

Bayt.com Middle East Job Index

August 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 11th July 2011 to 9th August 2011. Out of the total sample of 5,417 respondents, the number of working respondents achieved was. The results are reported on a base of 4,560 respondents.

Summary

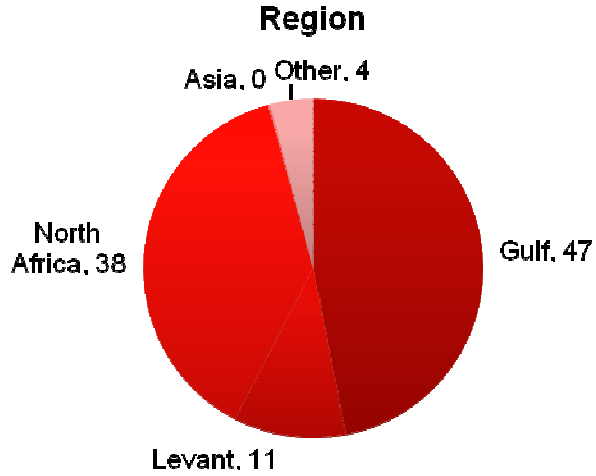
- Current hiring expectancy sees the status quo being maintained with 28% of respondents claiming to 'definitely hire' in the next 3 months similar to the previous wave. Another 26% are uncertain about their plans and say they would 'probably hire'. Respondents from KSA and Qatar are slightly more likely to hire than others.
- Future hiring also similar to previous wave with 67% being positive of hiring in the next 12 months. Of these 30% to 'definitely hire' and 37% to 'probably hire'. Similar to the previous wave, KSA and Qatar show greater likelihood of hiring in the next 12 months with 36% and 35% claiming to do so respectively.
- Overall the Private Sector (Multi-national Companies) are more likely to hire in the next 3 months (33%) and in the coming 12 months (36% - minor increment of 1% over last wave) in comparison to other sectors.
- 45% 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 (37%) and Executive (29%). Interestingly, some senior C-suite level recruitment also appears to gain momentum, albeit in smaller numbers.

Summary

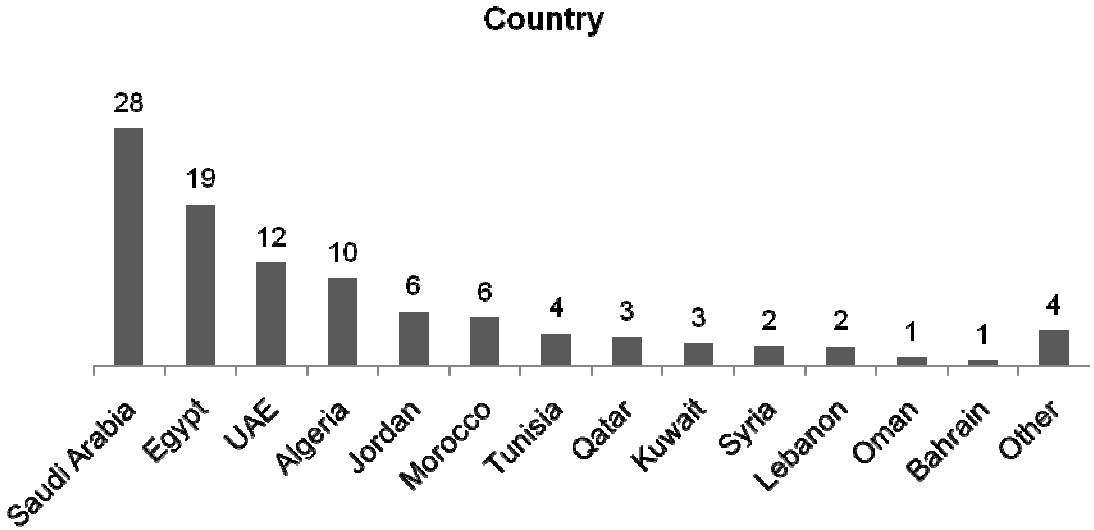
- Interestingly, this wave companies are on the lookout for Engineering graduates followed by Business and Management graduates. Apart from qualifications, the key skill sets that are most sought for in candidates are: Good Communication Skills-Arabic & English (59%), ability to perform as a Team player (48%), possessing Overall personality and demeanor (44%) and Trustworthy/ Honest and Good leadership skills (41% each).
- Qatar, KSA and UAE, all are regarded as the most attractive job markets by recruiters.
- At the Industry level, attractiveness of the Telecom (35%) sector takes the lead followed by Banking (34%) and Construction (32%).

Respondent Profile

Respondent Profile – Personal



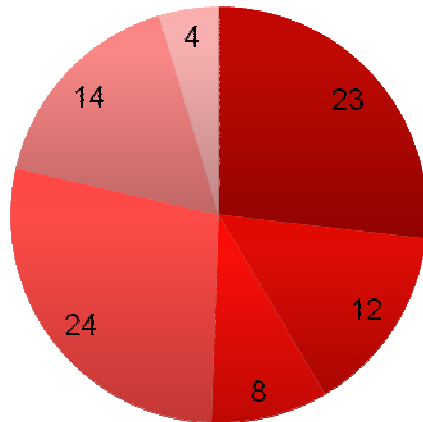
Base: Total Sample – N= 4,560



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Respondent Profile

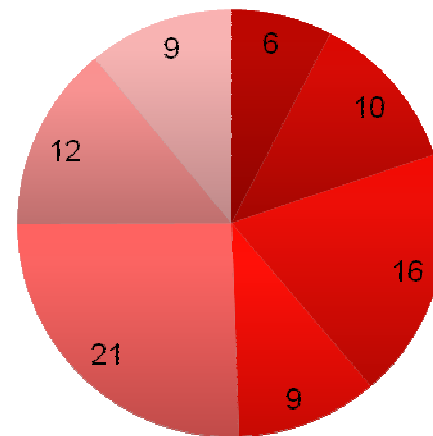
Sector



- 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= 4,560

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= 4,560

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 |

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 |

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 |

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 |

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 – 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 |

