

Bayt.com Middle East Job Index

January 2012

Objective

- To gauge perceptions of job availability and hiring.
- To identify trends in the Middle East Job market.
- To provide an understanding of the required key skill sets and qualifications.

Calculation of Indices and Benchmarking

- The indices which concentrate on measuring Job market are the :
 - Jobs Index (JI)
 - Hiring Expectancy Index(HEI)
 - It aims to measure the potential opportunities that are present in the market.
 - The Jobs Index is composed of the following two questions:
 - I. Will you be hiring in the next 3 months either for your organization or for your clients if you are in the recruitment field or an HR consultant?
 - II. With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organization or for your clients if you are in the recruitment field or an HR consultant? – this question measures the HEI.

Calculation of Indices and Benchmarking

- The index is calculated according to the following formula:
- $\text{Index Value} = (\text{Current period value} / \text{Base period value}) * 100$
- Current period's value for each question is calculated as = $((\text{Number of optimistic answers} - \text{Number of pessimistic answers}) / \text{Achieved sample}) * 100 + 100$
- Current period values for each question are summed up to obtain current period's value for the overall index
- Current period's value calculated for October 2009 would be fixed as the base period value
- The base period of the index is set as October 2009 and the value of the index at this period is 100
- The index has a point of scale ranging from 0 to 200
- The JI is calculated from questions 1 and 2
- The HEI is calculated using only the second question
- Current period's value calculated for October 2009 is fixed as the base period value
- JI and HEI would be calculated separately for each country

Demographic Background & Methodology

- **Age and Gender:**

 - Adult males and females

 - Aged 18 plus years

- **Country of Residence**

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

 - Levant: Lebanon, Syria, Jordan

 - North Africa: Egypt, Morocco, Algeria, Tunisia

 - Subcontinent: Pakistan

 - *low sample for current wave

- **Methodology:**

 - Online data collection was done between 2nd January 2012 to 24th January 2012. Out of the total sample of 11,111 respondents, the number of working respondents achieved was 9,238. The results are reported on a base of 9,238 respondents.

Summary

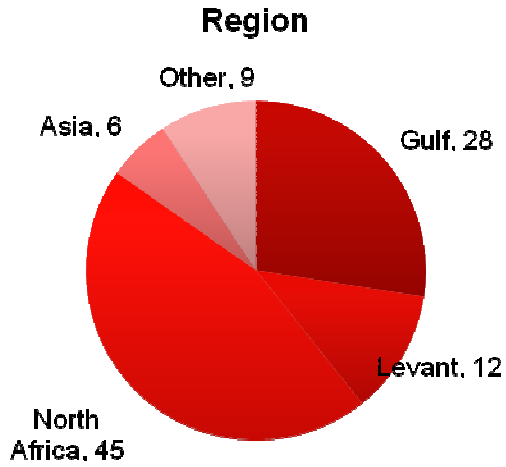
- Current hiring expectancy similar to the past wave with 25% of respondents claiming they will 'definitely hire' in the next 3. Another 25% are uncertain about their plans and say they would 'probably hire'. Respondents from KSA, Qatar and Oman are more likely to hire than others.
- Future hiring also similar to previous wave with 63% being positive of hiring in the next 12 months. Of these 27% to 'definitely hire' and 36% to 'probably hire'. KSA, Qatar and Oman show greater likelihood of hiring in the next 12 months.
- Overall the Private Sector (Multi-national Companies) are more likely to hire in the next 3 months (57%) and in the coming 12 months followed by Private sector- Large local companies.
- 47% of all those indicating they would hire in the next 3 months report they will look to hire for less than 5 positions. Another 23% say they would hire for 6-10 positions.
- Trend continues from past waves as organizations claim to be on the lookout for people to fill in lower executive positions like Junior Executive (36%) and Executive (31%).

Summary

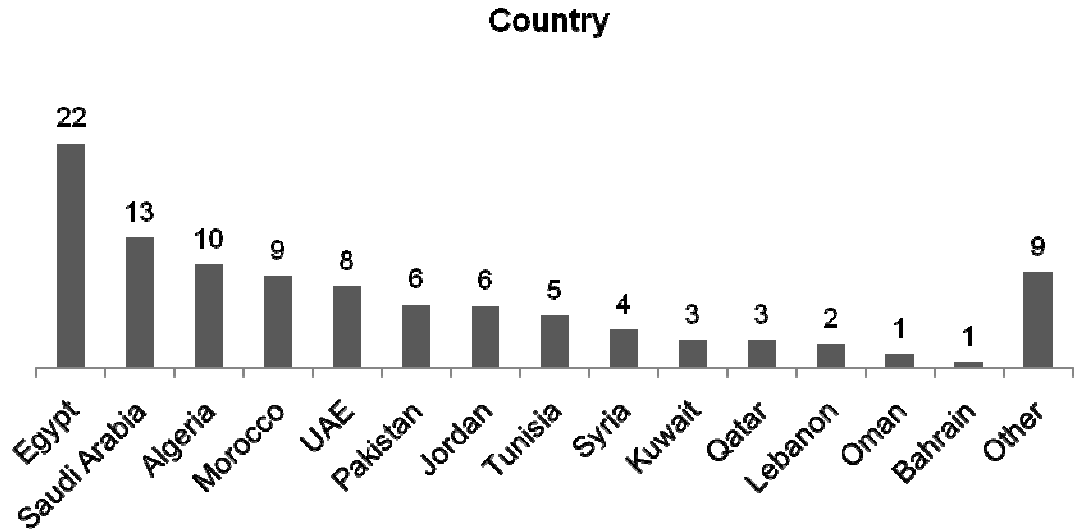
- Companies are on the lookout for people with Computer Science Qualifications, Commerce Graduates/ Post Graduates and Business Graduates/ Post Graduates.
- Apart from qualifications, the key skill sets that are most sought for in candidates are: Good Communication Skills- Arabic & English (51%), ability to perform as a Team player (45%), possessing Overall personality and demeanor (43%) and Trustworthy/ Honest (42%).
- Qatar, KSA and UAE, all are regarded as the most attractive job markets by recruiters.
- At the Industry level, attractiveness of the Telecom (33%) takes the lead followed by Banking (32%) and Construction (29%).

