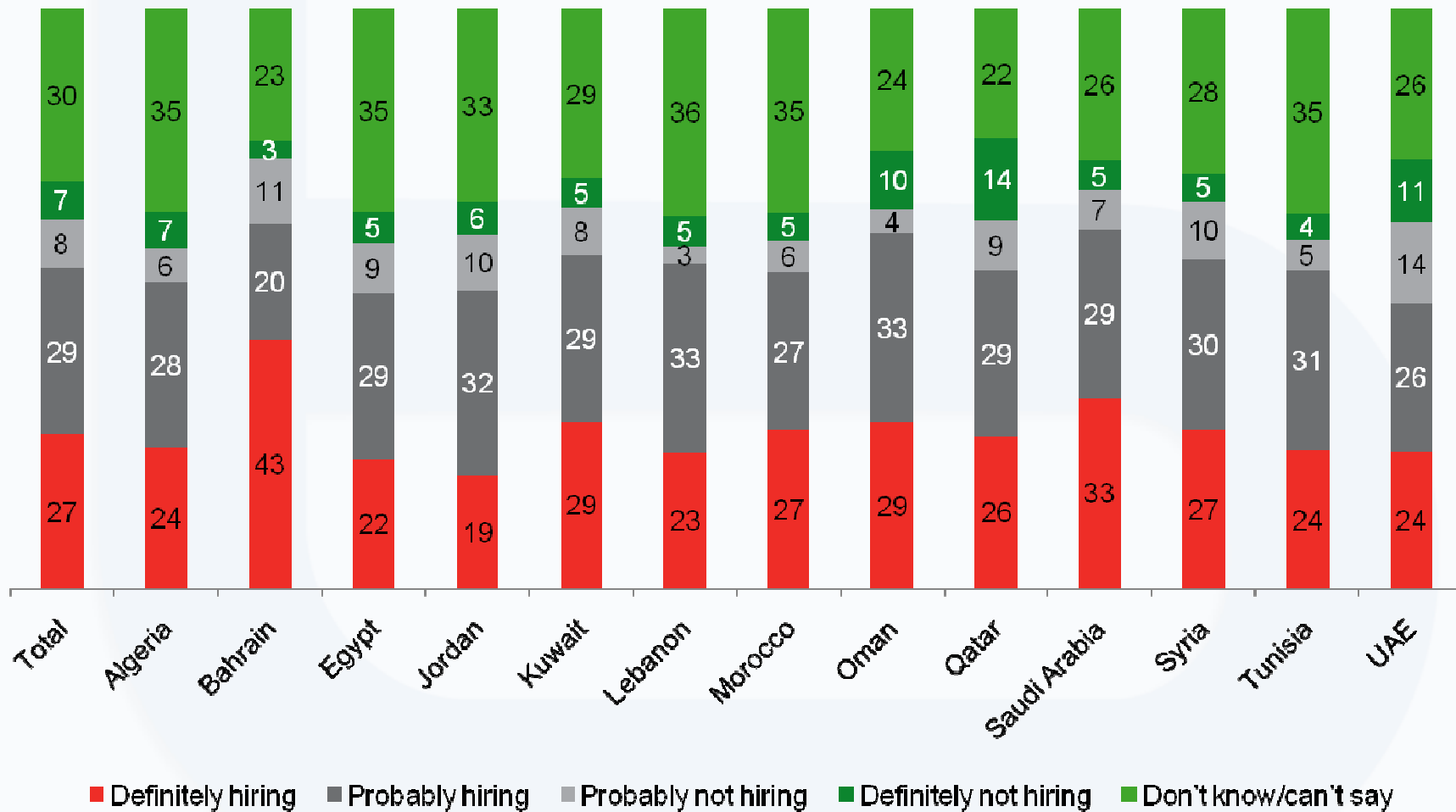
Next 12 Months



Base: Those Working – N= 3,698

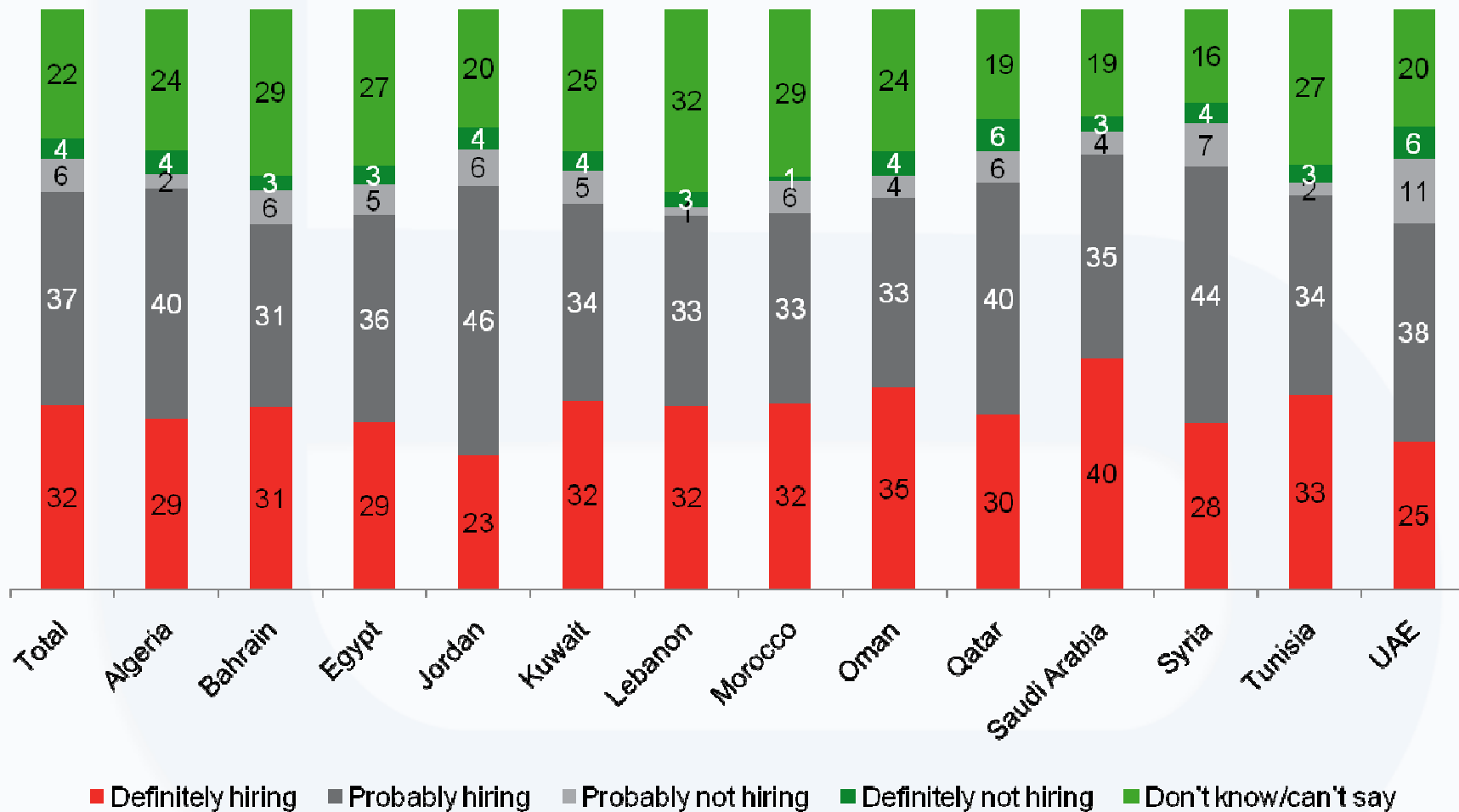
Current Hiring Expectancy – By Country

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?



