

Middle East Job Index

October 2010

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:
 1. 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?
 2. 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 15th September to 13th October 2010. Out of the total sample of 4,765 respondents, the number of working respondents achieved was 4,386.

Summary

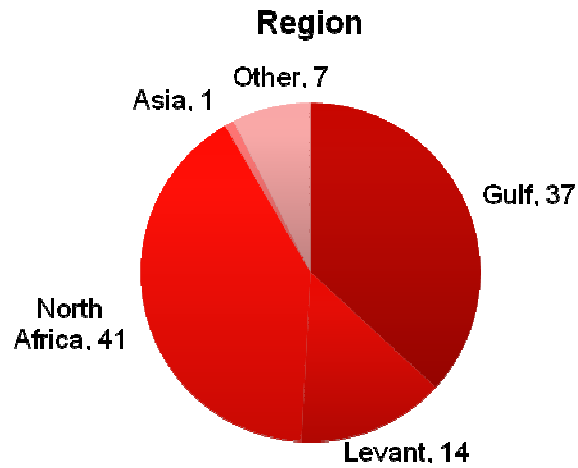
- Current hiring expectancy sees a slight slow down with 25% of respondents claiming to hire in the next 3 months in comparison to 28% in the previous wave.
- Indicative future trends: 69% of the respondents claim they will hire in a year's time. 29% say they will definitely hire in the next 12 months. Another 40% said they would probably hire.
- KSA and Algeria are more likely to hire in the next 12 months with 39% and 36% of respondents claiming to do so respectively.
- Private Sector – MNC are more likely to hire in the next 3 months (31%) and in the coming 12 months (35%) in comparison to other sectors.
- 47% of all those indicated that they would hire in the next 3 months said they were looking to hire for less than 5 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 (31%).

Summary

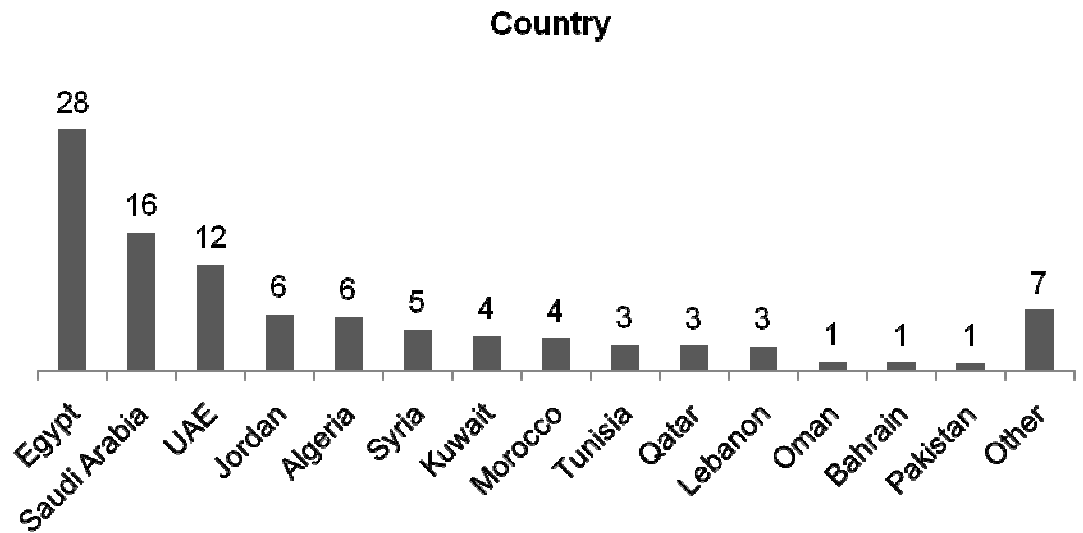
- Companies are in search of commerce and management graduates. Apart from qualifications, the key skill sets that are most sought for in candidates are Good Communication Skills-Arabic & English (61%), ability to perform as a Team player (52%), and possess Overall personality and demeanor (46%)
- KSA (44%) is still at the top spot followed by UAE (41%) on the country's overall attractiveness.
- On the Industry level, Banking (39%) and Telecom (39%) leads the ranking followed by Construction (33%) in terms of industries that are perceived to attract and retain the top talent.

