

The Bayt.com
Fresh Graduates in the MENA Survey

July 2015



Section 1

PROJECT BACKGROUND

Objectives

- The Fresh Graduates survey targets respondents who completed their most recent educational qualification within the last 3 years. Key objectives included:
 - Uncovering respondent perception of the quality of education they received across a number of key attributes including value for money, curriculum, teaching methods and usage of technology.
 - Looking at the extent to which the education respondents received prepared them for the workforce, including whether or not respondents acquired any work experience during the time of their studies.
 - Recognizing respondent expectations from the workplace, including expected salary.
 - Identifying which industries are most appealing to fresh graduates in the MENA region.
 - Looking at the perceptions respondents have of the availability of jobs for fresh graduates in their country of residence and their willingness to relocate for employment purposes.
 - Revealing the challenges fresh graduates face in finding jobs, and in life in general.

Key findings

- Respondents appear to be generally satisfied with the quality of higher education they received (67%), although only 22% state that they are very satisfied.
- Except for preparation for the workplace where only 43% rated it positively, the majority of respondents rate the quality of their higher education satisfactorily across attributes. Respondents appear particularly impressed with the qualification of teachers (78%).
- The great majority of fresh graduates in Levant and in North Africa completed their most recent education qualification in their country of residence. On the other hand, only 43% of GCC residents completed their studies in the GCC.
- The most commonly studied subjects include engineering (28%), accounting/ finance (18%), business/ commerce/ economics (14%) and information technology / computer science (13%).
- About two-fifths do not believe that they would have fared better in the job market with a different major or school, although close to a third believe that if they had graduated with a different major they would have been in a better position.
- Just over three-fifths claim to have considered the availability of jobs in their field before deciding their major. Moreover, about 7 out of 10 current employees work in their field of study, with 53% being employed full time and 14% part time.
- Insufficient job openings and long time to find a job in their chosen field are the most common reasons mentioned by those who are not employed in their field of study (47% and 46%, respectively).

Key findings

- When asked what they will do if they do not find a job in their exact target job role/ industry, 4 out of 10 of fresh graduates will keep looking until they do, while 1 out of 4 will start looking in another role/industry of their choice.
- Banking/finance (24%) and engineering/ design (23%) emerge as the most appealing industries from a career point of view, followed by business consultancy (19%).
- Two-thirds (65%) of respondents believe that their education prepared them to target their industry of choice, at least to some extent, although only 13% state that their education completely prepared them.
- Getting experience in the field they want to work in emerges as the top factor of importance for respondents when selecting a job, followed by good professional training on offer, high salary and clear career progression path.
- Three-quarters of respondents did or plan to use leading online job sites to find their first job, followed by direct application to target companies (51%) and their network of family and friends (47%).
- 76% of fresh graduates claim that it was/ it will be difficult to find their first job, with 45% of them stating that it was/ will be 'very' difficult.
- Lack of previous work experience appears to be the biggest issue faced by respondents when searching for a job, with 60% specifying the fact that employers look for candidates with previous work experience.
- About a third of respondents do not have a prediction about how long it will take them to find their first job.

Key findings

- The majority (54%) stayed/plan to stay in their first job for 3 years or less.
- Almost a third (31%) claim that they would expect to receive a salary up to USD 500 for their first job.
- 7 out of 10 expect to be offered a basic salary; 4 out of 10 expect to get personal medical insurance.
- 8 out of 10 claim that their college did not help them to identify/apply for job opportunities.
- A little over half (52%) acquired work experience before or during college. Of these, 49% worked for a period of up to 6 months.
- 66% of respondents are planning to pursue higher education. The US (26%) followed closely by the UK (24%) are the top countries where respondents would consider to go for further education.
- The majority of respondents (64%) would consider relocating for employment purposes. UAE (61%) is the most popular choice for relocation, followed by Qatar (40%).
- When asked what challenges their generation face most, 'finding a job' emerged as the top challenge (76%) followed by 'saving money' (43%). 'Discovering what to do in life' and 'being able to financially afford a basic lifestyle' are seen as issues by 3 out of 10 respondents.
- The majority (74%) of respondents claim that there is low availability of jobs for fresh grads in their country of residence, while only 3% believe the opposite.
- Advertising/ marketing (27%) emerged as the industry that hires the highest number of fresh graduates, followed by banking/finance (20%) and military/defense /police (16%).

Key findings

- Lower expectations on salary (47%) and being more willing to follow instructions (34%) are the main reasons that respondents believe are behind why some industries hire more fresh graduates than others.
- 7 out of 10 claim that the lack of needed experience is the main reason that some industries are more hesitant to hiring them.
- Approximately 1 out of 2 respondents feel optimistic about the career and educational opportunities for their generation as compared to their parents' generation.
- When asked which skills they believe are required to excel in the workplace, respondents mentioned computer skills (58%), followed by linguistic skills (44%), academic/technical skills (39%) and communication skills (39%).
- In terms of their own personal skills, respondents rate themselves highly across most skills. Respondents are less confident about their negotiation and leadership skills.
- 8 out of 10 respondents are considering setting up their own businesses in the future, with 39% considering it 'actively.'

Section 2

RESEARCH METHODOLOGY

Sample Definition

All respondents must have completed their most recent educational qualification within the past 3 years in order to qualify to take part in the survey.

Age and Gender:

Adult males and females

Aged 18-34 years old

Nationalities:

GCC Arabs, North Africans, Levantines, Westerners, Asians

Country of Residence

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

Levant: Lebanon, Syria, Jordan

North Africa: Egypt, Morocco, Algeria, Tunisia

Data Collection

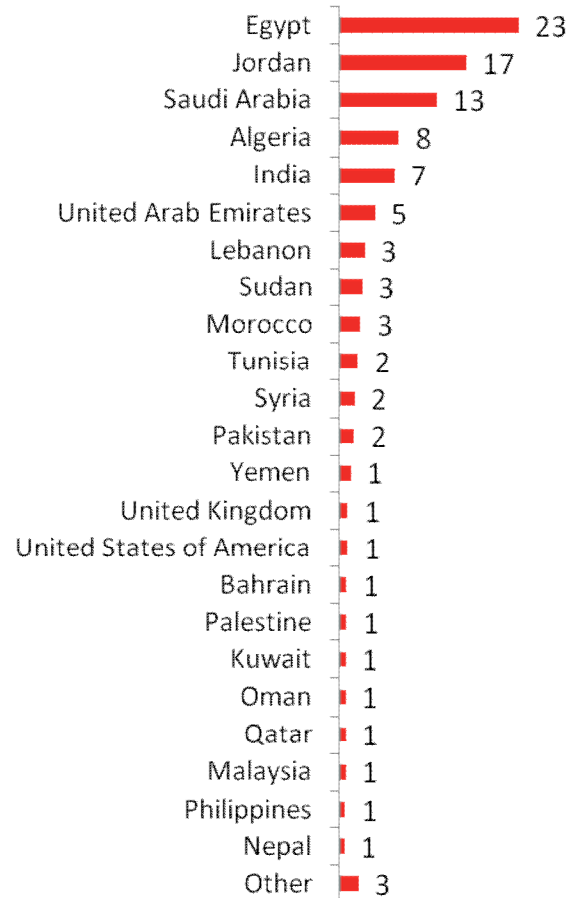
All data was collected online. Fieldwork was done between 8 June and 18 June 2015. The total number of successful online interviews achieved was 1,006.

Section 3

RESEARCH FINDINGS

Country in which recent qualification was completed

- “ 23% of respondents completed their most recent qualification in Egypt, followed by 17% who completed their studies in Jordan.
- “ The great majority of fresh graduates in Levant and North Africa completed their most recent education qualification in their country of residence. On the other hand, only 43% of GCC residents completed their studies in the GCC.



Base: All respondents (1,006)

Q. Where did you complete your most recent education qualification?

All figures are %'s

Country in which most recent qualification was completed

	GCC			Levant		North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All respondents	237	155	34	34	153	202	76	
Egypt	10	1	18	-	1	98	-	
Jordan	4	6	3	-	95	-	-	
Saudi Arabia	54	-	-	-	-	-	-	
Algeria	-	1	-	-	-	-	100	
India	4	28	24	-	-	-	-	
United Arab Emirates	-	29	-	-	-	1	-	
Lebanon	-	-	-	94	-	-	-	
Sudan	8	3	15	-	-	1	-	
Morocco	-	1	3	3	-	-	-	
Tunisia	-	-	-	-	-	-	-	
Syria	1	5	-	3	-	-	-	
Pakistan	3	5	-	-	-	-	-	
Yemen	6	-	3	-	-	-	-	
United Kingdom	1	3	3	-	-	-	-	
United States of America	4	1	-	-	-	-	-	
Bahrain	-	-	-	-	-	-	-	
Palestine	-	2	3	-	3	-	-	
Kuwait	-	-	-	-	-	-	-	
Oman	-	-	-	-	-	-	-	
Qatar	-	1	18	-	-	-	-	
Malaysia	2	1	3	-	-	1	-	
Philippines	-	4	3	-	-	-	-	
Nepal	-	3	-	-	-	-	-	
Other	2	6	6	-	1	1	-	

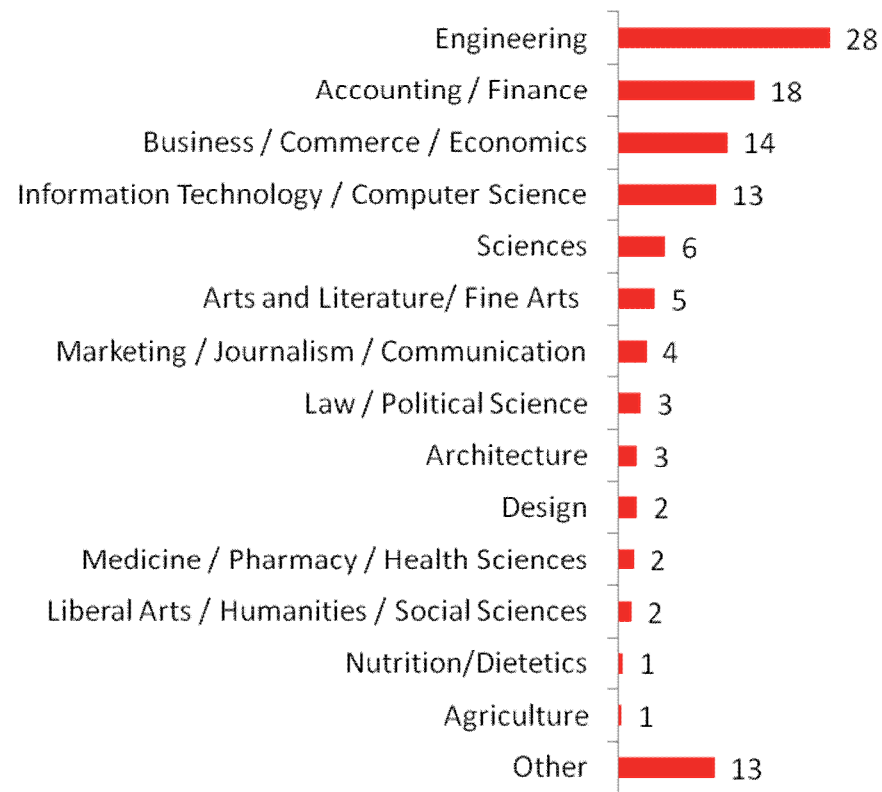
Q. Where did you complete your most recent education qualification?

All figures are %'s

*results for countries with base below 100 are indicative

Subjects/areas studied

- “ The most commonly studied subjects include engineering (28%), accounting/ finance (18%), business/ commerce/ economics (14%), and information technology / computer science (13%).
- “ Engineering was consistently one of the top 2 most studied degrees in the GCC, Levant and North Africa.



Base: All respondents (1,006)

Q. And what subject area/s did you study in your bachelor/master/PhD?

All figures are %'s

Subjects/areas studied

	GCC			Levant		North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All respondents	237	155	34	34	153	202	76	
Engineering	29	28	41	21	20	35	18	
Accounting / Finance	12	21	24	15	24	22	14	
Business / Commerce / Economics	16	17	12	18	10	9	22	
Information Technology / Computer Science	19	7	6	9	18	8	11	
Sciences	9	4	6	3	3	5	9	
Arts and Literature/ Fine Arts	6	1	3	6	7	4	5	
Marketing / Journalism / Communication	2	10	3	6	5	3	1	
Law / Political Science	2	1	3	-	-	7	8	
Architecture	2	4	3	-	4	2	4	
Design	3	4	-	12	1	1	-	
Medicine / Pharmacy / Health Sciences	3	3	6	-	3	1	1	
Liberal Arts / Humanities / Social Sciences	-	2	-	6	4	1	3	
Nutrition/Dietetics	1	1	-	3	-	1	-	
Agriculture	-	-	-	-	2	1	-	
Other	9	17	6	12	10	9	25	

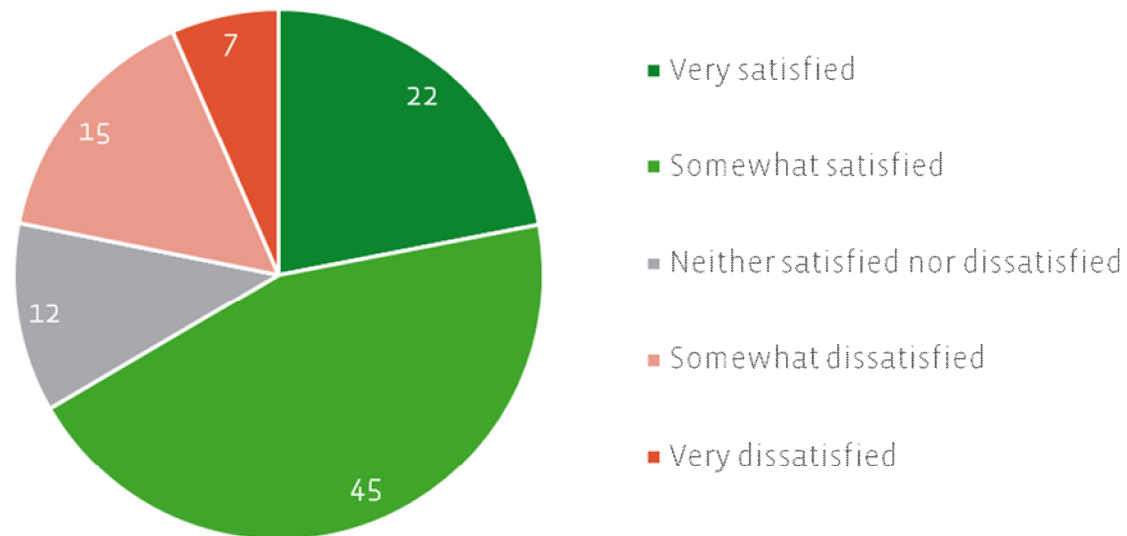
Q. And what subject area/s did you study in your bachelor/master/PhD?

