

Bayt.com Middle East Job Index

April 2011

Objective

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

Calculation of Indices and Benchmarking

- The indices which concentrate on measuring Job market are the :
 - Jobs Index (JI)
 - Hiring Expectancy Index(HEI)
 - It aims to measure the potential opportunities that are present in the market.
- The Jobs Index is composed of the following two questions:
 - 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 30th March 2011 to 17th April 2011. Out of the total sample of 5,315 respondents, the number of working respondents achieved was. The results are reported on a base of 4,653 respondents.

Summary

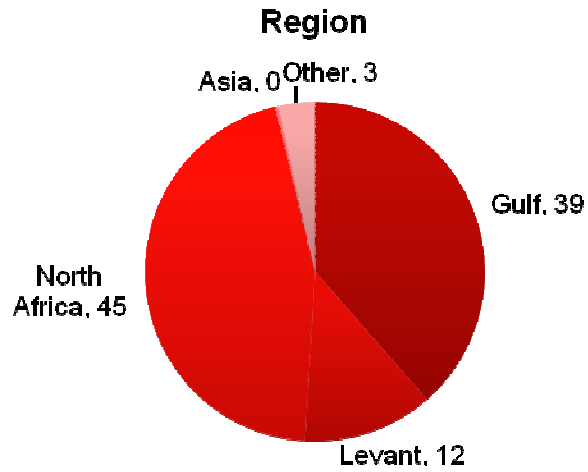
- Current hiring expectancy sees the status quo being maintained with 28% of respondents claiming to hire in the next 3 months similar to the previous wave.
- Minor increment of 2% points in the positive sentiment for future hiring – 68% of the respondents claim they will hire in a year's time, of these 31% state they will definitely hire in the next 12 months and another 37% will probably hire.
- As seen in the previous wave, KSA and Qatar show greater likelihood of hiring in the next 12 months with 40% (increases by 4%) and 37% claiming to do so respectively. In case of Egypt, we may see hiring at a lower level in the coming 3 months, however the next 12 months could hold greater promise for job seekers.
- Overall the Private Sector (large local organizations) are more likely to hire in the next 3 months (34%) and in the coming 12 months (35% - increment of 2% over last wave) in comparison to other multinational/ small/ public sector companies.
- 44% of all those indicating they would hire in the next 3 months report they will look to hire for less than 5 positions. Another 24% say they would hire for 6-10 positions.
- Trend continues from past wave as organizations claim to be on the lookout for people to fill in lower executive positions like Junior Executive (35%) and Executive (28%). Interestingly, some senior C-suite level recruitment also appears to gain momentum, albeit in smaller numbers.

Summary

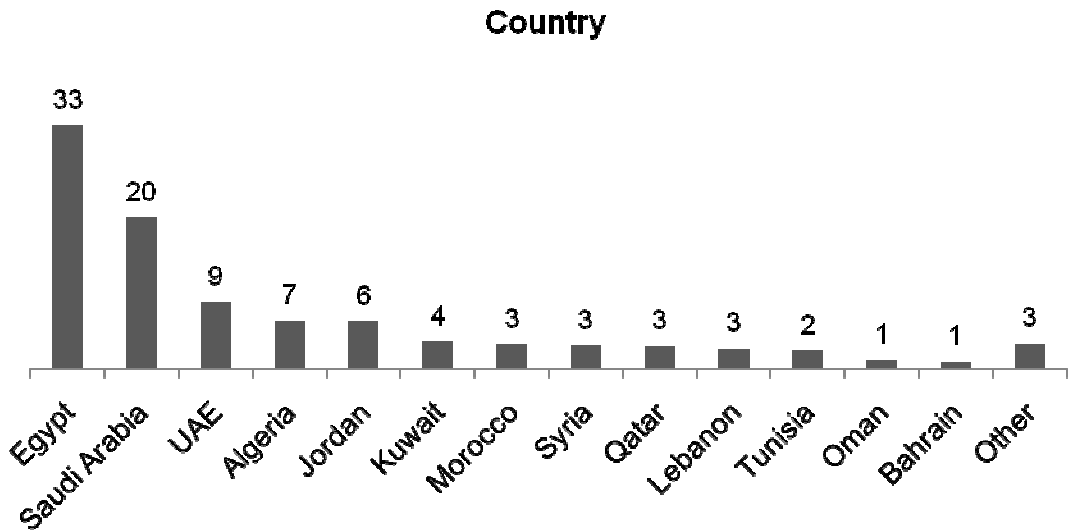
- Companies are in search of Business and Management graduates even though recruitment is primarily at the junior level . Apart from qualifications, the key skill sets that are most sought for in candidates are: Good Communication Skills-Arabic & English (64%), ability to perform as a Team player (51%), possessing Overall personality and demeanor (46%) and Trustworthy/ Honest and Good leadership skills (44% each).
- Qatar, KSA and UAE, all are regarded as the most attractive job markets by recruiters.
- At the Industry level, attractiveness of the Banking sector increases (39%), followed by Telecom (37%) and Construction (31%). Tourism also improves with 27% claiming it is attracting top talent.