Respondent Profile

Respondent Profile – Personal



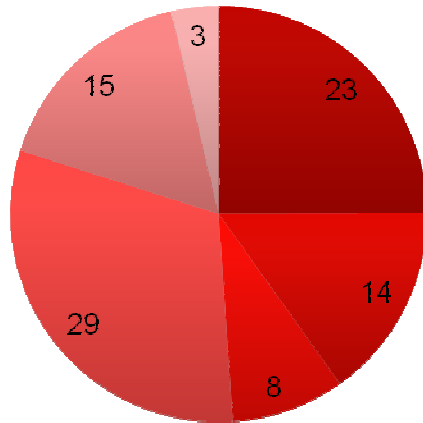
Base: Total Sample – N= 4,765



Base: Total Sample – N= 4,765

Respondent Profile

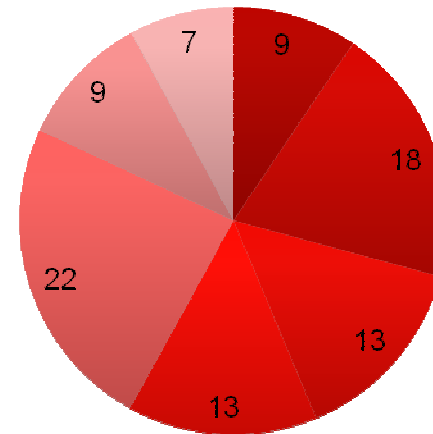
Sector



- 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= 4,765

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= 4,765

Past and Current Period Values

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

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

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

Indices

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

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

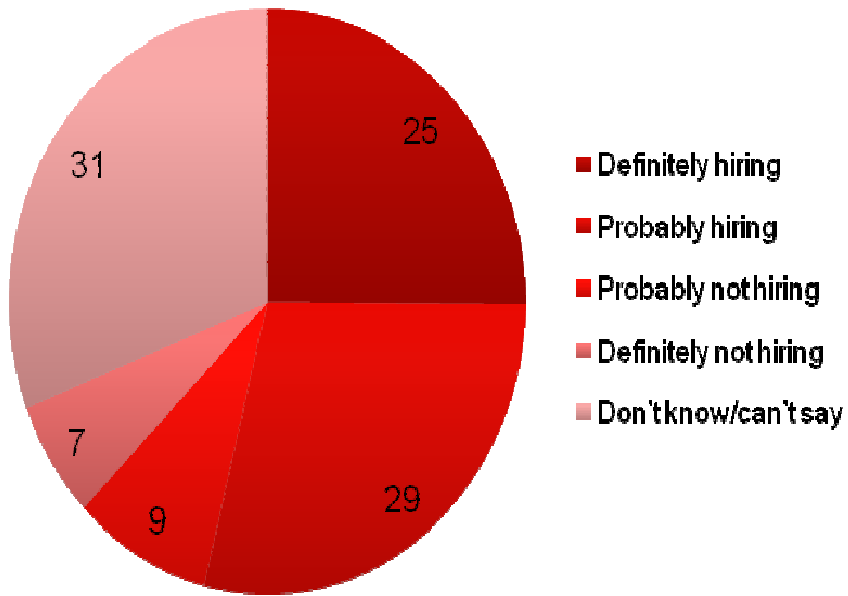
Jobs Indices – October 2010

Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
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

Report

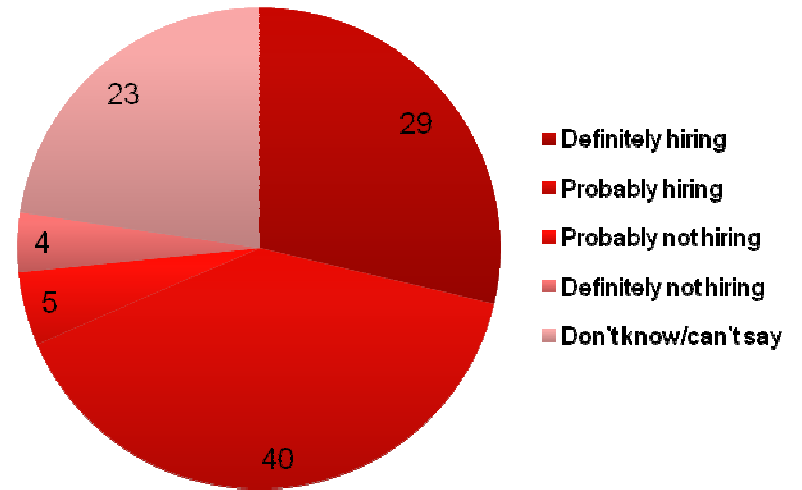
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 4,386

