

Bayt.com
Consumer **C**onfidence **I**ndex
May 2007

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The Middle East's #1 Job Site

Bayt.com CCI Survey Objective

To understand perceptions and attitudes of Middle Eastern consumers regarding the economy of their countries, their personal financial and job situation, their likelihood to purchase and invest and the employment market in general. Four indices will be extrapolated from these findings on a regular quarterly basis for which the findings of this analysis serve as the base period: These are the:-

- ✓ Bayt.com Consumer Confidence Index (CCI)
- ✓ Bayt.com Consumer Expectation Index (CEI)
- ✓ Bayt.com Propensity to Consume/Spend Index (PCI)
- ✓ Bayt.com Employee Confidence Index (ECI)

Bayt.com CCI Project Background

- ✓ Consumer confidence is a measure of the economic well-being of a country
- ✓ It is a reflection of consumer satisfaction levels and expectations based on various factors in the economy - inflation, stock market performance, job opportunities/salary structures, unemployment, investment avenues/returns, business growth, state economic policies, infrastructure, cost of living, interest rates, exchange rates etc.
- ✓ Such consumer satisfaction levels and expectations will have an effect on economic variables
- ✓ For example, if consumers are positive about the economy and have disposable income levels that are perceived as sufficient, they will tend to spend more on consumer goods
- ✓ This in turn will drive business dependent on consumer spending, thereby creating further economic growth
- ✓ On the other hand, a pessimistic view of the economy would cause consumers to rein in their spending, creating a spending recession which could effectively cause business losses/ economic downturn
- ✓ Similarly, if employable adults are optimistic about job prospects and opportunities, job security, have healthy salary expectations and are hopeful about their career growth and development, it will be reflected in their attitudes towards work and the economy as a whole as well as their spending behaviors
- ✓ Therefore following trends in consumer and employee expectations could help forecast economic variables
- ✓ This information is useful for professionals, manufacturers/business people, recruitment consultants/agencies, economists and the general public

Bayt.com CCI Calculation of Indices and Benchmarking

- ✓ The indices which concentrate on measuring consumer confidence are the:
 - ➔ [Bayt.com](#) Consumer Confidence Index (CCI)
 - ➔ [Bayt.com](#) Consumer Expectation Index (CEI)
 - ➔ [Bayt.com](#) Propensity to Consume/Spend Index (PCI)
- ✓ The index which aims to measure the confidence that employed and working people have with the job market and their own career prospects is:
 - ➔ [Bayt.com](#) Employee Confidence Index (ECI)
- ✓ The [Bayt.com](#) Consumer Confidence Index is composed of the following five questions:
 1. We would like to ask you about your financial position currently. How do you think your (and your family's) current financial position compares with that of last year?
 - a) Better, b) Same as last year, c) Worse, d) Don't know/Can't say
 2. In what way do you think your (and your family's) financial position would change in a year's time?
 - a) Better, b) Remain the same as this year, c) Worse, d) Don't know/Can't say
 3. How do you think your current expectations about your country's economy compare with those that you had 3 months previously?
 - a) Better, b) Same, c) Worse, d) Don't know/Can't say
 4. In what way do you think your country's economy would change in a year's time ?
 - a) Better, b) Remain the same as this year, c) Worse, d) Don't know/Can't say
 5. How would you rate the current period as a time to buy consumer durable goods such as television, refrigerator, computer, furniture or vehicles or property?
 - a) Good time, b) Neutral time, c) Bad time, d) Don't know/Can't say

Bayt.com CCI Calculation of Indices and Benchmarking

- ✓ The index is calculated according to the following formula:
 - ➔ Index Value = (Current period value / Base period value) * 100
- ✓ Current period's value for each question is calculated as = ((Number of optimistic answers – Number of pessimistic answers) / 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 April 2007 is fixed as the base period value
- ✓ The base period of the index is set as April 2007 and the value of the index at this period is 100
- ✓ The index has a point of scale ranging from 0 to 200
- ✓ There are two sub-indexes of CCI:
 - ➔ [Bayt.com](#) Consumer Expectation Index (CEI)
 - ➔ [Bayt.com](#) Propensity to Consume/Spend Index (PCI)
- ✓ The [Bayt.com](#) CEI is calculated from questions 2 and 4
- ✓ The [Bayt.com](#) PCI is calculated using only the fifth question
- ✓ The methodology for calculating both these sub-indexes is the same as used for calculating [Bayt.com](#) CCI
- ✓ Current period's value calculated for April 2007 is fixed as the base period value
- ✓ [Bayt.com](#) CCI and its sub-indexes will be calculated separately for each country

Bayt.com CCI Calculation of Indices and Benchmarking

- ✓ The [Bayt.com](#) Employee Confidence Index (ECI) is composed of the following five questions:
 1. Currently, how easy or difficult would you say it is, to find a new job in the country you live in?
 - a) Plenty of jobs, b) Not many jobs, c) Very few jobs, d) Don't know/Can't say
 2. In what way do you expect availability of employment to change in a year's time?
 - a) More jobs, b) Same number of jobs, c) Fewer jobs, d) Don't know/Can't say
 3. How would you rate your satisfaction with your current job and career prospects?
 - a) High, b) Neutral, c) Low, d) Don't know/Can't say
 4. How would you rate your satisfaction with career growth in your current organisation?
 - a) High, b) Neutral, c) Low, d) Don't know/Can't say
 5. How would you rate your satisfaction with job security in your current organisation?
 - a) High, b) Neutral, c) Low, d) Don't know/Can't say
 6. How would you rate your satisfaction with your current compensation (including salary, allowances and other benefits)?
 - a) High, b) Neutral, c) Low, d) Don't know/Can't say
- ✓ Current period values for each question will be summed up to obtain current period's value for the overall index
- ✓ Current period's value calculated for April 2007 is fixed as the base period value
- ✓ The base period of the index is set as April 2007 and the value of the index at this period is 100
- ✓ [Bayt.com](#) ECI will be calculated separately for each country

Current Period Values for [Bayt.com CCI](#) & [Bayt.com ECI](#) by Country

Base Period Value for:	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Achieved Sample Size	415	1635	711	696	382	2095	200	2069
CEI	288.2	259.1	297.5	217.2	303.4	305.6	268.0	296.4
PCI	103.9	90.6	104.5	67.5	107.6	98.1	76.0	99.2
CCI	637.3	573.6	634.5	428.9	671.7	651.6	560.5	634.4
ECI	605.8	598.5	635.0	490.1	711.3	651.6	549.5	660.8

Bayt.com CCI Respondent Profile

✓ **Age and Gender:**

- ➔ Adult males and females
- ➔ Aged 20-49 years

✓ **Nationalities**

- ➔ Local
- ➔ Arab Expats
- ➔ Western Expats
- ➔ Asians

✓ **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 and hence not presented

✓ **Methodology:**

- ➔ Online data collection was done between 17th April to 2nd May. The total number of respondents achieved was 8814

Bayt.com CCI Executive Summary

- ✓ Overall, across all aspects, a few countries stand out for their optimistic outlook. These are Qatar, Saudi Arabia and UAE
- ✓ Lebanon (and to some extent, Syria) seems to be still recovering from the ravages of the recent war. This has been borne out by the prevailing pessimism on the country's economy and personal financial situation as well as the outlook for the future
- ✓ Algeria and Egypt were higher than other countries on satisfaction with personal career prospects and growth
- ✓ The salient differences by the various segments are as follows:
 - ✓ By nationality:
 - ➔ Overall, Asians were more optimistic than other nationalities on most aspects concerning current situation and future expectations
 - ➔ But when it concerned their personal satisfaction with career prospects, growth, compensation etc., they were mainly neutral while North Africans were higher on satisfaction
 - ✓ By organization sector:
 - ➔ The most optimistic consumers are found in MNCs (multinational corporations)
 - ➔ Those who worked in large local companies closely followed them in terms of positive outlook
 - ➔ When it came to satisfaction on career aspects, employees in the government sector were also highly satisfied
 - ✓ By income:
 - ➔ As expected, the higher the income the greater the optimism. There was a slight difference though.
 - ➔ Those who earned AED 5-6,000 per month were more bullish and satisfied regarding their financial position in a year's time and career growth
 - ➔ This may be due to the fact that they are possibly at a good middle management position and can expect a strong future growth while those who are in the top income bracket have probably reached the limit and may not have much to look forward to in the future

Bayt.com CCI Present Situation

- ✓ The current situation is most favorably perceived by residents of Qatar, Saudi and UAE and most negatively by Lebanon
- ✓ Overall, 40% claimed their personal financial position has improved over last year while 35% felt it had remained same. This was 51% and 30% respectively in Qatar
- ✓ Nearly a third feel that their expectations of their country's economy have become better than 3 months previously. This was 42% in Saudi Arabia and 40% in both UAE and Qatar and only 7% in Lebanon
- ✓ Another third feel their expectations have remained same
- ✓ There was a good optimism about business conditions - - 46% thought the current period was good. 62% of Qatar residents, 56% of those in Saudi and 53% of people in the UAE agreed.
- ✓ In terms of job availability, there was a near equal split (almost a third each) among those who felt there were plenty of jobs, not many jobs and very few jobs in the country
- ✓ Qatar was the most positive with 53% finding jobs to be in high supply followed by UAE (48%) and Saudi (40%)
- ✓ Most consumers (46%) think the number of employees in their organization has increased. The numbers were higher in Qatar (66%), Kuwait (56%), UAE (55%) and Saudi (50%)
- ✓ All countries did agree on one point - - salaries have not been able to match the rising cost of living. At an overall level, 58% felt this way with Syria (67%), Lebanon (64%) and UAE (62%) relatively higher

Bayt.com CCI Future Expectations

- ✓ **Expectations of Personal Financial Situation and Economy:**
 - ➔ Expectations for the future (in a year's time) are significantly better than perceptions of current situation
 - ➔ 59% feel their personal financial situation will improve - - 68% in Kuwait and 61% in UAE
 - ➔ The greatest differences between perception of current and future personal financial situation were in Kuwait and UAE indicating the high levels of optimism about the future in these countries
 - ➔ 48% think the country's economy will improve - - 60% in Saudi Arabia and 58% in Qatar
 - ➔ The above two countries displayed the greatest difference between evaluation of current and future country's economy
 - ➔ A strong majority of 58% agree that business conditions will become better, this sentiment was echoed by 68% in Qatar and 66% in UAE
 - ➔ In terms of employment, 43% believe that more jobs will be available and this was true among 58% in Qatar