Respondent Profile

Respondent Profile – Personal



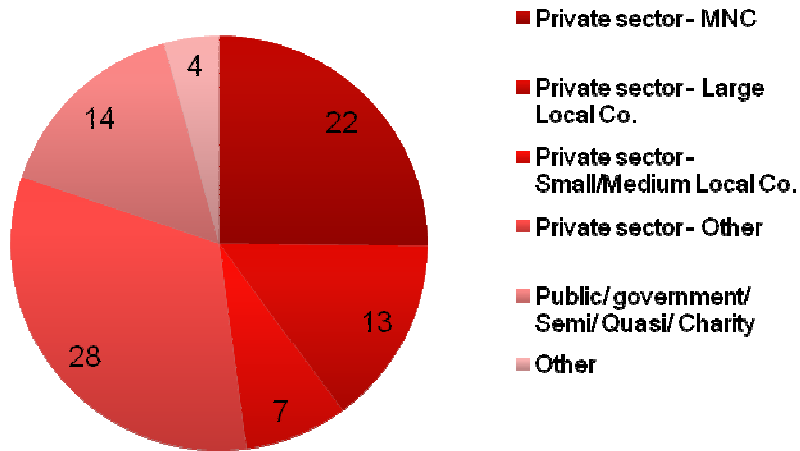
Base: Total Sample – N= 4,653



Base: Total Sample – N= 4,653

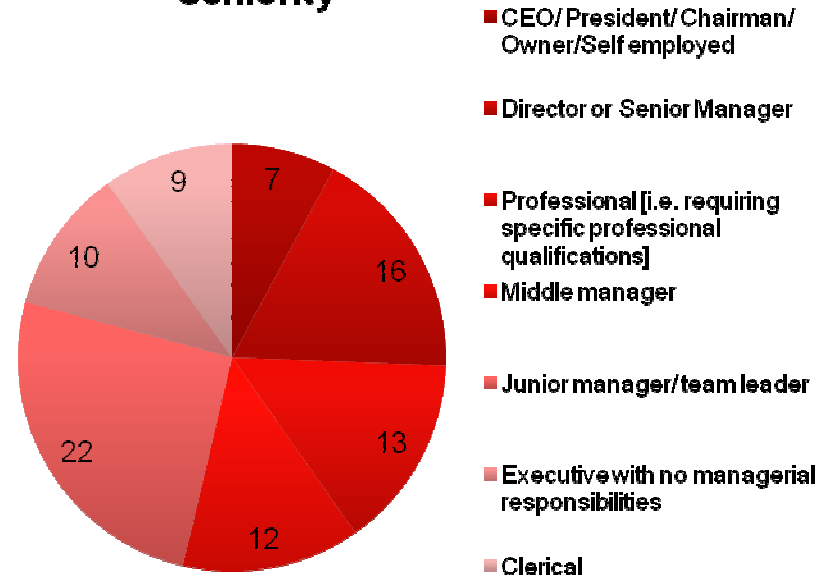
Respondent Profile

Sector



Base: Total Sample – N= 4,653

Seniority



Base: Total Sample – N= 4,653

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

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

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

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

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

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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

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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

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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

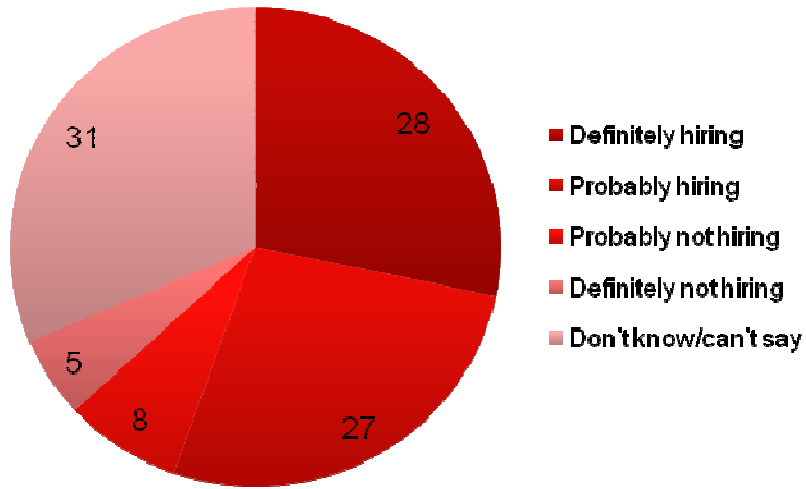
Jobs Indices – January 2011

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	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

Report

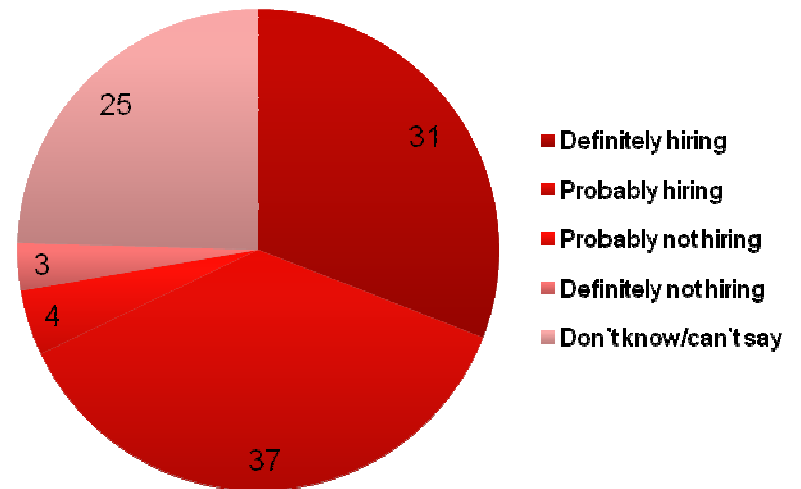
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 4,653