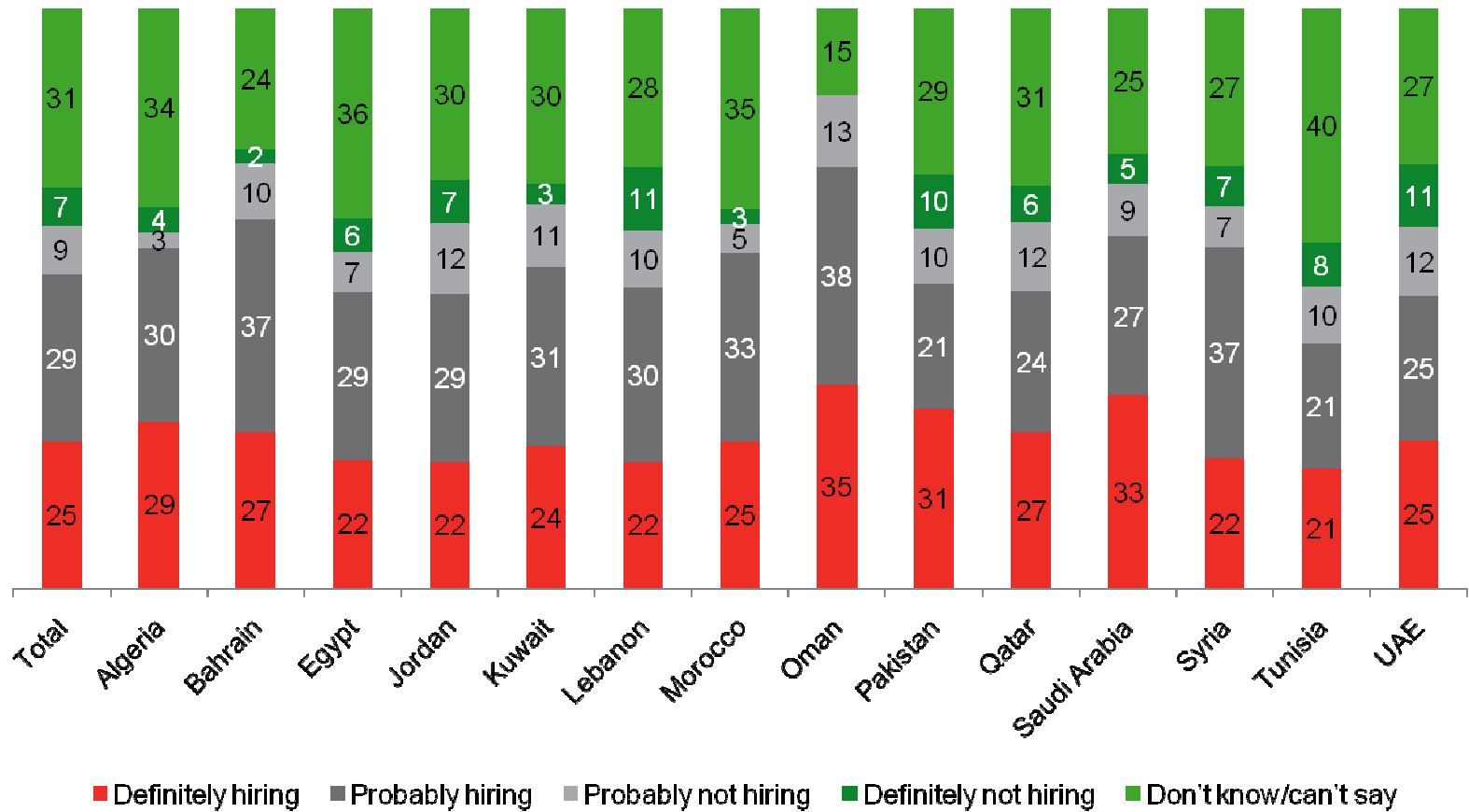
Next 12 Months



Base: Those Working – N= 4,386

Current Hiring Expectancy – By Country

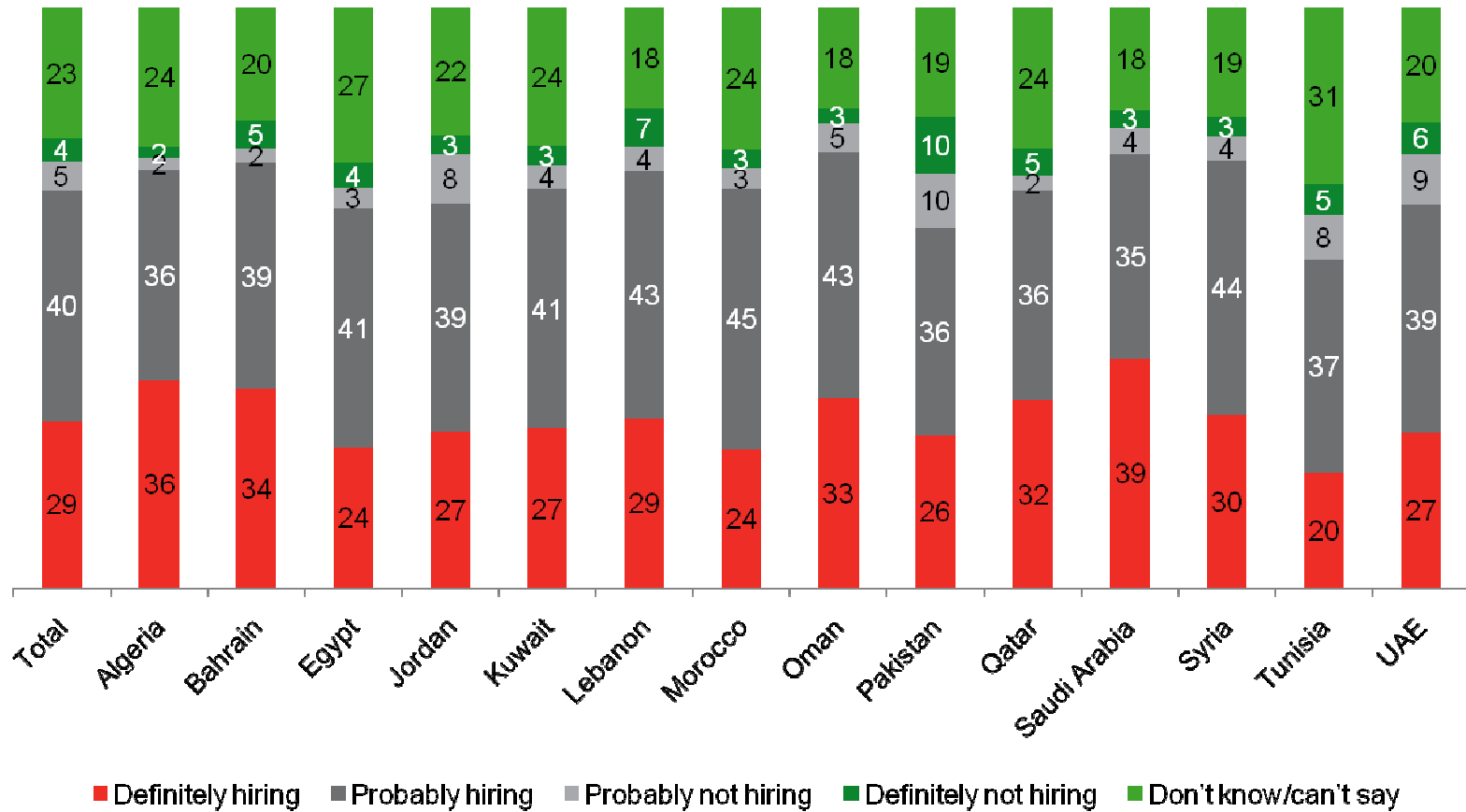