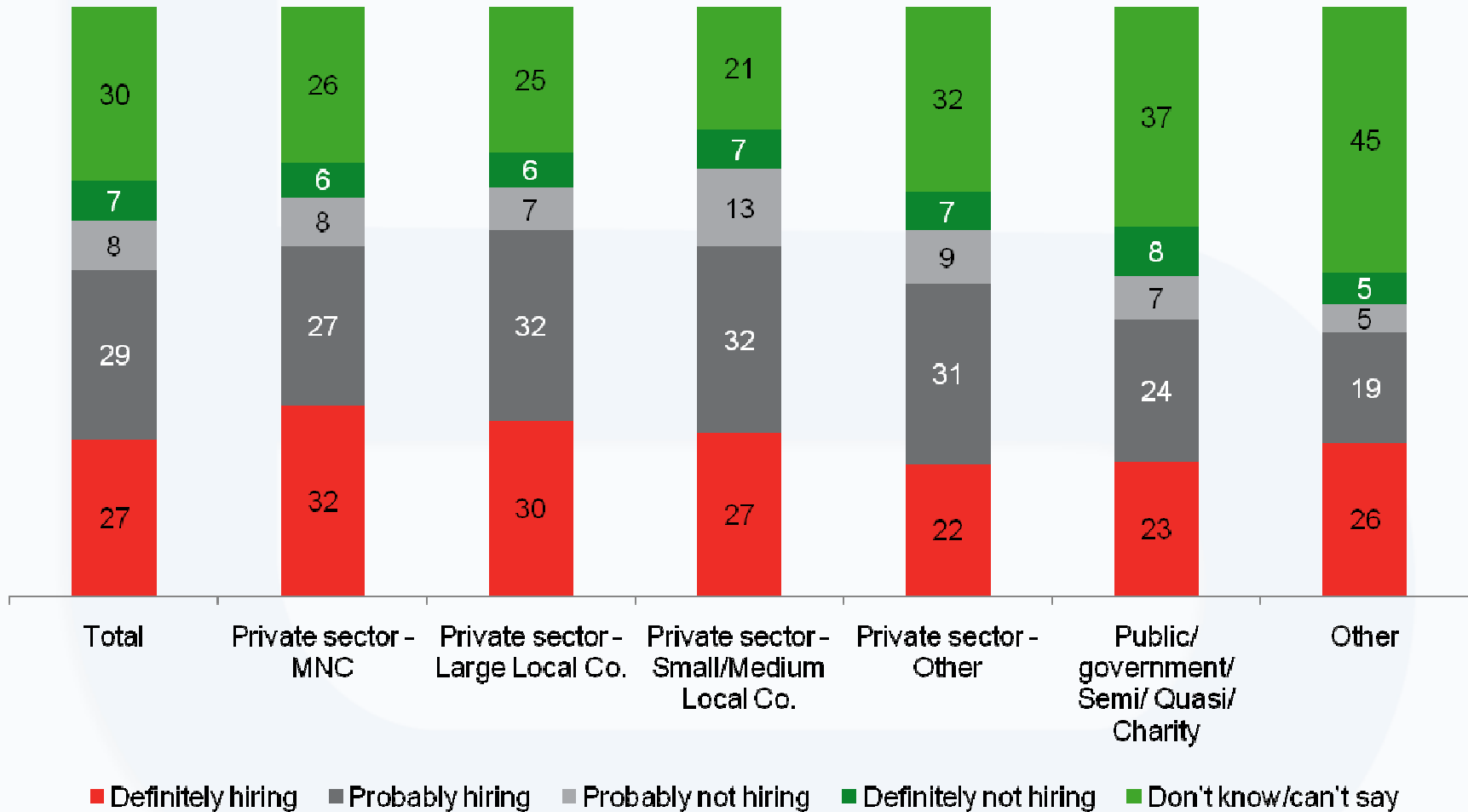
Future Hiring Expectancy – By Country

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?



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?



Future Hiring Expectancy – By Sector

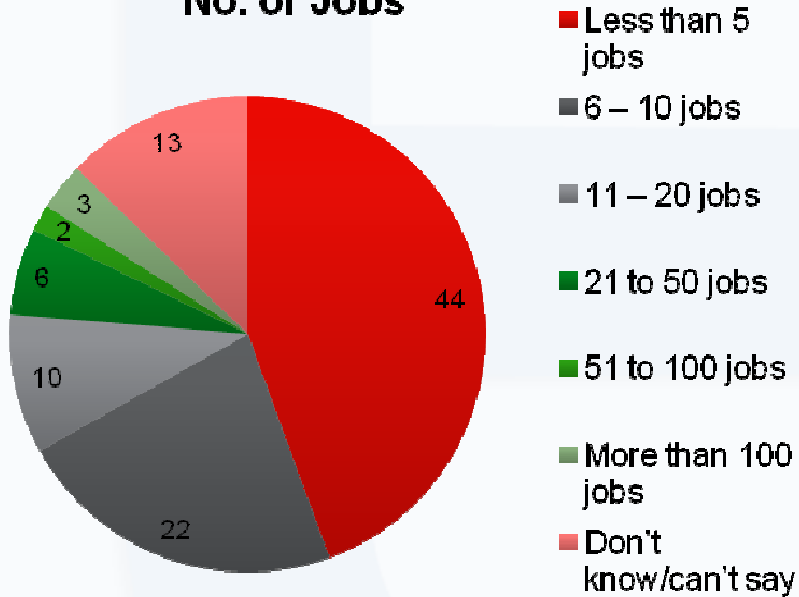
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Availability of Jobs & Required Positions