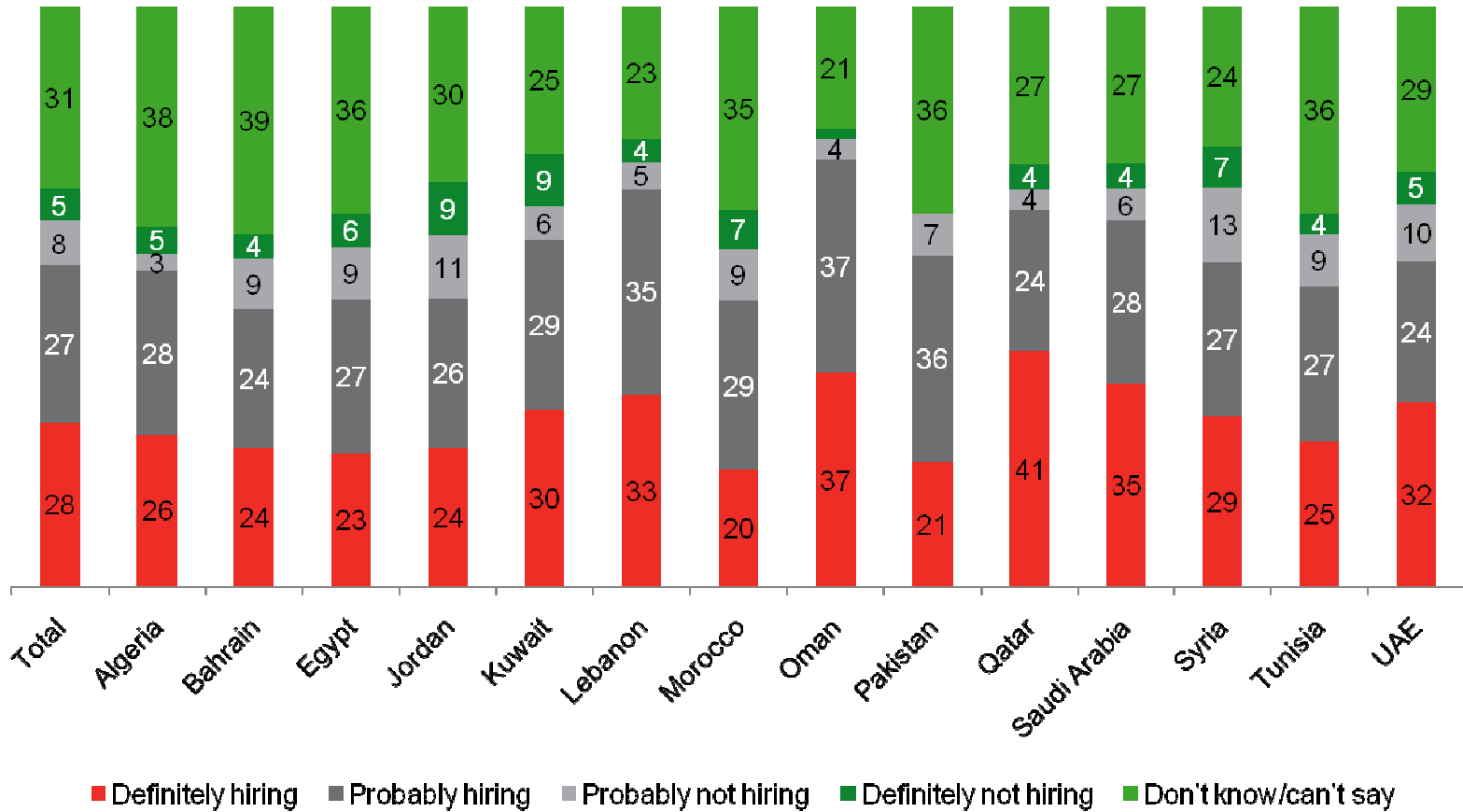
Next 12 Months



Base: Those Working – N= 4,653

Current Hiring Expectancy – By Country

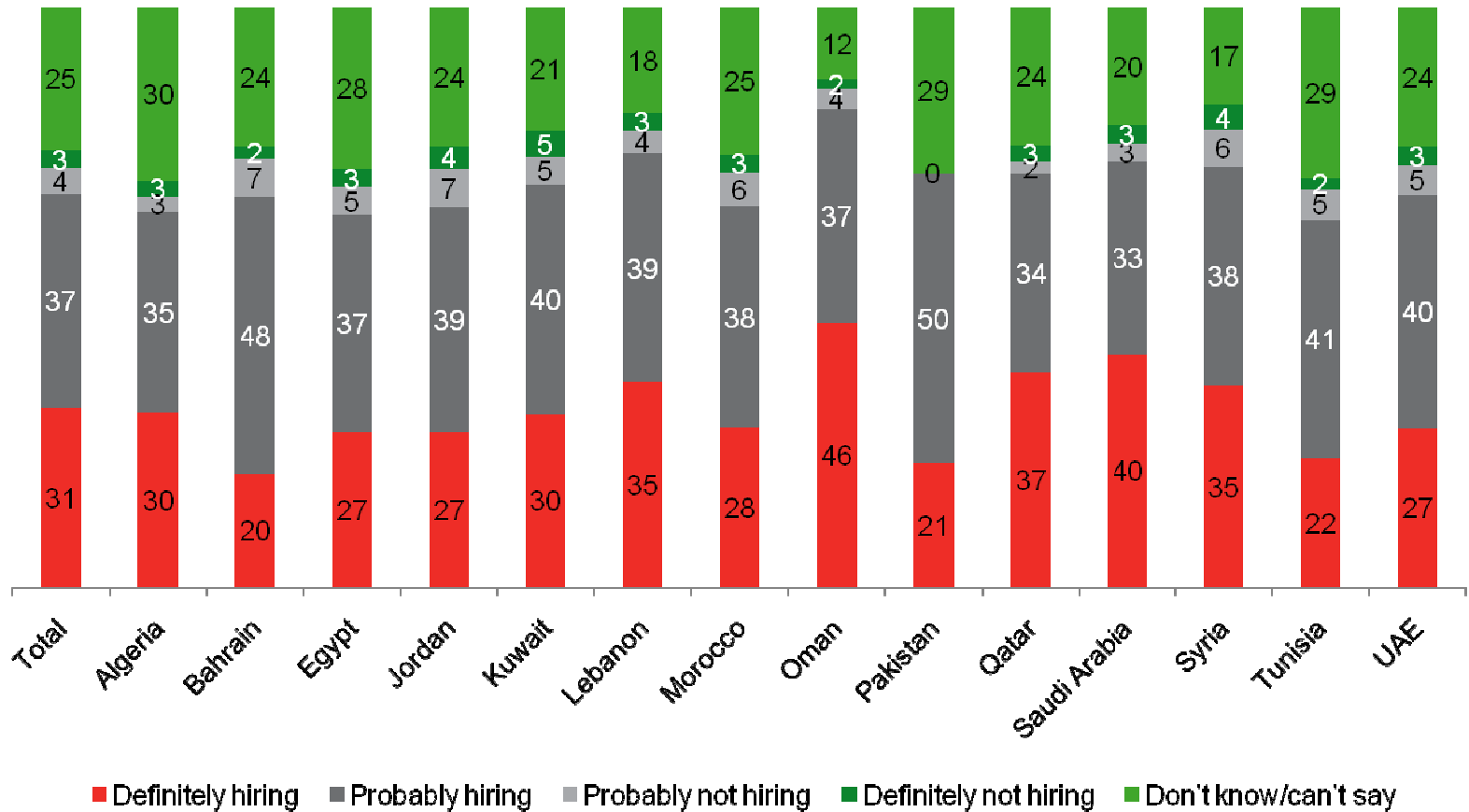
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 4,653