All figures are %'s

**results for countries with base below 100 are indicative*

Satisfaction with quality of higher education

- “ Respondents appear to be generally satisfied with the quality of higher education they received (67%), although only 22% state that they are ‘very’ satisfied.
- “ Respondents in the GCC (70%) appear to be somewhat more satisfied as compared to respondents in Levant and North Africa (65% and 62%, respectively).



Base: All respondents (1,006)

Q. Overall, how satisfied were you with the quality of college and higher education you have received?

All figures are %'s

Satisfaction with quality of higher education

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All respondents	237	155	34	34	153	202	76		
Very satisfied	24	31	26	38	19	13	7		
Somewhat satisfied	41	43	47	35	45	49	51		
Neutral	13	15	12	3	11	6	17		
Somewhat dissatisfied	16	8	6	18	18	22	17		
Very dissatisfied	5	4	9	6	7	10	8		

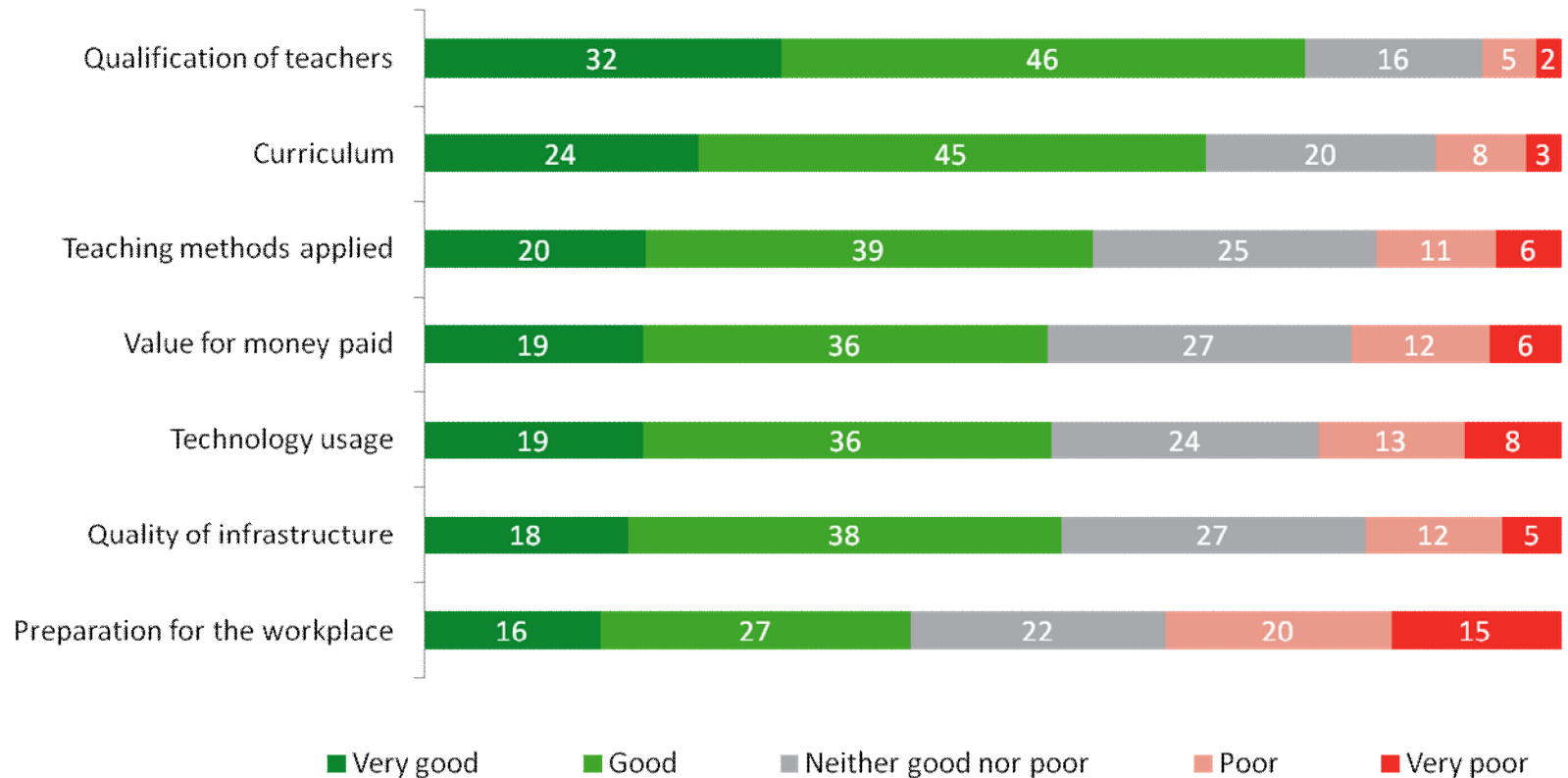
Q. Overall, how satisfied were you with the quality of college and higher education you have received?

All figures are %'s

**results for countries with base below 100 are indicative*

Evaluating the quality of higher education

- “ Except for preparation for the workplace, where only 43% rated it positively, the majority of respondents rate the quality of their higher education satisfactorily across all other attributes.
- “ Respondents appear particularly impressed with the qualification of their teachers (78%).
- “ Across all attributes, respondents in North Africa are the least satisfied with the quality of higher education they received.



Base: All respondents(1,006)

Q. How would you rate the quality of college and higher education you received on each of the following aspects?

All figures are %'s

Evaluating the quality of higher education

	GCC				Levant			North Africa			
	KSA	UAE		Qatar		Lebanon		Jordan	Egypt		Algeria
Base: All respondents	237	155		34		34		153	202		76
Qualification of teachers											
Very good	34	37		32		44		35	23		13
Good	42	46		44		38		50	46		53
Neither good nor poor	19	12		12		12		9	20		24
Poor	5	2		3		6		4	7		8
Very poor	-	2		9		-		3	3		3

Q. How would you rate the quality of college and higher education you received on each of the following aspects?

All figures are %'s

*results for countries with base below 100 are indicative

Evaluating the quality of higher education

	GCC				Levant			North Africa		
	KSA	UAE	Qatar		Lebanon	Jordan	Egypt	Algeria		
Base: All respondents	237	155	34		34	153	202		76	
Curriculum										
Very good	30	27	32		32	29	15		9	
Good	40	47	32		59	46	42		47	
Neither good nor poor	19	17	29		6	16	27		29	
Poor	8	6	-		-	6	12		13	
Very poor	3	3	6		3	3	4		1	
Teaching methods applied										
Very good	23	23	24		41	24	10		4	
Good	38	48	38		29	43	32		39	
Neither good nor poor	25	22	21		26	18	29		36	
Poor	12	5	15		3	11	15		16	
Very poor	3	3	3		-	4	13		5	

Q. How would you rate the quality of college and higher education you received on each of the following aspects?

All figures are %'s

*results for countries with base below 100 are indicative

Evaluating the quality of higher education

	GCC				Levant			North Africa			
	KSA	UAE		Qatar		Lebanon		Jordan	Egypt		Algeria
Base: All respondents	237	155		34		34		153	202		76
Value for money paid											
Very good	29	25		12		24		13	12		11
Good	33	40		56		44		32	39		25
Neither good nor poor	26	23		15		15		30	24		34
Poor	10	7		9		12		18	15		20
Very poor	3	5		9		6		7	10		11
Technology usage											
Very good	24	23		26		24		20	14		1
Good	36	43		26		53		34	31		26
Neither good nor poor	20	24		21		12		25	25		32
Poor	14	6		18		9		16	11		28
Very poor	6	4		9		3		6	18		13

Q. How would you rate the quality of college and higher education you received on each of the following aspects?

All figures are %'s

*results for countries with base below 100 are indicative

Evaluating the quality of higher education

	GCC				Levant			North Africa			
	KSA	UAE		Qatar		Lebanon		Jordan	Egypt		Algeria
Base: All respondents	237	155		34		34		153	202		76
Quality of infrastructure											
Very good	20	28		24		29		19	11		3
Good	36	40		29		50		39	37		29
Neutral	26	25		32		15		24	24		47
Poor	14	5		9		6		13	18		16
Very poor	4	3		6		-		5	10		5
Preparation for the workplace											
Very good	17	21		12		18		18	11		3
Good	22	39		38		41		21	24		20
Neutral	25	18		18		18		22	20		30
Poor	22	15		21		15		20	23		29
Very poor	14	6		12		9		19	22		18

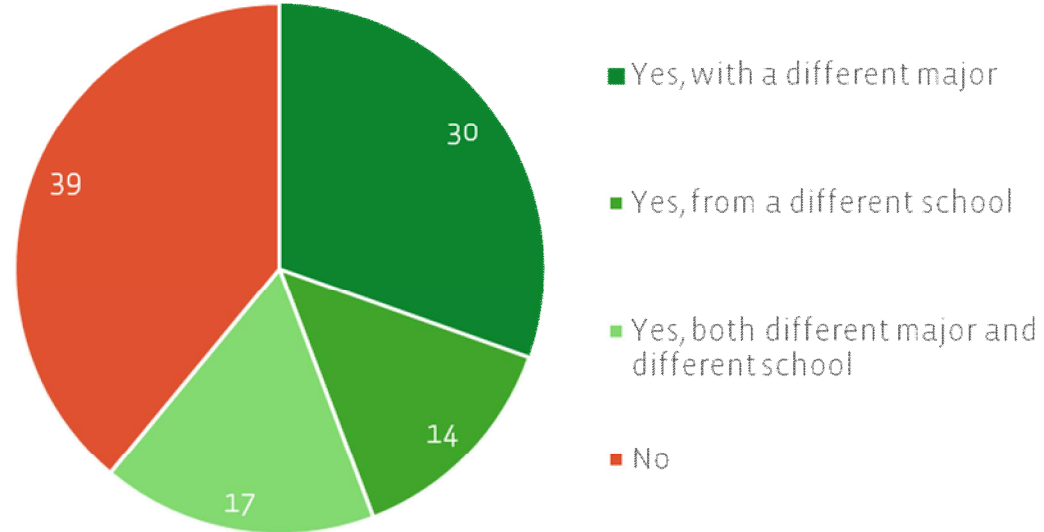
Q. How would you rate the quality of college and higher education you received on each of the following aspects?

All figures are %'s

*results for countries with base below 100 are indicative

Possibilities with a different major/school

“ About 4 in 10 do not believe that they would have fared better in the job market with a different major or school, although close to a third believe that if they had graduated with a different major they would have been in a better position today.



Base: All respondents (1,006)

Q. Do you think you would have fared better in the job market with a different major or different school?

All figures are %'s

Possibilities with a different major/school

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All respondents	237	155	34	34	153	202	76		
Yes, with a different major	36	28	15	44	29	28	25		
Yes, from a different school	15	18	29	6	10	11	12		
Yes, both different major and different school	12	19	29	15	14	23	14		
No	37	34	26	35	46	39	49		

Q. Do you think you would have fared better in the job market with a different major or different school?

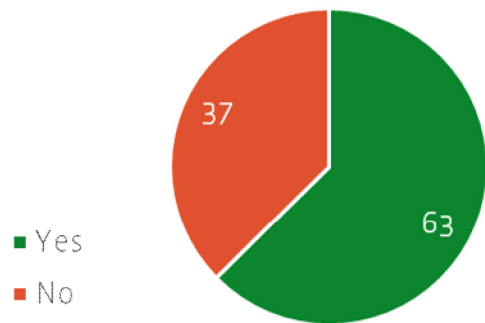
All figures are %'s

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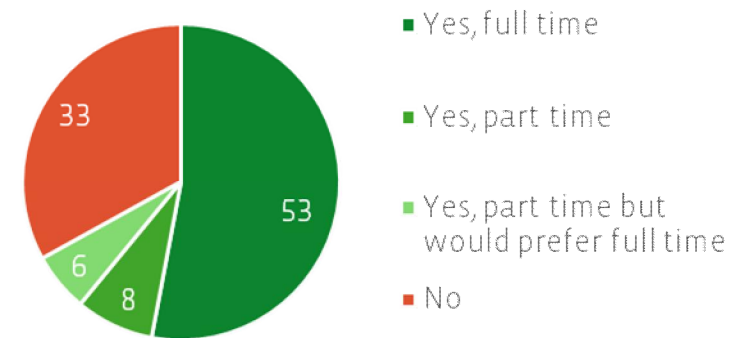
Field of study

- “ 6 in 10 claim to have considered the availability of jobs in their field before deciding their major.
- “ Moreover, about 7 out of 10 of current employees work in their field of study, with 53% being employed full time and 14% part time.
- “ A higher proportion of those employed in the GCC (60%) are employed in their field of study on a full-time basis, as compared to those in Levant and North Africa (44% and 48%, respectively).

Did you consider the availability of jobs in your field before deciding your major?