- ✓ **Expectations of Organization:**
 - ➔ 38% were neutral regarding their organization growing in employee strength while 33% were optimistic. Qatar (41%) and UAE (38%) were more optimistic
 - ➔ 42% were neutral of their organization keeping up with staffing requirements while another 28% were optimistic

- ✓ **Expectations of Market Economy:**
 - ➔ 28% felt that inflation would positively impact their business while 29% thought it would negatively impact
 - ➔ Most (35%) thought that cost of real estate will affect their business negatively while 22% felt it would have a positive effect

Bayt.com CCI Career Prospects and Job Satisfaction

- ✓ Career Prospects and Job Satisfaction:
 - ➔ Satisfaction with various aspects of one's career was moderate (neutral)
 - ➔ 42% were neutral on satisfaction with career prospects
 - ➔ 36% each were high or neutral on career growth satisfaction
 - ➔ Job security satisfaction was neutral (37%) to high (32%) while satisfaction with compensation package was neutral (39%) to low (41%)
 - ➔ Algeria and Egypt displayed higher satisfaction on these aspects while Qatar was more satisfied on compensation

Bayt.com CCI Propensity to Consume/Invest

✓ Consumption:

- ➔ 44% respondents felt it was a neutral time to buy consumer durable goods while 21% felt it was a good time

✓ Investment:

- ➔ 34% are planning to buy a vehicle in the next 12 months and most of these (60%) would prefer a new one
- ➔ 28% are interested in investing in property with Qatar generating 37% interest. Most (68%) of these would be likely to go in for a new property
- ➔ There is a relatively higher interest to purchase a desktop/laptop (39%) followed by furniture (25%), digital camera (21%)

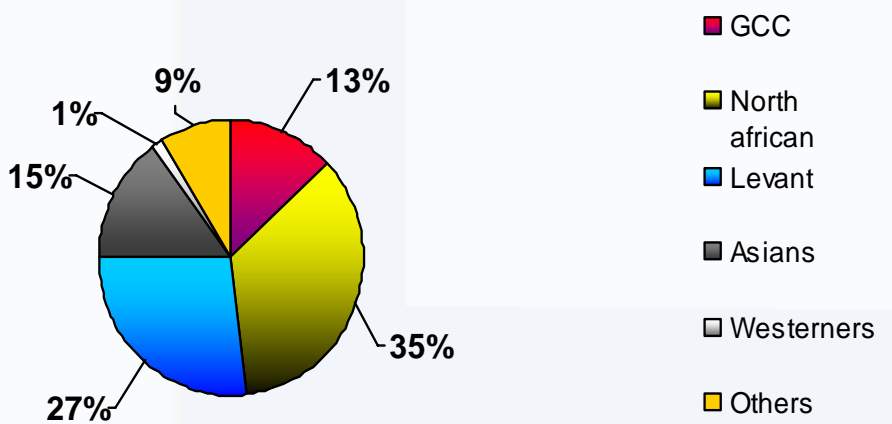
Respondent Profile...

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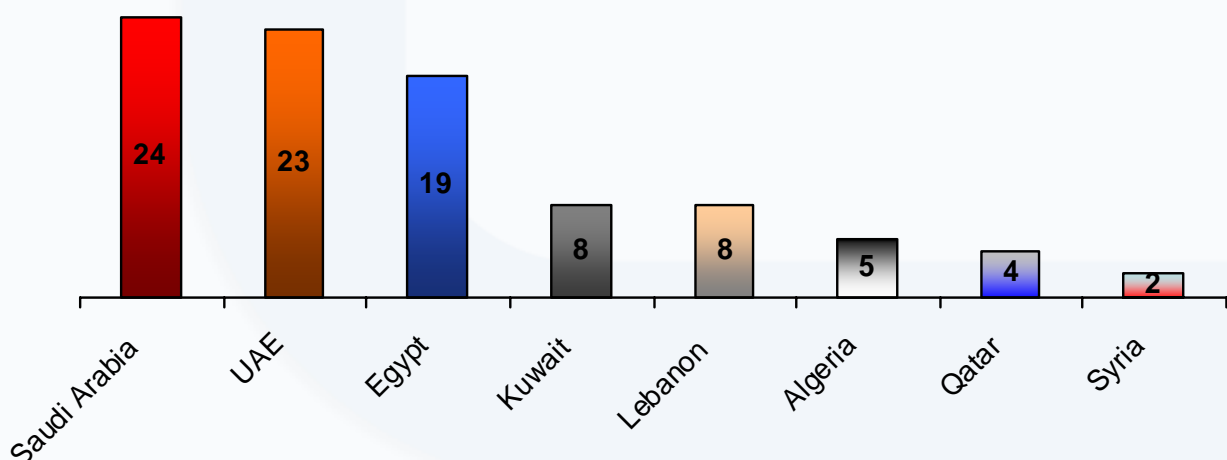
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Bayt.com CCI Respondent profile – Country

✓ Nationality



✓ Country of residence

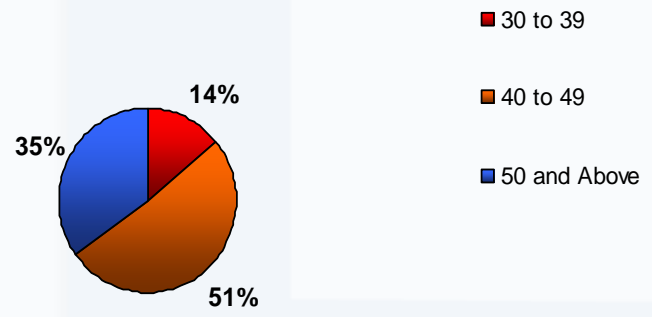


Base: Total Sample – N=8814

Source: Bayt.com

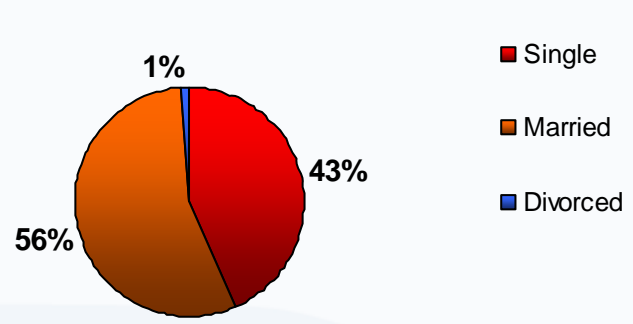
Bayt.com CCI Respondent profile - Personal