Future Hiring Expectancy – By Country

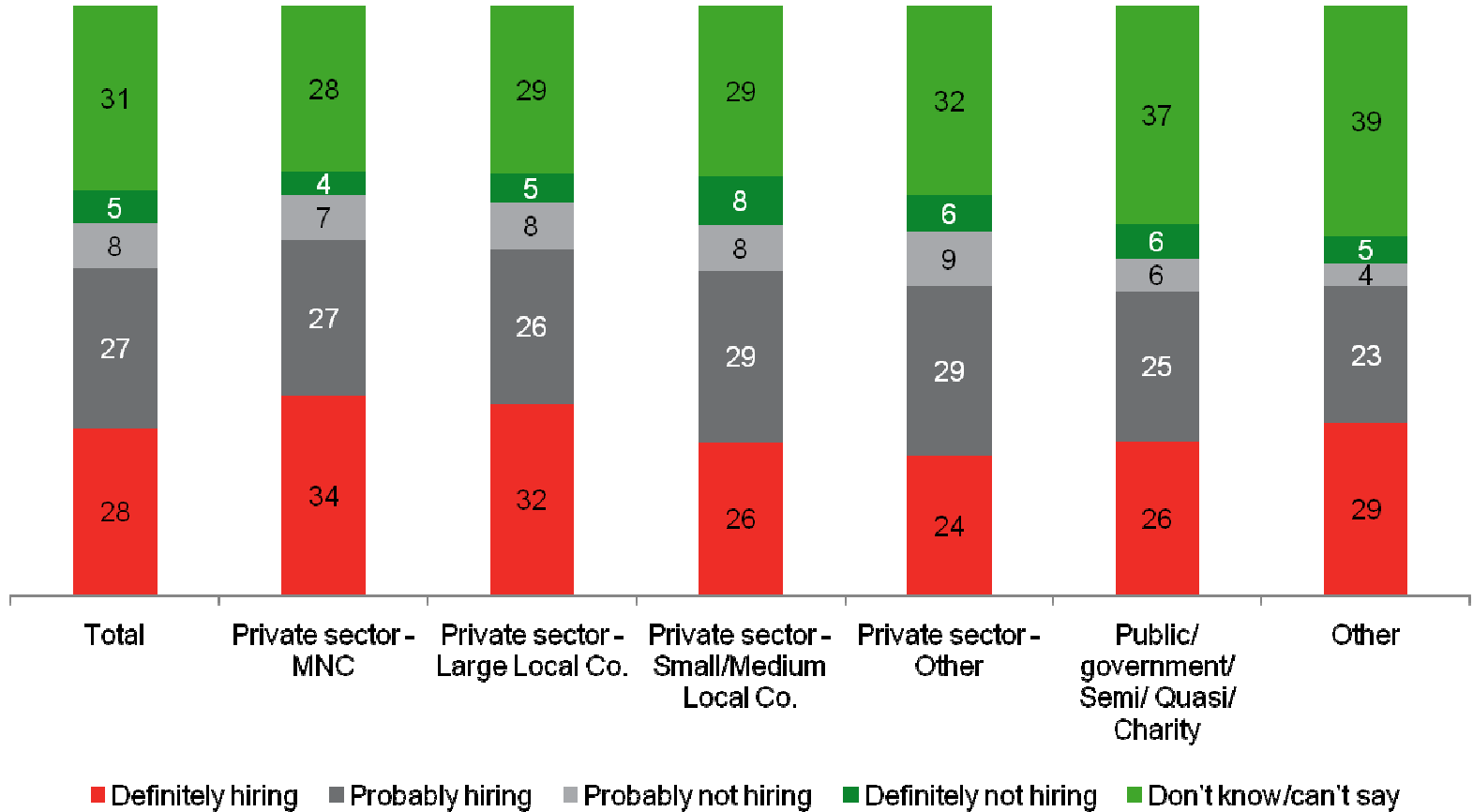
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N=4,653