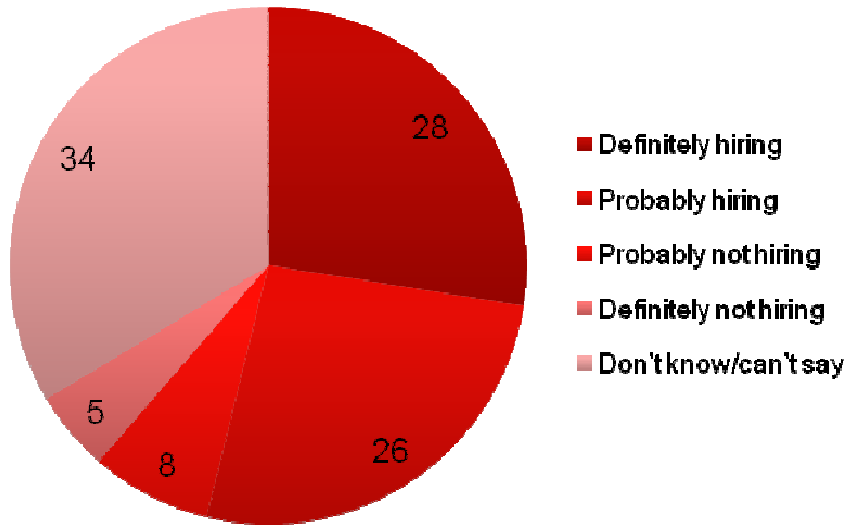
Jobs Indices – January 2011

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

Report

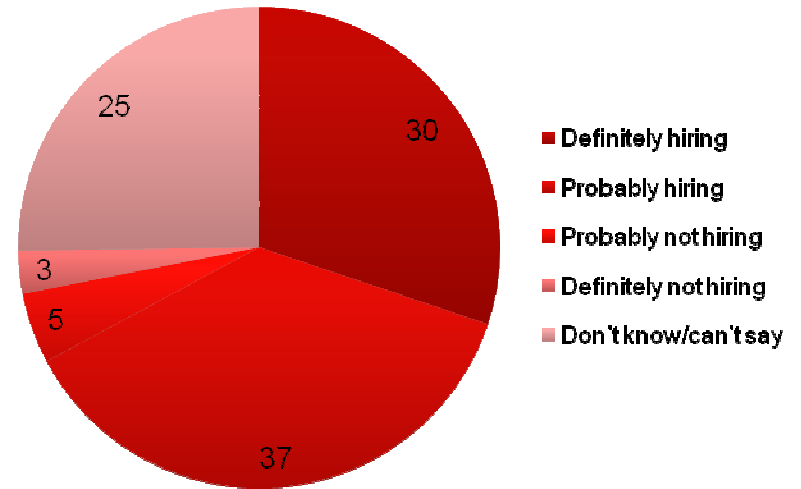
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 4,560