✓ Age



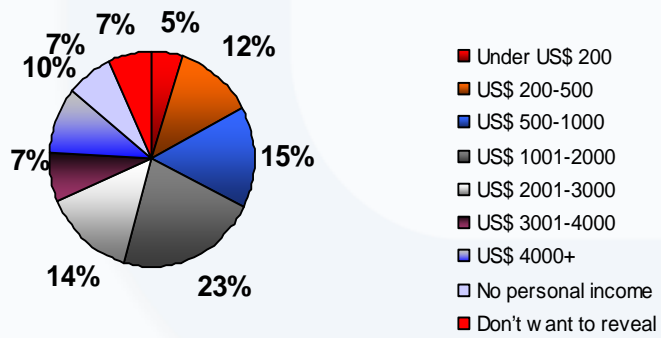
Base: Total Sample – N=8814

✓ Marital status



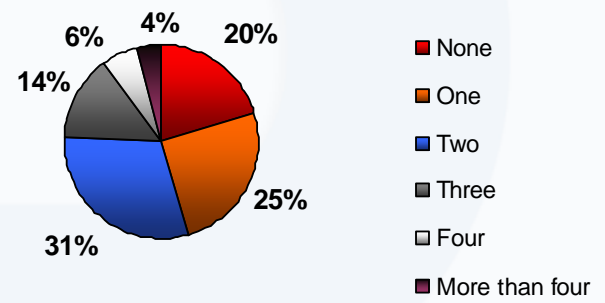
Base: Total Sample – N=8814

✓ Monthly income



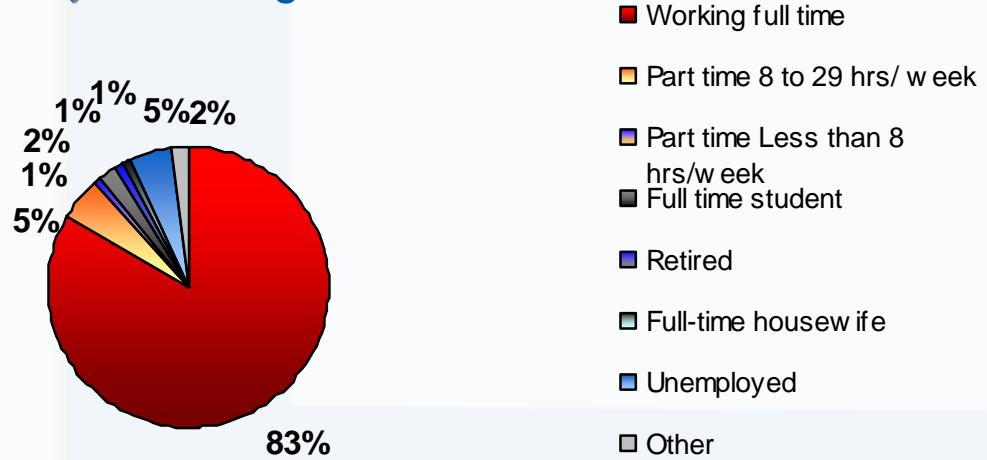
Base: Total Sample – N=8814

✓ Children



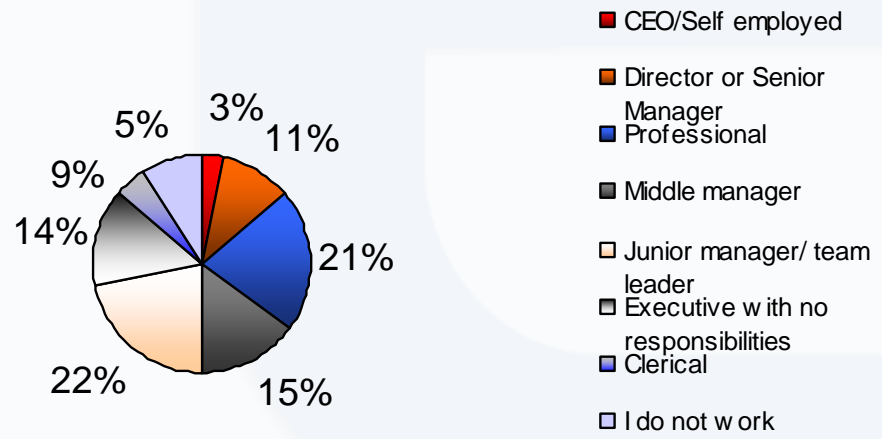
Base: Those who are Married – N=5011

✓ Working Time



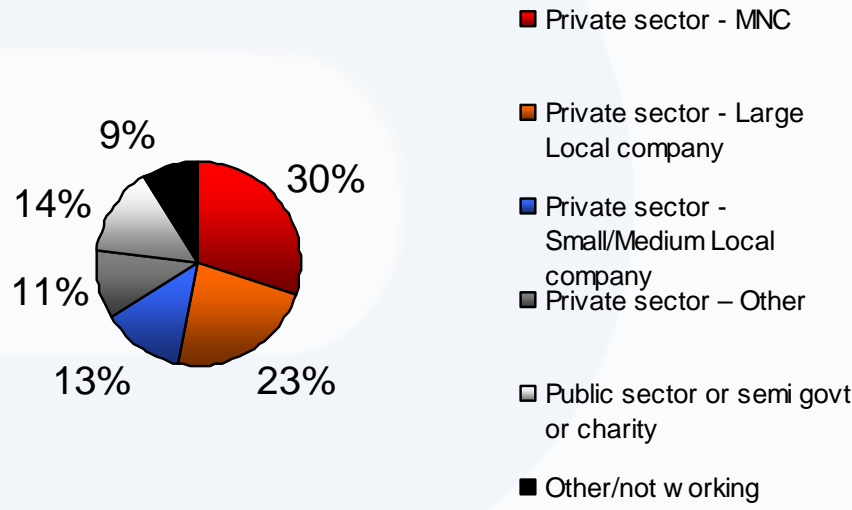
Base: Total Sample – N=8814

✓ Level at Work



Base: Total Sample – N=8814

✓ Sector



Base: Total Sample – N=8814

Bayt.com CCI Appraisal of Present Situation – 1/3

Q. How do you think your (and family's) current financial position compares with that of last year?

Q. How do you think your current expectations about your country's economy compare with those that you had 3 months previously?

Q. How would you rate the current period as a time to buy consumer durable goods?

- Qatar the most optimistic about personal financial positions.
- Majority of residents of Saudi, UAE and Qatar feel the country's economy has improved.
- Majority in most countries feel it is a neutral time to purchase consumer durables. Lebanon generates most pessimistic response - - probable effect of recent war

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Financial									
Better	40	46	46	41	24	51	41	33	39
Same	35	33	31	38	42	30	35	35	34
Worse	19	13	15	15	29	13	19	27	20
Don't know	7	9	9	6	6	7	5	6	7
Country's Economy									
Better	32	28	22	29	7	40	42	29	40
Same as previously	33	43	36	36	26	34	32	39	31
Worse	23	16	29	23	58	17	16	19	20
Don't know	11	14	13	13	8	9	9	14	10
Consumer Behaviour									
Good time to buy	21	30	20	23	10	23	23	19	21
Neutral time	44	27	41	47	42	52	44	29	49
Bad time to buy	26	27	30	18	43	15	25	43	22
Don't know	9	16	9	12	6	10	8	10	8

Bayt.com CCI Appraisal of Present Situation – 2/3

Q. How would you rate the current period in terms of business conditions?

Q. Currently, how easy or difficult would you say it is, to find a new job in the country you live in?

- Qatar again leads the field on positivity about business conditions followed by Saudi and UAE.
- The job market in Qatar seems to have the highest supply, UAE coming second and Saudi third.
- Lebanon's business and job market does not seem to have recovered from the consequences of war.

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Business Conditions									
Good time	46	48	36	48	14	62	56	35	53
Neutral time	30	25	33	34	30	25	27	33	31
Bad time	16	9	21	11	51	6	11	24	9
Don't know	8	18	10	7	5	7	7	9	7
Employment									
Plenty available	30	11	12	31	4	53	40	22	48
Not many available	33	34	41	34	28	26	30	32	30
Very few available	32	47	43	29	65	15	25	42	17
Don't know	5	8	4	6	2	6	5	5	6

Bayt.com CCI Appraisal of Present Situation – 3/3

Q. How does the current number of employees in your organisation compare with that last year?

Q. Compared to the situation of last year, has your salary kept pace with the cost of living?

- Qatar, Kuwait, UAE and Saudi have provided more jobs than other countries. Lebanon provided too few.
- All countries agreed on one point - - salaries have not kept pace with cost of living

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Number of Employees									
More employees	46	33	40	56	17	66	50	33	55
Same number	25	30	28	21	35	14	25	37	19
Fewer employees	15	17	17	12	30	9	13	19	13
Don't know	14	20	15	10	17	11	13	12	13
Salary Vis-à-vis Cost of Living									
Increased more than cost of living	7	10	6	8	6	12	7	7	5
Increased similar to cost of living	25	27	24	29	17	30	26	19	23
Not kept pace with cost of living	58	53	60	55	64	51	56	67	62
Don't know	10	10	10	7	14	8	11	8	10

Bayt.com CCI Expectations for the Year Hence – 1/2

Q. In what way do you think your (and family's) financial position would change in a year's time?

Q. In what way do you think your country's economy would change in a year's time?

- Kuwait leads the way on future outlook of personal financial position. Qatar, UAE and Saudi not far behind. Lebanon has lower levels of optimism.
- Saudi, Qatar and UAE most positive on country's economic position in a year. Lebanon and Egypt not so hopeful

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Financial									
Will be better	59	56	57	68	43	62	61	51	61
Will remain the same	14	11	12	11	22	17	14	14	14
Become worse	5	2	4	3	10	4	4	11	5
Don't know	22	31	27	17	25	16	21	25	20
Country's Economy									
Will be better	48	44	34	48	23	58	60	44	55
Will remain the same	19	24	19	21	20	18	16	20	17
Become worse	18	10	28	15	38	13	12	16	14
Don't know	16	23	19	16	19	11	12	21	14

Bayt.com CCI Expectations for the Year Hence – 2/2

Q. In what way do you expect business conditions to change in a year's time?

Q. In what way do you expect availability of employment to change in a year's time?

•Again, Qatar, UAE and Saudi feel business conditions as well as availability of jobs will be better next year. Lebanon does not feel things will improve.

•It is felt that availability of jobs in Algeria and Egypt will not increase

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Business Conditions									
Will be better	58	52	47	60	36	68	65	55	66
Will remain the same	20	17	21	21	24	17	20	21	17
Become worse	9	6	15	4	20	4	6	10	7
Don't know	13	25	17	14	19	10	10	15	10
Employment									
Will be more available	43	25	27	44	22	58	55	38	54
Same number	24	33	29	23	27	21	21	23	20
Will be fewer available	20	17	31	20	32	9	15	22	16
Don't know	13	25	13	14	20	12	9	18	10

Bayt.com CCI Satisfaction with Career

Q. How would you rate your satisfaction with your current job and career prospects?

Q. How would you rate your satisfaction with career growth in your current organisation?

- Employees in most countries are moderately satisfied with their career prospects with Syria and Lebanon slightly dissatisfied.
- In terms of career growth, people in Algeria and Egypt are relatively more satisfied

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Prospects									
High	27	33	31	26	22	30	26	27	25
Neutral	42	33	43	48	36	43	41	32	43
Low	23	20	19	21	30	19	25	35	23
Don't know	8	13	7	5	12	8	9	7	8
Career Growth									
High	36	47	44	35	28	38	37	38	32
Neutral	36	27	35	40	36	37	34	33	38
Low	19	14	14	18	22	18	21	23	21
Don't know	9	12	7	7	13	7	9	7	9

Bayt.com CCI Satisfaction with Career

Q. How would you rate your satisfaction with job security in your current organisation?

Q. How would you rate your satisfaction with your current compensation (including salary, allowances and other benefits)?

- Job security is not a big concern for most employees as 69% express moderate to high satisfaction. In Algeria, a slight skew towards high satisfaction while Syria has relatively more dissatisfied people.
- On compensation, the satisfaction is moderate to low. Again, Syria has the largest proportion of those who are not satisfied with the package received

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Job Security									
High	32	41	33	32	26	32	34	29	31
Neutral	37	30	37	43	36	40	34	31	39
Low	21	18	22	18	25	20	23	30	20
Don't know	9	11	8	7	13	7	9	11	10
Compensation									
High	11	13	14	11	9	16	10	5	10
Neutral	39	28	44	43	32	41	40	29	39
Low	41	47	33	40	47	35	41	58	42
Don't know	9	12	8	6	12	8	9	9	9

Bayt.com CCI Investment in Vehicle

Q. Would you be planning to invest in a vehicle within the next 12 months?

Q. Which of the following types of vehicle would it be?

- Slightly more than a third would be buying a vehicle in the next 12 months. Somewhat more in Kuwait, Qatar and UAE
- Most of those planning to invest in a vehicle would go in for a new one. The inclination towards new cars is higher in Algeria and Qatar.

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Vehicle									
Yes	34	32	31	41	19	40	36	26	39
No	47	45	45	43	63	47	46	61	45
Don't know	18	23	23	17	18	14	18	14	16
	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	5011	206	843	467	208	252	1417	98	1172
Types of Vehicle									
New	60	81	64	45	46	71	63	61	58
Used	33	14	31	49	42	21	31	25	33
Don't know	7	5	5	7	13	9	7	14	8

Bayt.com CCI Investment in Property

Q. Would you be planning to invest in property within the next 12 months?

Q. Which of the following types of property would it be?

- Consumer interest in property investment is slightly lower than 30%. Qatar is the market which generates a higher interest
- Most of those wishing to purchase a property are likely to go in for a new property.