Base: All respondents (1,006)



Base: All respondents who are working (394)

Q. Did you consider the availability of jobs in your field before deciding your major?

Q. Are you currently employed in your field of study?

All figures are %'s

Field of study

	GCC				Levant			North Africa		
	KSA	UAE		Qatar		Lebanon	Jordan	Egypt		Algeria
Did you consider the availability of jobs in your field before deciding your major?										
Base: All Respondents	237	155		34		34	153	202		76
Yes	65	66		74		47	64	57		66
No	35	34		26		53	36	43		34
Are you employed in your field of study?										
Base: All respondents who are working	86	58					62	85		
Yes, full time	58	59					50	53		
Yes, part time	3	5					8	14		
Yes, part time but would prefer full time	5	7					2	8		
No	34	29					40	25		

Q. Did you consider the availability of jobs in your field before deciding your major?

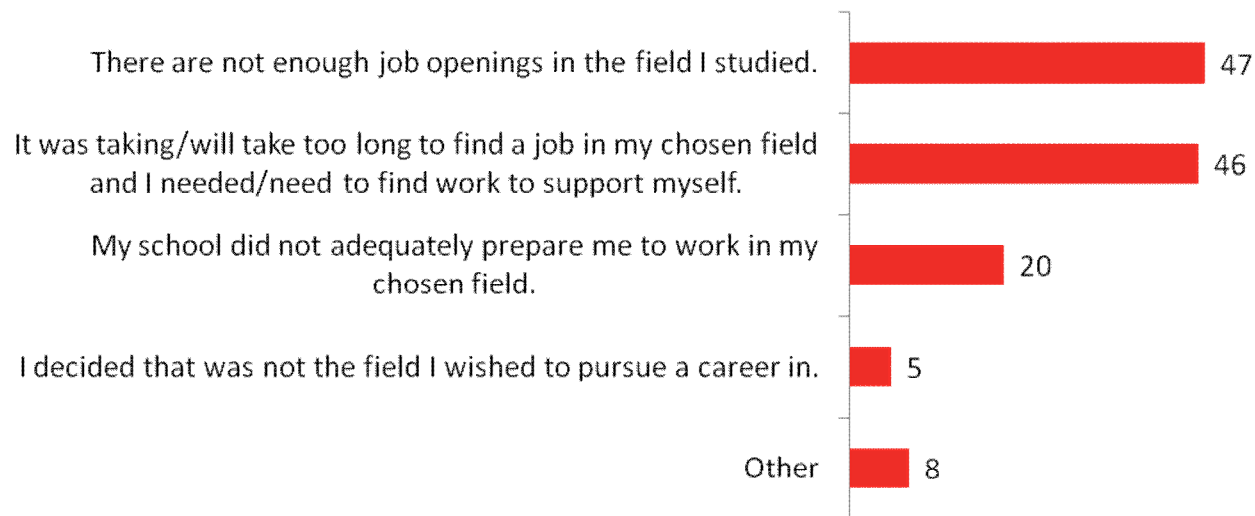
Q. Are you currently employed in your field of study?

All figures are %'s

*results for countries with base below 100 are indicative

Reasons not employed in field of study

“ Insufficient job openings and long time to find a job in their chosen field are the most common reasons mentioned by those who are not employed in their field of study (47% and 46%, respectively).



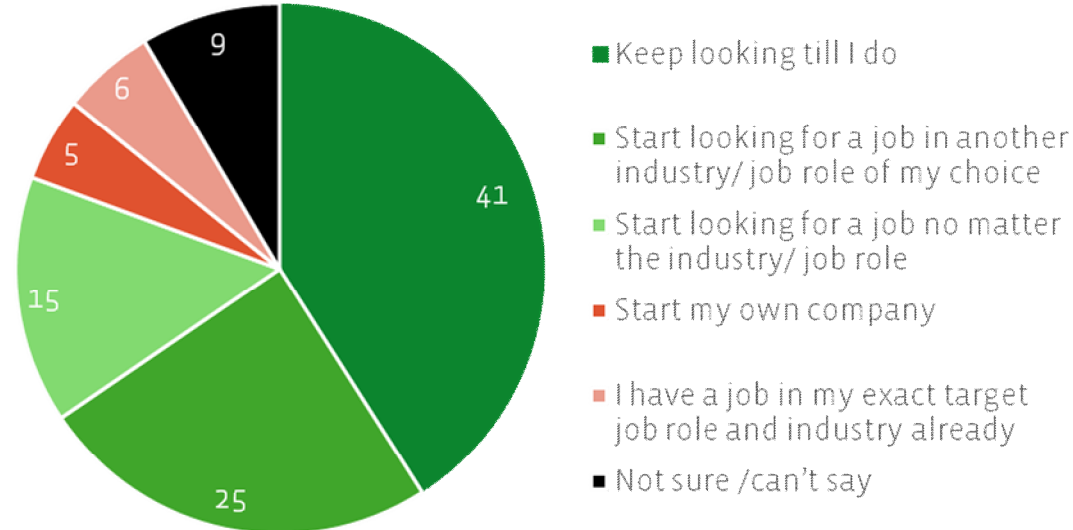
Base: Employed respondents who are not employed in their field of study(129)

Q. Why are you not employed in your field of study?

All figures are %'s

Actions if they don't find a job in their industry/role of choice

- When asked what they will do if they do not find a job in their exact target job role/industry, 4 out of 10 of fresh graduates will keep looking until they do, while 1 out of 4 will start looking in another role/industry of their choice.
- Residents in GCC seem more open to pursue a different path, as compared to those in Levant and North Africa



Base: All respondents (1,006)

Q. What will you do if you don't find a job in your exact target job role and industry?

All figures are %'s

Actions if they don't find a job in their industry/role of choice

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All Respondents	237	155	34	34	153	202	76		
Keep looking till I do	39	27	35	32	42	50	42		
Start looking for a job in another industry/ job role of my choice	28	39	21	12	24	21	16		
Start looking for a job no matter the industry/ job role	13	19	24	18	16	11	20		
Start my own company	5	4	6	6	4	6	9		
I have a job in my exact target job role and industry already	6	5	3	3	6	4	7		
Not sure /can't say	9	7	12	29	9	8	7		

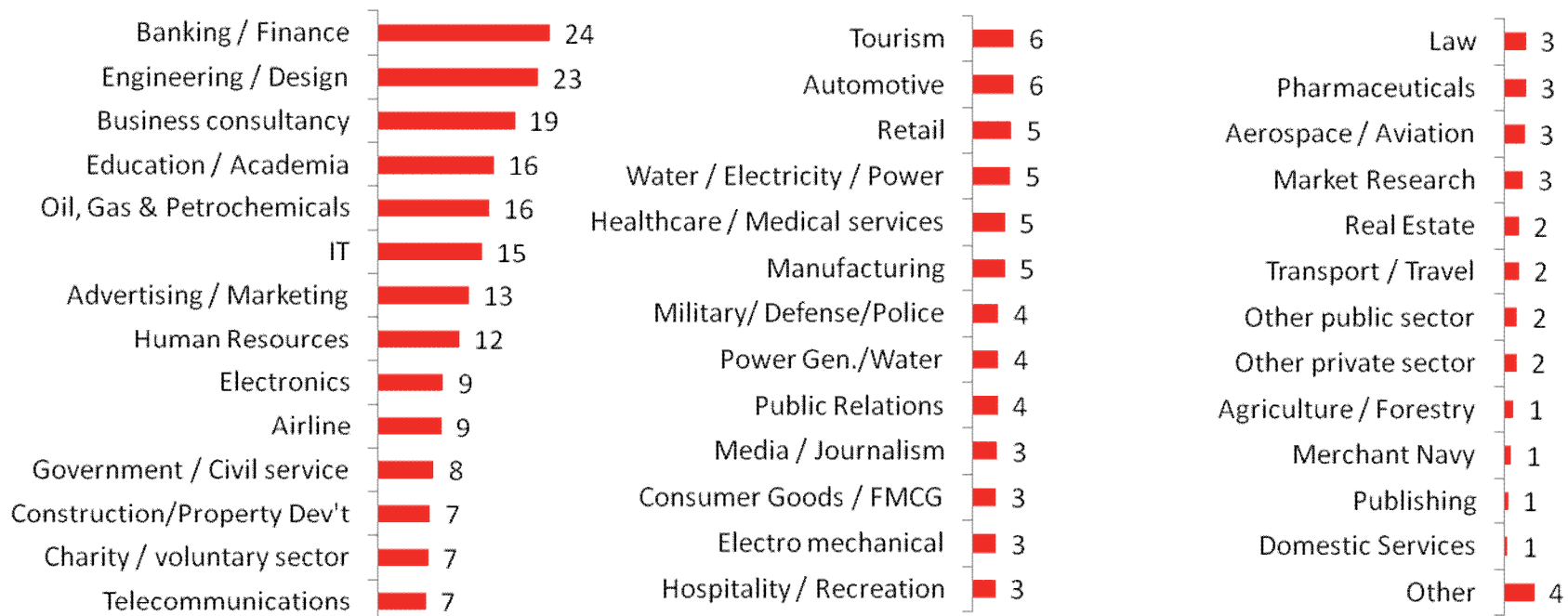
Q. What will you do if you don't find a job in your exact target job role and industry?

All figures are %'s

*results for countries with base below 100 are indicative

Appealing industries from a career perspective

- “ Banking/finance (24%) and engineering/ design (23%) emerge as the most appealing industries from a career point of view, followed by business consultancy (19%).
- “ The above industries seem somewhat less appealing in North Africa, as compared to GCC and Levant



Base: All respondents (1,006)

Q. Which of the following industries are most appealing to you from a career point of view? (Please select up to 3 industries)

All figures are %'s

Appealing industries from a career perspective

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All respondents	237	155	34	34	153	202	76		
Banking / Finance	28	25	24	18	29	24	12		
Engineering / Design	24	27	32	21	18	27	13		
Business consultancy/ Business Management/ Management Consulting	22	19	9	21	22	15	20		
Education / Academia	18	12	6	18	18	14	18		
Oil, Gas & Petrochemicals	12	16	35	3	7	22	24		
IT	22	8	12	12	20	11	8		
Advertising / Marketing	12	14	12	21	16	8	13		
Human Resources	13	14	3	3	18	8	9		
Electronics	8	3	6	12	9	15	14		
Airline	12	8	6	3	5	9	9		
Government / Civil service	12	8	18	6	5	4	8		
Construction/Property Development	4	8	26	12	7	10	3		
Charity / voluntary sector	7	4	6	6	10	6	13		
Telecommunications	5	5	3	6	9	8	5		

Q. Which of the following industries are most appealing to you from a career point of view? (Please select up to 3 industries)

All figures are %'s

**results for countries with base below 100 are indicative*

Appealing industries from a career perspective

	GCC			Levant		North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All respondents	237	155	34	34	153	202	76	
Tourism	3	6	3	-	5	9	11	
Automotive	4	4	12	6	6	8	7	
Retail	4	4	6	3	7	8	8	
Water / Electricity / Power Generation	5	6	9	-	5	6	3	
Healthcare / Medical services	6	6	3	6	5	2	7	
Manufacturing	5	6	-	3	3	5	3	
Military/ Defense/Police	2	3	3	3	4	5	4	
Power Generation and Water Industry	3	1	6	3	4	5	5	
Public Relations	4	5	6	9	3	4	1	
Media / Journalism	2	6	-	15	4	2	5	
Consumer Goods / FMCG	2	6	-	6	1	3	4	
Electro mechanical	2	3	3	6	-	5	8	
Hospitality / Recreation / Entertainment	3	6	9	3	2	1	4	

Q. Which of the following industries are most appealing to you from a career point of view? (Please select up to 3 industries)

All figures are %'s

**results for countries with base below 100 are indicative*

Appealing industries from a career perspective

	GCC		Levant		North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria
Base: All Respondents	237	155	34	34	153	202	76
Law	2	2	3	9	2	4	7
Pharmaceuticals	3	2	3	-	4	3	3
Aerospace / Aviation	4	5	3	3	1	2	4
Market Research	2	6	-	-	3	2	1
Real Estate	3	4	3	-	1	1	3
Transport / Travel	-	3	-	3	2	1	5
Other public sector	4	1	-	-	1	1	3
Other private sector	4	2	-	-	2	1	-
Agriculture / Forestry	1	1	-	-	3	1	1
Merchant Navy	1	1	-	-	-	3	-
Publishing	-	2	-	-	-	1	-
Domestic Services	-	-	-	6	1	1	1
Other	3	8	6	6	3	3	1

Q. Which of the following industries are most appealing to you from a career point of view? (Please select up to 3 industries)

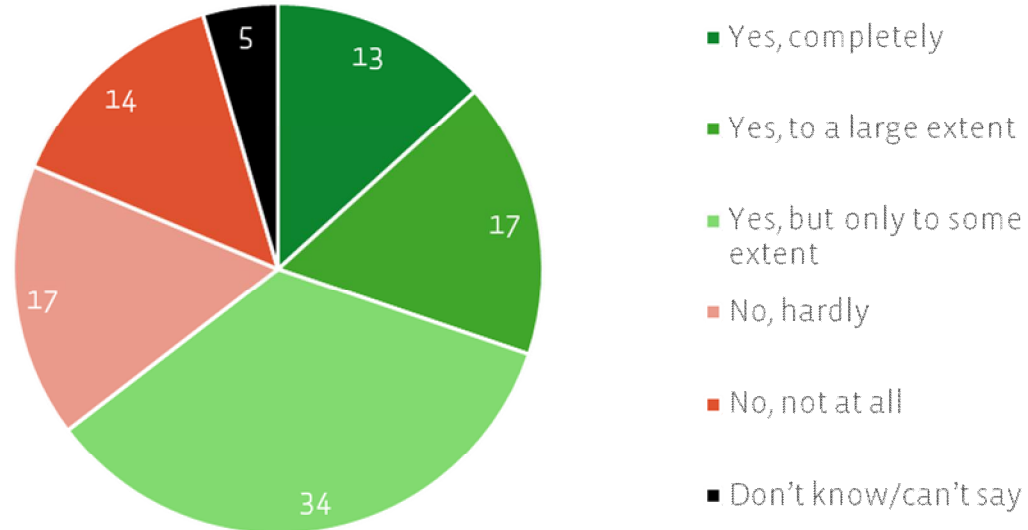
All figures are %'s

**results for countries with base below 100 are indicative*



Role of education in preparing for industry of choice

Two-thirds (65%) of respondents believe that their education has prepared them to target their industry of choice, at least to some extent, although only 13% state that their education has 'completely' prepared them.