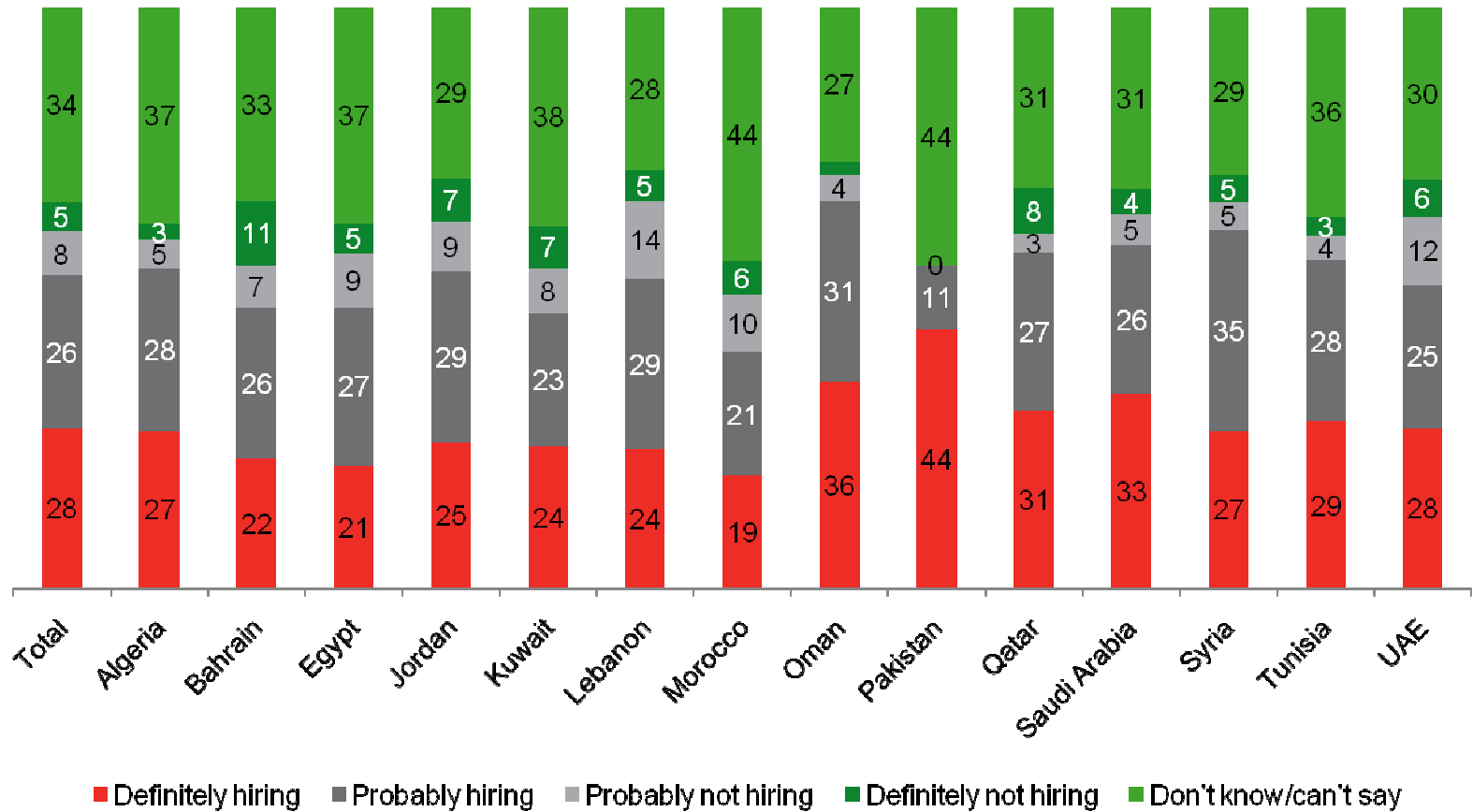
Next 12 Months



Base: Those Working – N= 4,560

Current Hiring Expectancy – By Country

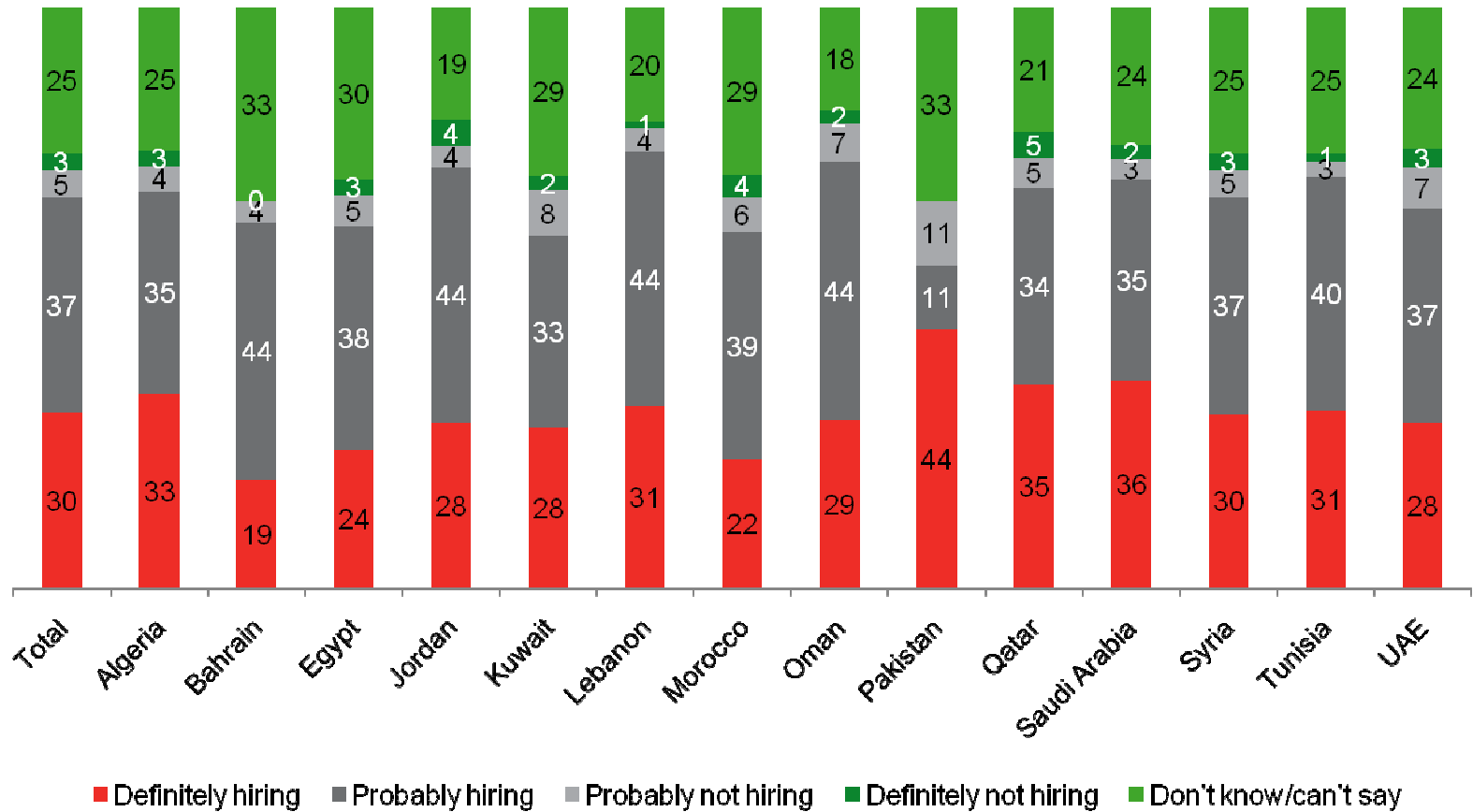
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 4,560

Future Hiring Expectancy – By Country

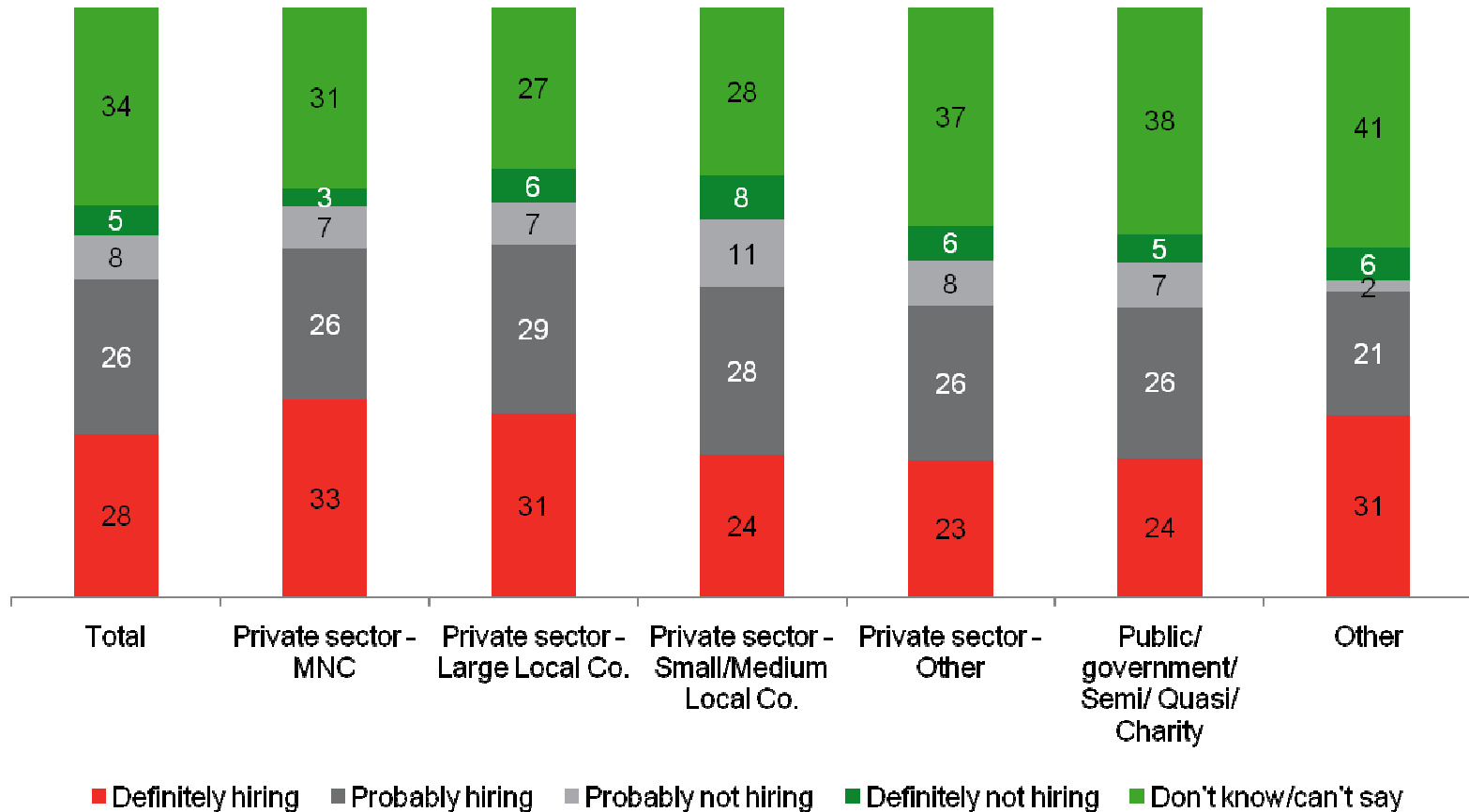
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 4,560