Respondent Profile

Respondent Profile – Personal



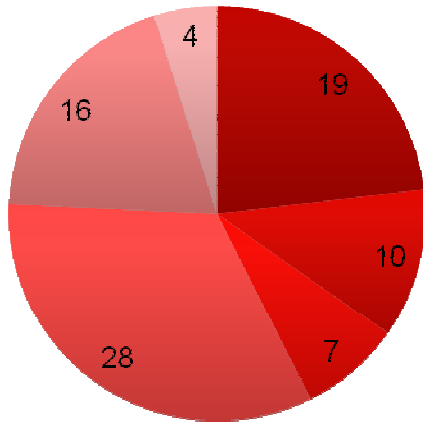
Base: Total Sample – N= 11,111



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Respondent Profile

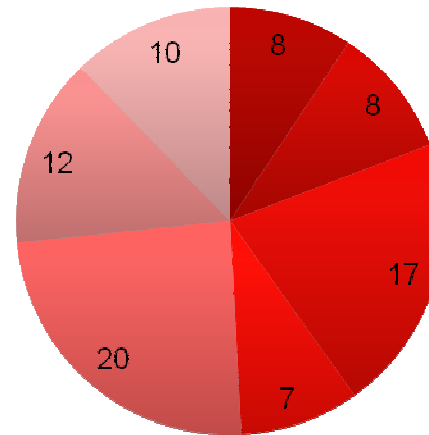
Sector



- Private sector- MNC
- Private sector- Large Local Co.
- Private sector- Small/Medium Local Co.
- Private sector- Other
- Public/government/ Semi/ Quasi/ Charity
- Other

Base: Total Sample – N= 11,111

Seniority



- CEO/ President/ Chairman/ Owner/Self employed
- Director or Senior Manager
- Professional [i.e. requiring specific professional qualifications]
- Middle manager
- Junior manager/team leader
- Executive with no managerial responsibilities
- Clerical

Base: Total Sample – N= 11,111

Past and Current Period Values

Past and Current Period Values Current Hiring

Base period value for Current Hiring by Country, October 2009

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5084	174	79	1438	295	258	134	143	65	43	216	999	158	92	742
Current Hiring	129	134	113	126	124	131	140	119	136	133	131	137	131	133	123

Current period value for Current Hiring by Country, January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
Current Hiring	129	130	140	125	123	132	134	133	136	125	125	138	130	132	117

Current period value for Current Hiring by Country, April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3086	60	36	802	212	151	76	107	31	20	123	761	107	39	448
Current Hiring	130	136	128	125	117	122	140	134	124	138	138	142	127	115	126

Current period value for Current Hiring by Country, July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
Current Hiring	131	144	154	124	116	134	134	133	142	142	134	129	120	125	126

Current period value for Current Hiring by Country, October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Current Hiring	128	139	134	126	120	127	121	135	141	127	124	135	130	118	121

Current period value for Current Hiring by Country, January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
Current Hiring	132	132	129	131	130	126	128	131	130	124	136	142	129	121	129

Current period value for Current Hiring by Country, April 2011

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

Current period value for Current Hiring by Country, July 2011

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

Current period value for Current Hiring by Country, October 2011

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

Current period value for Current Hiring by Country, January 2012

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

Past and Current Period Values Hiring Expectancy

Base period value for Hiring Expectancy by Country, October 2009

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5084	174	79	1438	295	258	134	143	65	43	216	999	158	92	742
HE	146	153	146	144	145	147	147	141	162	138	144	154	147	145	141

Current period value for Hiring Expectancy by Country, January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
HE	144	144	141	141	139	143	145	145	145	135	142	153	143	146	133

Current period value for Hiring Expectancy by Country, April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3086	60	36	802	212	151	76	107	31	20	123	761	107	39	448
HE	144	150	154	138	137	140	145	139	150	150	145	152	147	137	140

Current period value for Hiring Expectancy by Country, July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
HE	143	153	161	137	137	148	148	138	154	152	149	144	147	136	136

Current period value for Hiring Expectancy by Country, October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
HE	142	151	149	139	136	142	143	141	148	130	146	151	146	128	135

Current period value for Hiring Expectancy by Country, January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
HE	142	143	142	140	140	142	137	134	141	157	146	149	146	137	138

Current period value for Hiring Expectancy by Country, April 2011

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

Current period value for Hiring Expectancy by Country, July 2011

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

Current period value for Hiring Expectancy by Country, October 2011

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

Current period value for Hiring Expectancy by Country, January 2012

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

Past and Current Period Values

Current Hiring + Hiring Expectancy

Base period value for Jobs Index by Country, October 2009

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5084	174	79	1438	295	258	134	143	65	43	216	999	158	92	742
Current Hiring + Future Expectancy	275	288	258	271	270	278	287	260	298	271	275	291	278	278	264

Current period value for Jobs Index by Country, January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
Current Hiring + Future Expectancy	273	274	281	266	262	275	279	278	281	260	266	291	273	278	250

Current period value for Jobs Index by Country, April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3086	60	36	802	212	151	76	107	31	20	123	761	107	39	448
Current Hiring + Future Expectancy	274	286	282	263	254	262	286	273	274	288	283	294	274	253	266

Current period value for Jobs Index by Country, July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
Current Hiring + Future Expectancy	274	297	314	261	253	282	281	271	296	295	283	273	267	261	262

Current period value for Jobs Index by Country, October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Current Hiring + Future Expectancy	269	290	283	266	257	269	264	277	289	257	270	286	276	245	255

Current period value for Jobs Index by Country, January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Current Hiring + Future Expectancy	274	275	270	271	270	268	265	264	271	280	282	291	275	258	266

Current period value for Jobs Index by Country, April 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Current Hiring + Future Expectancy	275	278	261	264	259	278	294	262	311	279	298	293	271	264	272

Current period value for Jobs Index by Country, July 2011

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

Current period value for Jobs Index by Country, October 2011

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

Current period value for Jobs Index by Country, January 2012

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

Indices

Hiring Expectancy Index

Hiring Expectancy Indices – January 2010

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

Hiring Expectancy Indices – April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
HEI	98.5	98.0	105.6	95.9	94.5	95.3	98.9	98.8	92.6	108.7	100.8	98.9	100.1	94.6	99.1

Hiring Expectancy Indices – July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
HEI	97.9	100.1	110.1	95.0	94.6	100.8	100.4	97.9	95.0	110.3	103.6	93.5	100.1	93.9	96.2

Hiring Expectancy Indices – October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
HEI	97.0	98.7	101.9	96.6	94.1	96.7	97.2	100.1	91.0	94.0	101.2	98.0	99.2	88.2	95.6

Hiring Expectancy Indices – January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
HEI	97.1	93.7	97.0	97.4	96.4	96.3	93.1	95.0	86.9	113.4	101.6	96.6	99.6	94.2	97.7

Hiring Expectancy Indices – April 2011

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

Hiring Expectancy Indices – July 2011

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

Hiring Expectancy Indices – October 2011

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

Hiring Expectancy Indices – January 2012

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

Past and Current Period Values Job Index

Jobs Indices – January 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
JI	99.3	95.1	108.9	98.2	97.0	98.9	97.2	106.9	94.3	95.9	96.7	100.0	98.2	100.0	94.7

Jobs Indices – April 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	3698	123	35	912	216	167	73	125	49	10	126	1035	81	93	539
JI	99.7	99.2	109.3	97.1	94.0	94.1	99.5	105.0	92.0	106.1	103.0	101.1	98.5	90.9	100.7

Jobs Indices – July 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	2599	81	28	559	105	108	82	75	51	185	113	502	86	76	208
JI	99.5	103.1	121.8	96.3	93.8	101.6	97.9	104.4	99.4	108.7	102.8	94.0	96.2	94.0	99.1