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Property									
Yes	28	28	26	32	17	37	33	24	26
No	53	49	54	49	65	47	48	62	54
Don't know	19	23	20	19	17	15	19	15	20
	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	3025	134	513	290	134	151	752	51	805
Types of Property									
New	68	59	70	66	63	70	68	69	69
Lived in	20	22	18	26	20	19	18	23	17
Don't know	13	19	12	8	17	11	14	8	14

Bayt.com CCI Purchase of Electronic Appliances

Q. Can you please tell us which of the following are you planning to invest in the next 6 months?

•Higher interest for desktop/laptop followed by furniture and digital camera. Lebanon, Egypt, Syria show lower interest while Saudi and UAE are on the higher side

Base Size	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
	8814	415	1635	711	696	382	2095	200	2069
Different Appliances									
Normal Color Television	8	14	7	9	4	9	7	4	8
LCD or Plasma Television	16	11	13	16	14	13	18	12	18
Video Recorder or Player	3	3	2	3	1	5	4	1	4
DVD or VCD Recorder or Player	11	11	9	12	8	11	13	10	12
Desktop or Laptop	39	42	38	42	33	40	39	38	40
Digital Camera	21	20	16	24	19	25	22	19	23
Home Theatre System	9	3	4	12	4	13	13	8	11
Normal or Digital Camcorder	4	3	3	4	2	7	5	5	5
Refrigerator	10	13	8	11	4	11	11	7	13
Vacuum Cleaner	8	7	6	9	3	8	10	6	9
Washing Machine	11	14	7	13	6	10	11	10	14
Air Conditioner	13	20	17	7	10	11	15	11	9
Cooking Range	7	12	3	8	3	8	8	4	9
Clothes Dryer	5	7	3	4	2	7	6	4	6
Furniture	25	25	21	27	15	19	29	24	27
Don't know	33	21	35	33	44	33	31	37	32

Bayt.com CCI Expectations of Growth in Organization

Thinking specifically about your organization, are you optimistic or pessimistic about each of the following for the next 3 months?

Q. Growth in number of employees

Q. Keeping up with staffing requirements

- Qatar and UAE are more optimistic about growth in the number of employees while Lebanon is least optimistic
- Most countries were neutral regarding organisations keeping up with staffing requirements

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Number of Employees									
Optimistic	33	35	28	33	19	41	35	23	38
Neutral	38	29	42	42	40	37	35	38	37
Pessimistic	15	16	15	12	27	10	14	25	11
Don't know	15	20	15	13	15	12	15	14	14
Staffing Requirements									
Optimistic	28	31	25	31	23	34	29	27	29
Neutral	42	30	46	43	45	40	40	35	43
Pessimistic	16	16	15	15	19	14	18	25	15
Don't know	14	22	14	11	14	12	13	13	12

Bayt.com CCI Expectations of Market Economy

Now thinking a little more generally about the economy in the markets you operate in, what kind of impact do you believe each of the following will have on your business in the short term future?

Q. Inflation/Rise in cost of living

Q. Cost of real estate (rental or purchase)

- Inflation or rise in cost of living is not really that negatively perceived by consumers. There was a near equal split of those who thought it would positively or negatively impact their businesses. Kuwait and Qatar viewed it positively while Syria and Lebanon felt there would more of a negative impact
- Rising cost of real estate will negatively impact businesses in most countries - - higher in UAE and Syria

	Total	Algeria	Egypt	Kuwait	Lebanon	Qatar	Saudi Arabia	Syria	UAE
Base Size	8814	415	1635	711	696	382	2095	200	2069
Inflation/Rise in Cost of Living									
Positive	28	23	26	33	18	33	29	23	31
Neutral	23	18	24	25	25	25	24	22	22
Negative	29	25	28	24	37	26	27	38	31
Don't know	11	19	11	10	11	9	12	8	10
Doesn't have an impact on our business	9	15	11	8	9	8	8	10	6
Cost of Real Estate (Rental or purchase)									
Positive	22	17	21	28	18	31	21	15	22
Neutral	19	13	18	22	26	15	21	19	16
Negative	35	38	31	28	28	36	37	41	43
Don't know	11	13	10	11	13	9	9	6	11
Doesn't have an impact on our business	13	19	20	11	16	9	12	20	7

Appendix: Some Key Charts by Different Segments

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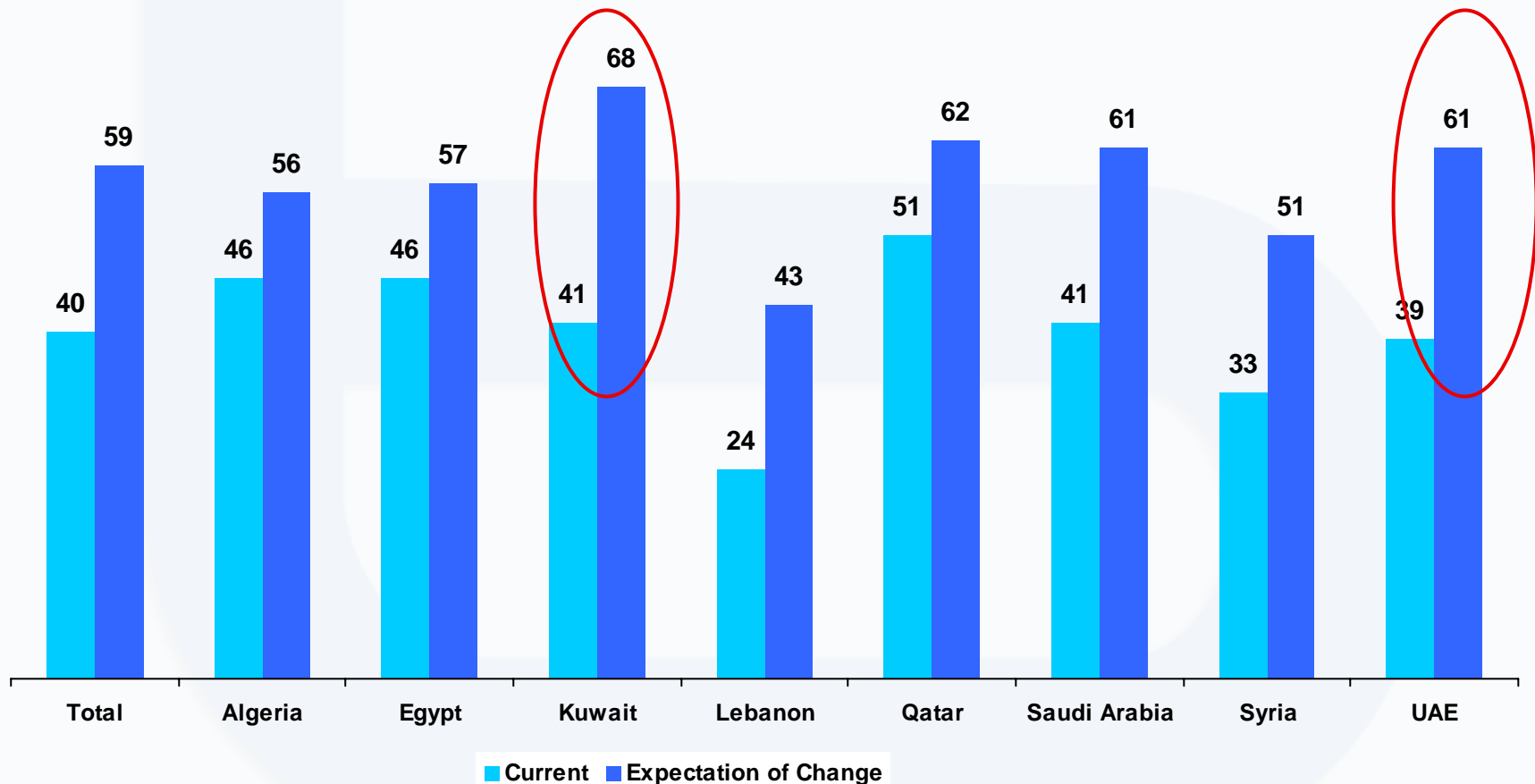
By Country of Residence

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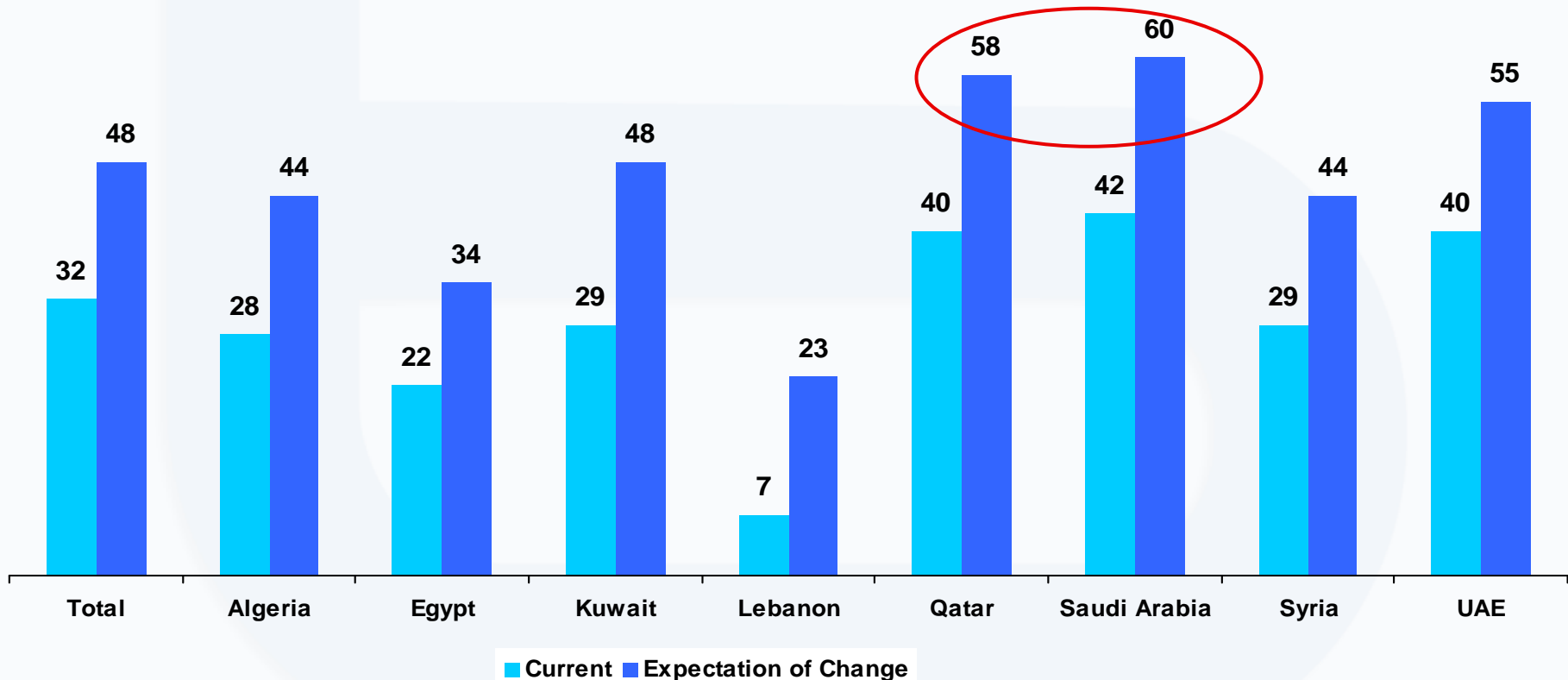
Bayt.com CCI Appraisal of Personal Financial Situation – (Better option)