Base: All respondents (1,006)

Q. Did your education prepare you to target your industry of choice?

All figures are %'s

Role of education in preparing for industry of choice

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All respondents	237	155	34	34	153	202	76		
Yes, completely	13	15	15	18	10	7	13		
Yes, to a large extent	13	25	21	9	19	13	14		
Yes, but only to some extent	33	35	35	29	31	42	33		
No, hardly	19	14	12	21	22	15	18		
No, not at all	16	8	15	9	14	20	14		
Don't know/can't say	5	4	3	15	3	2	7		

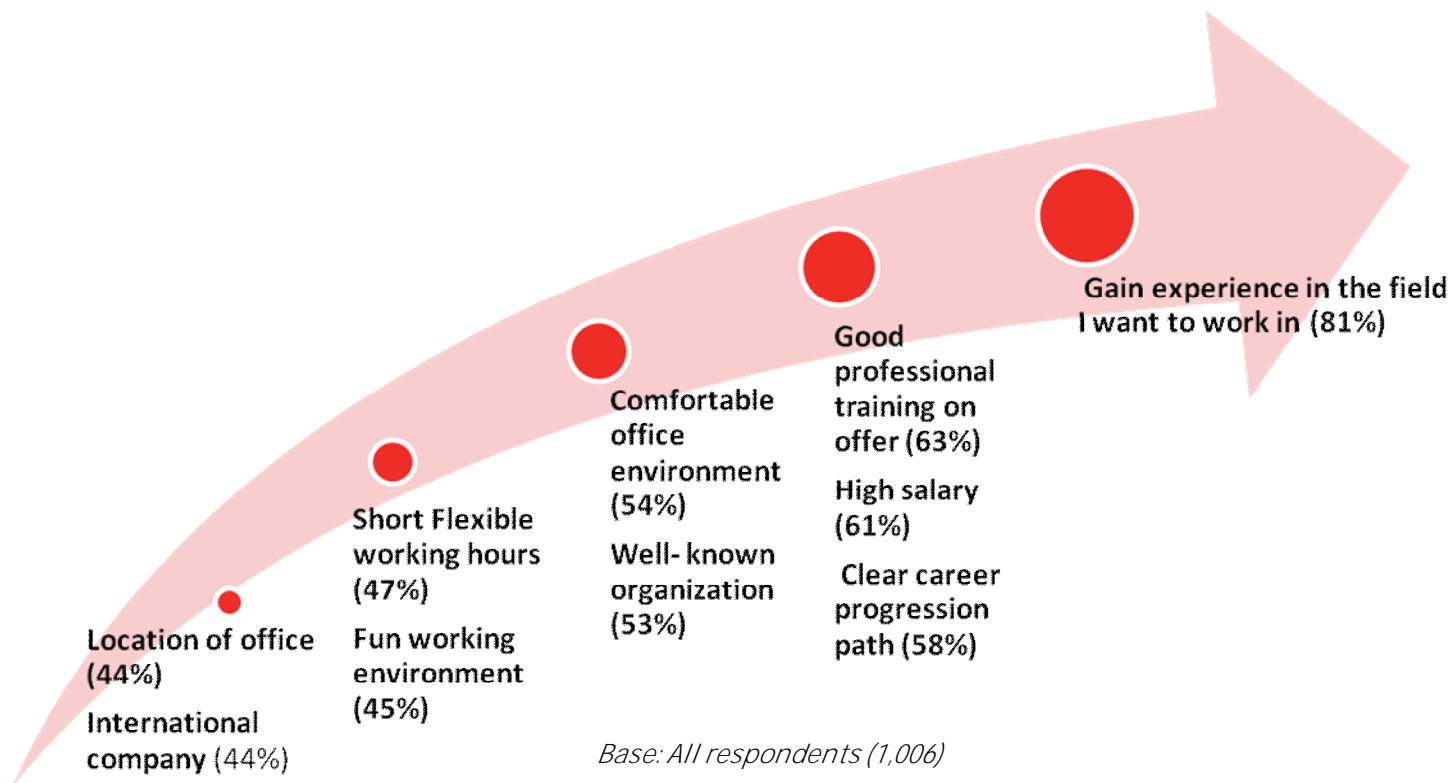
Q. Did your education prepare you to target your industry of choice?

All figures are %'s

**results for countries with base below 100 are indicative*

Important attributes when selecting a job

- “ The below percentages were calculated by applying weights to the ranked data.
- “ Getting experience in the field they want to work in emerges as the top factor of importance for fresh graduates when selecting a job, followed by good professional training on offer, high salary and clear career progression path.



Q. Please rank the following in order of how important they are to you when selecting a job, starting with the most important attribute.

All figures are %'s

Attributes ranked first when selecting a job

- “ Gaining experience in the field they want to work in emerges as the most important factor for respondents when selecting a job.
- “ The same is true across all regions in the MENA.



Base: All respondents (1,006)

Q. Please rank the following in order of how important they are to you when selecting a job, starting with the most important attribute.

All figures are %'s

**results for countries with base below 100 are indicative*

Attributes ranked first when selecting a job

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All Respondents	237	155	34	34	153	202	76		
Gain experience in the field I want to work in	40	48	35	56	46	48	32		
High salary	11	10	29	9	9	13	17		
Good professional training	7	5	9	3	11	7	7		
Well- known organization	7	10	18	3	8	4	8		
Clear career path	8	10	3	6	6	6	5		
Comfortable office environment	9	5	3	9	7	4	7		
International company	9	7	-	3	2	9	5		
Location of office	6	1	-	9	7	2	5		
Fun working environment	2	2	-	-	2	2	11		
Flexible working hours	2	3	3	3	3	2	4		

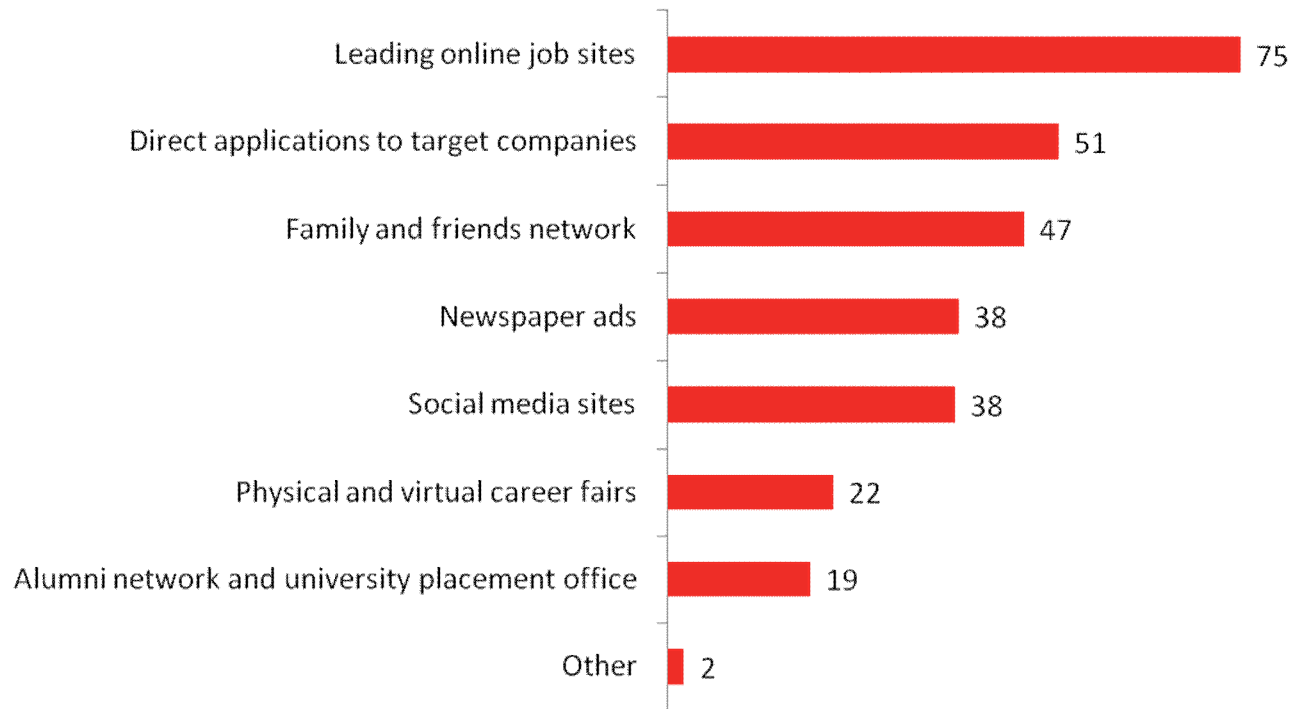
Q. Please rank the following in order of how important they are to you when selecting a job, starting with the most important attribute.

All figures are %'s

**results for countries with base below 100 are indicative*

Pursued first job through...

Three-quarters of respondents (75%) did or plan to use leading online job sites to find their first job, followed by direct applications to target companies (51%), as well as using their network of family and friends (47%).



Base: All respondents (1,006)

Q. What avenues did/will you pursue to find your first job?

All figures are %'s

Pursued first job through...

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All Respondents	237	155	34	34	153	202	76		
Leading online job sites	78	77	68	62	82	75	61		
Direct applications to target companies	50	58	59	44	53	48	49		
Family and friends network	45	56	59	56	48	48	30		
Newspaper ads	35	38	44	29	44	42	34		
Social media sites	35	32	35	38	48	46	20		
Physical and virtual career fairs	31	22	26	21	22	16	11		
Alumni network and university placement office	16	19	12	32	28	12	22		
Other	2	1	-	-	2	2	3		

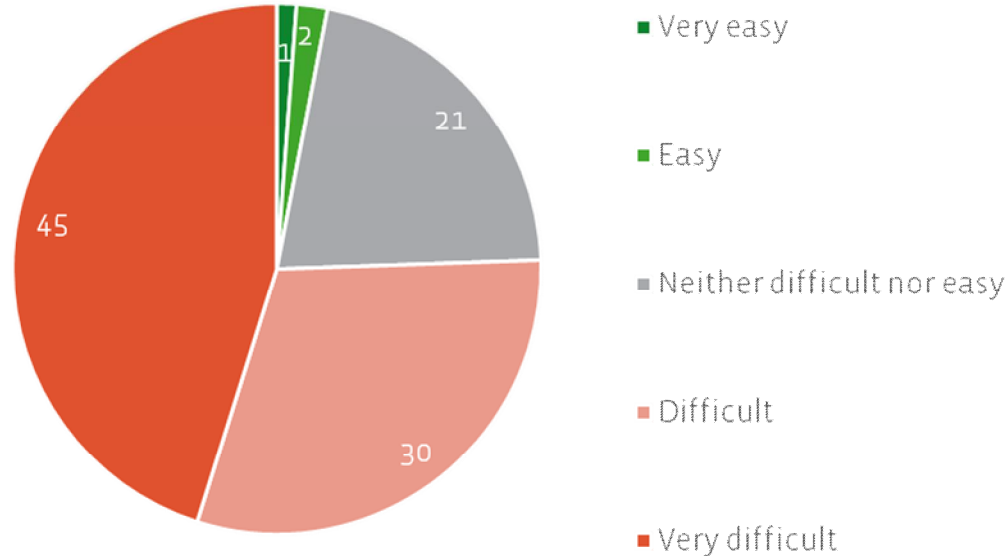
Q. What avenues did/will you pursue to find your first job?

All figures are %'s

**results for countries with base below 100 are indicative*

Difficulty in finding their first job

- “ 76% of fresh graduates claim that it was/ it will be difficult to find their first job, 45% of them saying that it was/ will be very difficult.
- “ A higher proportion of respondents in the Levant (81%) claim that it was/is difficult to find their first job, when compared to respondents in the GCC (75%) and North Africa (73%).



Base: All respondents (1,006)

Q. How difficult was it/do you think it will be to find your first job?

All figures are %'s

Difficulty in finding their first job

	GCC			Levant		North Africa	
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria
Base: All Respondents	237	155	34	34	153	202	76
Very easy	2	1	3	3	1	-	1
Easy	1	5	-	-	2	1	1
Neither difficult nor easy	21	17	24	12	18	26	21
Difficult	26	33	47	32	33	31	28
Very difficult	51	44	26	53	46	42	49

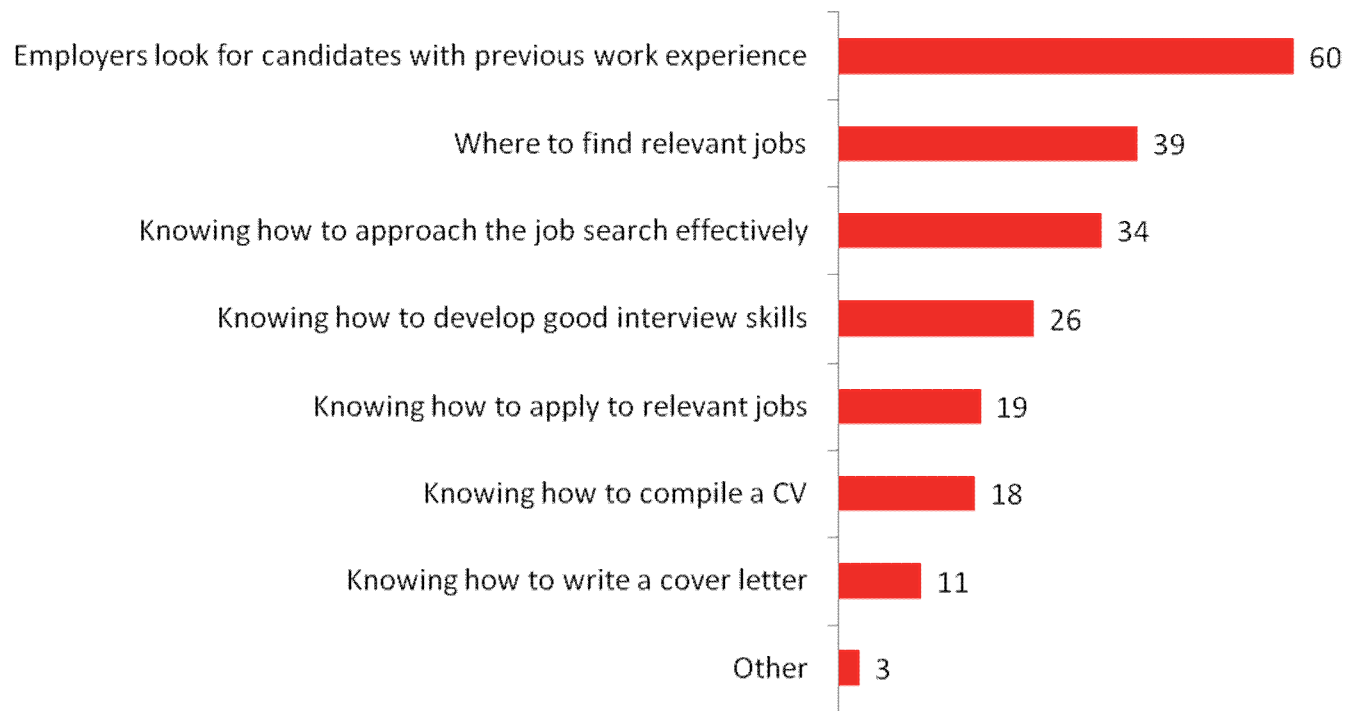
Q. How difficult was it/do you think it will be to find your first job?