Jobs Indices – October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5054	498	54	318	386	249	153	590	97	23	192	994	284	171	794
JI	97.9	100.6	109.7	98.0	95.1	96.8	92.0	106.4	96.9	94.9	98.1	98.3	99.3	88.3	96.7

Jobs Indices – January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
JI	99.5	95.5	104.8	100.0	99.8	96.3	92.5	101.7	90.8	103.5	102.6	100.0	98.9	92.7	100.9

Jobs Indices – April 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
JI	99.5	95.5	104.8	100.0	99.8	96.3	92.5	101.7	90.8	103.5	102.6	100.0	98.9	92.7	100.9

Jobs Indices – July 2011

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

Jobs Indices – October 2011

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

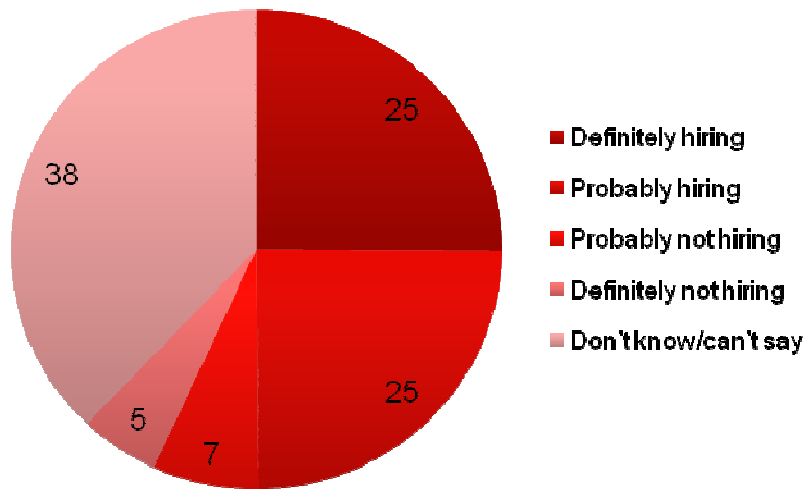
Jobs Indices – January 2012

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

Report

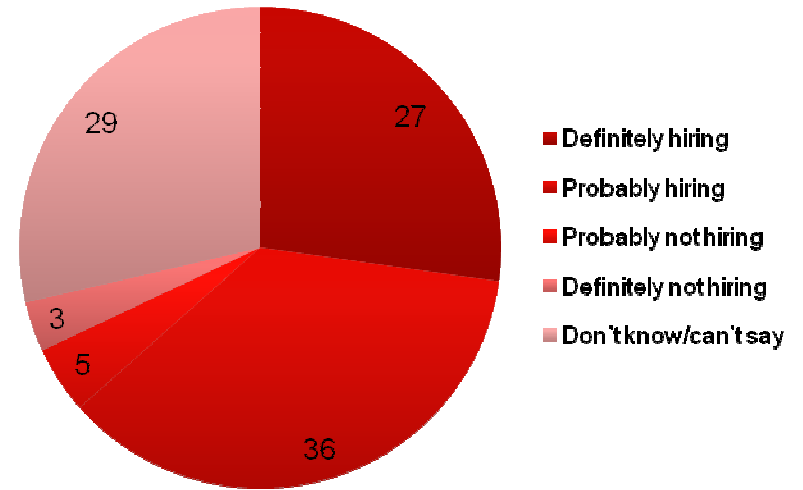
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 9,238