- ✓ Overall respondents are optimistic of the future financial position,
- ✓ Those living in UAE and Kuwait are highly optimistic (vis-a-vis the current situation).
- ✓ Relatively speaking, respondents in Lebanon are not happy with the present personal financial situation



Bayt.com CCI Appraisal of Country's Economy – (Better option)

- ✓ Respondents are optimistic that the economy of the country would be better in a year's time.
- ✓ Residents of Saudi, (followed by Qatar & UAE) perceive their country's current economy and also future economy in a better light relative to the residents of other countries
- ✓ Respondents in Lebanon are way below the average in terms of both current situation and optimism.

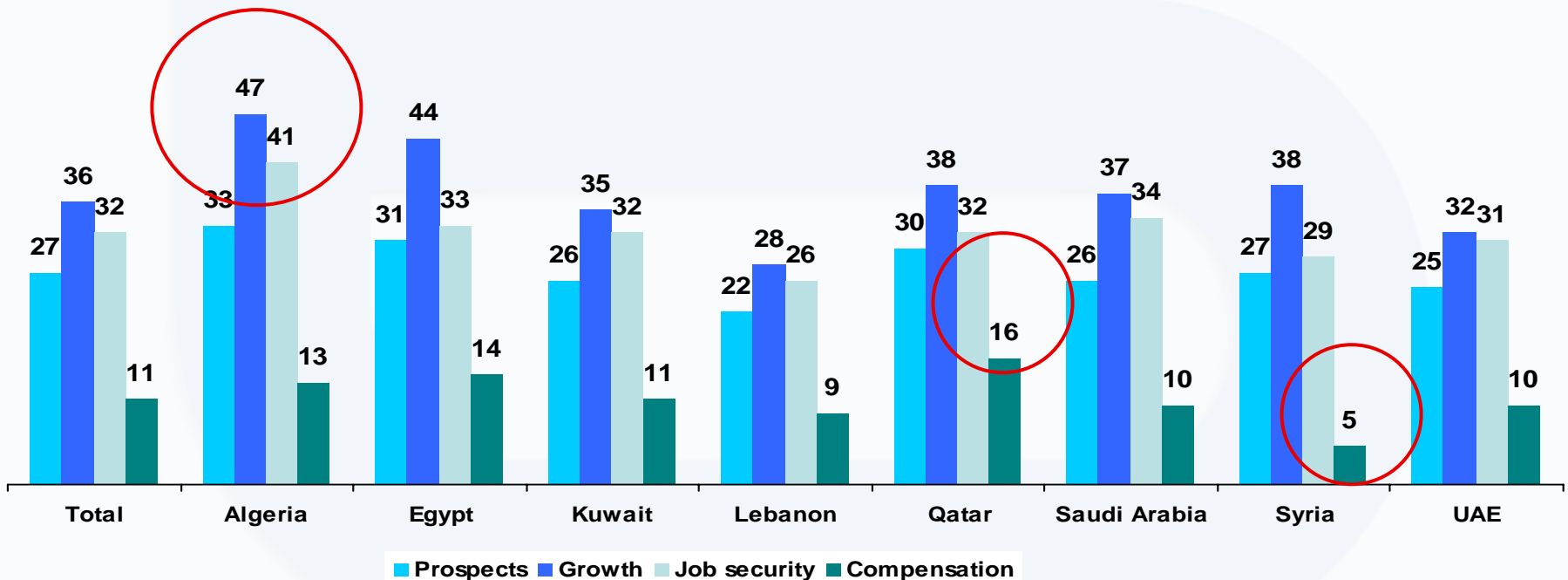


Base: Total 8814

Source: Bayt.com

Bayt.com CCI Appraisal of Career - (High Satisfaction Option)

- ✓ Respondents are more on the neutral frame with regard to perception of career related aspects.
- ✓ Those living in Algeria and Egypt perceive better prospects & growth in terms of career as compared to residents of other countries.
- ✓ Algerian residents are relatively more confident of the job security, where as those living in Lebanon are least confident.
- ✓ Though, overall compensation is perceived to be very low (respondents preferred to chose the option of neutral) Syrian residents appear to be highly dissatisfied. On the other hand, Qatar residents are relatively more satisfied than those living in other countries.



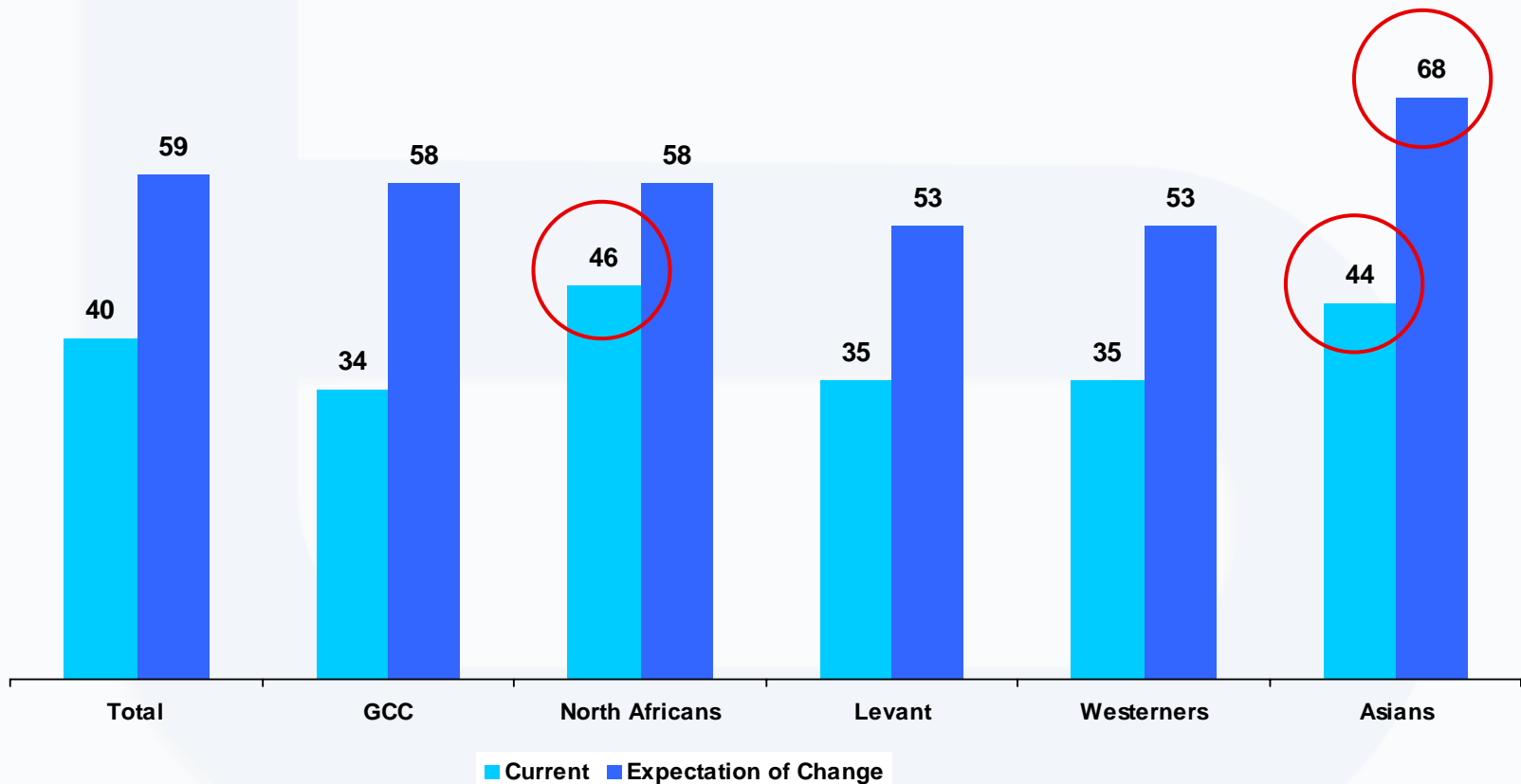
By Nationality

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Bayt.com CCI Appraisal of Personal Financial Situation – (Better Option)