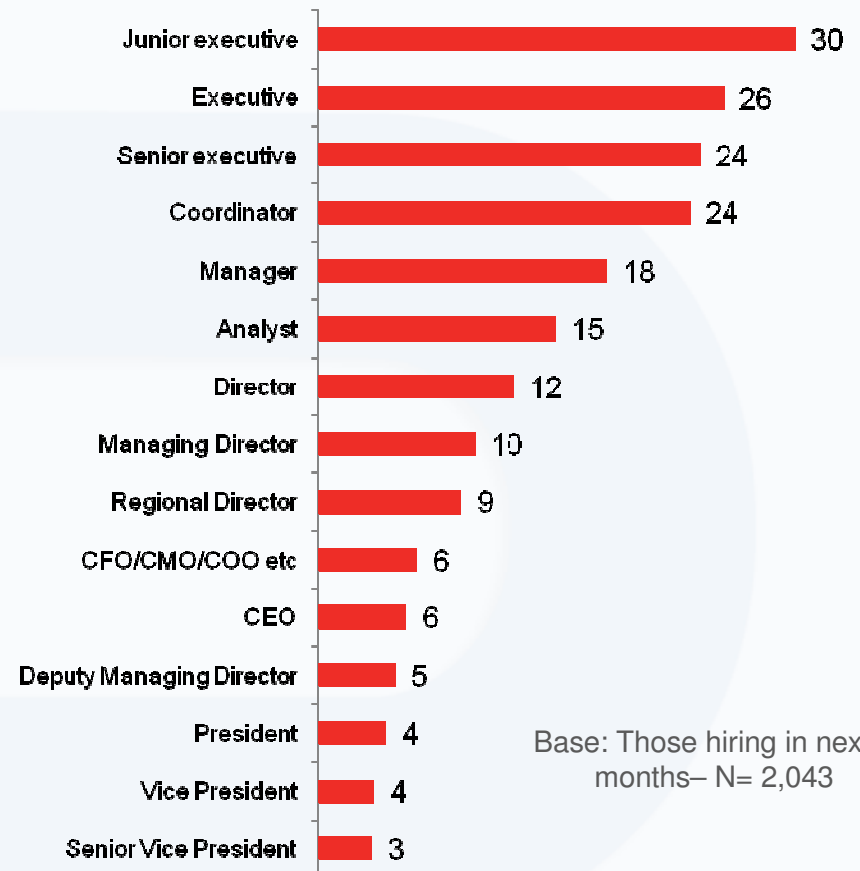
1. Please indicate the approximate number of jobs you would be hiring for in the next 3 months
2. Which of the following career levels/positions would you be hiring for in the next 3 months?