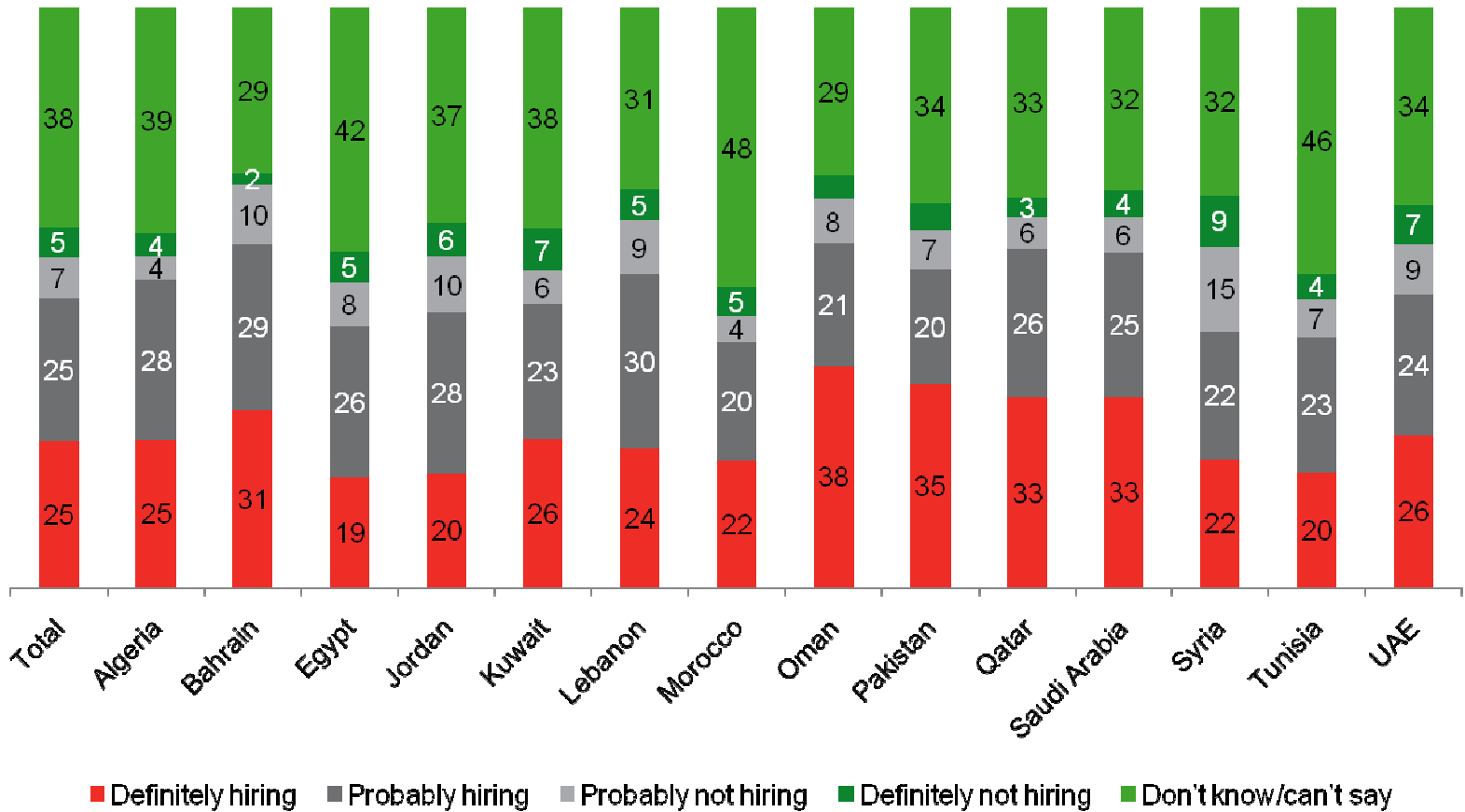
Next 12 Months



Base: Those Working – N= 9,238

Current Hiring Expectancy – By Country

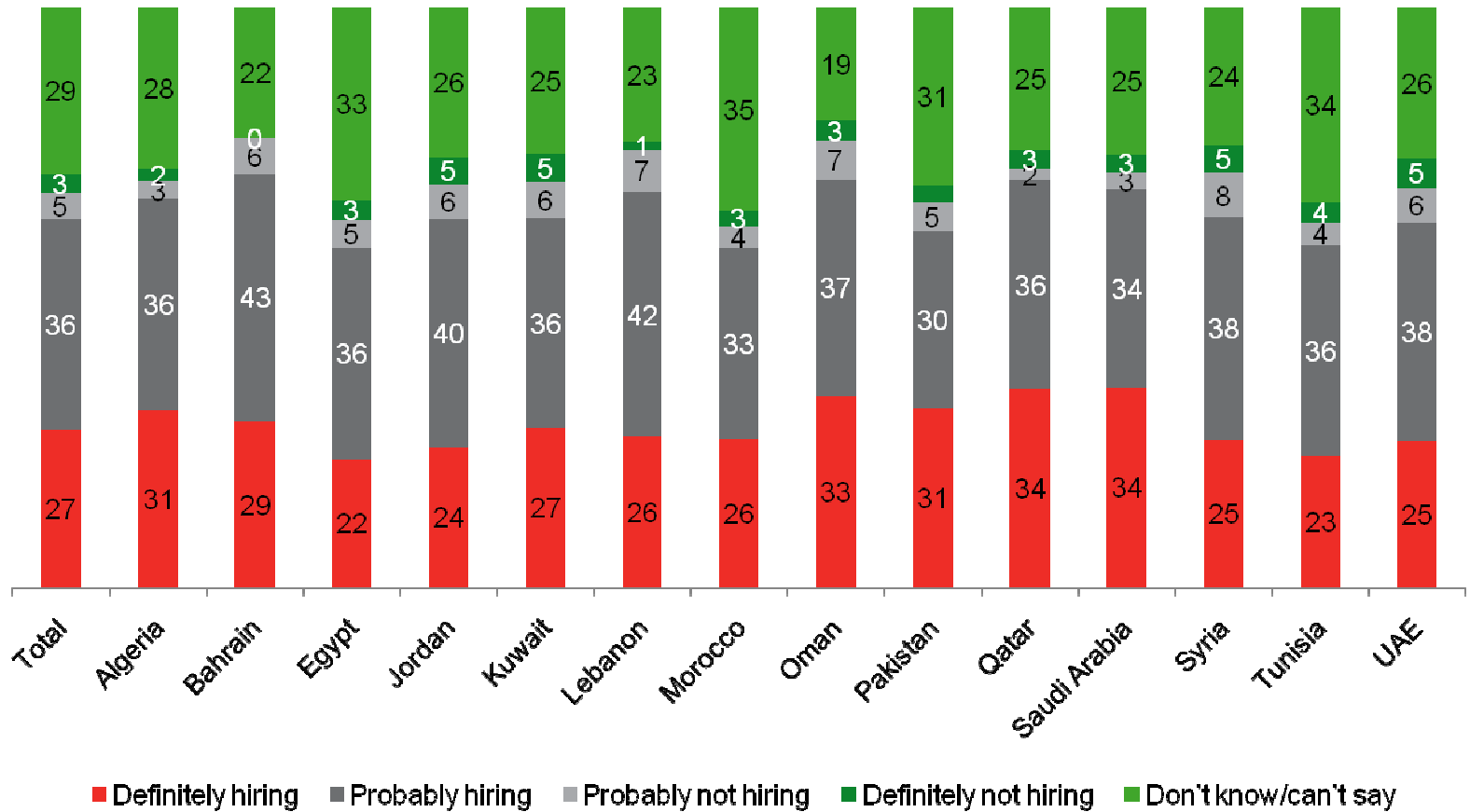
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working – N = 9,299