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 4,386

Future Hiring Expectancy – By Country

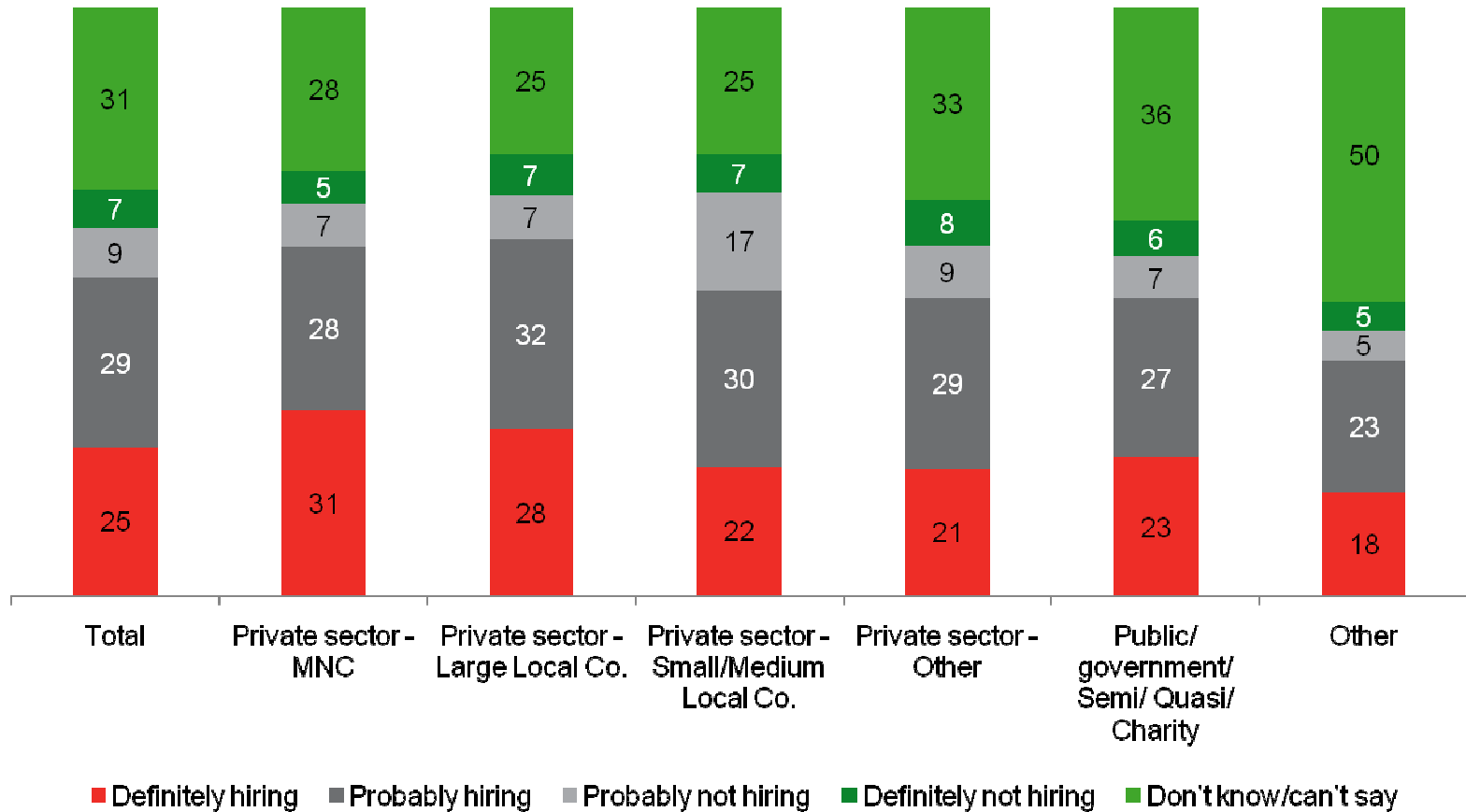
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 4,386