No. of Jobs



Base: Those hiring in next 3 months– N= 2,043

Levels/ Positions



Base: Those hiring in next 3 months– N= 2,043

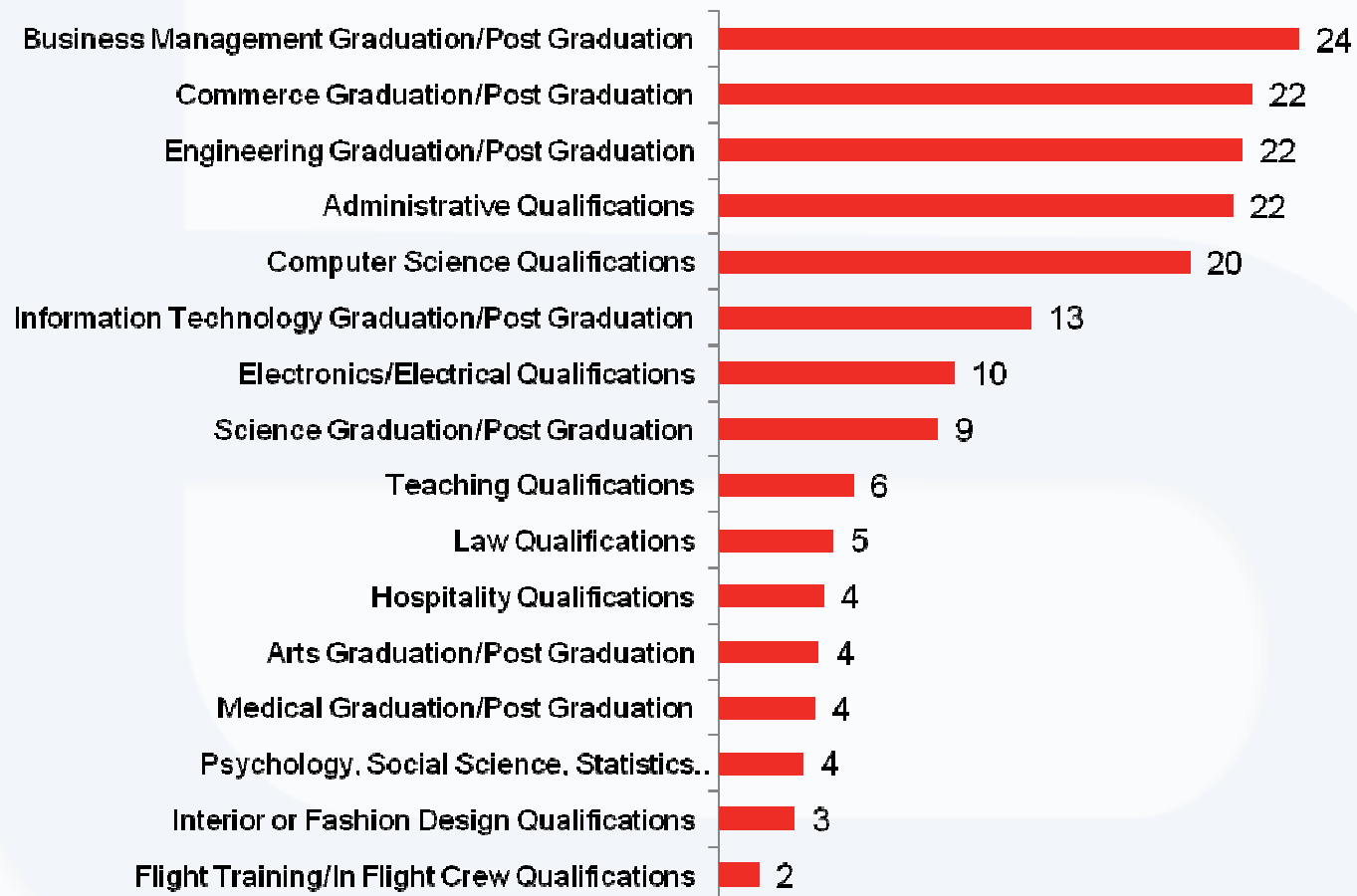
Availability of Jobs – By Country

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	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: Those Hiring in 3 months	2043	65	22	465	111	96	41	68	30	69	641	46	51	265
Less than 5 jobs	44	42	36	46	43	46	61	43	50	45	44	50	37	40
6 – 10 jobs	22	14	36	22	27	23	24	24	17	19	22	26	24	20
11 – 20 jobs	10	8	0	9	10	10	5	13	3	10	9	13	6	14
21 to 50 jobs	6	2	9	4	4	4	0	6	7	10	9	0	6	6
51 to 100 jobs	2	0	0	2	1	3	2	1	3	1	2	2	2	2
More than 100 jobs	3	6	5	3	0	4	2	0	7	1	4	2	8	3

Qualifications

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



Qualifications – By Country 1/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	3698	123	35	912	216	167	73	125	49	126	1035	81	93	539
Business Management Graduation/ Post Graduation	24	29	17	17	20	29	36	21	39	26	28	25	12	30
Commerce Graduation/ Post Graduation	22	20	26	26	15	26	8	26	29	27	20	16	24	21
Engineering Graduation/ Post Graduation	22	25	26	20	15	16	15	18	41	29	20	14	29	28
Administrative Qualifications	22	20	14	17	25	26	29	18	24	17	26	22	13	21
Computer Science Qualifications	20	21	9	17	22	17	18	22	35	20	23	27	14	15
Information Technology Graduation/ Post Graduation	13	11	20	10	11	13	18	16	27	17	14	12	12	14

Qualifications – By Country 2/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	3698	123	35	912	216	167	73	125	49	126	1035	81	93	539
Electronic/ Electrical Qualifications	10	15	11	7	9	8	14	14	20	10	12	12	6	9
Science Graduation/Post Graduation	9	12	9	7	11	7	5	19	20	13	8	4	14	12
Teaching Qualifications	6	7	9	5	5	4	7	12	16	6	5	9	10	4
Law Qualifications	5	6	3	5	6	7	8	4	8	6	4	7	5	4
Hospitality Qualifications	4	3	3	4	4	4	8	5	4	7	4	2	6	6
Electronic/ Electrical Qualifications	10	15	11	7	9	8	14	14	20	10	12	12	6	9