Future Hiring Expectancy – By Country

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

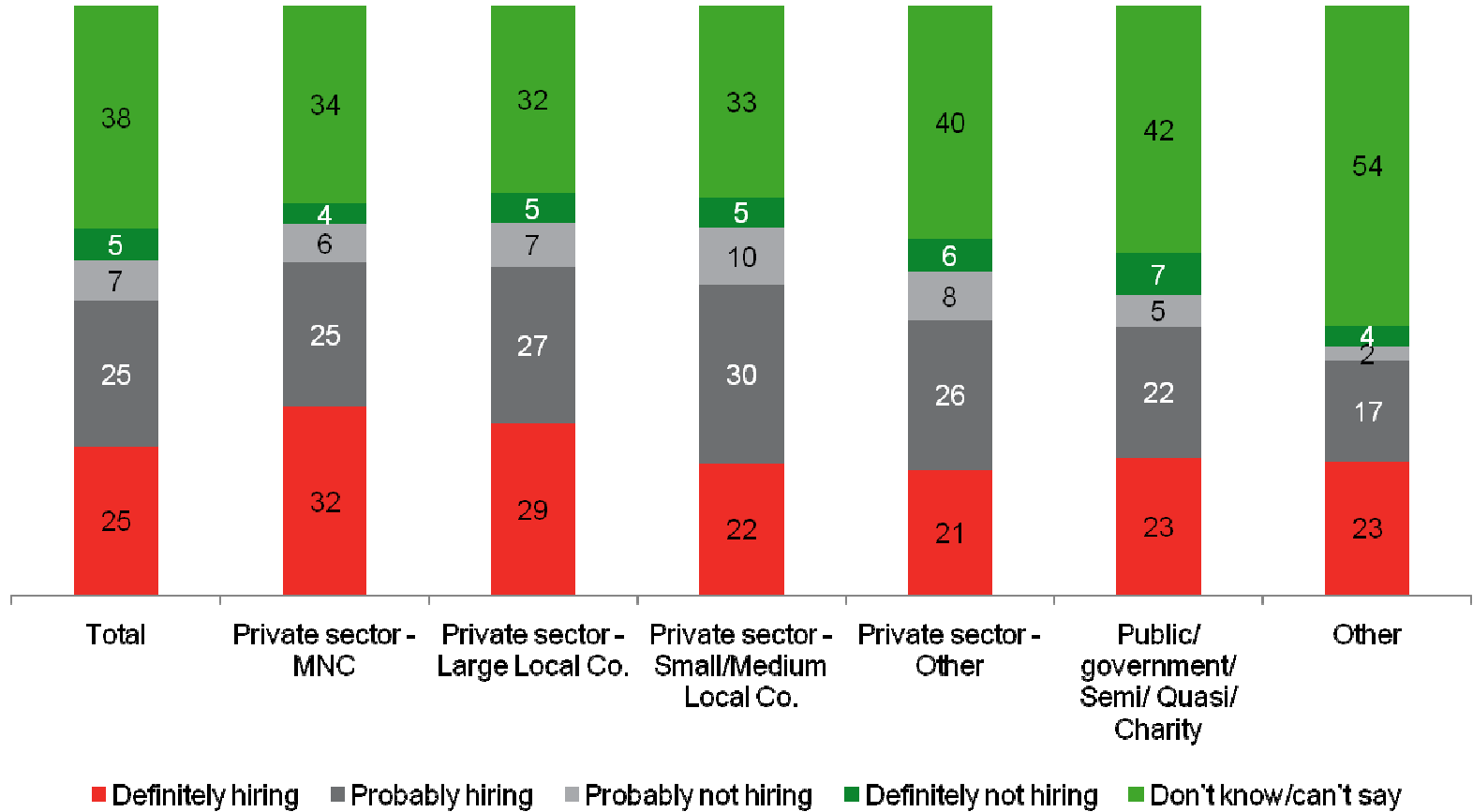


Base: Those Working – N=9,238



Current Hiring Expectancy – By Sector

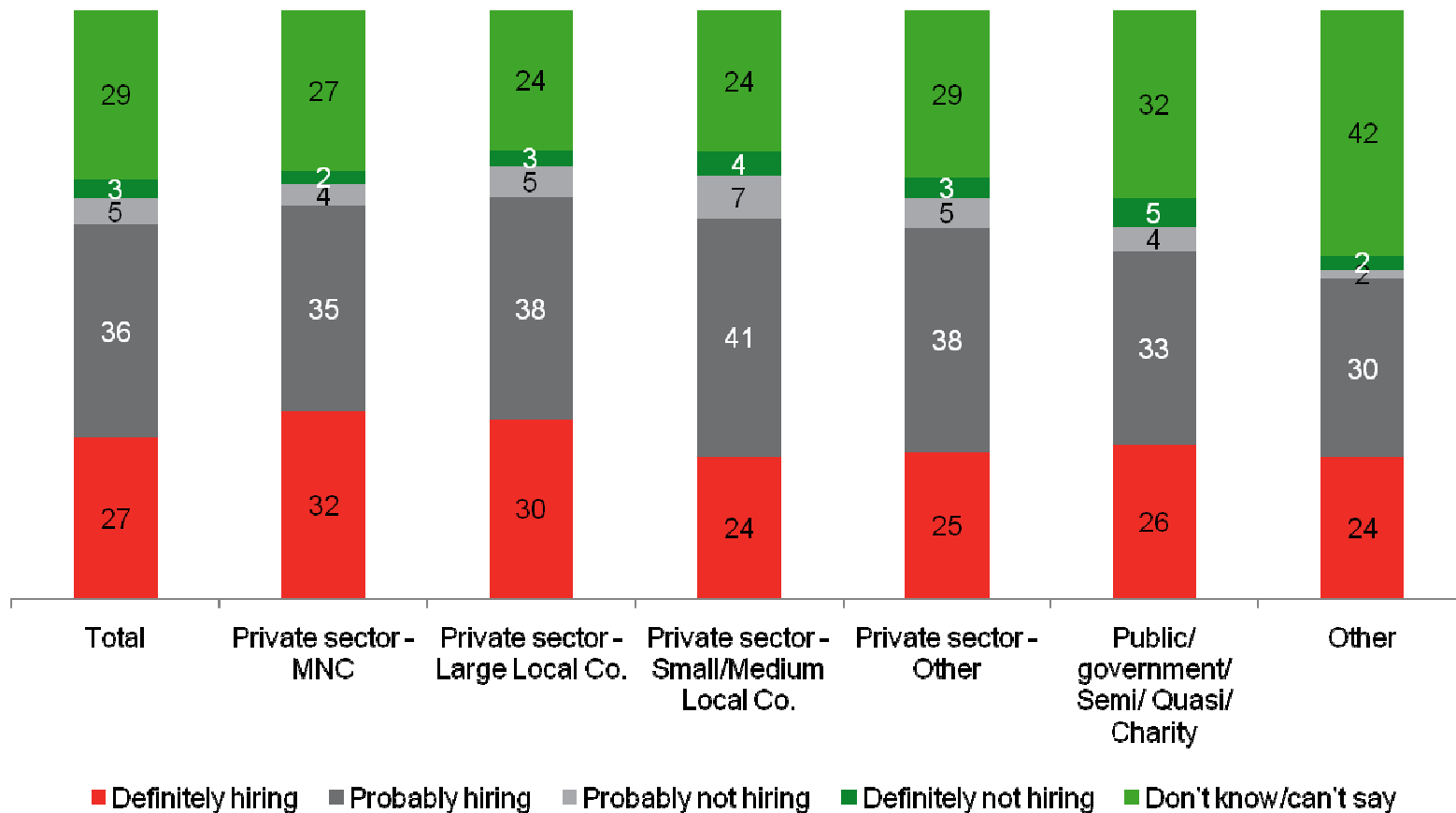
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 9,238