Current Hiring Expectancy – By Sector

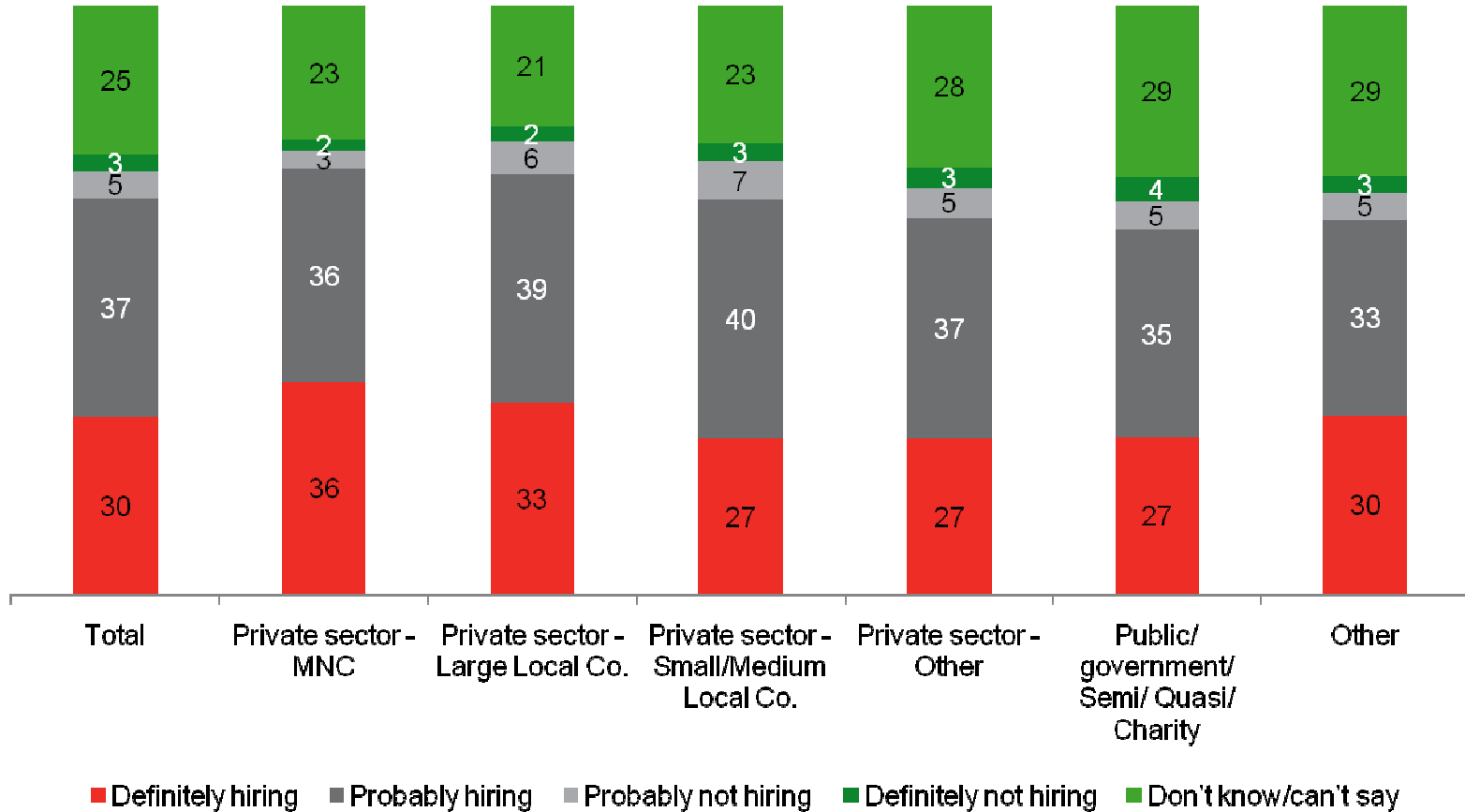
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working – N= 4,560

Future Hiring Expectancy – By Sector

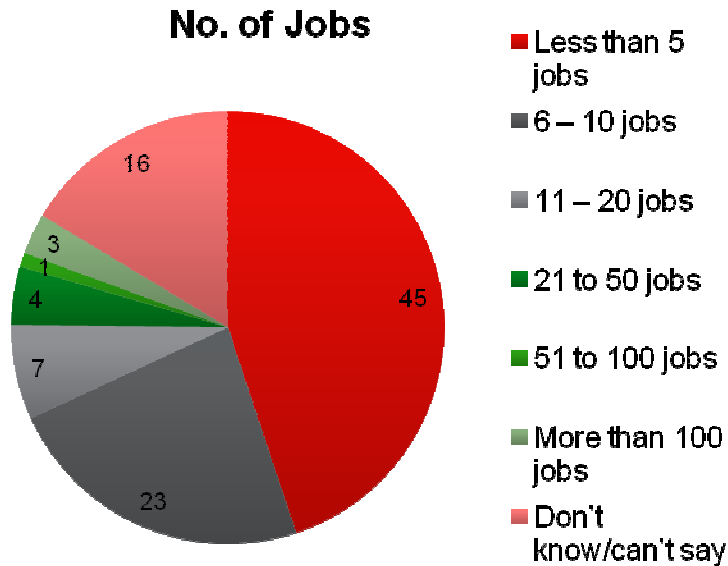
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