Current Hiring Expectancy – By Sector

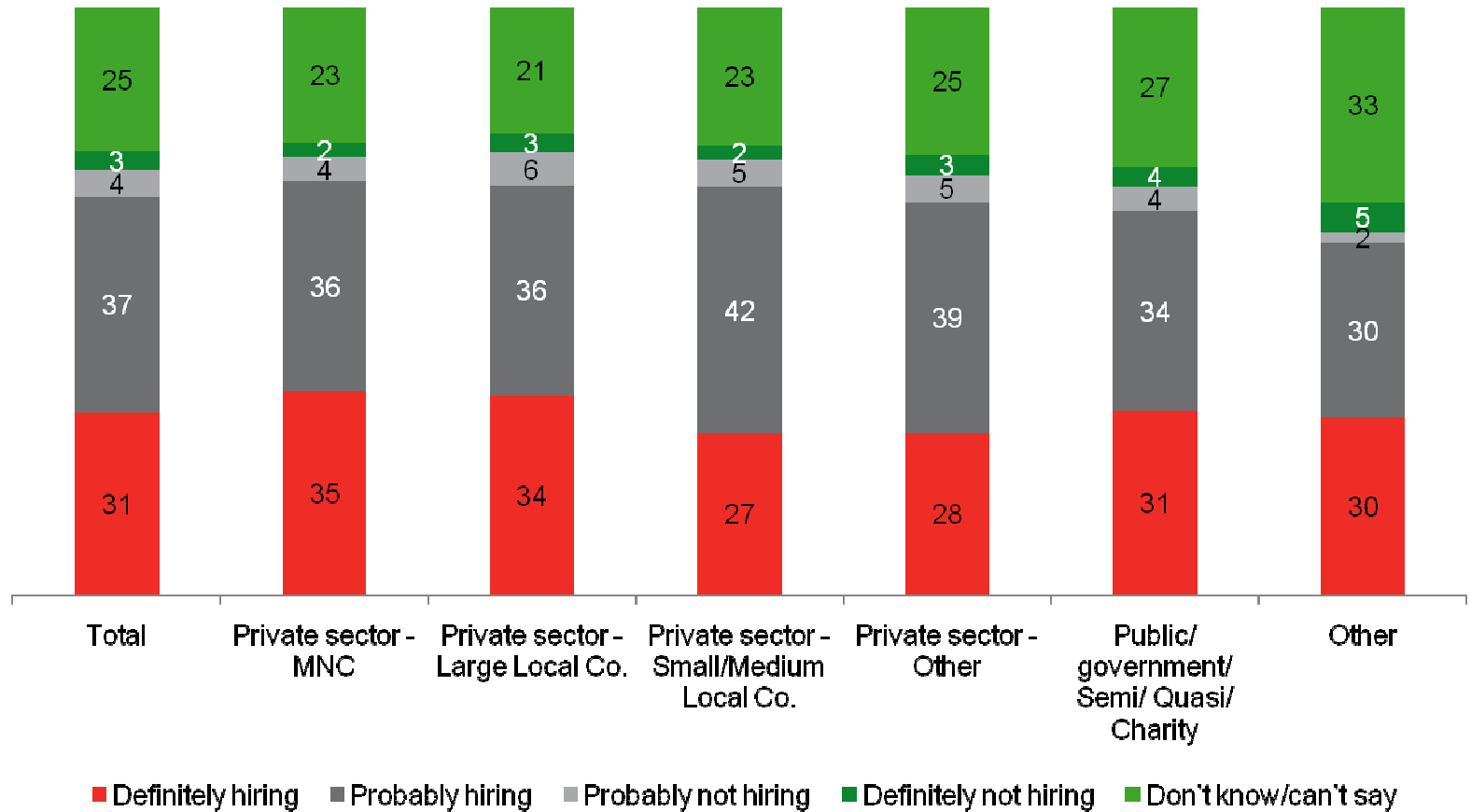
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 4,653

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?

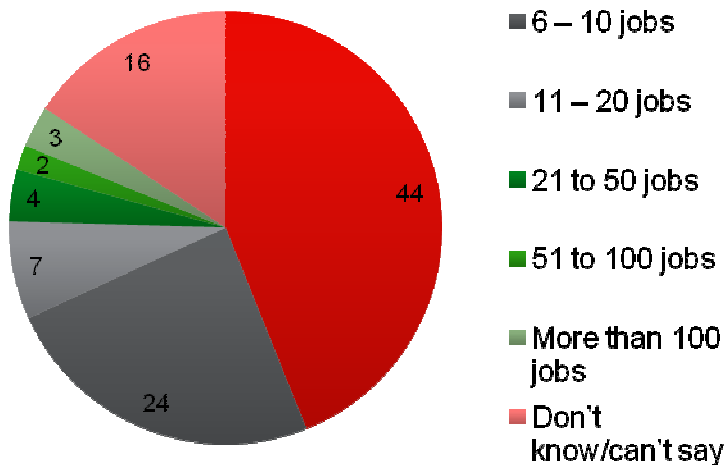


Base: Those Working– N= 4,653

Availability of Jobs & Required Positions

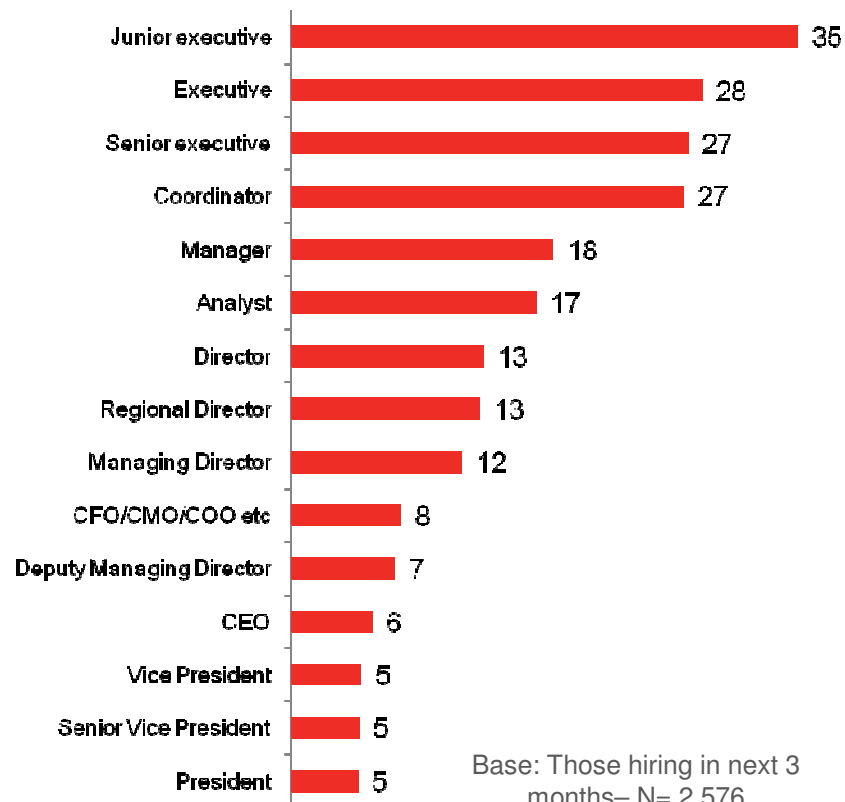
1. Please indicate the approximate number of jobs you would be hiring for in the next 3 months
2. Which of the following career levels/positions would you be hiring for in the next 3 months?