Future Hiring Expectancy – By Sector

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

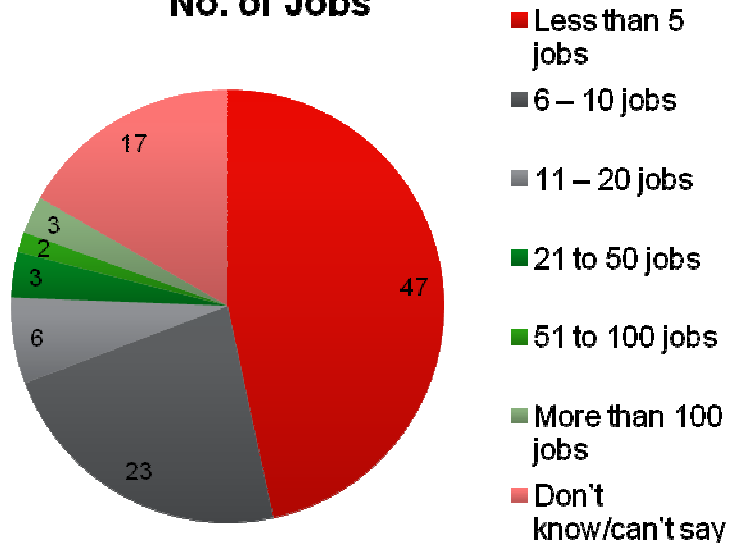


Base: Those Working– N= 9,238

Availability of Jobs & Required Positions

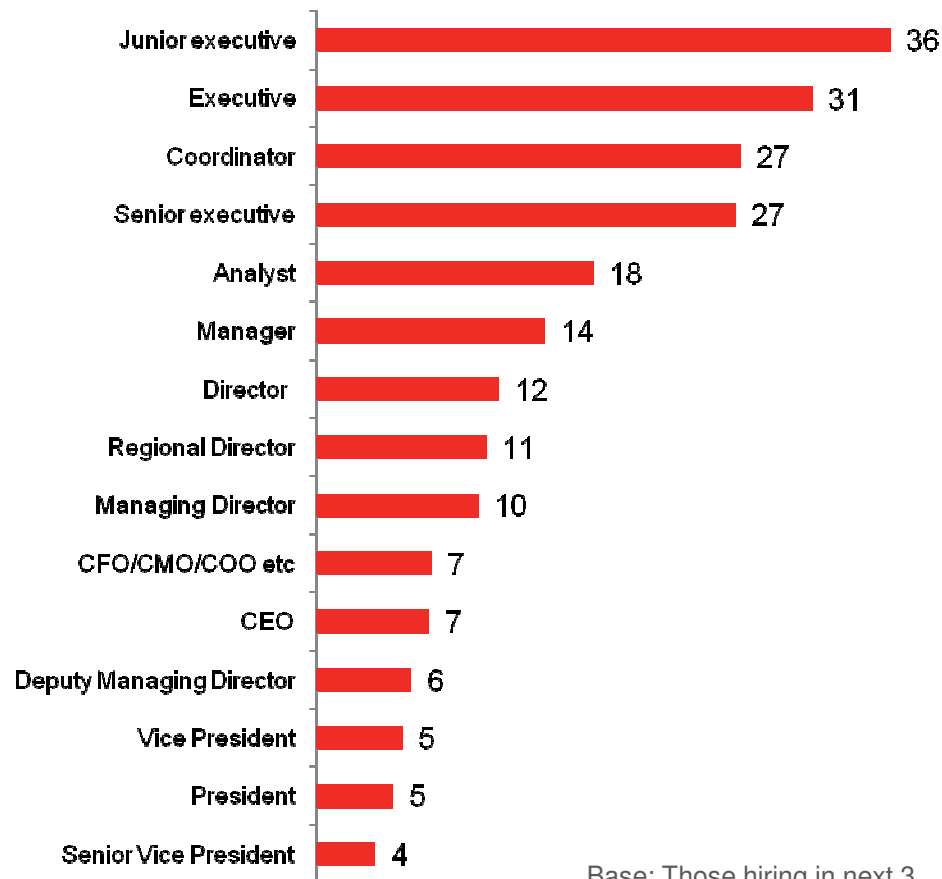
1. Please indicate the approximate number of jobs you would be hiring for in the next 3 months
2. Which of the following career levels/positions would you be hiring for in the next 3 months?

No. of Jobs



Base: Those hiring in next 3 months– N= 4,607

Levels/ Positions



Base: Those hiring in next 3 months– N= 4,607

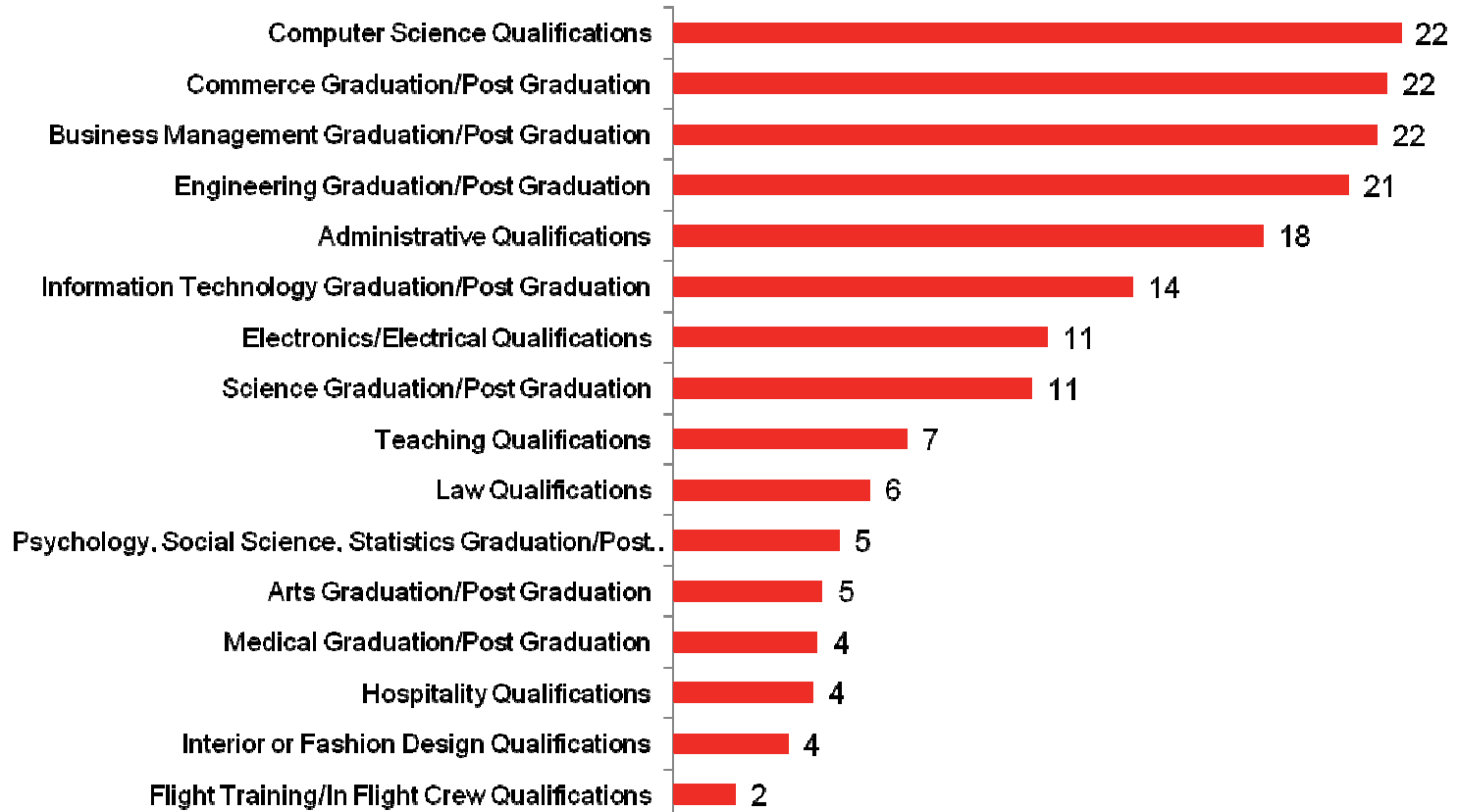
Availability of Jobs – By Country

Please indicate the approximate number of jobs you would be hiring for in the next 3 months

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: Those Hiring in 3 months	4607	479	29	893	246	128	110	302	70	328	157	695	160	181	383
Less than 5 jobs	47	45	48	50	51	56	42	41	41	46	39	43	54	45	44
6 – 10 jobs	23	23	28	21	22	18	25	22	26	20	29	24	23	22	24
11 – 20 jobs	6	6	3	6	4	5	9	6	7	8	6	8	5	8	8
21 to 50 jobs	3	3	0	3	4	4	1	3	3	3	4	5	3	7	3
51 to 100 jobs	2	1	3	1	1	2	1	1	3	2	3	2	0	2	2
More than 100 jobs	3	2	7	3	2	2	2	3	6	3	4	4	3	4	2