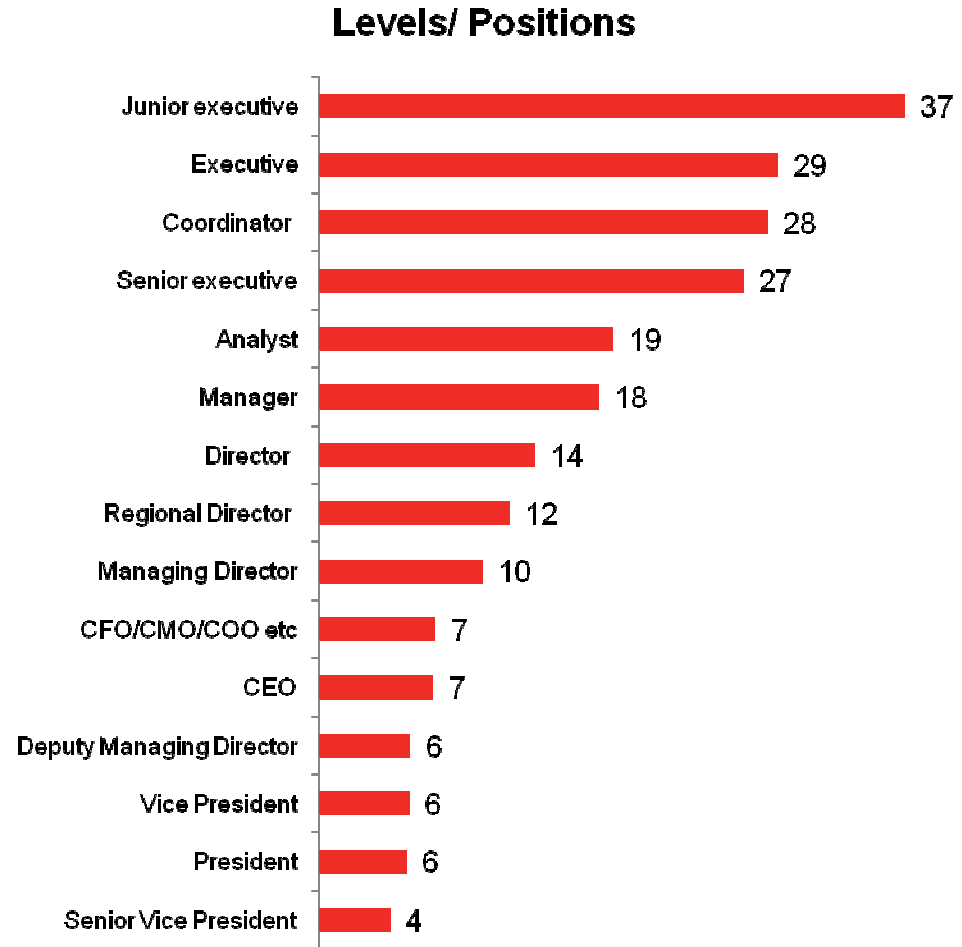
Base: Those Working– N= 4,560

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?