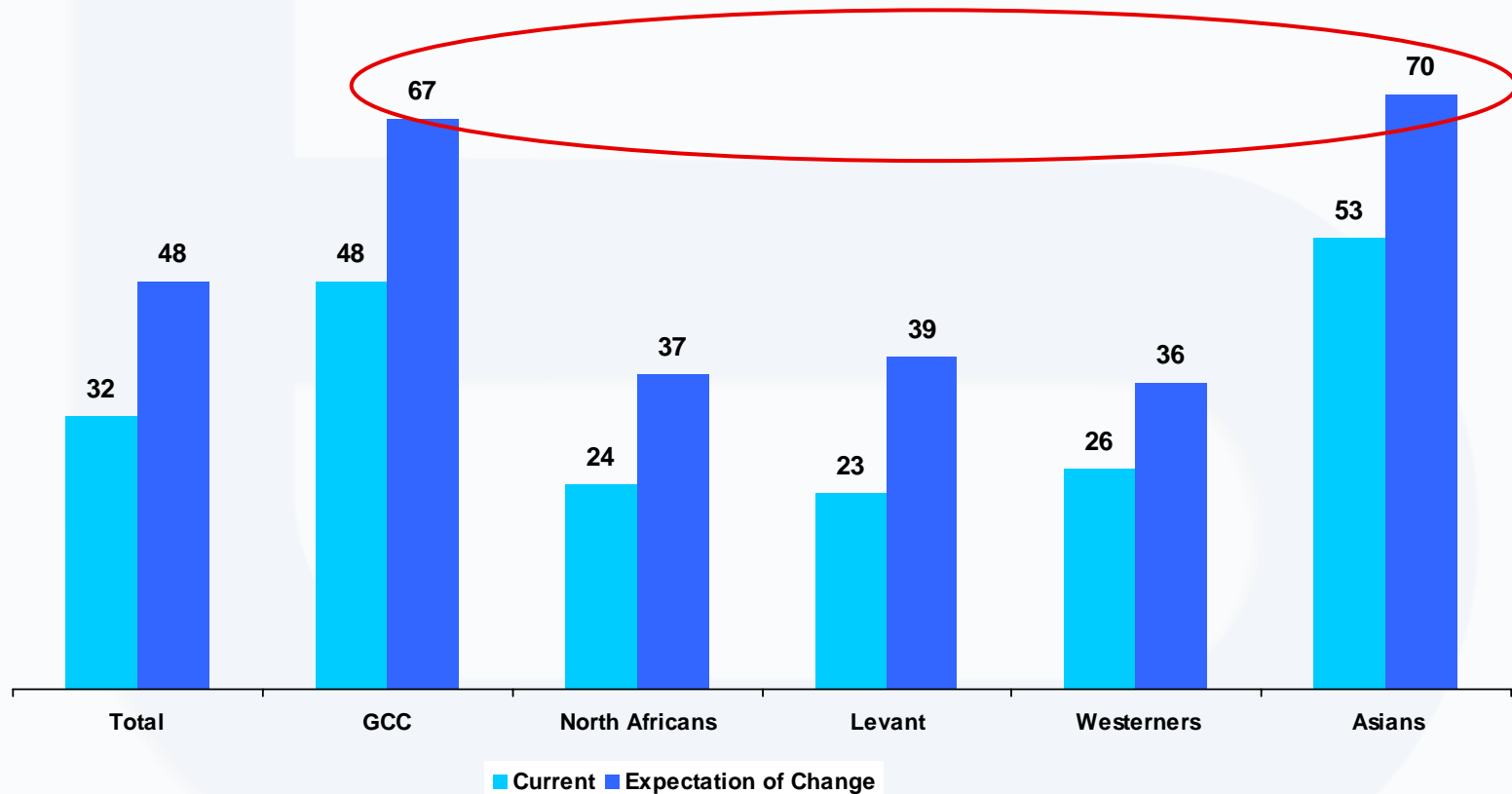
- ✓ The optimism for change in the personal financial situation is high across all nationalities.
- ✓ Asians are highly optimistic that their personal finance would improve in the coming year.
- ✓ North Africans followed by Asian nationals appear to be relatively more satisfied with their present financial situation.



Base: Total 8814

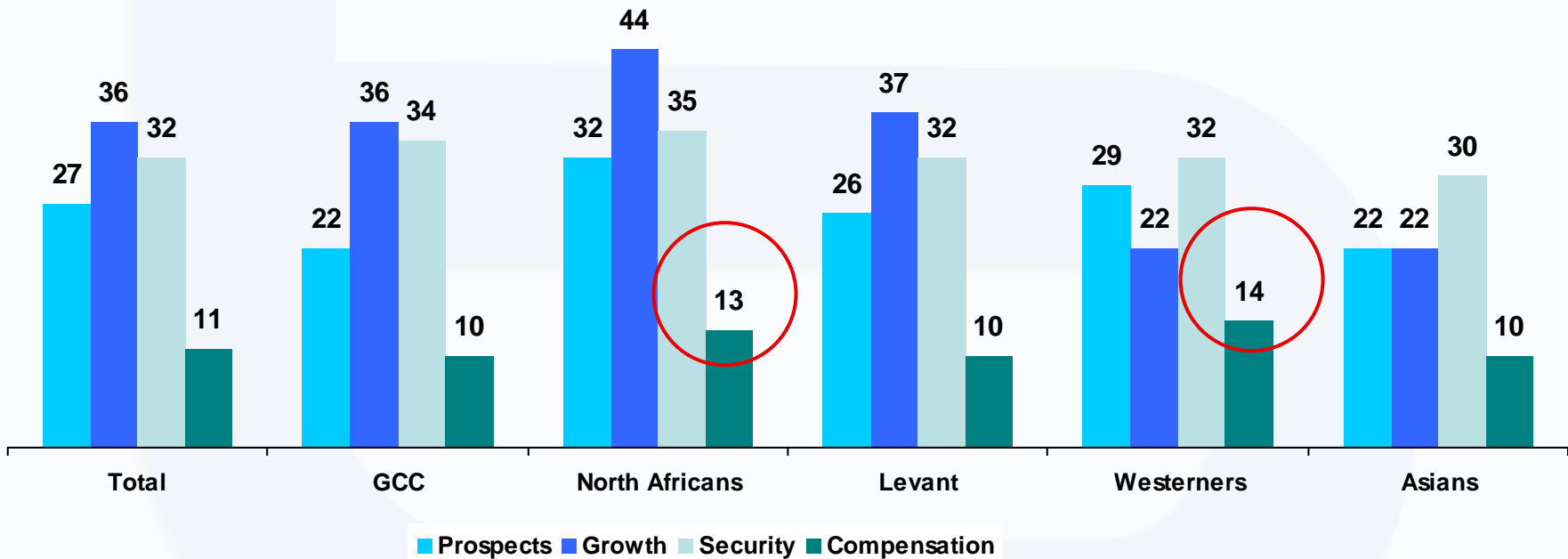
Bayt.com CCI Appraisal of Country's Economy – (Better Option)

- ✓ Respondents are optimistic that the economy of the country would be better in a year's time.
- ✓ Asians followed by GCC nationals are highly optimistic that the country's economy will be better in the future. A similar pattern is also reflected in the perception of the current scenario.
- ✓ Interestingly, Westerners are the least optimistic in terms of the country's economy as compared to other nationals.



Bayt.com CCI Appraisal of Career - (High Satisfaction Option)

- ✓ North African nationals perceive the prospects, growth and job security as relatively better than other nationalities.
- ✓ Among GCC nationals, though the perception of growth prospects is lower (as compared to other nationalities), satisfaction with job security is higher.
- ✓ Compensation satisfaction in general is felt to be lower across all nationalities, however Westerners & North Africans have a higher satisfaction than the others.



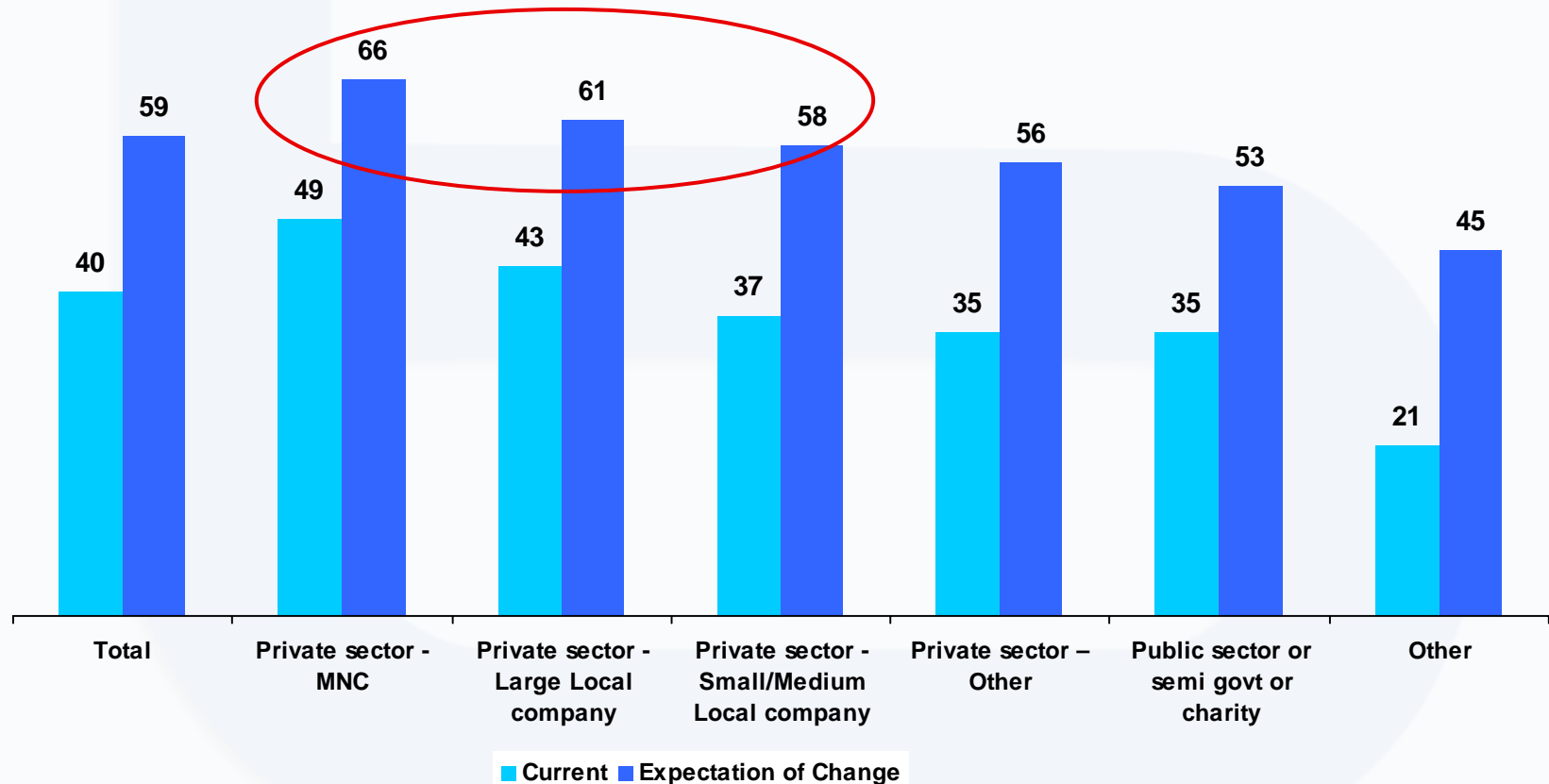
By Organisational Sector

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Bayt.com CCI Appraisal of Personal Financial Situation – (Better Option)

- ✓ Relative to other sectors, private sector employees in general are optimistic about financial prospects in the coming year.
- ✓ MNC employees perceive relatively better prospects in the current scenario.