Qualifications

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



Base: Those Working– N= 9,238

Qualifications – By Country 1/2

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

Qualification	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Computer Science Qualifications	22	27	24	22	19	23	24	25	20	17	16	25	25	24	17
Commerce Graduation/Post Graduation	22	24	31	28	11	24	15	21	13	28	21	22	20	20	20
Business Management Graduation/Post Graduation	22	26	35	16	17	16	34	19	23	30	17	22	25	22	23
Engineering Graduation/Post Graduation	21	24	14	20	16	21	23	13	30	21	26	24	18	18	26
Administrative Qualifications	18	22	27	13	19	19	22	16	25	14	19	22	20	18	19
Information Technology Graduation/Post Graduation	14	15	20	10	10	10	20	16	14	16	13	16	15	19	14

Qualifications – By Country 2/2

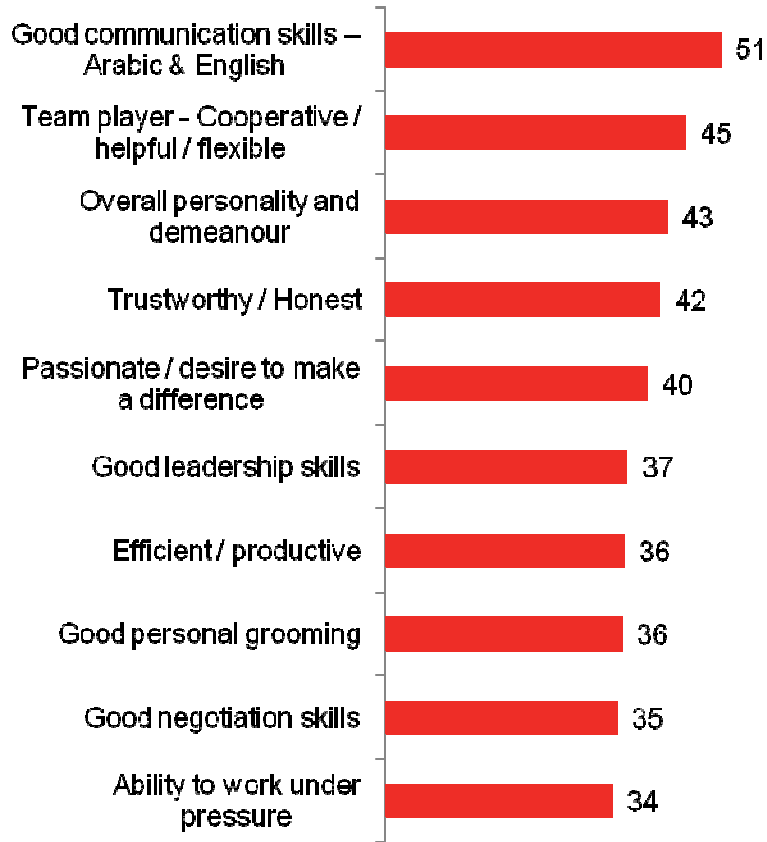
What are the educational and academic qualifications you emphasize on nowadays when looking for suitable candidates?

Qualification	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Electronics/Electrical Qualifications	11	16	8	10	8	6	8	12	19	10	13	13	13	12	9
Science Graduation/Post Graduation	11	16	14	8	6	8	15	12	15	20	12	9	9	16	12
Teaching Qualifications	7	9	14	7	10	6	8	7	9	7	7	5	9	11	6
Law Qualifications	6	10	8	8	3	3	4	6	5	3	6	4	8	8	4
Psychology, Social Science, Statistics Graduation/Post Graduation	5	10	10	5	5	3	5	4	3	4	4	3	5	7	4
Arts Graduation/Post Graduation	5	4	8	5	3	3	5	4	3	10	6	3	7	4	5

Skills & Experience

1. Which of the following requirements / factors do you MOST look for in a candidate?
2. What experience are you ideally looking for?

Skills



Experience



Base: Those Working– N= 9,238

Skills – By Country 1/2

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

Skills	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Good communication skills – Arabic & English	51	28	59	62	71	65	44	20	69	14	53	69	67	21	52
Team player - Cooperative / helpful / flexible	45	36	53	49	54	47	50	34	51	46	46	48	47	41	47
Overall personality and demeanour	43	41	57	49	53	39	34	37	43	28	35	44	53	41	35
Trustworthy / Honest	42	42	55	40	50	37	42	38	42	39	38	42	48	44	38
Passionate / desire to make a difference	40	39	45	45	48	31	35	36	48	28	32	40	49	41	33

Skills – By Country 2/2

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

Skills	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Good leadership skills	37	26	47	37	43	38	36	22	40	48	49	40	39	23	42
Efficient / productive	36	28	49	37	47	36	40	30	47	36	34	39	38	34	34
Good personal grooming	36	25	53	44	42	40	24	21	41	38	37	41	39	25	33
Good negotiation skills	35	32	43	39	37	33	37	25	33	40	32	37	37	29	36
Ability to work under pressure	34	22	47	40	41	36	43	17	47	38	39	38	34	22	38

Experience – By Country 1/2

What experience are you ideally looking for?

Experience	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Managerial – ability to manage a team	31	32	31	29	32	27	36	27	36	36	31	33	34	30	28
Computer skills	31	32	37	31	28	35	25	25	26	38	32	35	32	23	28
Sales and Marketing	26	20	27	29	26	27	25	27	25	22	23	30	31	20	29
Engineering	22	25	16	19	17	17	19	12	30	22	28	24	19	18	29
Mid level experience (3 to 7 years)	21	15	27	21	20	23	22	15	26	25	30	26	24	14	26

Experience – By Country 2/2

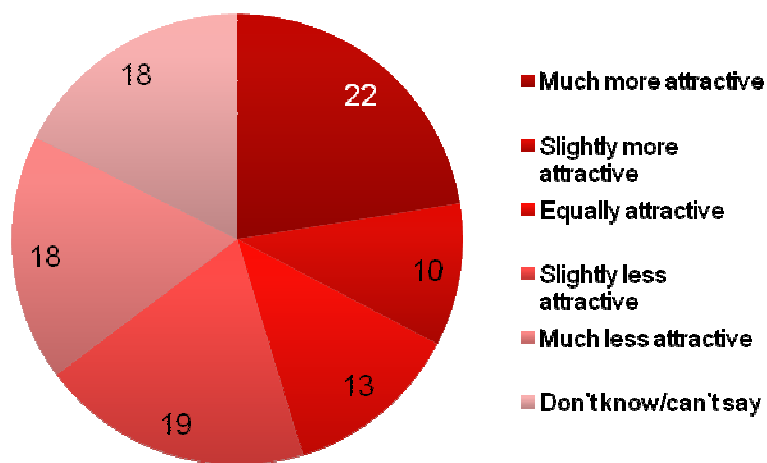
What experience are you ideally looking for?