Current Hiring Expectancy – By Sector

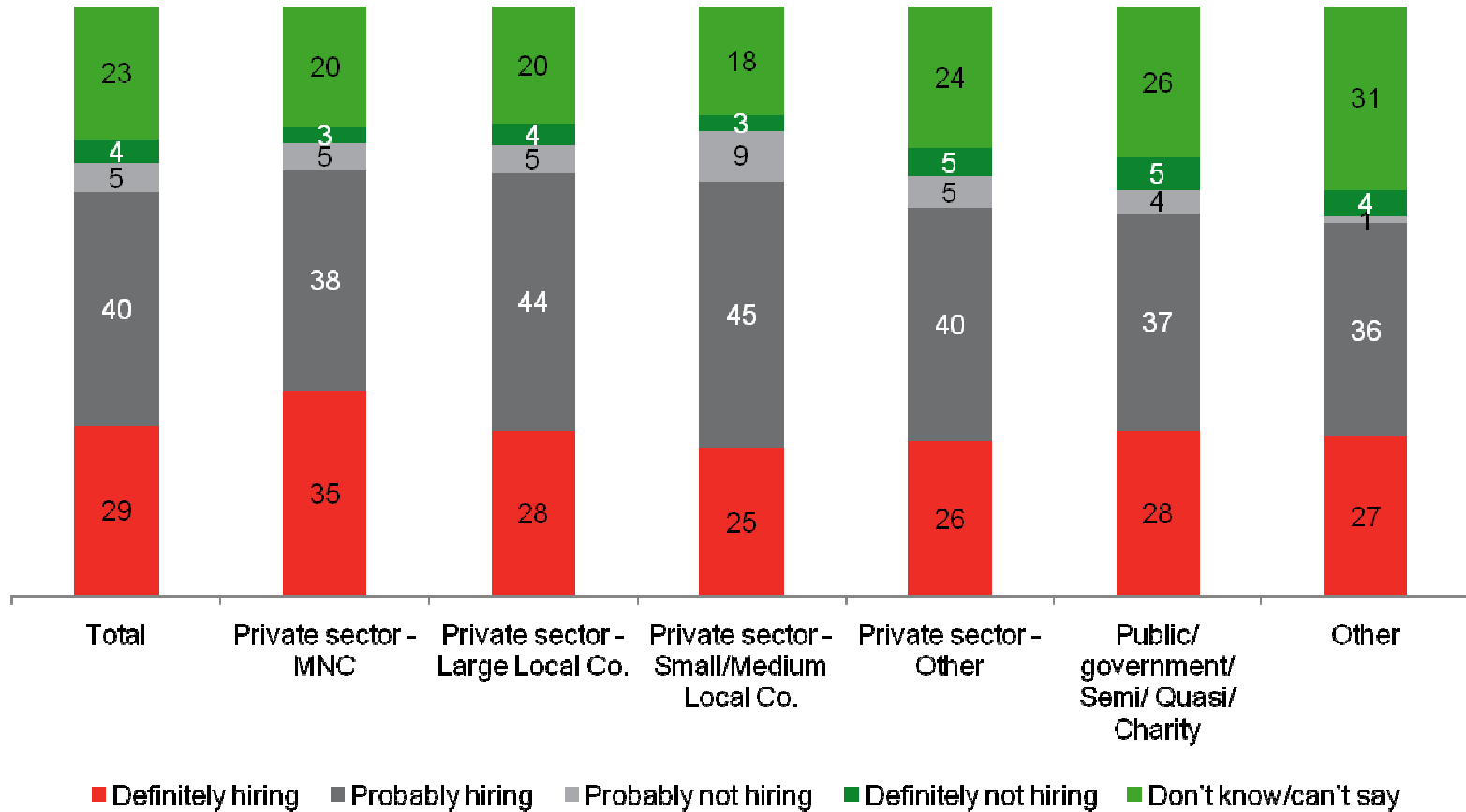
Will you be hiring in the next 3 months either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Base: Those Working– N= 4,386

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?