No. of Jobs



Base: Those hiring in next 3 months– N= 2,576

Levels/ Positions



Base: Those hiring in next 3 months– N= 2,576

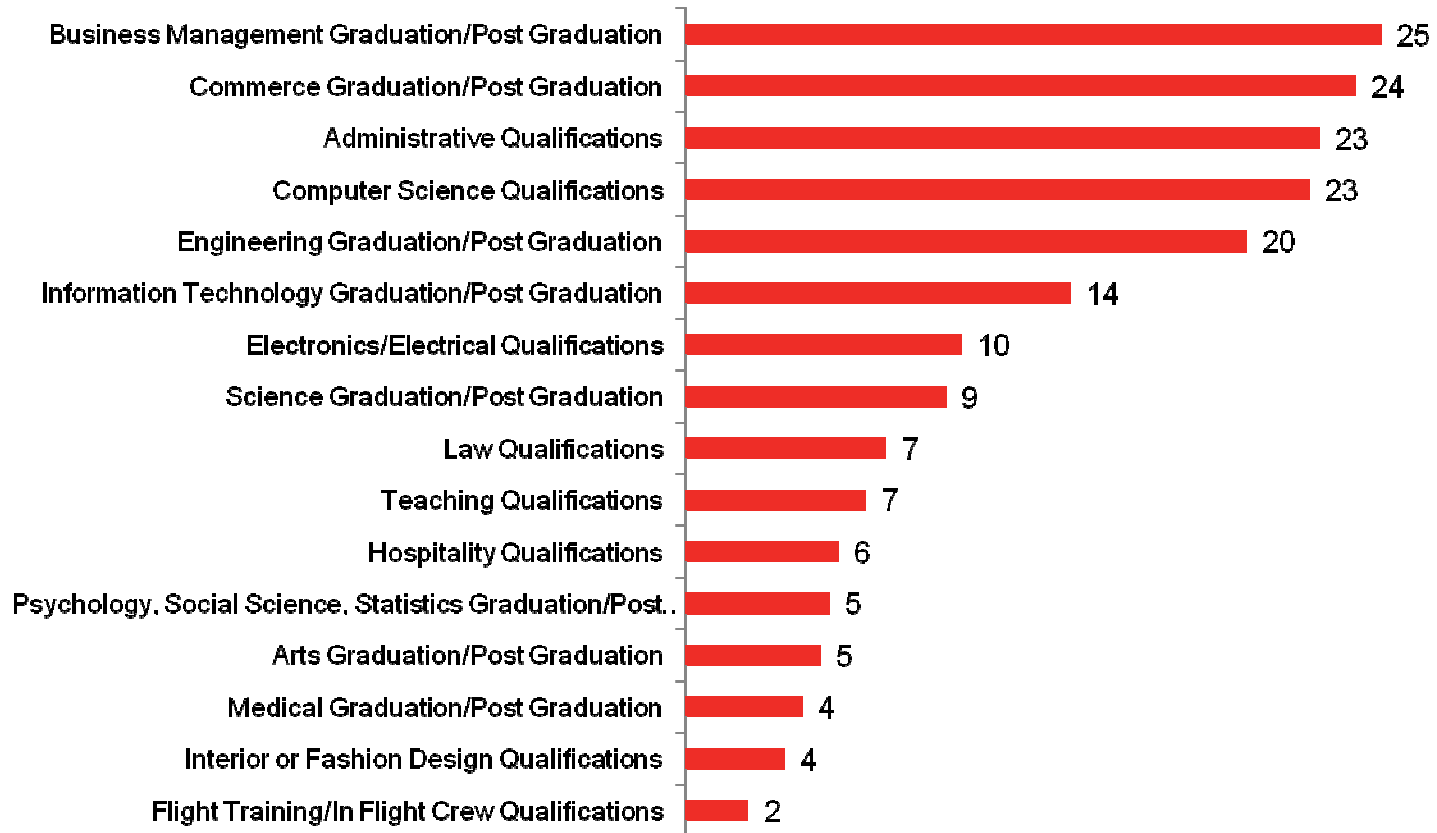
Availability of Jobs – By Country

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	2576	162	22	780	141	104	87	66	42	8	93	592	90	58	246
Less than 5 jobs	44	40	45	45	52	46	47	45	50	25	46	39	40	41	46
6 – 10 jobs	24	25	32	21	23	26	26	27	31	25	26	26	31	26	25
11 – 20 jobs	7	7	9	7	6	8	3	5	2	13	4	10	11	7	7
21 to 50 jobs	4	4	5	4	2	6	0	2	0	0	2	5	7	3	4
51 to 100 jobs	2	4	0	2	1	1	2	0	2	0	1	2	1	2	2
More than 100 jobs	3	4	0	3	2	2	1	3	5	0	5	4	0	5	3

Qualifications

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



Base: Those Working– N= 4,653

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:	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Business Management Graduation/Post Graduation	25	31	35	22	20	22	41	31	32	21	21	26	30	28	27
Commerce Graduation/Post Graduation	24	20	28	31	11	20	17	28	18	36	24	21	23	22	22
Administrative Qualifications	23	24	24	19	26	24	29	30	23	29	20	26	25	21	23
Computer Science Qualifications	23	29	9	23	18	22	17	31	23	29	17	24	25	21	18
Engineering Graduation/Post Graduation	20	23	39	20	14	18	12	19	23	36	28	19	16	15	26
Information Technology Graduation/Post Graduation	14	16	20	12	10	11	17	19	25	14	9	15	16	14	17