All figures are %'s

**results for countries with base below 100 are indicative*

Challenges faced when searching for a job

- “ Lack of previous work experience appears to be the biggest challenge faced by respondents, with 60% saying that employers look for candidates with previous work experience.
- “ Knowing where to find relevant jobs comes next as one of the biggest challenges fresh graduates face when searching for a job (39%).



Base: All respondents (1,006)

Q. When searching for a job, what is/are the greatest challenge/challenges you face?

All figures are %'s

Challenges faced when searching for a job

	GCC			Levant		North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All respondents	237	155	34	34	153	202	76	
Employers look for candidates with previous work experience	57	75	59	65	59	51	55	
Where to find relevant jobs	46	38	41	26	41	40	28	
Knowing how to approach the job search effectively	30	32	35	26	41	35	39	
Knowing how to develop good interview skills	27	21	29	32	27	28	14	
Knowing how to apply to relevant jobs	16	21	15	21	22	22	7	
Knowing how to compile a CV	16	17	44	21	14	21	16	
Knowing how to write a cover letter	10	14	18	15	12	9	9	
Other	3	3	6	-	2	3	1	

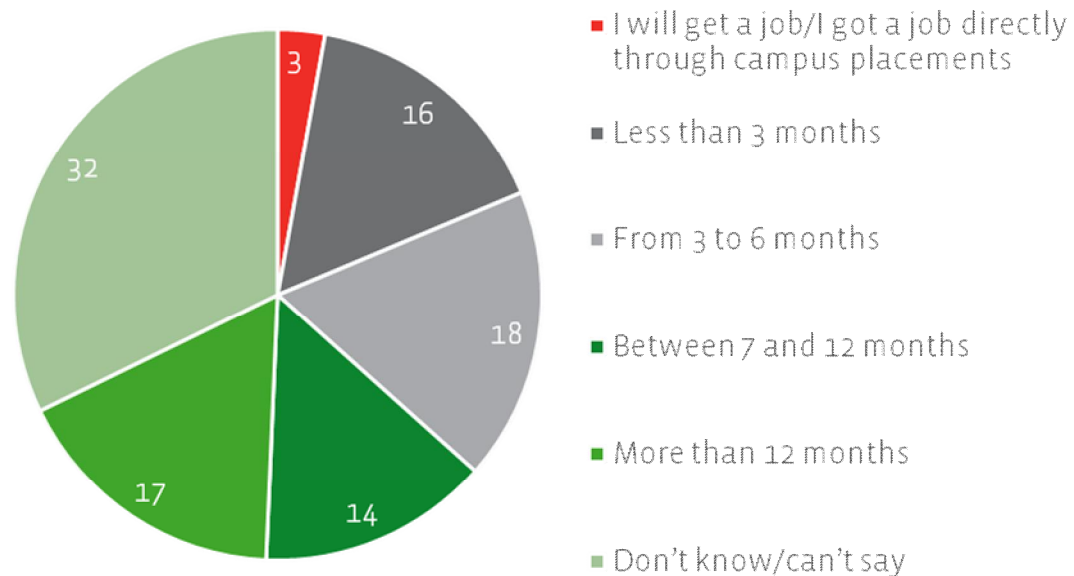
Q. When searching for a job, what is/are the greatest challenge/challenges you face?

All figures are %'s

**results for countries with base below 100 are indicative*

Time took (or expected to take) to find their first job

- “ About a third of respondents (32%) do not have a prediction about how long it will take them to find their first job.
- “ Only 3% mentioned that they will get a job/ got a job directly through campus placements.



Base: All respondents (1,006)

Q. How long do you think it will take/ has it taken you to find your first job?

All figures are %'s

Time took (or expected to take) to find their first job

	GCC			Levant		North Africa	
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria
Base: All Respondents	237	155	34	34	153	202	76
I will get a job/I got a job directly through campus placements	1	6	-	9	3	2	4
Less than 3 months	10	17	21	9	21	20	11
From 3 to 6 months	21	18	24	21	20	16	1
From 7 to 12 months	19	15	9	15	12	13	16
More than 12 months	16	17	18	12	14	17	26
Don't know/can't say	34	26	29	35	29	31	42

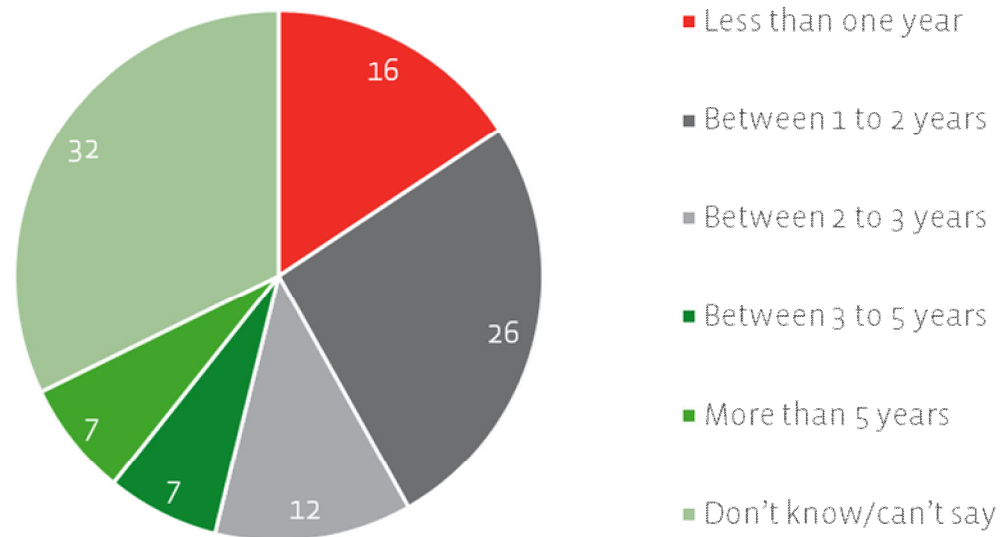
Q. How long do you think it will take/ has it taken you to find your first job?

All figures are %'s

**results for countries with base below 100 are indicative*

Time planning to stay for in their first job

- “ The majority (54%) stayed/plan to stay in their first job for 3 years or less.
- “ A higher proportion of respondents in Levant stayed/ see themselves staying in their first job for 1-2 years, as compared to those in GCC and North Africa (51% versus 38% and 42% respectively).



Base: All respondents (1,006)

Q. How long do you see yourself staying in your first job/did you stay in your first job?

All figures are %'s

Time planning to stay for in their first job

	GCC			Levant		North Africa	
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria
Base: All respondents	237	155	34	34	153	202	76
Less than one year	16	12	9	9	21	20	12
Between 1 to 2 years	21	33	18	29	34	28	20
Between 2 to 3 years	14	20	29	6	7	10	5
Between 3 to 5 years	10	7	3	3	5	6	5
More than 5 years	6	5	9	9	4	7	12
Don't know/can't say	33	23	32	44	29	29	46

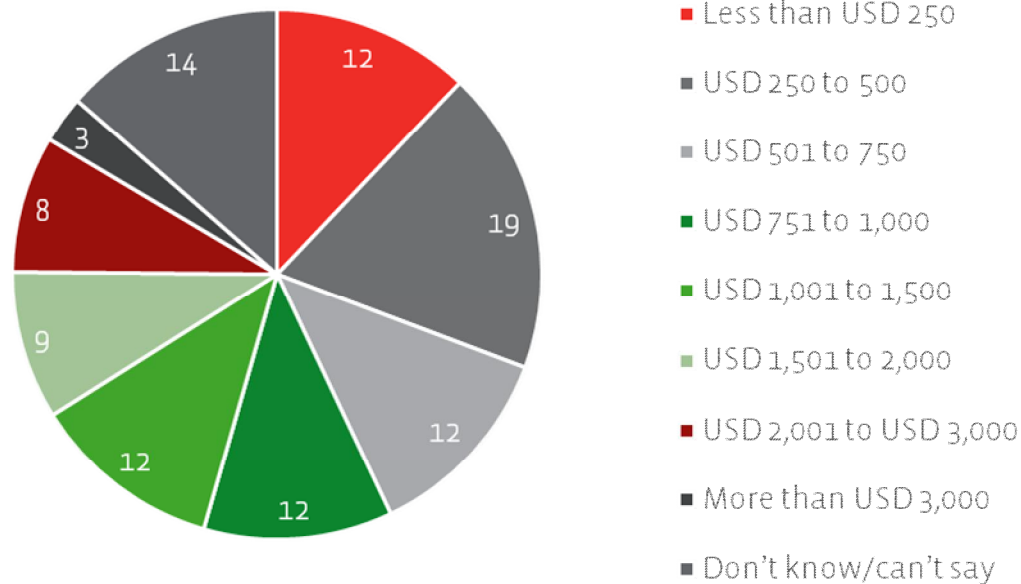
Q. How long do you see yourself staying in your first job/did you stay in your first job?

All figures are %'s

**results for countries with base below 100 are indicative*

First salary received/ expected

- “ Almost a third (31%) claim that they would expect to receive a salary up to USD 500 for their first job.
- “ Salary expectations are significantly more substantial in the GCC region, where the majority (55%) expect a salary of more than USD 1,000 (compared to 10% in the Levant and 11% in North Africa).



Base: All respondents (1,006)

Q. Please indicate the monthly salary you received/ would expect to receive for your first job?

All figures are %'s

First job salary received/ expected

	GCC			Levant		North Africa	
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria
Base: All Respondents	237	155	34	34	153	202	76
Less than USD 250	4	3	3	-	14	30	21
USD 250 to 500	7	6	3	6	46	28	11
USD 501 to 750	6	12	9	9	20	15	16
USD 751 to 1,000	13	16	9	44	7	4	9
USD 1,001 to 1,500	22	19	18	15	4	3	5
USD 1,501 to 2,000	15	12	15	15	1	4	4
USD 2,001 to USD 3,000	13	23	18	3	-	2	3
More than USD 3,000	7	3	12	-	-	-	3
Don't know/can't say	14	6	15	9	8	14	29

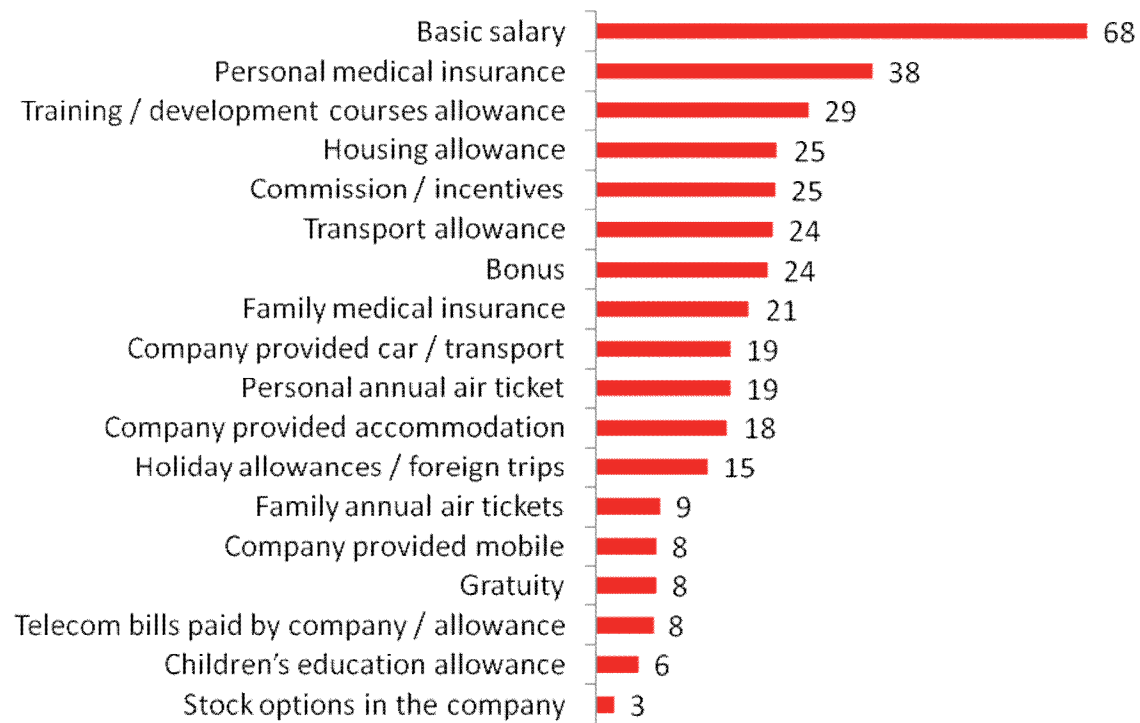
Q. Please indicate the monthly salary you received/ would expect to receive for your first job?

All figures are %'s

**results for countries with base below 100 are indicative*

Benefits offered by employer for first job

- “ 7 in 10 fresh graduates expect to be offered a basic salary; 4 in 10 expect to get personal medical insurance.
- “ Generally speaking, fresh graduates in the GCC expect to get more benefits as compared to those in Levant and North Africa.