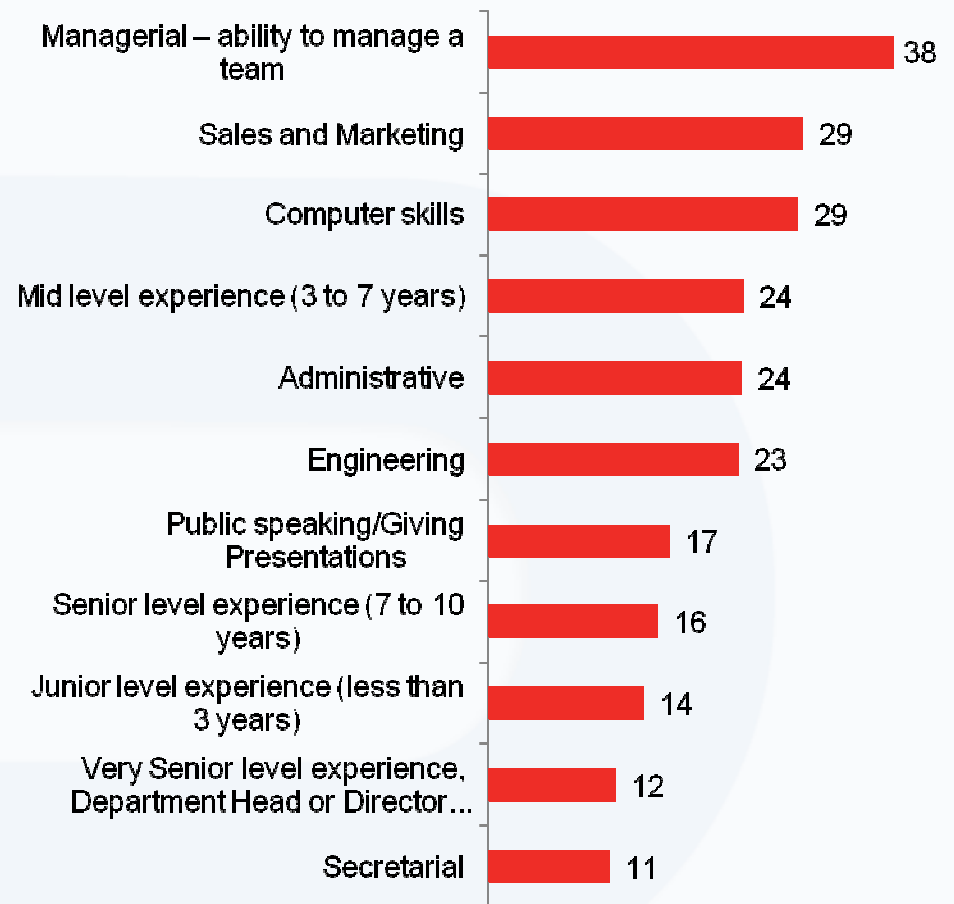
Skills & Experience

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



Skills – By Country 1/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	3698	123	35	912	216	167	73	125	49	126	1035	81	93	539
Good communication skills – Arabic & English	64	29	57	68	75	74	45	19	78	63	74	67	20	60
Team player - Cooperative / helpful / flexible	48	39	60	48	52	46	49	32	55	52	51	46	30	51
Overall personality and demeanour	44	29	40	43	46	43	26	34	41	40	52	46	25	42
Good leadership skills	41	34	46	37	45	38	48	26	39	47	42	44	28	47
Trustworthy / Honest	40	37	37	36	46	42	37	32	43	31	44	49	34	42
Passionate / desire to make a difference	40	33	37	39	45	39	30	34	39	35	47	46	29	32

Skills – By Country 2/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	3698	123	35	912	216	167	73	125	49	126	1035	81	93	539
Efficient / productive	39	27	60	36	44	41	38	37	39	29	44	38	33	40
Good personal grooming	38	18	34	39	36	38	18	22	39	31	47	46	23	34
Good negotiation skills	38	28	20	38	38	37	40	31	37	37	40	42	25	42
Ability to work under pressure	36	25	37	33	40	35	33	21	39	39	37	36	25	44
Creative	35	32	26	35	41	29	37	28	43	29	36	43	22	36
Good people management skills	31	26	34	30	35	27	41	22	33	31	31	36	18	35

Experience – By Country 1/2

What experience are you ideally looking for?