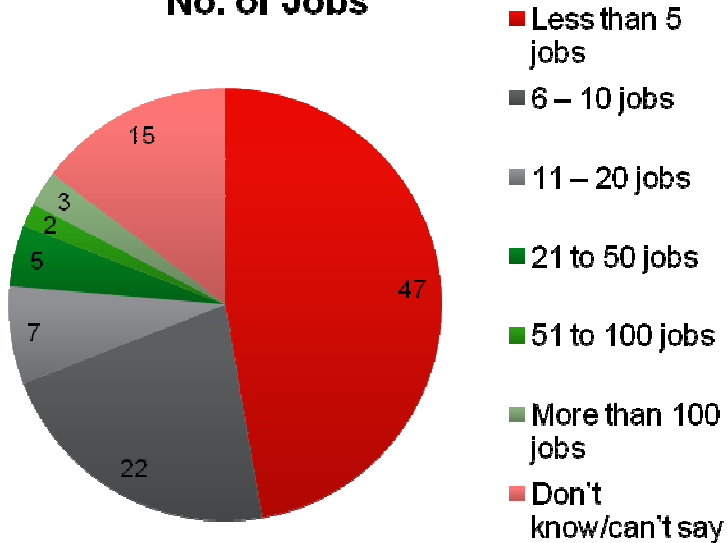


Base: Those Working– N= 4,386

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= 2,365

Levels/ Positions



Base: Those hiring in next 3 months– N= 2,365

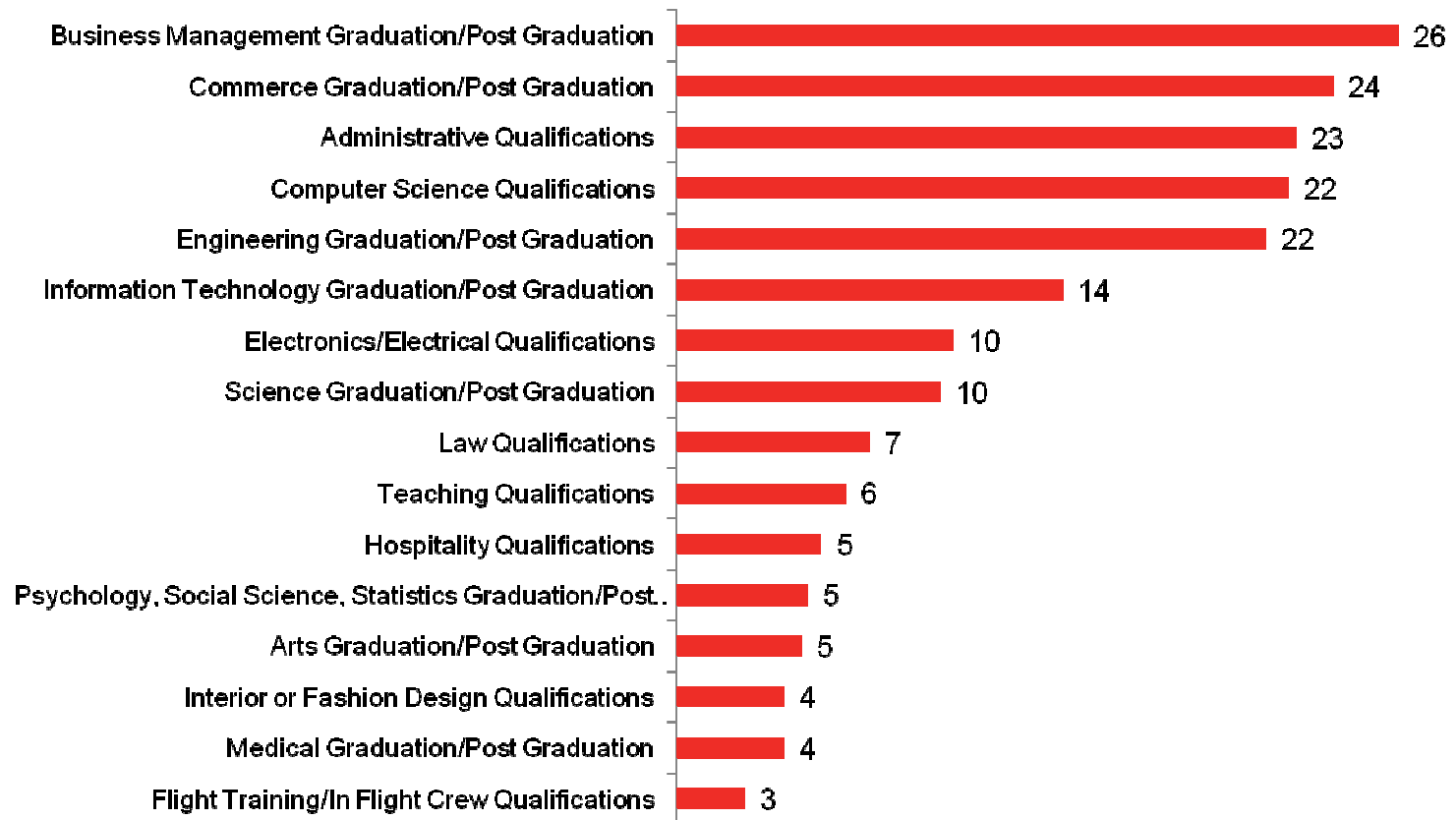
Availability of Jobs – By Country

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	2365	153	26	628	138	95	62	85	29	22	65	420	127	55	275
Less than 5 jobs	47	49	46	50	49	41	48	42	55	41	42	46	54	53	44
6 – 10 jobs	22	16	27	20	24	24	23	24	3	14	18	24	24	18	26
11 – 20 jobs	7	5	8	7	4	12	3	4	10	5	17	7	5	11	10
21 to 50 jobs	5	7	8	4	3	2	2	5	3	14	6	6	3	2	5
51 to 100 jobs	2	1	0	2	1	3	5	2	0	0	3	2	2	0	0
More than 100 jobs	3	4	0	2	1	5	0	1	3	5	3	4	3	2	4

Qualifications

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



Base: Those Working– N= 4,386