Base: Those hiring in next 3 months– N= 2,454



Base: Those hiring in next 3 months– N= 2,454

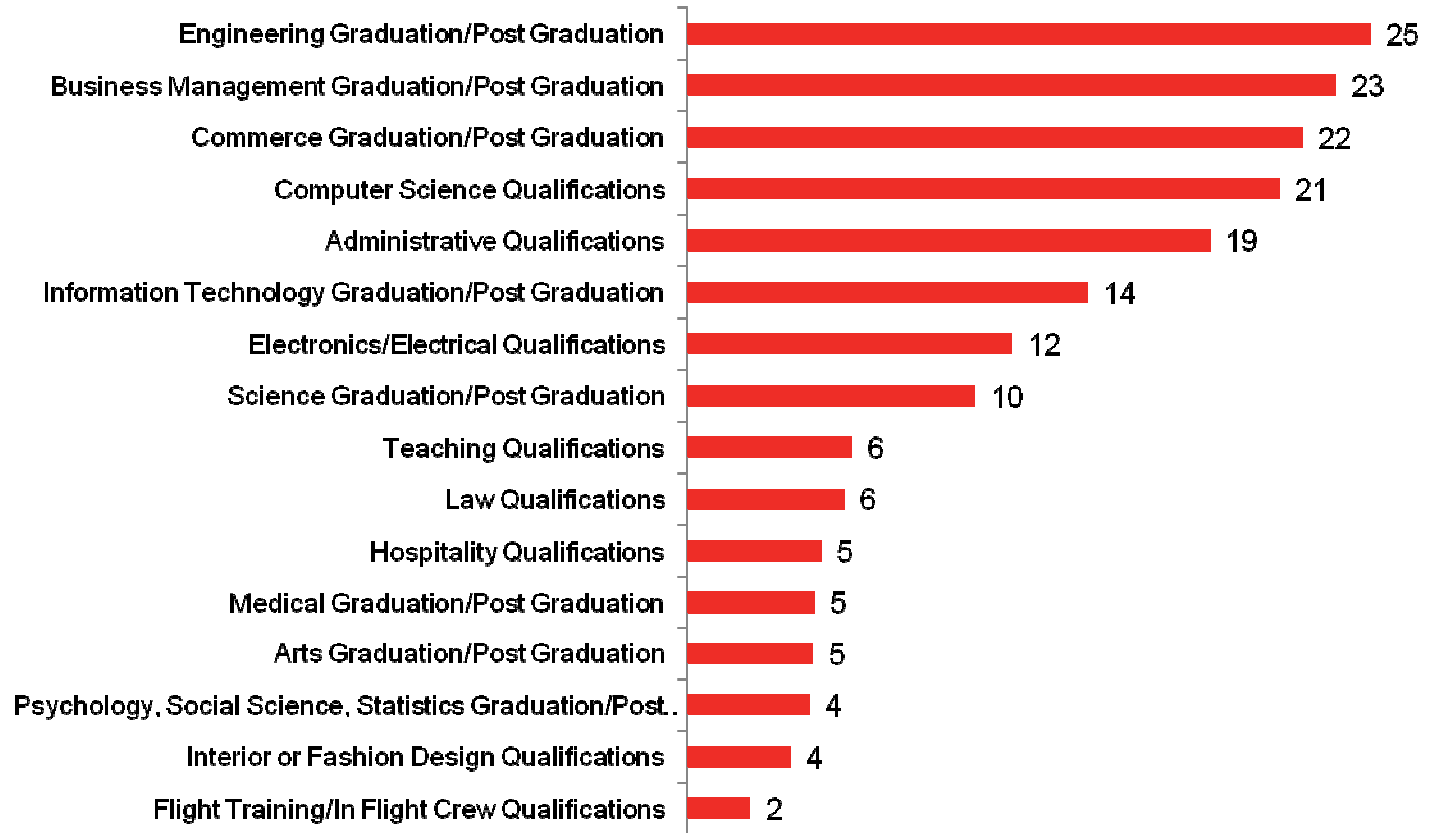
Availability of Jobs – By Country

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 | 4560 | 444 | 27 | 873 | 268 | 127 | 96 | 222 | 45 | 9 | 154 | 1283 | 107 | 147 | 578 |
| Less than 5 jobs | 45 | 47 | 54 | 49 | 51 | 47 | 39 | 37 | 30 | 20 | 37 | 42 | 39 | 48 | 49 |
| 6 – 10 jobs | 23 | 20 | 23 | 21 | 21 | 25 | 22 | 28 | 30 | 40 | 24 | 25 | 24 | 19 | 23 |
| 11 – 20 jobs | 7 | 7 | 8 | 5 | 3 | 5 | 8 | 4 | 7 | 20 | 15 | 10 | 8 | 10 | 6 |
| 21 to 50 jobs | 4 | 2 | 0 | 4 | 4 | 3 | 12 | 2 | 3 | 0 | 4 | 5 | 6 | 2 | 4 |
| 51 to 100 jobs | 1 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 3 | 0 | 1 | 1 | 0 | 1 | 2 |
| More than 100 jobs | 3 | 2 | 0 | 2 | 2 | 2 | 0 | 4 | 0 | 20 | 3 | 3 | 3 | 4 | 5 |

Qualifications

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



Base: Those Working– N= 4,560

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: | 4560 | 444 | 27 | 873 | 268 | 127 | 96 | 222 | 45 | 9 | 154 | 1283 | 107 | 147 | 578 |
| Engineering Graduation/Post Graduation | 25 | 30 | 19 | 23 | 18 | 27 | 20 | 15 | 18 | 33 | 36 | 25 | 20 | 29 | 26 |
| Business Management Graduation/Post Graduation | 23 | 27 | 33 | 20 | 18 | 15 | 28 | 20 | 29 | 11 | 20 | 26 | 27 | 25 | 26 |
| Commerce Graduation/Post Graduation | 22 | 21 | 26 | 29 | 11 | 21 | 9 | 25 | 24 | 11 | 21 | 21 | 16 | 22 | 25 |
| Computer Science Qualifications | 21 | 24 | 7 | 22 | 23 | 20 | 16 | 22 | 16 | 33 | 18 | 24 | 22 | 26 | 15 |
| Administrative Qualifications | 19 | 21 | 19 | 15 | 19 | 17 | 18 | 18 | 22 | 22 | 14 | 22 | 22 | 14 | 18 |
| Information Technology Graduation/Post Graduation | 14 | 16 | 11 | 12 | 12 | 15 | 13 | 16 | 16 | 33 | 14 | 16 | 16 | 17 | 13 |

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: | 4560 | 444 | 27 | 873 | 268 | 127 | 96 | 222 | 45 | 9 | 154 | 1283 | 107 | 147 | 578 |
| Electronics/Electrical Qualifications | 12 | 16 | 0 | 9 | 10 | 12 | 11 | 14 | 13 | 44 | 8 | 14 | 7 | 14 | 9 |
| Science Graduation/Post Graduation | 10 | 18 | 4 | 9 | 7 | 13 | 13 | 12 | 9 | 22 | 10 | 8 | 5 | 17 | 12 |
| Teaching Qualifications | 6 | 7 | 0 | 7 | 9 | 7 | 10 | 6 | 9 | 0 | 6 | 4 | 8 | 8 | 4 |
| Law Qualifications | 6 | 9 | 7 | 8 | 4 | 5 | 4 | 5 | 9 | 11 | 2 | 4 | 7 | 10 | 4 |
| Hospitality Qualifications | 5 | 2 | 7 | 5 | 5 | 7 | 8 | 7 | 9 | 11 | 5 | 3 | 2 | 3 | 9 |
| Electronics/Electrical Qualifications | 12 | 16 | 0 | 9 | 10 | 12 | 11 | 14 | 13 | 44 | 8 | 14 | 7 | 14 | 9 |