Experience	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	9238	905	49	1991	519	262	204	714	118	597	269	1204	362	420	757
Administrative	20	18	35	16	18	22	22	13	25	28	24	23	15	15	26
Public speaking/Giving Presentations	17	18	18	20	22	14	10	13	19	13	15	18	17	14	11
Junior level experience (less than 3 years)	16	17	24	19	19	10	21	14	13	15	12	17	17	15	14
Senior level experience (7 to 10 years)	11	11	22	10	9	11	16	7	19	14	21	14	10	10	12
Research/Analytical	10	13	8	10	11	6	12	8	7	11	7	10	10	8	6

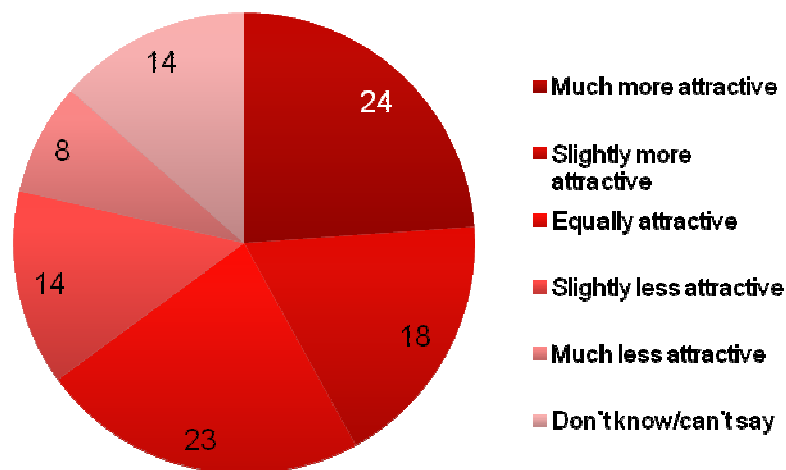
Country & Industry Attractiveness – Overall

1. How attractive is your country of residence as a job market in comparison to other Middle East countries?
2. How attractive is your industry as a potential employer in comparison to other businesses?

Country



Industry



Base: Those Working– N=9,238

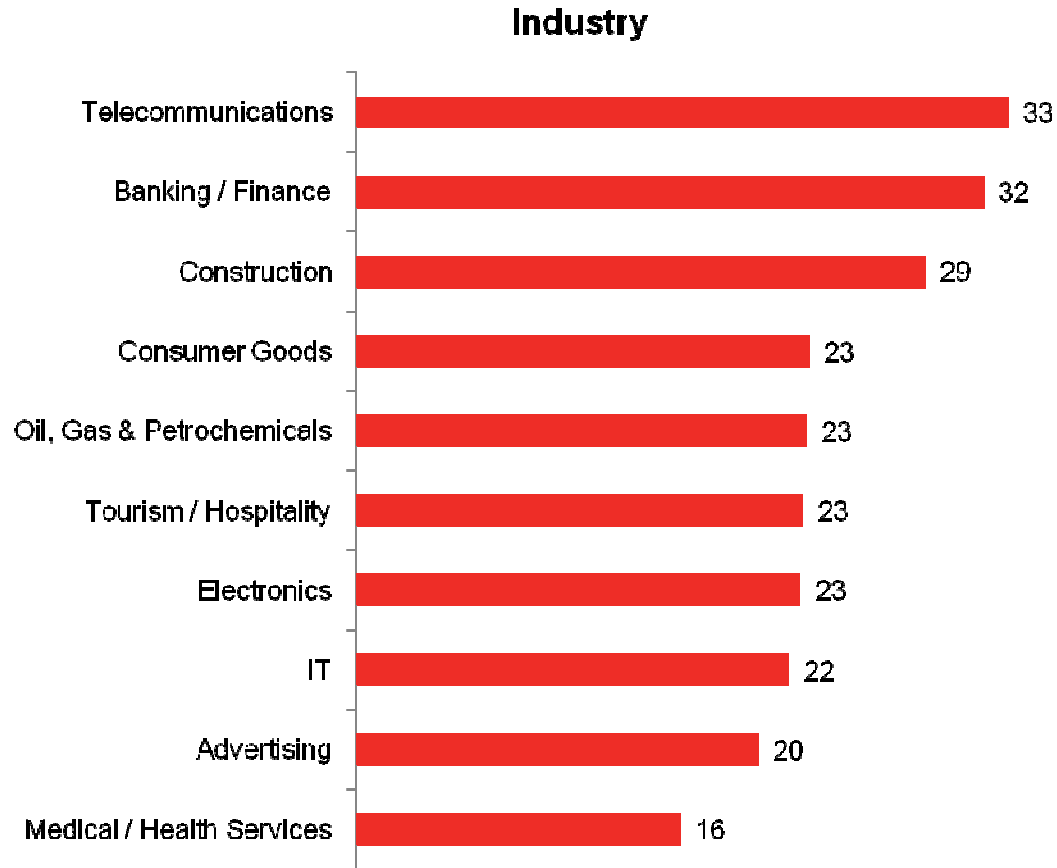
Country Attractiveness

How attractive is your country of residence as a job market in comparison to other Middle East countries?

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	11111	1109	55	2407	659	295	251	985	139	670	296	1396	400	550	876
Much more attractive	22	16	5	17	12	25	19	19	21	15	49	39	11	20	45
Slightly more attractive	10	7	13	9	8	18	9	8	11	6	20	17	4	11	16
Equally attractive	13	13	20	11	14	22	11	13	27	14	10	14	14	11	12
Slightly less attractive	19	22	31	26	26	10	22	19	20	22	5	9	25	19	8
Much less attractive	18	19	11	20	24	9	25	14	9	28	2	6	29	19	5
Don't know/can't say	18	22	20	18	15	15	14	27	12	14	14	15	17	21	13

Most Attractive Industries

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



Base: Total Sample – N= 11,111

Most Attractive Industries – By Country

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	11111	1109	55	2407	659	295	251	985	139	670	296	1396	400	550	876
Telecommunications	33	28	36	39	33	25	24	33	29	33	20	34	34	30	27
Banking / Finance	32	24	49	33	39	34	49	22	32	39	33	30	47	22	34
Construction	29	40	16	24	27	28	36	31	38	20	45	30	35	22	26
Consumer Goods	23	31	15	24	23	19	21	26	24	19	14	21	26	22	18
Oil, Gas & Petrochemicals	23	34	35	26	7	26	8	6	42	26	36	26	14	13	32

Most Attractive Industries – By Country 2/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	11111	1109	55	2407	659	295	251	985	139	670	296	1396	400	550	876
Tourism / Hospitality	23	19	18	28	26	14	31	39	22	9	16	13	21	38	27
Electronics	23	26	15	27	24	19	12	26	19	13	18	21	22	24	20
IT	22	20	25	16	26	23	28	28	21	29	21	22	33	23	23
Advertising	20	16	15	24	23	21	40	17	20	23	17	18	24	19	20
Medical / Health Services	16	19	15	12	26	13	14	10	22	13	17	22	11	20	16

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