Base: All respondents (1,006)

Q. Which of the following benefits do you expect to be offered/ were you offered by your employer for your first job?

All figures are %'s

Benefits offered by employer for first job

	GCC			Levant			North Africa	
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All Respondents	237	155	34	34	153	202	76	
Basic salary	62	86	76	85	70	60	45	
Personal medical insurance	41	52	38	32	39	33	25	
Training / development courses allowance	32	33	32	26	31	25	29	
Housing allowance	39	41	56	12	14	12	4	
Commission / incentives	24	23	26	12	29	28	18	
Transport allowance	30	41	35	38	19	18	5	
Bonus	25	28	38	26	25	20	13	
Family medical insurance	30	24	18	15	16	15	16	
Company provided car / transport	18	24	38	15	14	18	12	
Personal annual air ticket	19	40	44	9	10	12	5	
Company provided accommodation	11	23	38	15	10	20	26	
Holiday allowances / foreign trips	18	21	18	9	10	15	11	
Family annual air tickets	16	14	24	-	3	4	4	
Company provided mobile	9	10	18	6	7	7	3	
Gratuity	8	20	18	3	5	3	4	
Telecom bills paid by company / allowance	7	13	15	6	4	9	1	
Children's education allowance	6	8	24	9	3	3	1	
Stock options in the company	2	4	-	-	3	4	1	

Q. Which of the following benefits do you expect to be offered/ were you offered by your employer for your first job?

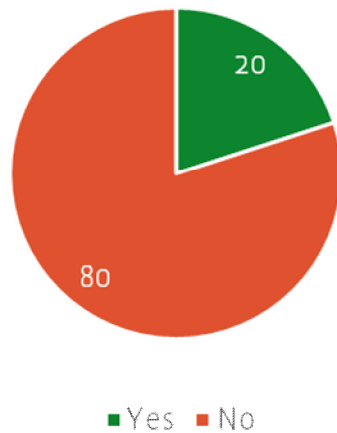
All figures are %'s

**results for countries with base below 100 are indicative*

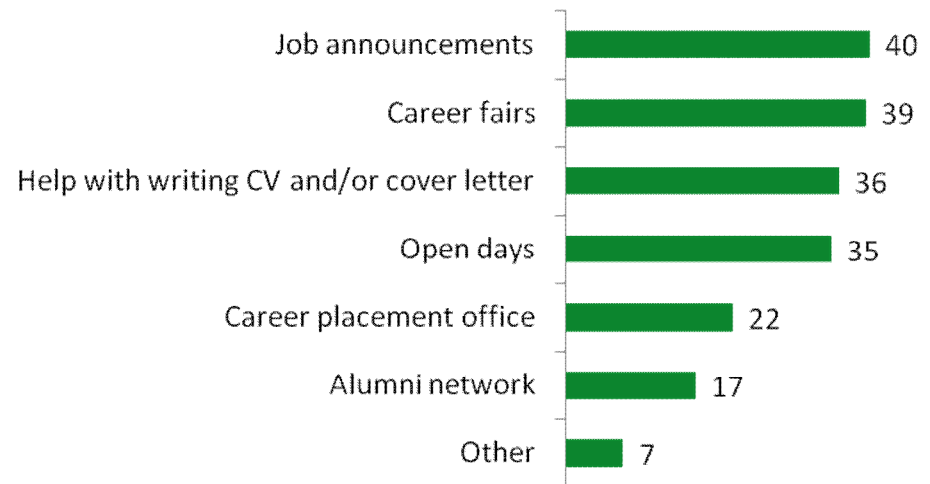
Identifying job opportunities through college assistance

- “ 8 out of 10 respondents claim that their college did not help them to identify/apply for job opportunities.
- “ For those who had help, job announcements (40%) and career fairs (39%) were the most common ways of help. Help with writing a CV and open days followed at 36% and 35%, respectively.

Ways in which college helped to identify/apply job opportunities



Base: All respondents (1,006)



Base: All respondents who stated their college helped them identify or apply for suitable job opportunities (201)

Q. Did your college help you identify or apply for suitable job opportunities?

Q. Please indicate in what ways your college has helped you identify or apply for suitable job opportunities:

All figures are %'s

Identifying job opportunities through college assistance

	GCC				Levant			North Africa		
	KSA	UAE	Qatar		Lebanon	Jordan	Egypt	Algeria		
Did your college help to identify find job opportunities?										
Base: All Respondents	237	155	34		34		153	202		76
Yes	21	27	6		38		14	19		12
No	79	73	94		62		86	81		88
Ways in which college helped to find job opportunities										
Base: All respondents who stated their college helped them identify/apply for suitable job opportunities	50	42					39			
Job announcements	48	43					33			
Career fairs	48	43					23			
Help with writing CV and/or cover letter	32	52					31			
Open days where companies visit campus to discuss job opportunities with students	42	43					15			
Career placement office	14	36					15			
Alumni network	18	24					13			
Other	4	2					10			

Q. Did your college help you identify or apply for suitable job opportunities?

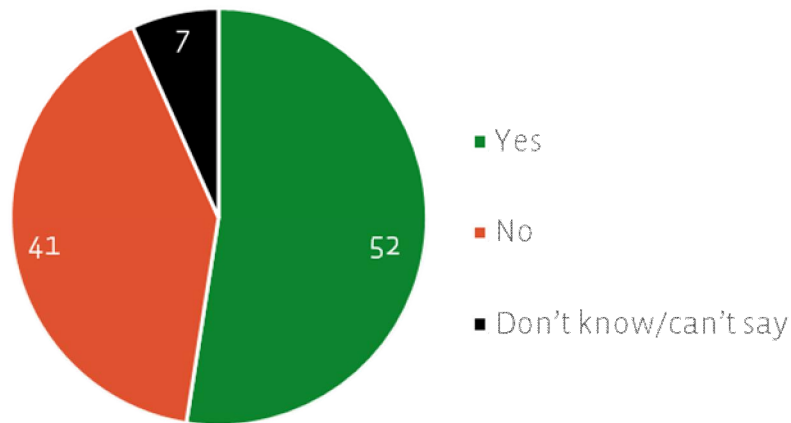
Q. Please indicate in what ways your college has helped you identify or apply for suitable job opportunities:

All figures are %'s

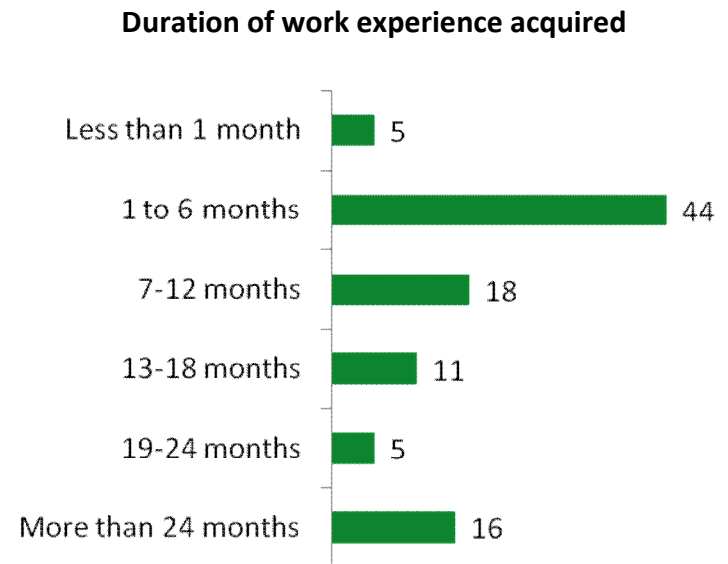
*results for countries with base below 100 are indicative

Work experience acquired prior to or during college

- Just over half (52%) acquired work experience before or during college. Of these, 49% worked for a period of up to 6 months.
- Somewhat more respondents in North Africa (57%) acquired work experience prior to or during college as compared to those in the GCC (50%) or Levant (51%).



Base: All respondents (1,006)



Base: All respondents who acquired work experience during/before their time in college/university (528)

- Q. Did you acquire any work experience during or before your time in college?
- Q. How much work experience did you acquire during or before your time in college?

All figures are %'s

Work experience acquired prior to or during college

	GCC				Levant			North Africa		
	KSA	UAE	Qatar		Lebanon	Jordan	Egypt		Algeria	
Did you acquire any work experience during or before your time in college/university?										
Base: All Respondents	237	155	34		34		153	202		76
Yes	43	59	50		62		48	58		47
No	50	35	38		35		46	36		39
Don't know/can't say	7	6	12		3		6	6		13
How much work experience did you acquire during or before your time in college/university?										
Base: All respondents who had acquired work experience prior to college/university	102	92					74	118		36
Less than 1 month	6	3					4	8		11
1 to 6 months	51	43					46	41		36
7-12 months	17	16					18	15		19
13-18 months	8	12					8	10		11
19-24 months	3	9					7	7		6
More than 24 months	16	16					18	19		17

Q. Did you acquire any work experience during or before your time in college?

Q. How much work experience did you acquire during or before your time in college?

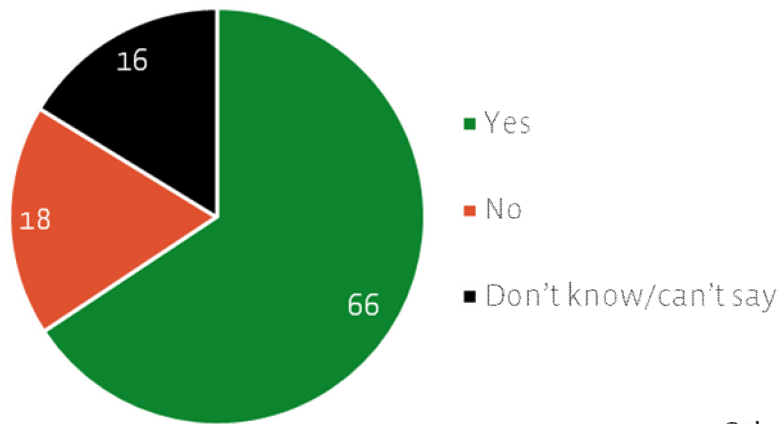
All figures are %'s

*results for countries with base below 100 are indicative

Plans to pursue higher education

- “ 66% of respondents are planning to pursue higher education. No significant difference is observed per region.
- “ The US (26%) followed closely by the UK (24%) are the top countries where respondents would consider to go for further education.

Are you planning to pursue higher education?



Base: All respondents (1,006)

In which countries?



Base: All respondents who are planning to pursue higher education (661)

*showing only top countries

- Q. Are you planning to pursue higher education?
- Q. To which countries would you consider going for further education?

All figures are %'s

Plans to pursue higher education

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All respondents	237	155	34	34	153	202	76		
Are you planning to pursue higher education?									
Yes	61	70	59	82	61	62	78		
No	19	17	18	3	20	22	8		
Don't Know/Can't say	20	13	24	15	19	16	14		

Q. Are you planning to pursue higher education?

Q. To which countries would you consider going for further education?

All figures are %'s

**results for countries with base below 100 are indicative*

Plans to pursue higher education

	GCC		Levant		North Africa	
	KSA	UAE	Jordan	Egypt		Algeria
To which countries would you consider going for further education?						
Base: All respondents who are planning to pursue higher education	144	108	94	125		59
US	35	30	30	21		17
UK	26	32	22	21		20
Germany	6	16	15	26		15
Canada	10	17	10	14		27
UAE	5	43	3	8		17
Egypt	5	2	-	53		2
Jordan	1	5	63	1		5
Other Western/ European countries	10	13	9	6		8
Saudi Arabia	31	2	3	6		2
Australia	7	18	13	6		7

**showing only top countries*

Q. Are you planning to pursue higher education?

Q. To which countries would you consider going for further education?

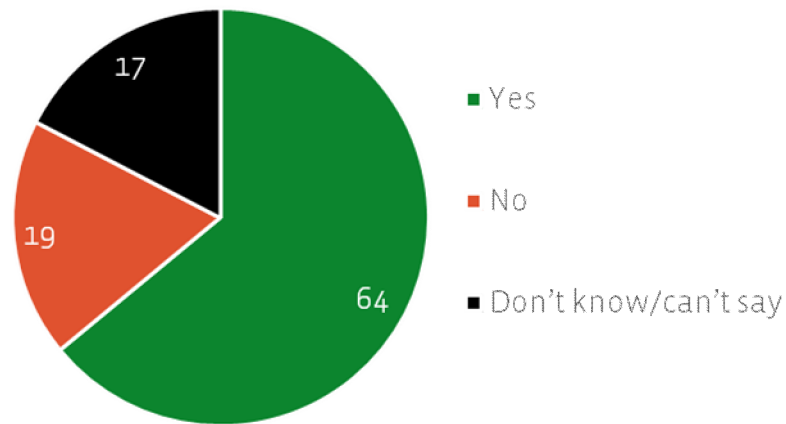
All figures are %'s

**results for countries with base below 100 are indicative*

Relocation for employment purposes

“ The majority of respondents (64%) would consider relocating for employment purposes.

Would you consider relocating for employment purposes?



Base: All respondents (1,006)

Q. Would you consider relocating for employment purposes?

All figures are %'s

Relocation for employment purposes

	GCC				Levant			North Africa				
	KSA	UAE		Qatar		Lebanon		Jordan	Egypt		Algeria	
Base: All	237	155		34		34		153	202		76	
Would you consider relocating for employment purposes?												
Yes	46	65		56		47		67	76		87	
No	31	21		18		15		19	11		1	
Don't Know/ Can't say	24	14		26		38		14	12		12	

Q. Would you consider relocating for employment purposes?

All figures are %'s

**results for countries with base below 100 are indicative*

Top challenges faced by fresh graduates

- “ When asked what challenges their generation face most, ‘finding a job’ emerged as the top challenge (76%), and it is higher for respondents in North Africa (81%) and in Levant (79%), as compared to GCC (72%)
- “ ‘Saving money’ is seen to be a challenge by 43% of respondents, and there is no difference across regions.
- “ ‘Discovering what to do in life’ and ‘being able to financially afford a basic lifestyle’ are seen as challenges for 3 out of 10 respondents, and they are higher in Levant as compared to GCC and North Africa.



Base: All respondents (1,006)

Q. What challenges does your generation face most? Select up to 3.

All figures are %'s

Top challenges faced by fresh graduates

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All Respondents	237	155	34	34	153	202	76		
Finding a job	72	72	76	71	80	82	80		
Saving money	47	34	59	38	45	43	37		
Discovering what we want to do in life	32	36	21	56	31	28	33		
Being able to financially afford a basic lifestyle	23	26	21	35	37	29	29		
Finding time to have a good social life	17	23	29	15	20	21	28		
Acquiring skills relevant to the workplace	18	15	21	3	18	20	9		
Succeeding at work with our skill set	19	13	9	12	14	16	18		
Staying mentally healthy	8	12	12	9	15	13	17		
Staying physically healthy	17	17	18	6	4	8	5		
Meeting new people/making new friends	11	14	12	6	11	12	11		
Finding time for family and friends	7	15	6	12	3	12	11		
Access to adequate local/regional further education	16	10	9	12	7	5	9		
Other	-	1	-	-	1	1	1		

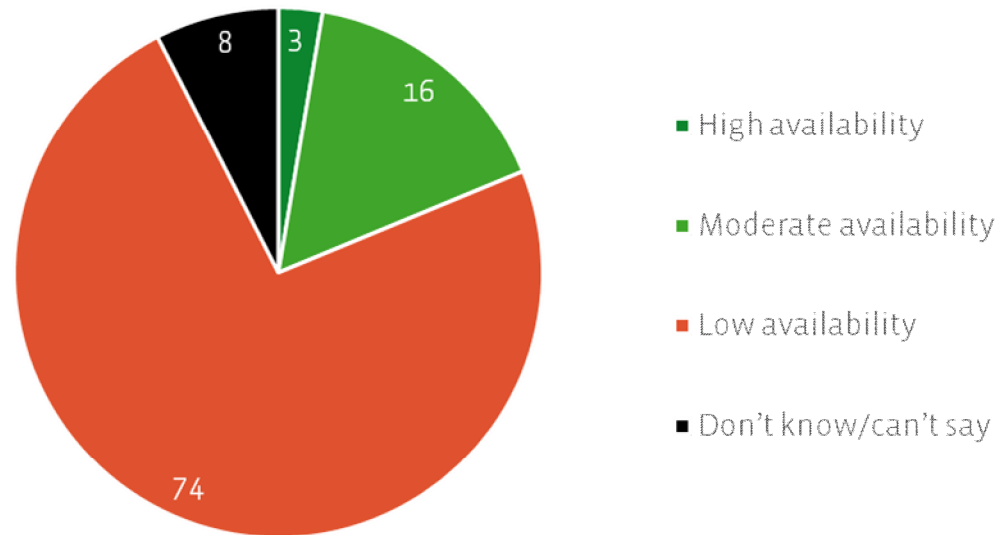
Q. What challenges does your generation face most? Select up to 3.