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:	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Business Management Graduation/Post Graduation	26	33	37	21	23	26	38	29	30	38	23	29	25	18	29
Commerce Graduation/Post Graduation	24	28	32	30	10	23	18	31	25	24	24	22	22	18	23
Administrative Qualifications	23	23	24	19	24	30	23	24	33	26	24	25	25	15	23
Computer Science Qualifications	22	26	24	24	21	25	13	31	20	10	17	24	28	27	16
Engineering Graduation/Post Graduation	22	28	17	20	13	16	8	16	13	24	35	24	15	21	29
Information Technology Graduation/Post Graduation	14	15	29	11	13	14	13	22	15	24	11	17	14	16	14

Qualifications – By Country 2/2

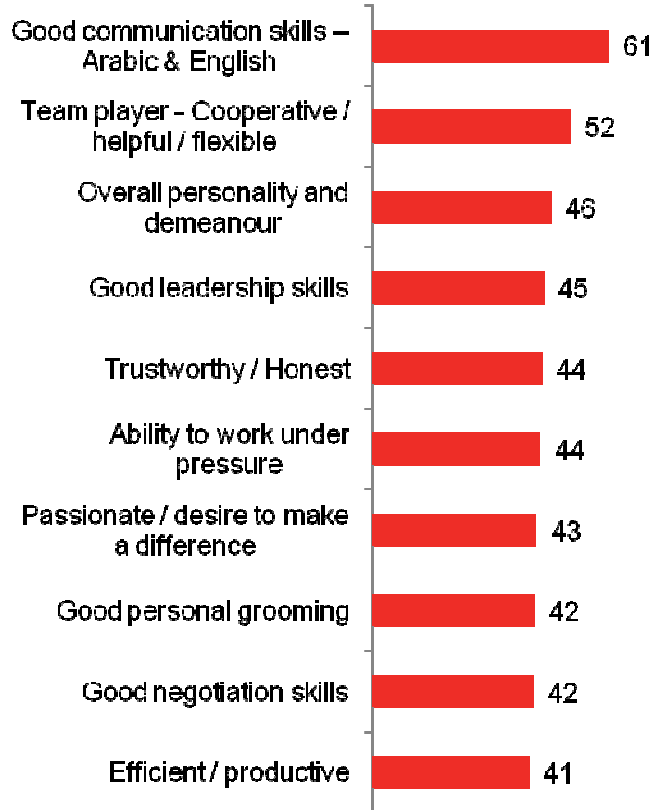
What are the educational and academic qualifications you emphasize on nowadays when looking for suitable candidates?