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	3698	123	35	912	216	167	73	125	49	126	1035	81	93	539
Managerial – ability to manage a team	38	38	26	37	36	41	40	27	49	35	39	40	32	39
Sales and Marketing	29	21	14	28	25	32	23	32	27	26	34	43	17	29
Computer skills	29	21	29	27	29	28	22	22	33	19	34	30	23	29
Mid level experience (3 to 7 years)	24	17	40	20	23	25	16	13	24	24	26	20	18	30
Administrative	24	19	37	20	24	26	30	22	18	20	25	22	18	27

Experience – By Country 2/2

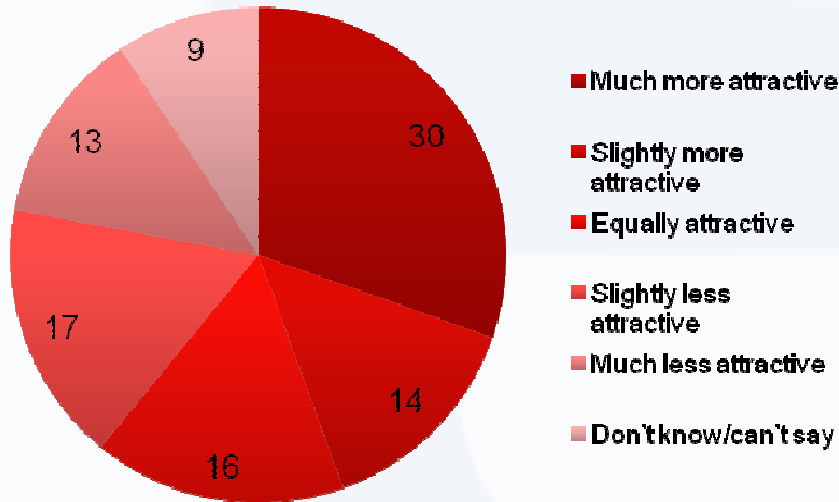
What experience are you ideally looking for?

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	3698	123	35	912	216	167	73	125	49	126	1035	81	93	539
Engineering	23	27	23	21	18	20	16	18	35	27	23	16	26	29
Public speaking/Giving Presentations	17	20	9	16	17	14	10	12	31	10	22	10	5	13
Senior level experience (7 to 10 years)	16	15	29	12	15	20	7	11	18	23	17	11	10	21
Junior level experience (less than 3 years)	14	7	29	14	15	13	15	10	12	11	15	12	6	17

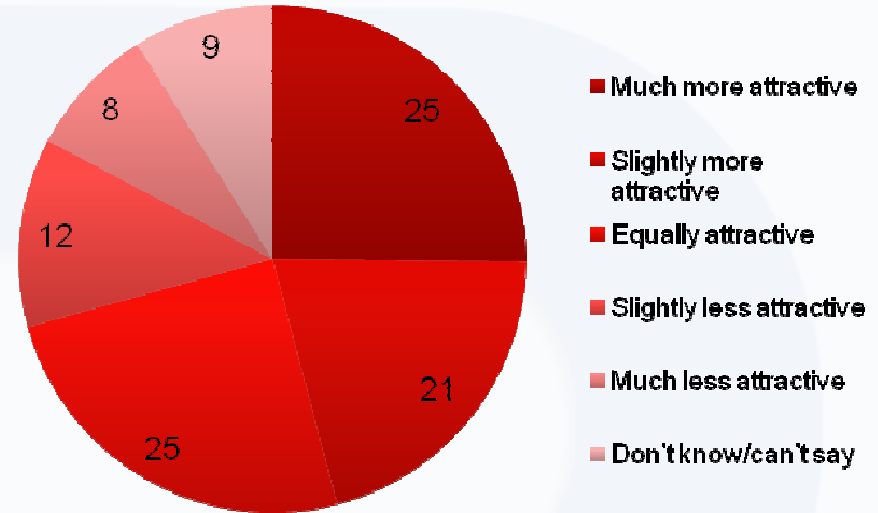
Country & Industry Attractiveness – Overall