Qualifications – By Country 2/2

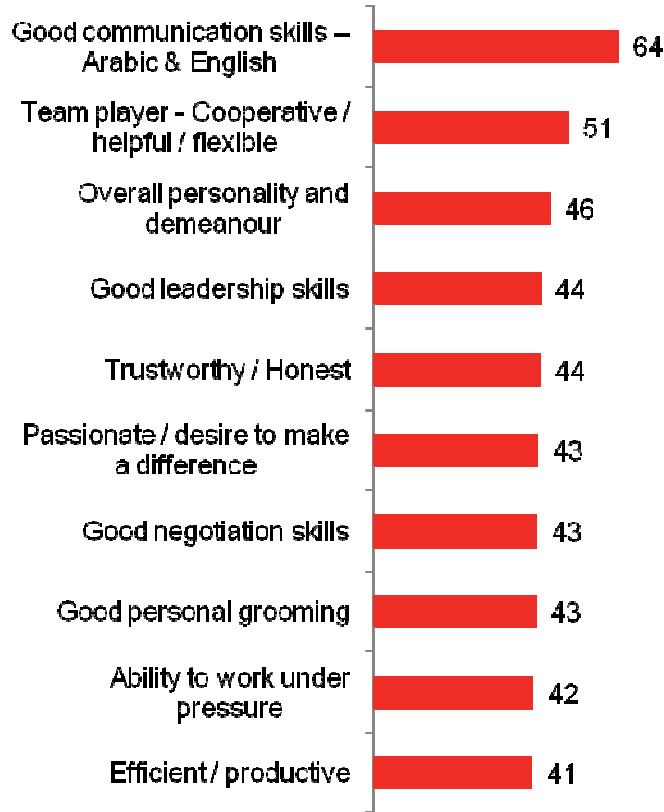
What are the educational and academic qualifications you emphasize on nowadays when looking for suitable candidates?

Qualification	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Electronics/Electrical Qualifications	10	14	4	9	8	7	8	10	11	0	11	11	14	13	10
Science Graduation/Post Graduation	9	13	22	10	4	6	7	15	11	7	7	9	7	16	10
Law Qualifications	7	14	7	10	2	4	5	7	5	0	6	5	7	8	4
Teaching Qualifications	7	6	15	7	7	10	4	6	4	0	5	6	4	5	7
Hospitality Qualifications	6	3	7	6	4	3	13	10	12	0	6	3	6	2	8
Psychology, Social Science, Statistics Graduation/Post Graduation	5	9	7	6	4	2	4	6	7	0	3	4	7	8	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= 4,653

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:	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Good communication skills – Arabic & English	64	26	70	69	74	76	52	18	77	43	65	76	68	23	63
Team player - Cooperative / helpful / flexible	51	35	48	55	53	51	57	45	51	36	52	49	53	45	52
Overall personality and demeanour	46	38	43	50	49	39	39	37	42	7	38	51	52	41	41
Good leadership skills	44	27	57	47	45	44	49	28	53	29	47	41	42	35	47
Trustworthy / Honest	44	38	52	44	47	43	43	38	32	43	40	44	53	43	42

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:	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Passionate / desire to make a difference	43	36	37	46	45	42	44	38	44	21	31	45	52	44	37
Good negotiation skills	43	33	41	45	38	38	47	39	51	36	45	42	43	37	45
Good personal grooming	43	29	30	48	41	43	39	28	40	14	36	46	43	36	40
Ability to work under pressure	42	22	46	48	45	40	51	23	42	43	45	37	39	32	47
Efficient / productive	41	29	57	42	45	39	44	38	39	43	41	44	42	43	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:	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Managerial – ability to manage a team	39	36	43	40	38	39	46	41	40	29	27	41	35	41	38
Computer skills	33	30	35	35	33	32	32	28	32	36	29	33	37	23	29
Sales and Marketing	31	21	28	34	24	29	39	34	23	36	28	35	37	29	27
Administrative	26	30	30	23	27	29	32	30	30	36	28	27	16	30	29
Mid level experience (3 to 7 years)	23	16	35	24	25	27	24	15	39	43	22	25	24	19	24

Experience – By Country 2/2

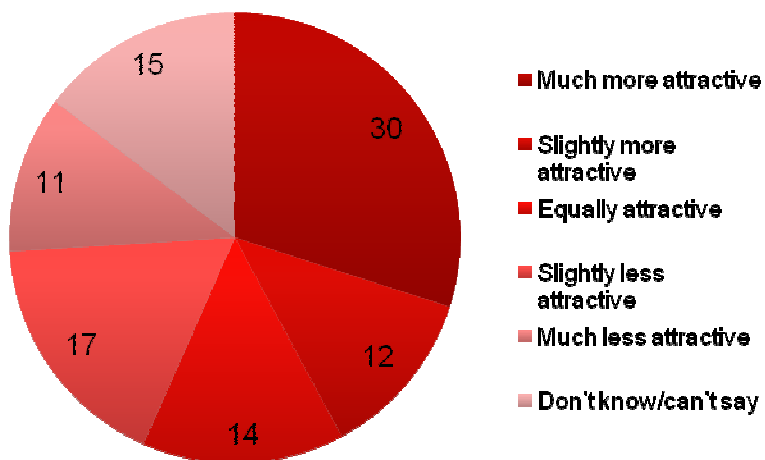
What experience are you ideally looking for?