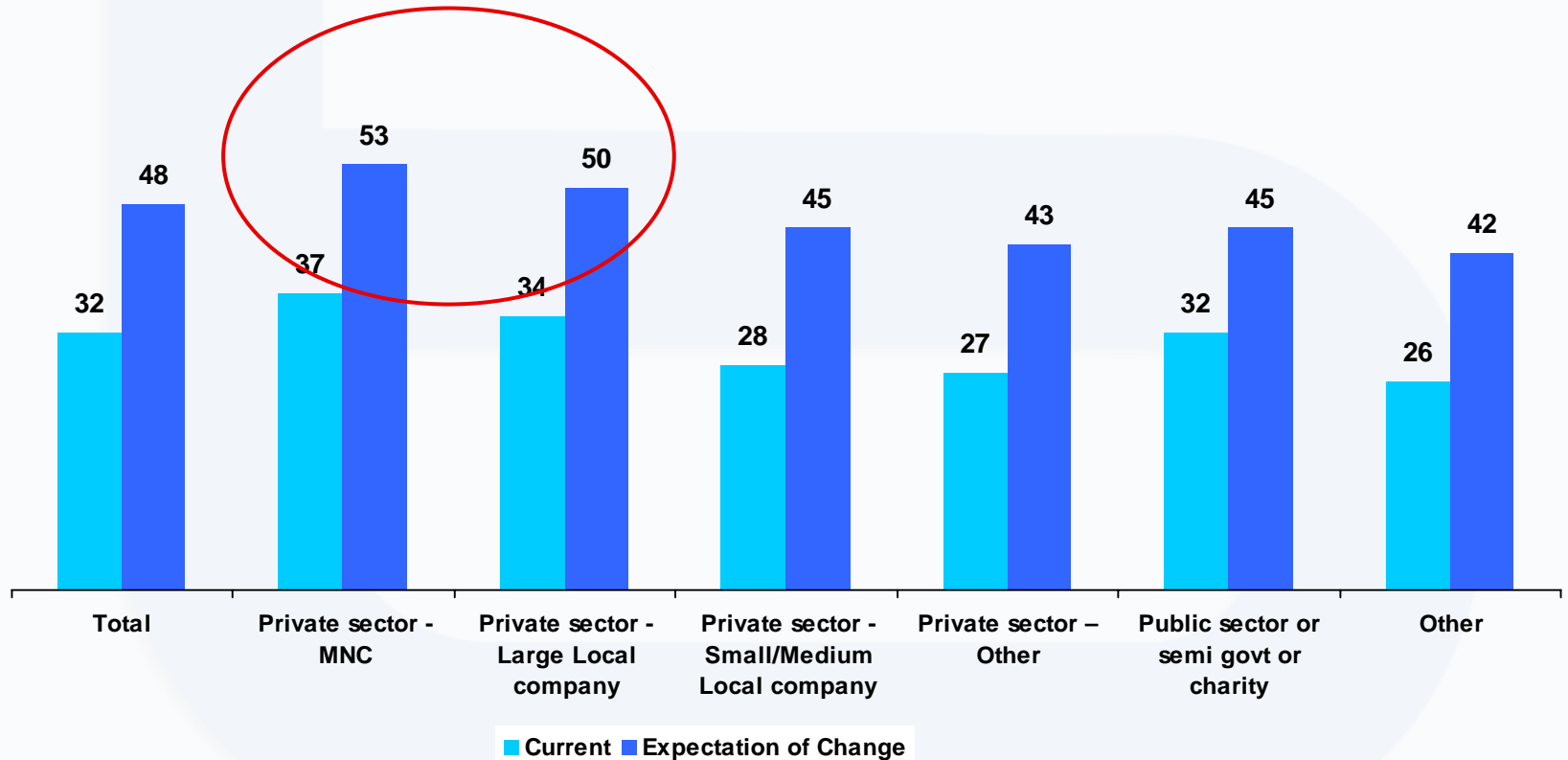


Base: Total 8814

Source: Bayt.com

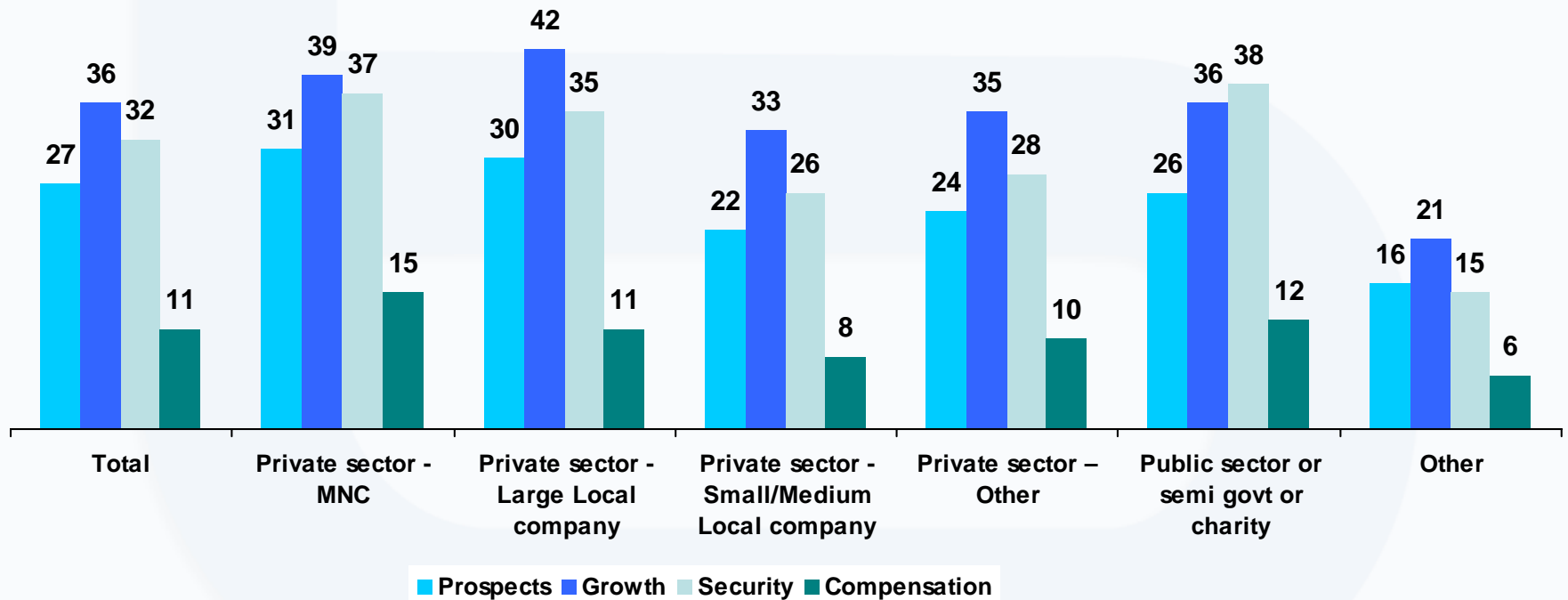
Bayt.com CCI Appraisal of Country's Economy – (Better Option)

- ✓ As was observed for the personal finance, people working in the MNC's & large local companies are more optimistic of the current and future state of the country's economy.



Bayt.com CCI Appraisal of Career - (High Satisfaction Option)

- ✓ Career prospects are viewed by the employees in large local companies as relatively higher, followed by MNC workers.
- ✓ Employees in the large local companies indicate higher growth prospects relative to others, followed by MNCs
- ✓ However, job security is perceived to be better by those working in government sector, followed by MNCs.
- ✓ Compensation is rated to be higher by those working in MNCs indicating a slightly higher satisfaction relative to those working in other sectors (though overall it is very low)