All figures are %'s

**results for countries with base below 100 are indicative*

Availability of jobs in country of residence for fresh graduates

- “ The majority (74%) claim that there is low availability of jobs in their country of residence for fresh graduates, while only 3% believe the opposite.
- “ Generally speaking, respondents in the GCC are more optimistic regarding the job opportunities available in their countries.



Base: All respondents (1,006)

Q. How would you rate the availability of jobs in your country of residence for fresh graduates?

All figures are %'s

Availability of jobs in country of residence for fresh graduates

	GCC			Levant		North Africa	
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria
Base: All Respondents	237	155	34	34	153	202	76
High availability	5	2	-	3	1	1	4
Moderate availability	22	24	35	9	6	10	17
Low availability	64	68	50	88	87	81	72
Don't know/ Can't say	10	6	15	-	7	7	7

Q. How would you rate the availability of jobs in your country of residence for fresh graduates?

All figures are %'s

**results for countries with base below 100 are indicative*

Industries that hire the highest number of fresh graduates

- Advertising/ marketing (27%) emerged as the industry that hires the highest number of fresh graduates, followed by banking/finance (20%) and military/defence /police (16%).
- Banking/finance seems to be an industry that hires less fresh graduates in North Africa (14%), while military/ defense/police is an industry that hires less fresh graduates in the GCC (11%).



Base: All respondents (1,006)

Q. Which 3 industries in your country of residence seem to be hiring the highest number of fresh graduates? (Please select up to 3 industries).

All figures are %'s

(*) Industries with % more than 5% are presented

Industries that hire the highest number of fresh graduates

	GCC			Levant			North Africa	
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All Respondents	237	155	34	34	153	202	76	
Advertising / Marketing	25	28	24	21	36	35	7	
Banking / Finance	22	21	29	50	22	12	11	
Military/ Defense/Police	17	5	6	6	24	13	37	
Education / Academia	16	5	9	24	15	8	30	
Retail	14	6	6	3	12	17	16	
Engineering/Design	9	12	18	15	11	10	3	
Construction/Property Development	7	17	29	9	9	9	5	
Hospitality / Recreation / Entertainment	5	11	9	12	10	14	4	
Government / Civil service	12	6	12	3	9	3	18	
Other private sector	10	5	6	6	8	12	11	
Business consultancy/ Business Management/ Management Consulting	9	11	9	26	6	5	5	
Healthcare / Medical services	10	6	3	3	10	7	12	
Consumer Goods / FMCG	10	3	6	-	9	11	9	
IT	7	12	21	6	7	4	1	
Oil, Gas & Petrochemicals	11	8	9	-	1	2	24	
Human Resources	11	6	9	6	5	6	4	
Telecommunications	5	5	-	-	9	10	3	
Charity / voluntary sector	5	2	3	12	7	9	1	

Q. Which 3 industries in your country of residence seem to be hiring the highest number of fresh graduates? (Please select up to 3 industries).

All figures are %'s *results for countries with base below 100 are indicative (*) Industries with % more than 5% are presented

Reasons why some industries employ more fresh grads than others

“ Lower expectations on salary (47%) and being more willing to follow instructions (34%) are the main reasons why respondents believe that some industries hire more fresh graduates than others.



Base: All those who mentioned an industry (860)

Q. And why do you think these industries employ more fresh graduates when compared to other industries?

All figures are %'s

Reasons why some industries employ more fresh grads than others

	GCC		Levant		North Africa	
	KSA	UAE				Algeria
Base: All those who mentioned an industry	198	125		130	179	67
Fresh graduates have lower expectation on salary	45	58		53	45	27
Fresh graduates are compliant and willing to follow instructions	43	33		32	34	34
Fresh graduates are able to handle more challenge	20	20		16	21	10
Fresh graduates are more creative	10	14		5	13	9
Fresh graduates have better teamwork skills	10	16		2	13	7

Q. And why do you think these industries employ more fresh graduates when compared to other industries?

All figures are %'s

*results for countries with base below 100 are indicative

Reasons why some industries are hesitant to hiring fresh grads

- “ Almost 7 out of 10 fresh graduates (69%) claim that the lack of needed experience is the main reason why some industries are more hesitant to hiring them.
- “ Not having the necessary skills follows, at 38%.



Base: All respondents (1,006)

Q. Why do you think are some industries hesitant when it comes to hiring fresh graduates?

All figures are %'s

Reasons why some industries are hesitant to hiring fresh grads

	GCC		Levant		North Africa
	KSA	UAE	Jordan	Egypt	Algeria
Base: All Respondents	237	155	153	202	76
Fresh graduates may lack needed experience	76	74	71	62	57
Fresh graduates may lack necessary skills	43	43	50	29	30
Fresh graduates change jobs quickly and may not stay long	19	21	20	22	14
Fresh graduates have high salary expectations	14	17	12	22	7
Fresh graduates are unable to work independently	14	23	10	7	12

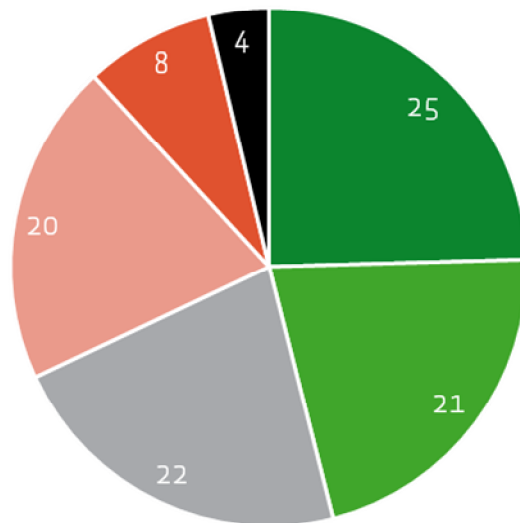
Q. Why do you think are some industries hesitant when it comes to hiring fresh graduates?

All figures are %'s

**results for countries with base below 100 are indicative*

Optimism about career and educational opportunities

- “ Approximately 1 out of 2 respondents feel optimistic about the career and educational opportunities for their generation, as compared to their parents’ generation.
- “ No difference is observed per region.



- I am very optimistic that our generation has better opportunities
- I am somewhat optimistic that our generation has better opportunities
- I am neither optimistic nor pessimistic that our generation has better opportunities
- I am not so optimistic that our generation has better opportunities
- I am not at all optimistic that our generation has better opportunities
- Don't know/can't say

Base: All respondents (1,006)

Q. How optimistic are you about career and educational opportunities for your generation as compared to your parents' generation?

All figures are %'s

Optimism about career and educational opportunities

	GCC			Levant			North Africa	
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All Respondents	237	155	34	34	153	202	76	
I am very optimistic that our generation has better opportunities	22	30	12	26	18	24	32	
I am somewhat optimistic that our generation has better opportunities	19	28	6	26	26	20	24	
I am neither optimistic nor pessimistic that our generation has better opportunities	23	17	35	15	29	22	18	
I am not so optimistic that our generation has better opportunities	23	15	24	21	18	24	16	
I am not at all optimistic that our generation has better opportunities	9	6	15	12	7	6	7	
Don't know/can't say	4	3	9	-	2	4	4	

Q. How optimistic are you about career and educational opportunities for your generation as compared to your parents' generation?

All figures are %'s

**results for countries with base below 100 are indicative*

Skills required to excel in the workplace

- When asked which skills they believe are required to excel in the workplace, respondents mentioned computer skills (58%), followed by linguistic skills (44%), academic/technical skills (39%), and communication skills (39%).
- Computer and linguistics skills seem more important in North Africa (64% and 54% respectively), as compared to GCC (54% and 39% respectively), and Levant (56% and 40% respectively).
- On the other hand, interpersonal and communication skills are more important for respondents in GCC and Levant.



Base: All respondents (1,006)

Q. Which of the following skills do you believe are required to excel in the workplace? (Please select up to 3 most important skills)

All figures are %'s

Skills required to excel in the workplace

	GCC			Levant		North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All Respondents	237	155	34	34	153	202	76	
Computer skills	58	48	65	56	57	72	55	
Linguistic skills	50	26	35	18	45	56	58	
Academic and technical skills	40	41	41	53	39	28	47	
Communication skills	33	54	38	41	39	35	30	
Interpersonal/team skills	32	34	24	24	37	26	20	
Flexibility / Adaptability to change	24	33	26	38	22	25	22	
Analytical/problem-solving skills	19	30	24	26	18	16	11	
Leadership skills	20	15	29	18	18	16	18	
Negotiation skills	5	9	6	6	5	7	11	
Other	2	1	-	-	3	-	-	
Don't know/can't say	1	-	-	-	1	1	4	

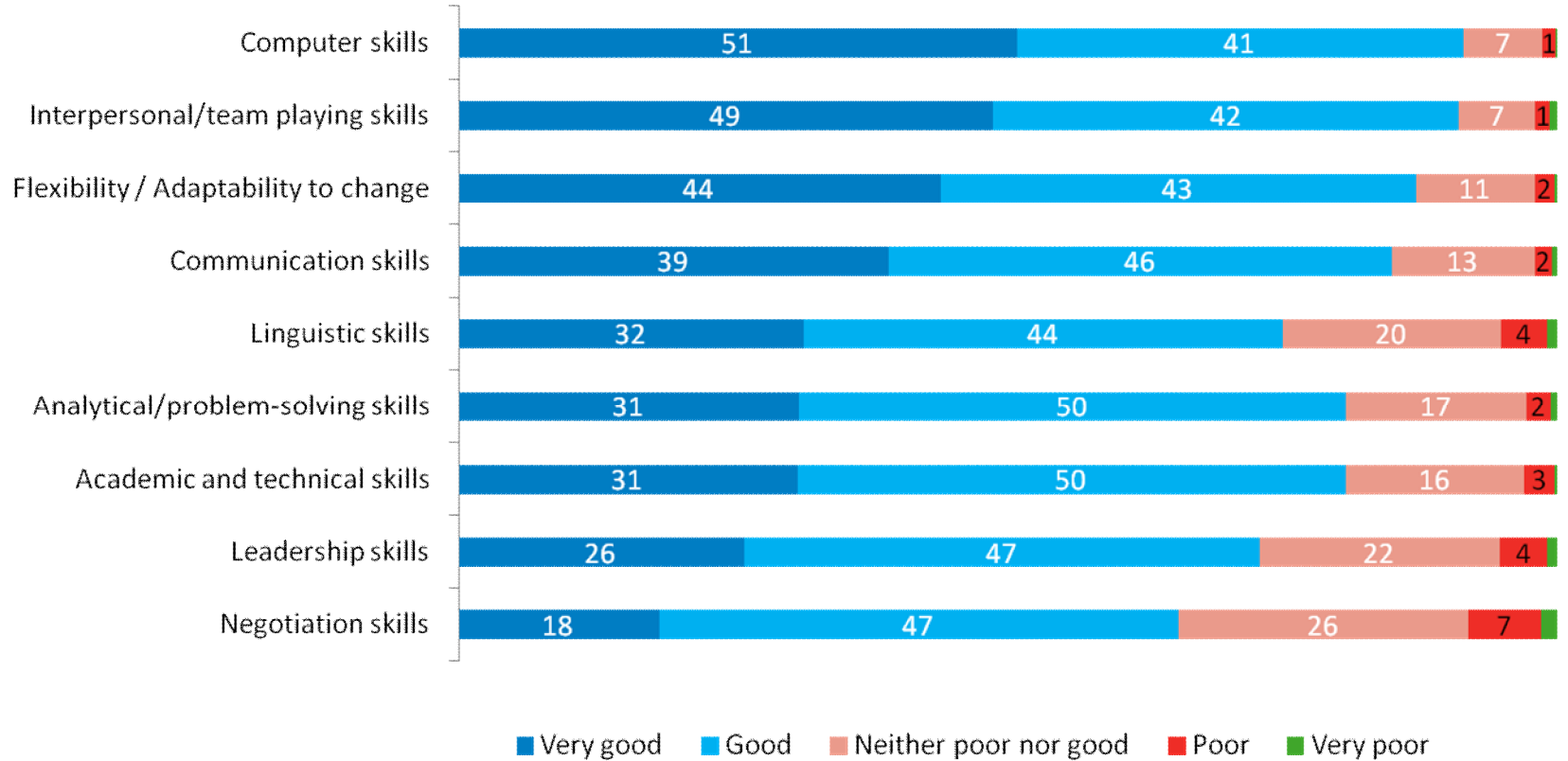
Q. Which of the following skills do you believe are required to excel in the workplace? (Please select up to 3 most important skills)

All figures are %'s

*results for countries with base below 100 are indicative

Personal skills assessment

- “ In terms of their own personal skills, respondents rate themselves highly across most skills.
- “ Respondents are less confident about their negotiation skills and leadership skills.