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



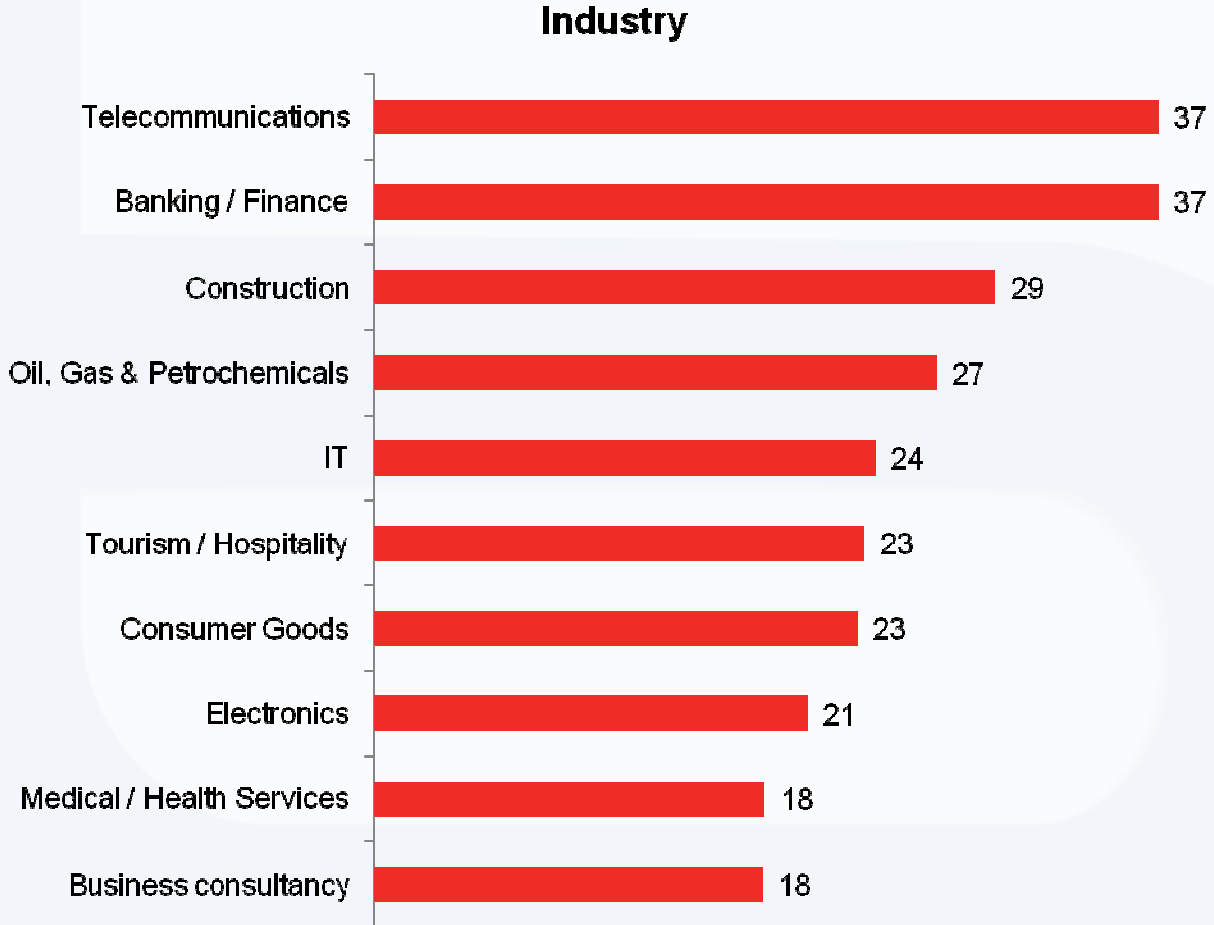
Country Attractiveness

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	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	3942	135	40	959	236	183	77	155	51	130	1093	90	100	557
Much more attractive	30	12	15	17	12	30	26	24	24	38	46	13	13	46
Slightly more attractive	14	4	13	10	9	22	13	11	16	22	19	8	3	16
Equally attractive	16	23	33	16	19	22	12	22	24	23	13	7	22	16
Slightly less attractive	17	27	15	26	31	9	27	14	22	8	10	31	22	8
Much less attractive	13	18	13	21	18	6	13	14	8	5	5	31	22	8
Don't know/can't say	9	16	13	11	11	10	9	15	8	4	8	10	18	6

Most Attractive Industries

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



Base: Total Sample – N= 3,942

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	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	3942	135	40	959	236	183	77	155	51	130	1093	90	100	557
Banking / Finance	37	27	55	33	37	42	42	30	45	42	42	47	27	35
Telecommunications	37	32	40	38	34	28	31	39	27	29	43	41	36	33
Construction	29	48	23	24	24	25	36	30	37	42	31	23	21	31
Oil, Gas & Petrochemicals	27	44	30	28	9	27	3	8	39	51	27	10	24	33
IT	24	19	33	18	34	25	34	32	22	18	25	32	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	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	3942	135	40	959	236	183	77	155	51	130	1093	90	100	557
Tourism / Hospitality	23	21	18	31	24	12	42	39	31	15	16	29	33	22
Consumer Goods	23	31	15	21	25	22	23	20	20	15	26	26	21	20
Electronics	21	23	10	24	26	21	17	27	16	11	21	21	20	14
Medical / Health Services	18	21	25	12	21	19	18	6	25	18	24	18	26	18
Business consultancy	18	10	23	15	17	19	18	16	18	21	22	18	15	19

bayt[®].com

© 2010

YouGov[®]
What the world thinks