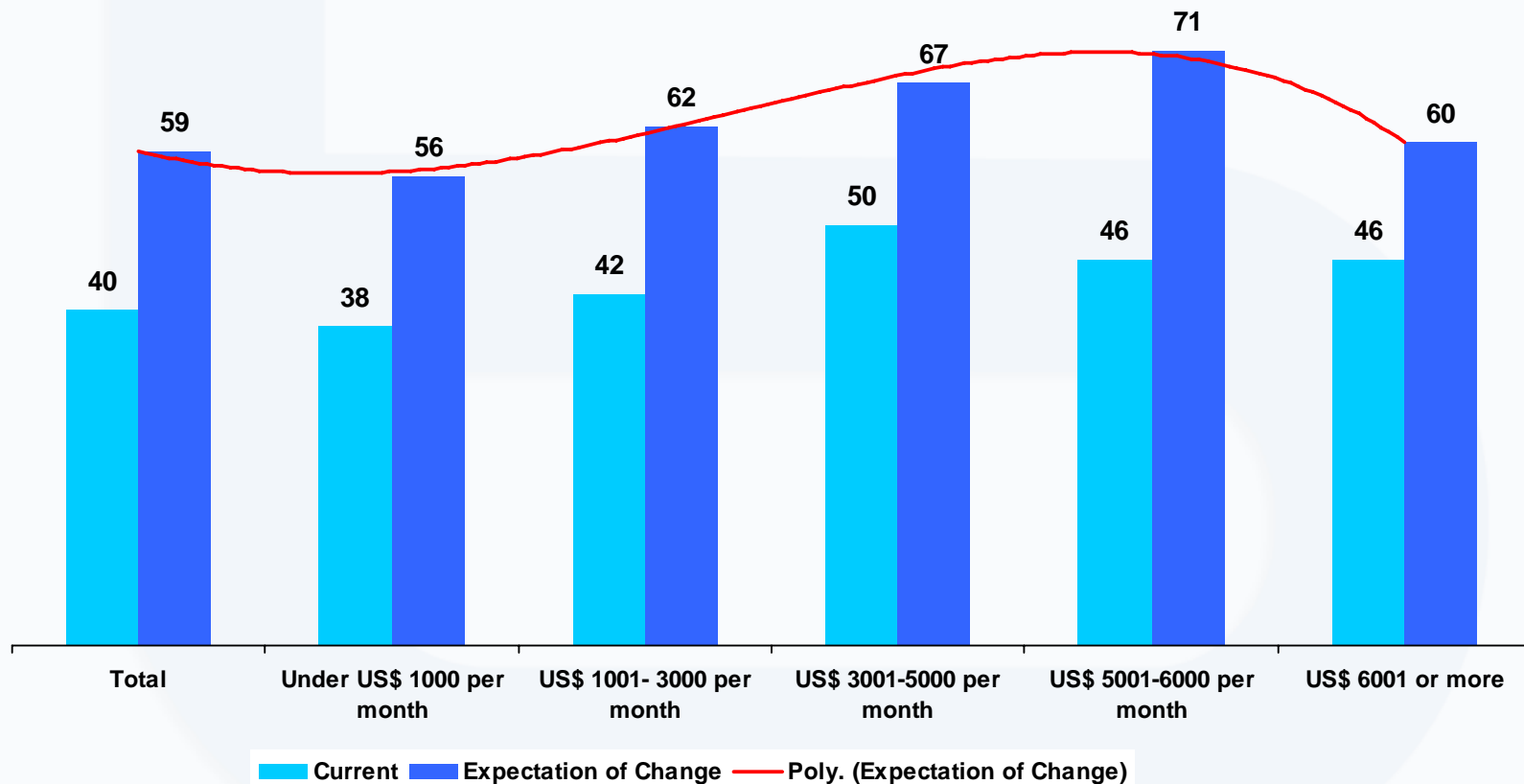
By Income

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Bayt.com CCI Appraisal of Personal Financial Situation – (Better Option)

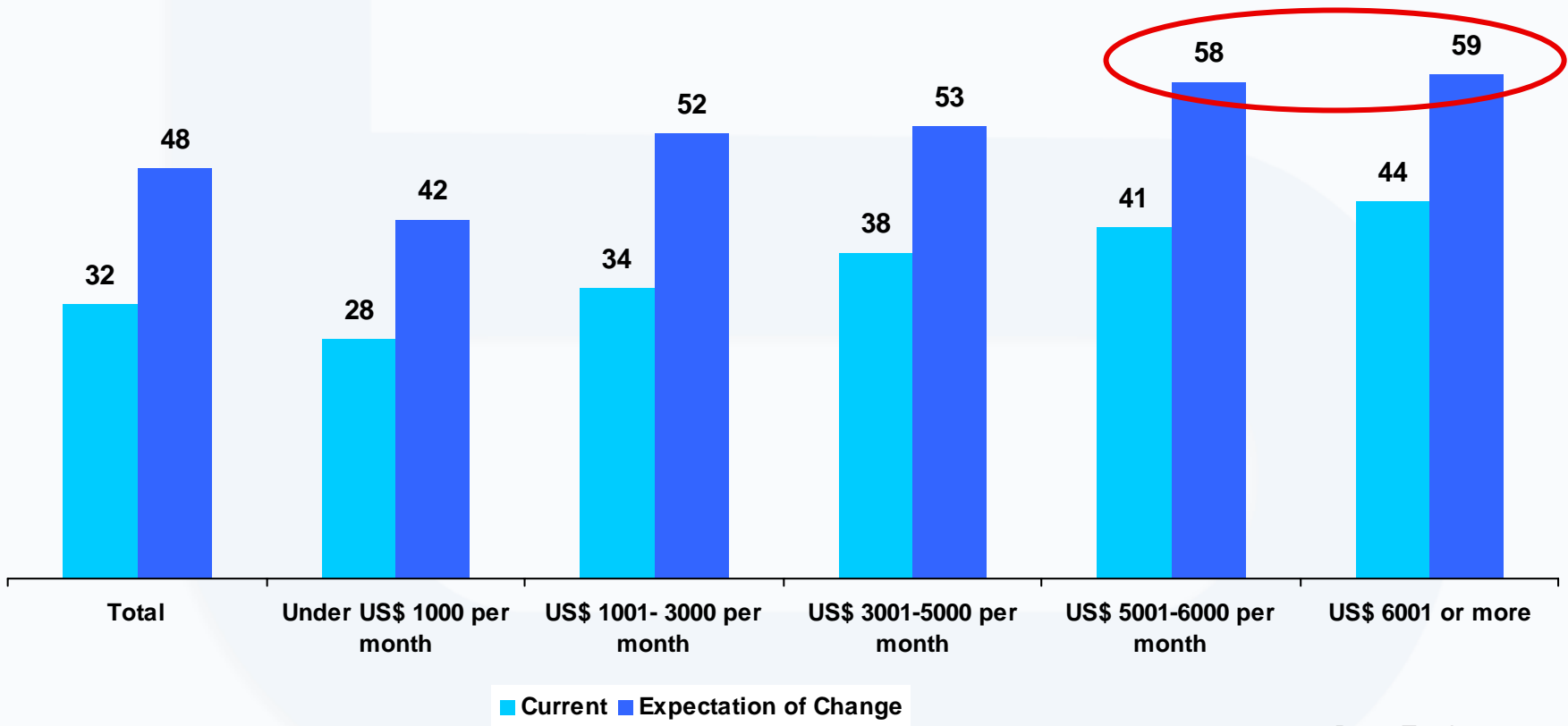
- ✓ Employees earning between \$3000 to \$6000 indicate an optimistic view of the future financial prospects.
- ✓ The trend line follows an almost a bell shaped curve. This indicates that earnings at the extreme ends will lead to lesser optimism.



Base: Total 8814

Bayt.com CCI Appraisal of Country's Economy – (Better Option)

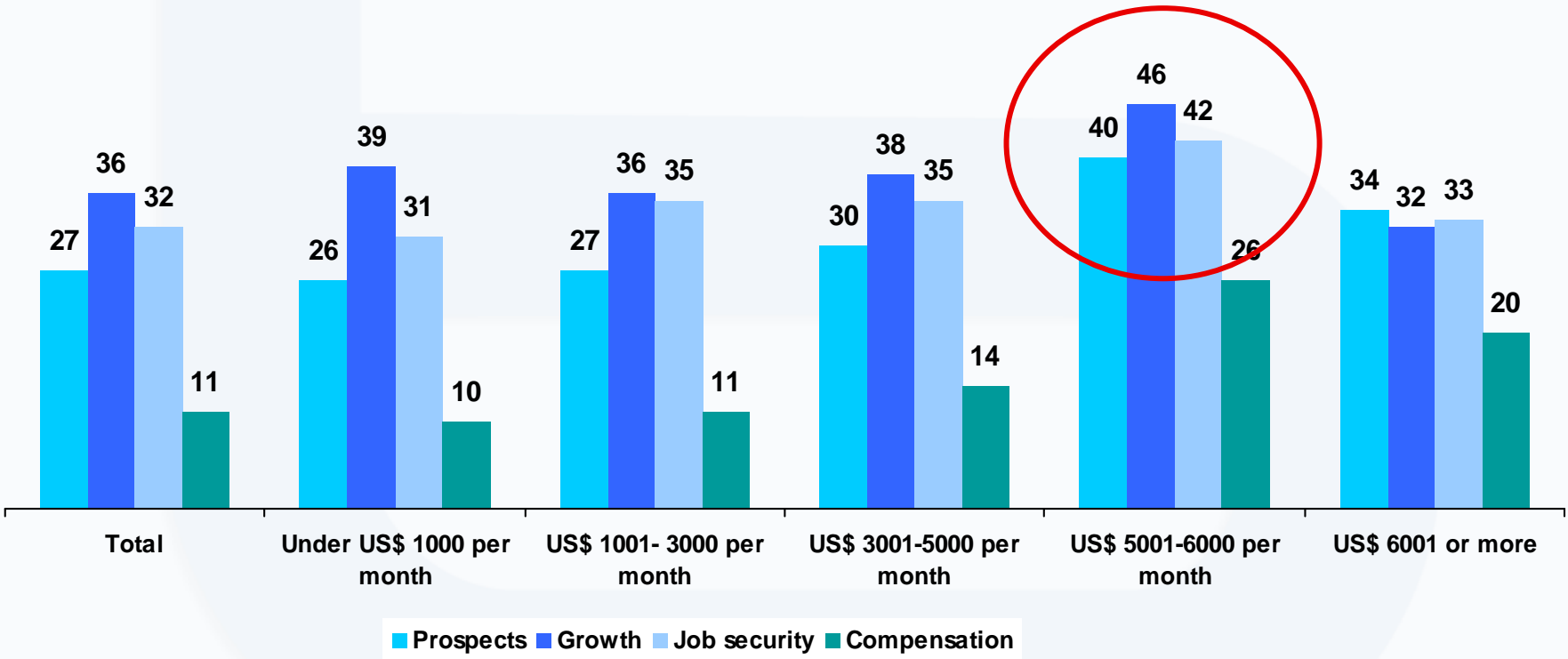
✓ Respondents earning \$5000 & above are more optimistic about the country's economy both in the current situation and its future.



Base: Total 8814

Bayt.com's CCI Appraisal of Career - (High Satisfaction Option)

✓ Interestingly, those earning \$5000 to \$6000 perceive career aspects in a more positive light, as compared to other income groups.



Base: Total 8814

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