Base: All (1,006)

Q. And how would you rate yourself in terms of the following skills?

All figures are %'s

Personal skills assessment

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All Respondents	237	155	34	34	153	202	76		
Interpersonal/team playing skills									
Very good	53	48	47	56	61	46	26		
Good	38	45	44	41	32	47	55		
Neither poor nor good	8	5	6	3	3	5	17		
Poor	1	3	3	-	3	1	-		
Very poor	-	1	-	-	1	1	1		
Flexibility / Adaptability to change									
Very good	48	46	53	50	50	40	22		
Good	37	46	35	44	36	48	54		
Neither poor nor good	12	6	12	6	12	10	22		
Poor	3	1	-	-	2	2	1		
Very poor	-	-	-	-	-	1	-		

Q. And how would you rate yourself in terms of the following skills?

All figures are %'s

*results for countries with base below 100 are indicative

Personal skills assessment

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All Respondents	237	155	34	34	153	202	76		
Computer skills									
Very good	38	43	38	35	57	33	18		
Good	44	44	38	62	36	52	55		
Neither poor nor good	16	12	21	3	5	12	25		
Poor	3	1	3	-	1	2	1		
Very poor	-	-	-	-	1	-	-		

Q. And how would you rate yourself in terms of the following skills?

All figures are %'s

**results for countries with base below 100 are indicative*

Personal skills assessment

	GCC				Levant		North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All Respondents	237	155	34	34	153	202	76		
Communication skills									
Very good	38	43	38	35	57	33	18		
Good	44	44	38	62	36	52	55		
Neither poor nor good	16	12	21	3	5	12	25		
Poor	3	1	3	-	1	2	1		
Very poor	0	-	-	-	1	-	-		
Linguistic skills									
Very good	38	25	26	26	42	27	20		
Good	41	44	44	74	43	45	41		
Neither poor nor good	16	21	21	-	14	23	36		
Poor	5	9	6	-	1	4	4		
Very poor	1	2	3	-	-	1	-		

Q. And how would you rate yourself in terms of the following skills?

All figures are %'s

*results for countries with base below 100 are indicative

Personal skills assessment

	GCC				Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria			
Base: All Respondents	237	155	34	34	153	202	76			
Analytical/problem-solving skills										
Very good	31	35	50	32	31	30	16			
Good	50	48	24	62	50	54	50			
Neither poor nor good	17	13	21	3	16	15	28			
Poor	2	3	6	3	2	1	7			
Very poor	-	1	-	-	-	1	-			
Academic and technical skills										
Very good	39	26	24	47	36	21	18			
Good	43	59	44	47	48	54	49			
Neither poor nor good	14	10	29	3	14	20	28			
Poor	3	3	-	3	1	4	5			
Very poor	-	1	3	-	-	-	-			

Q. And how would you rate yourself in terms of the following skills?

All figures are %'s

*results for countries with base below 100 are indicative

Personal skills assessment

	GCC				Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria			
Base: All Respondents	237	155	34	34	153	202	76			
Leadership skills										
Very good	24	31	26	15	39	24	14			
Good	44	49	35	68	46	49	45			
Neither poor nor good	27	15	26	15	13	24	33			
Poor	5	4	9	3	3	3	5			
Very poor	1	1	3	-	-	-	3			
Negotiation skills										
Very good	19	17	26	15	23	17	8			
Good	37	51	38	62	53	48	51			
Neither poor nor good	32	26	26	18	19	26	33			
Poor	10	5	6	6	4	7	7			
Very poor	2	1	3	-	1	1	1			

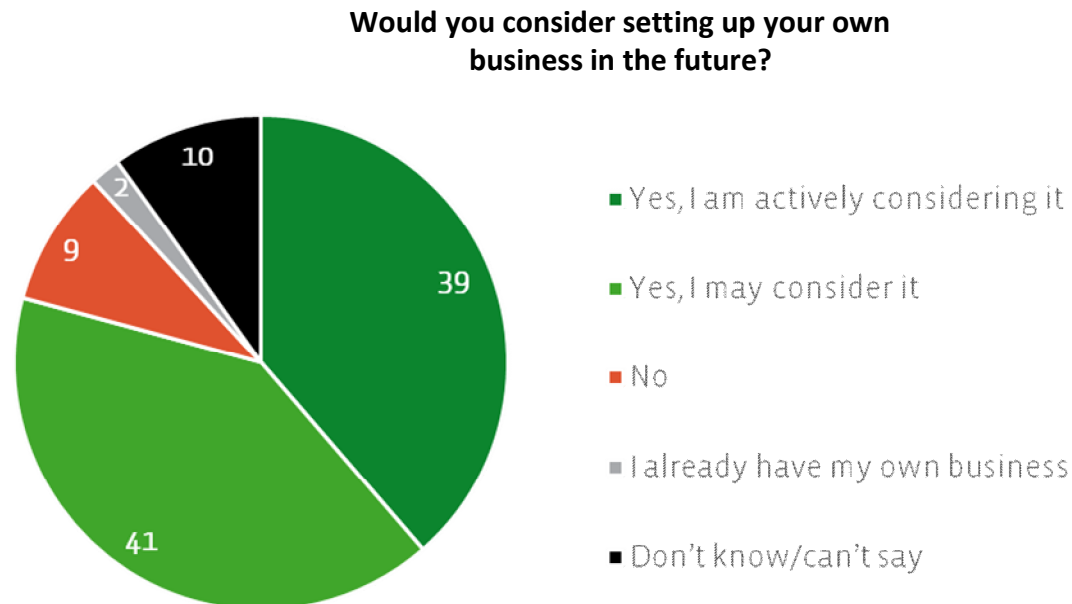
Q. And how would you rate yourself in terms of the following skills?

All figures are %'s

*results for countries with base below 100 are indicative

Setting up business in future

- “ 8 out of 10 respondents are considering setting up their own businesses in the future, with 39% considering it ‘actively.’
- “ More fresh graduates in North Africa (45%) claim to be actively considering setting up their own business, compared to 35% in the GCC and 37% in Levant.



Base: All respondents (1,006)

Q. Would you consider setting up your own businesses in the future?

All figures are %'s

Setting up business in future

	GCC			Levant			North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria		
Base: All Respondents	237	155	34	34	153	202	76		
Yes, I am actively considering it	37	35	29	29	39	47	45		
Yes, I may consider it	44	39	56	50	41	35	34		
No	10	12	12	9	9	7	3		
I already have my own business	1	1	-	3	1	2	7		
Don't know/can't say	8	13	3	9	10	8	12		

Q. Would you consider setting up your own businesses in the future?

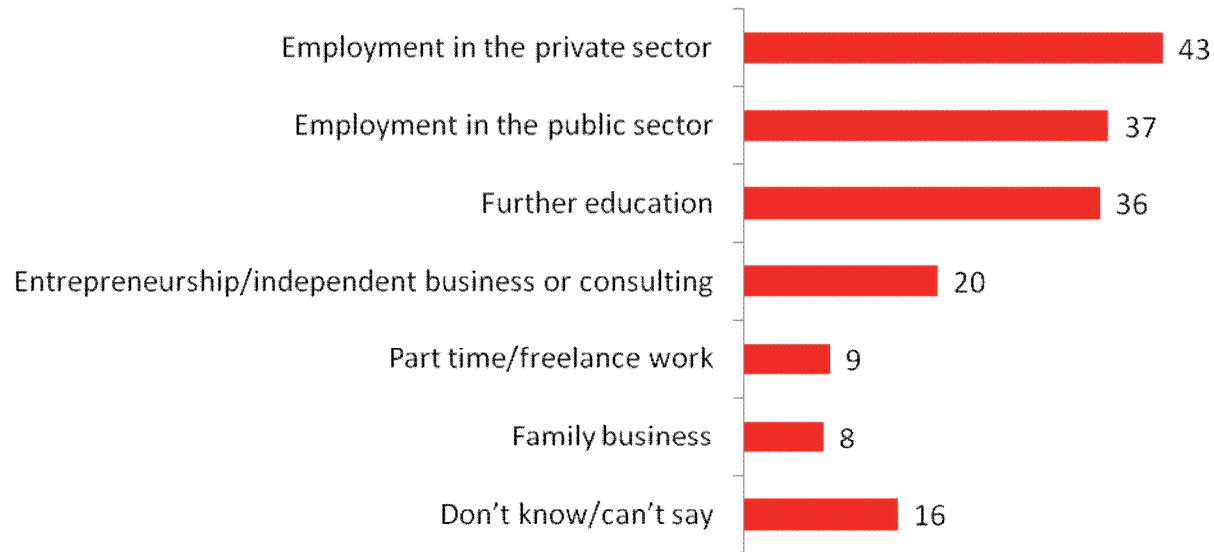
All figures are %'s

**results for countries with base below 100 are indicative*



Future avenues close friends are planning to take

“ 43% of respondents’ close friends are planning to get a full-time job in the private sector, while 36% are looking for full-time employment in the public sector.



Base: All respondents (1,006)

Q. Which of these future avenues are your close friends planning to take up?

All figures are %'s

Future avenues close friends are planning to take

	GCC			Levant		North Africa		
	KSA	UAE	Qatar	Lebanon	Jordan	Egypt	Algeria	
Base: All Respondents	237	155	34	34	153	202	76	
Employment in the private sector	43	44	29	35	54	45	21	
Employment in the public sector	35	28	56	9	31	46	45	
Further education	39	41	26	29	37	31	38	
Entrepreneurship/independent business or consulting	20	21	24	9	9	22	33	
Part time/freelance work	8	13	6	6	9	8	4	
Family business	11	15	18	12	3	4	3	
Don't know/can't say	18	16	15	35	16	12	18	

Q. Which of these future avenues are your close friends planning to take up?

All figures are %'s

**results for countries with base below 100 are indicative*



Section 4

DEMOGRAPHICS

Demographics

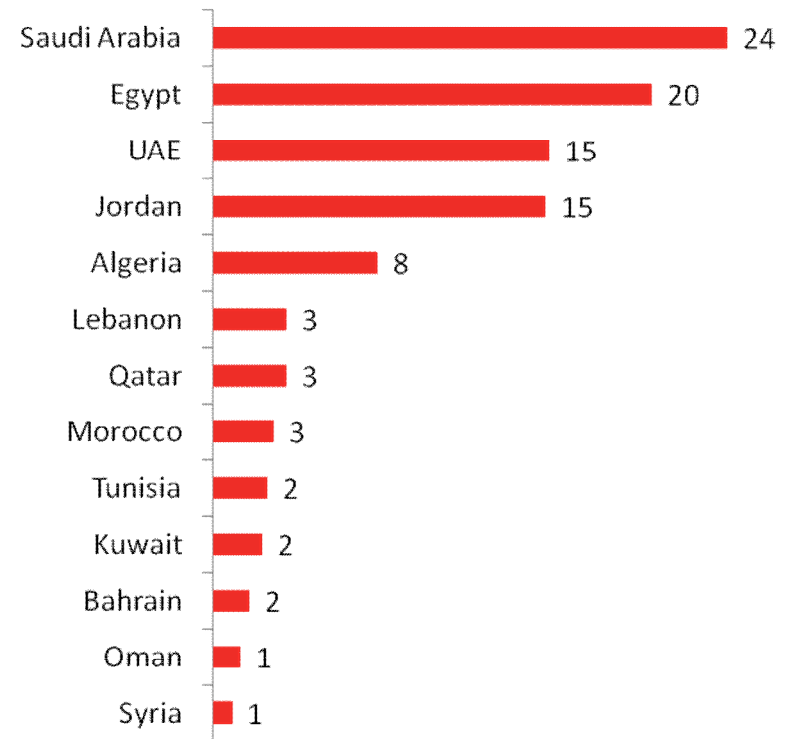
Age

- 18-29 – 93%
- 30-39 – 7%

Region

- GCC – 48%
- Levant – 19%
- North Africa – 33%

Country of Residence

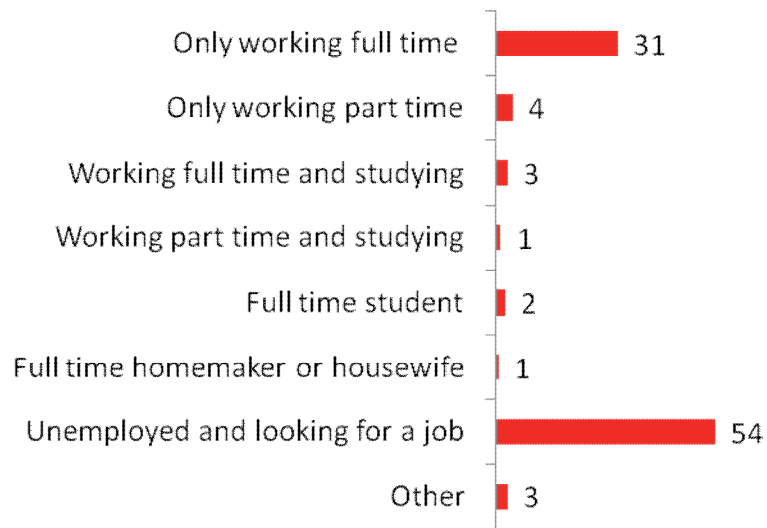


Base: Total (1,006)

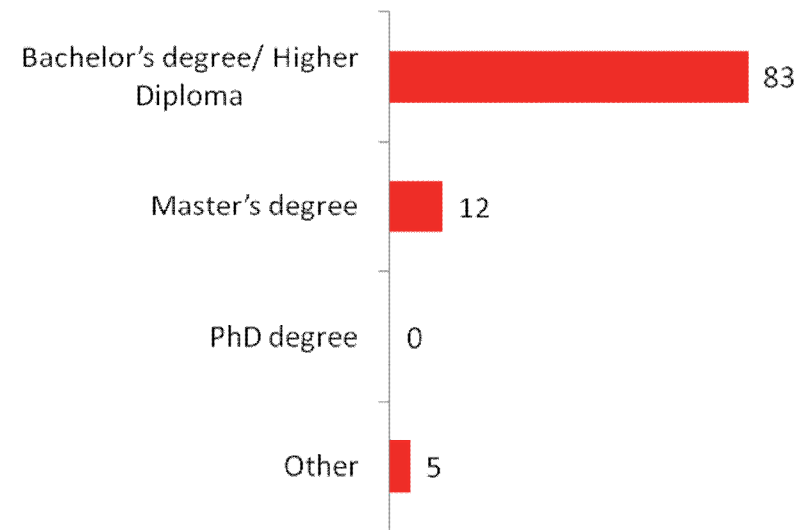
All figures are %'s

Demographics

Working Status



Highest level of education attained



Base: Total (1,006)

All figures are %'s

Thank You