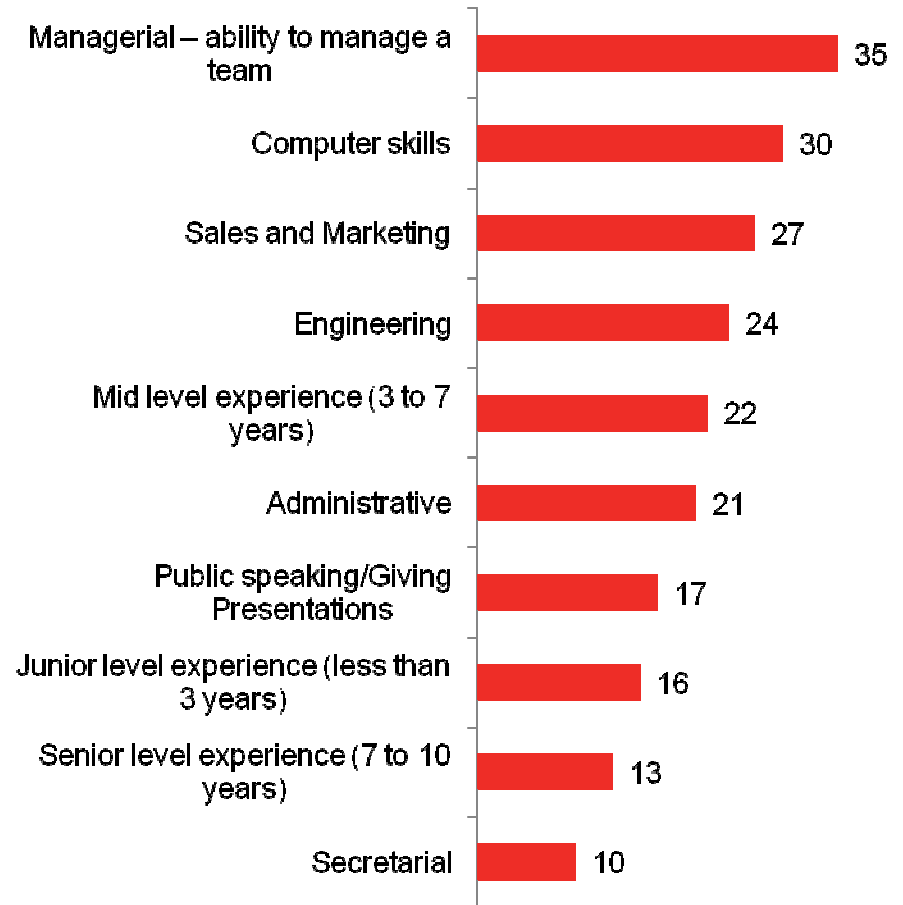
Skills & Experience

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

Skills



Experience



Base: Those Working– N= 4,560

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: | 4560 | 444 | 27 | 873 | 268 | 127 | 96 | 222 | 45 | 9 | 154 | 1283 | 107 | 147 | 578 |
| Good communication skills – Arabic & English | 59 | 23 | 59 | 71 | 71 | 65 | 54 | 19 | 69 | 67 | 51 | 76 | 65 | 26 | 52 |
| Team player - Cooperative / helpful / flexible | 48 | 36 | 56 | 52 | 52 | 46 | 54 | 40 | 44 | 56 | 45 | 51 | 43 | 38 | 51 |
| Overall personality and demeanor | 44 | 42 | 33 | 48 | 55 | 33 | 38 | 33 | 36 | 56 | 33 | 49 | 38 | 43 | 38 |
| Trustworthy / Honest | 41 | 38 | 48 | 41 | 49 | 37 | 44 | 35 | 44 | 44 | 40 | 41 | 42 | 46 | 43 |
| Good leadership skills | 40 | 30 | 30 | 43 | 48 | 41 | 40 | 23 | 42 | 33 | 45 | 43 | 44 | 31 | 44 |

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: | 4560 | 444 | 27 | 873 | 268 | 127 | 96 | 222 | 45 | 9 | 154 | 1283 | 107 | 147 | 578 |
| Passionate / desire to make a difference | 40 | 39 | 30 | 41 | 43 | 32 | 29 | 36 | 31 | 44 | 31 | 45 | 39 | 47 | 33 |
| Ability to work under pressure | 39 | 26 | 33 | 47 | 45 | 43 | 45 | 20 | 42 | 22 | 43 | 38 | 31 | 27 | 44 |
| Efficient / productive | 39 | 32 | 33 | 39 | 44 | 38 | 43 | 31 | 38 | 33 | 38 | 42 | 34 | 39 | 39 |
| Good personal grooming | 39 | 28 | 26 | 46 | 45 | 32 | 35 | 20 | 31 | 44 | 31 | 44 | 35 | 31 | 37 |
| Good negotiation skills | 38 | 32 | 33 | 43 | 37 | 33 | 38 | 29 | 40 | 33 | 35 | 39 | 40 | 31 | 40 |

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: | 4560 | 444 | 27 | 873 | 268 | 127 | 96 | 222 | 45 | 9 | 154 | 1283 | 107 | 147 | 578 |
| Managerial – ability to manage a team | 35 | 34 | 37 | 34 | 32 | 35 | 48 | 24 | 31 | 33 | 33 | 37 | 40 | 32 | 33 |
| Computer skills | 30 | 32 | 22 | 33 | 28 | 38 | 21 | 22 | 33 | 56 | 28 | 28 | 32 | 29 | 27 |
| Sales and Marketing | 27 | 20 | 37 | 30 | 26 | 23 | 25 | 29 | 20 | 33 | 18 | 30 | 32 | 19 | 28 |
| Engineering | 24 | 32 | 11 | 22 | 21 | 23 | 18 | 12 | 20 | 11 | 36 | 26 | 19 | 27 | 24 |
| Mid level experience (3 to 7 years) | 22 | 18 | 22 | 23 | 21 | 27 | 28 | 12 | 24 | 33 | 18 | 24 | 17 | 17 | 27 |

Experience – By Country 2/2

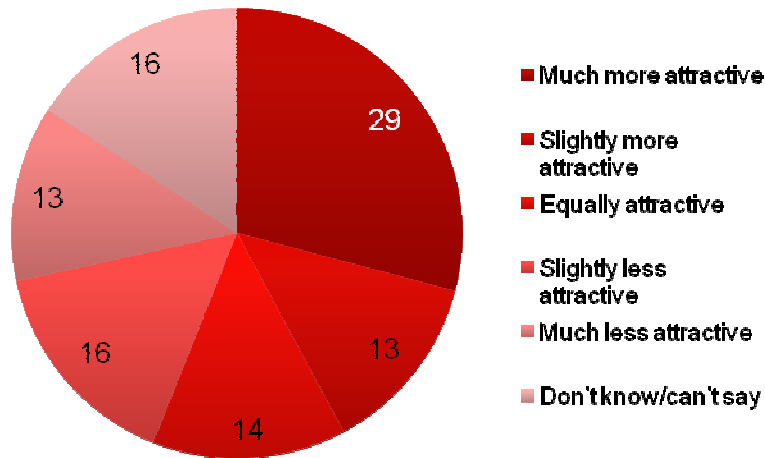
What experience are you ideally looking for?

| Experience | Total | Algeria | Bahrain | Egypt | Jordan | Kuwait | Lebanon | Morocco | Oman | Pakistan | Qatar | Saudi Arabia | Syria | Tunisia | UAE |
|---|-------------|------------|-----------|------------|------------|------------|-----------|------------|-----------|----------|------------|--------------|------------|------------|------------|
| Base: | 4560 | 444 | 27 | 873 | 268 | 127 | 96 | 222 | 45 | 9 | 154 | 1283 | 107 | 147 | 578 |
| Administrative | 21 | 22 | 15 | 18 | 17 | 13 | 18 | 14 | 29 | 22 | 28 | 23 | 19 | 20 | 26 |
| Public speaking/Giving Presentations | 17 | 16 | 7 | 20 | 22 | 12 | 19 | 13 | 18 | 11 | 12 | 19 | 18 | 12 | 14 |
| Junior level experience (less than 3 years) | 16 | 14 | 19 | 17 | 19 | 13 | 18 | 9 | 16 | 0 | 12 | 17 | 7 | 20 | 16 |
| Senior level experience (7 to 10 years) | 13 | 12 | 0 | 11 | 11 | 19 | 10 | 9 | 22 | 11 | 16 | 14 | 12 | 10 | 16 |
| Secretarial | 10 | 7 | 4 | 8 | 6 | 6 | 7 | 10 | 13 | 11 | 14 | 12 | 7 | 6 | 11 |