Experience	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Public speaking/Giving Presentations	21	17	17	25	21	15	13	20	21	29	19	22	18	13	15
Engineering	19	24	39	18	16	16	9	16	21	14	28	18	16	19	23
Junior level experience (less than 3 years)	15	10	9	18	16	10	14	13	21	14	15	17	12	11	12
Senior level experience (7 to 10 years)	14	11	11	14	12	14	12	10	23	0	15	14	14	11	17
Secretarial	12	12	9	10	6	17	4	18	18	7	15	15	11	15	14

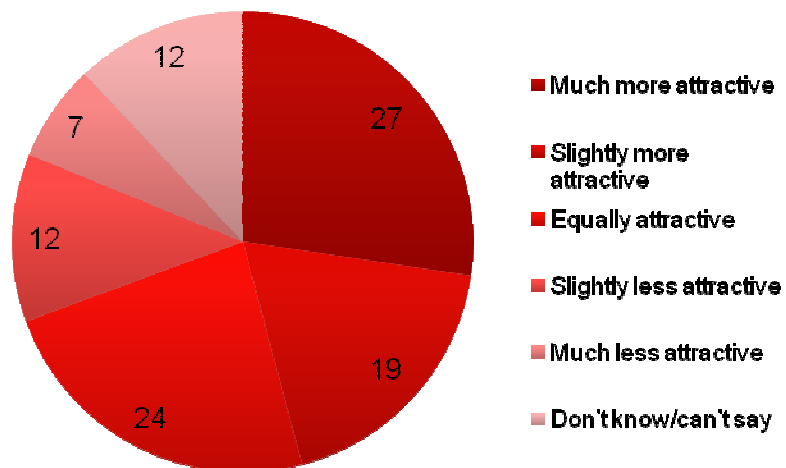
Country & Industry Attractiveness – Overall

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= 4,653

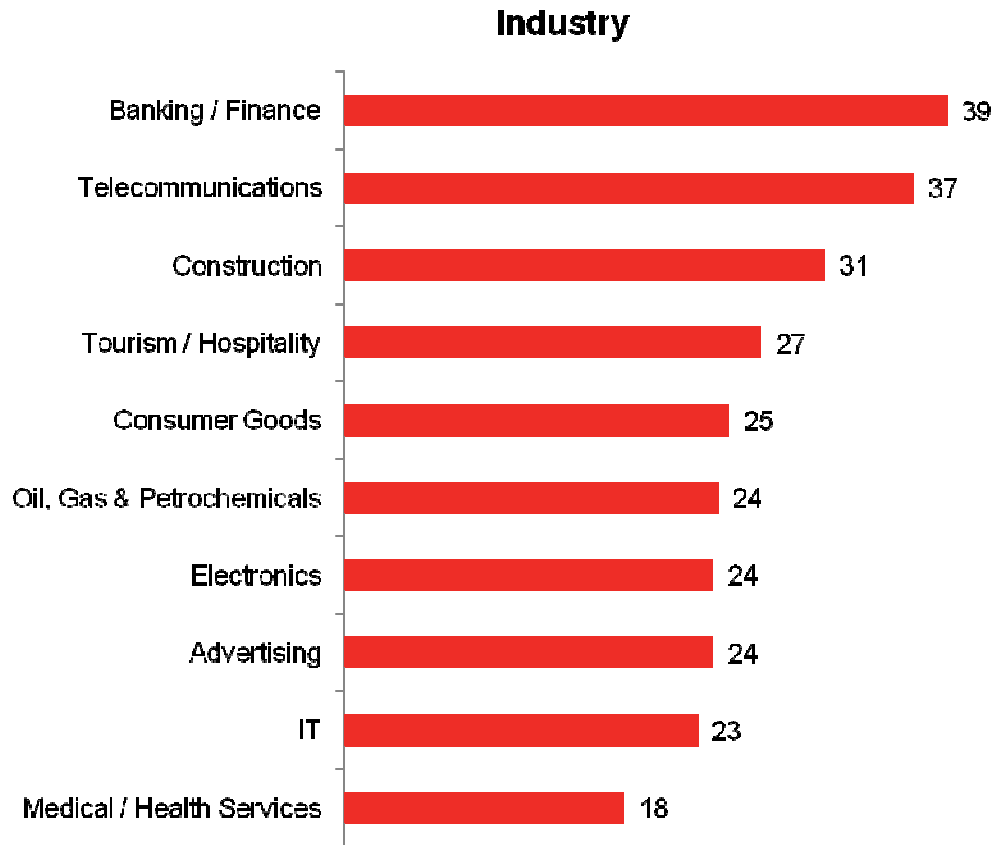
Country Attractiveness

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	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Much more attractive	30	18	26	23	12	31	15	26	28	6	47	47	16	25	47
Slightly more attractive	12	7	15	10	10	17	14	9	14	6	18	15	8	8	18
Equally attractive	14	13	20	14	15	23	14	16	28	13	16	13	18	18	11
Slightly less attractive	17	23	15	22	28	11	25	19	9	13	6	8	27	24	10
Much less attractive	11	19	11	14	21	6	16	14	8	38	1	3	18	15	6
Don't know/can't say	15	20	13	17	14	12	17	17	13	25	12	13	13	11	8

Most Attractive Industries

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



Base: Total Sample – N= 4,635

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	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Banking / Finance	39	30	56	39	45	44	59	33	30	44	36	36	59	34	41
Telecommunications	37	30	37	43	38	31	17	37	34	31	22	37	43	43	30
Construction	31	44	44	27	26	32	32	42	38	31	53	30	32	25	32
Tourism / Hospitality	27	18	19	37	28	14	40	44	38	19	14	14	29	45	26
Consumer Goods	25	32	37	26	24	22	19	30	20	31	21	23	28	25	23

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	4653	298	46	1577	284	174	127	134	57	14	143	939	161	112	438
Oil, Gas & Petrochemicals	24	35	15	29	7	31	3	11	45	19	38	20	10	14	31
Electronics	24	24	26	28	23	18	14	24	25	13	15	24	23	25	18
Advertising	24	14	26	27	21	23	36	23	23	19	19	24	29	16	23
IT	23	24	31	21	28	17	28	31	27	13	18	24	36	28	20
Medical / Health Services	18	19	7	15	23	16	23	16	23	13	15	24	15	14	17

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