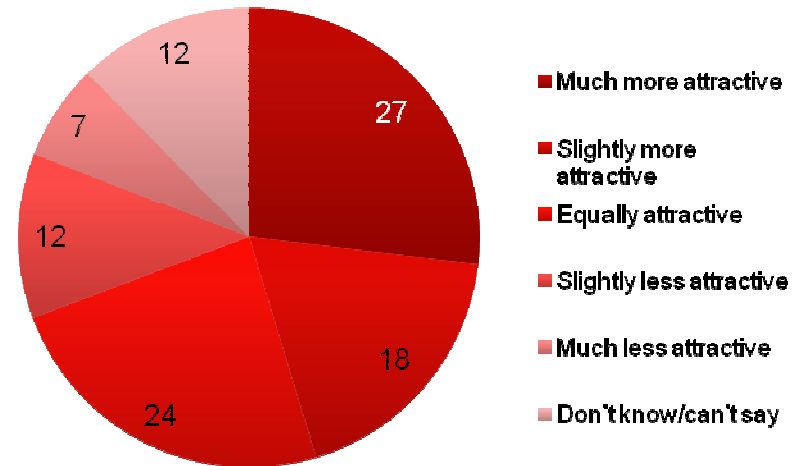
Country & Industry Attractiveness – Overall

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= 4,560

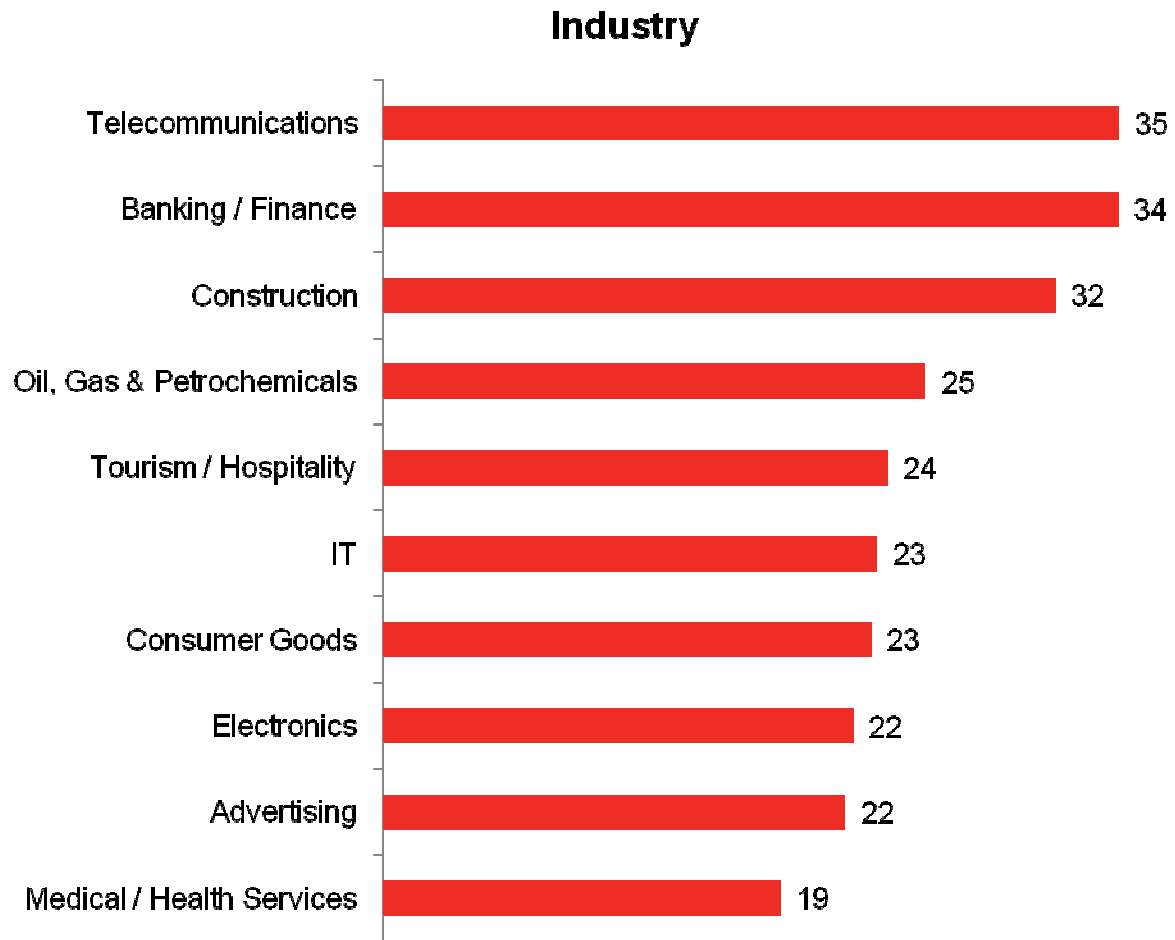
Country Attractiveness

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 | 4560 | 444 | 27 | 873 | 268 | 127 | 96 | 222 | 45 | 9 | 154 | 1283 | 107 | 147 | 578 |
| Much more attractive | 29 | 15 | 18 | 20 | 13 | 28 | 20 | 24 | 16 | 55 | 43 | 42 | 17 | 24 | 44 |
| Slightly more attractive | 13 | 7 | 9 | 10 | 12 | 18 | 3 | 11 | 22 | 0 | 22 | 17 | 9 | 3 | 18 |
| Equally attractive | 14 | 13 | 29 | 14 | 15 | 23 | 17 | 14 | 31 | 18 | 16 | 12 | 16 | 16 | 14 |
| Slightly less attractive | 16 | 23 | 24 | 23 | 27 | 12 | 25 | 15 | 8 | 0 | 8 | 8 | 20 | 22 | 8 |
| Much less attractive | 13 | 19 | 15 | 18 | 21 | 7 | 27 | 12 | 4 | 9 | 6 | 6 | 17 | 18 | 5 |
| Don't know/can't say | 16 | 23 | 6 | 17 | 13 | 12 | 7 | 24 | 18 | 18 | 5 | 14 | 20 | 18 | 11 |

Most Attractive Industries

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



Base: Total Sample – N= 4,560

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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