Qualification	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Electronics/Electrical Qualifications	10	16	5	7	10	6	6	14	13	5	12	14	14	16	7
Science Graduation/Post Graduation	10	16	7	8	9	9	6	16	13	17	9	8	6	19	11
Law Qualifications	7	14	7	10	5	3	4	14	8	5	2	5	8	8	4
Teaching Qualifications	6	5	15	6	7	9	8	7	13	7	2	4	8	18	5
Hospitality Qualifications	5	5	7	5	8	7	7	11	5	2	6	4	3	4	6
Psychology, Social Science, Statistics Graduation/Post Graduation	5	12	7	4	6	5	5	7	3	5	2	4	6	7	3

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= 4,386

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:	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Good communication skills – Arabic & English	61	25	76	70	76	70	51	24	65	33	60	76	64	32	59
Team player - Cooperative / helpful / flexible	52	38	61	56	53	54	52	38	35	55	59	54	49	44	48
Overall personality and demeanor	46	39	44	52	49	43	36	35	40	36	42	52	50	45	39
Good leadership skills	45	32	54	45	46	44	43	34	38	57	47	45	43	40	45
Trustworthy / Honest	44	41	44	47	47	38	36	38	40	48	45	46	44	48	38
Ability to work under pressure	44	28	46	46	55	43	43	29	38	60	50	44	42	27	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:	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Passionate / desire to make a difference	43	41	41	48	47	36	38	42	33	14	33	49	42	44	31
Good personal grooming	42	28	41	50	49	44	33	25	35	43	38	48	38	36	33
Good negotiation skills	42	35	56	45	44	44	39	35	23	33	40	42	44	31	38
Efficient / productive	41	33	59	40	42	41	40	28	50	43	39	45	39	37	41
Creative	38	30	49	41	46	39	37	28	35	50	40	37	36	34	32

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:	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Managerial – ability to manage a team	41	42	46	38	44	39	45	44	40	64	44	40	38	31	38
Computer skills	32	28	27	31	32	40	30	28	30	48	36	35	37	27	29
Sales and Marketing	30	25	27	32	33	27	37	31	20	17	23	34	36	21	28
Administrative	26	27	17	20	24	33	31	29	25	45	24	29	28	18	31
Mid level experience (3 to 7 years)	23	17	17	21	23	25	21	18	28	26	31	28	23	12	26

Experience – By Country 2/2

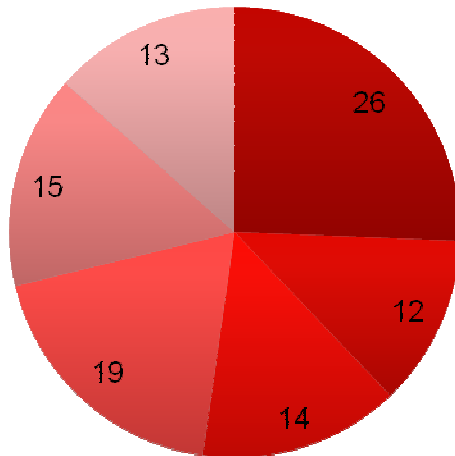
What experience are you ideally looking for?

Experience	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Engineering	21	25	20	18	13	19	8	11	25	19	36	23	20	27	26
Public speaking/Giving Presentations	19	20	12	22	25	19	17	20	13	17	16	22	22	11	14
Senior level experience (7 to 10 years)	16	11	17	12	16	16	12	12	20	29	27	17	14	15	16
Junior level experience (less than 3 years)	15	11	10	15	14	16	13	14	20	10	13	19	17	11	13
Very Senior level experience, Department Head or Director (More than 10 years)	12	16	15	12	16	9	13	12	18	21	14	13	11	11	9

Country & Industry Attractiveness – Overall

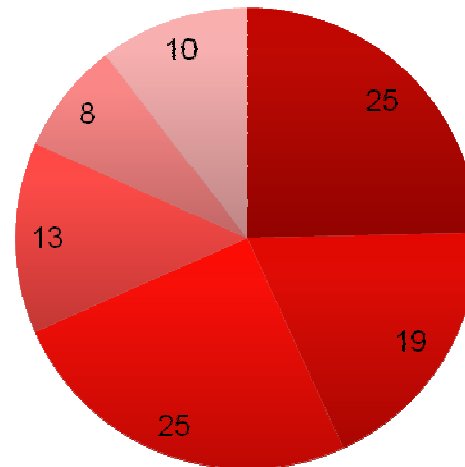
1. How attractive is your country of residence as a job market in comparison to other Middle East countries?
2. How attractive is your industry as a potential employer in comparison to other businesses?

Country



- Much more attractive
- Slightly more attractive
- Equally attractive
- Slightly less attractive
- Much less attractive
- Don't know/can't say

Industry



- Much more attractive
- Slightly more attractive
- Equally attractive
- Slightly less attractive
- Much less attractive
- Don't know/can't say

Base: Those Working – N= 4,386

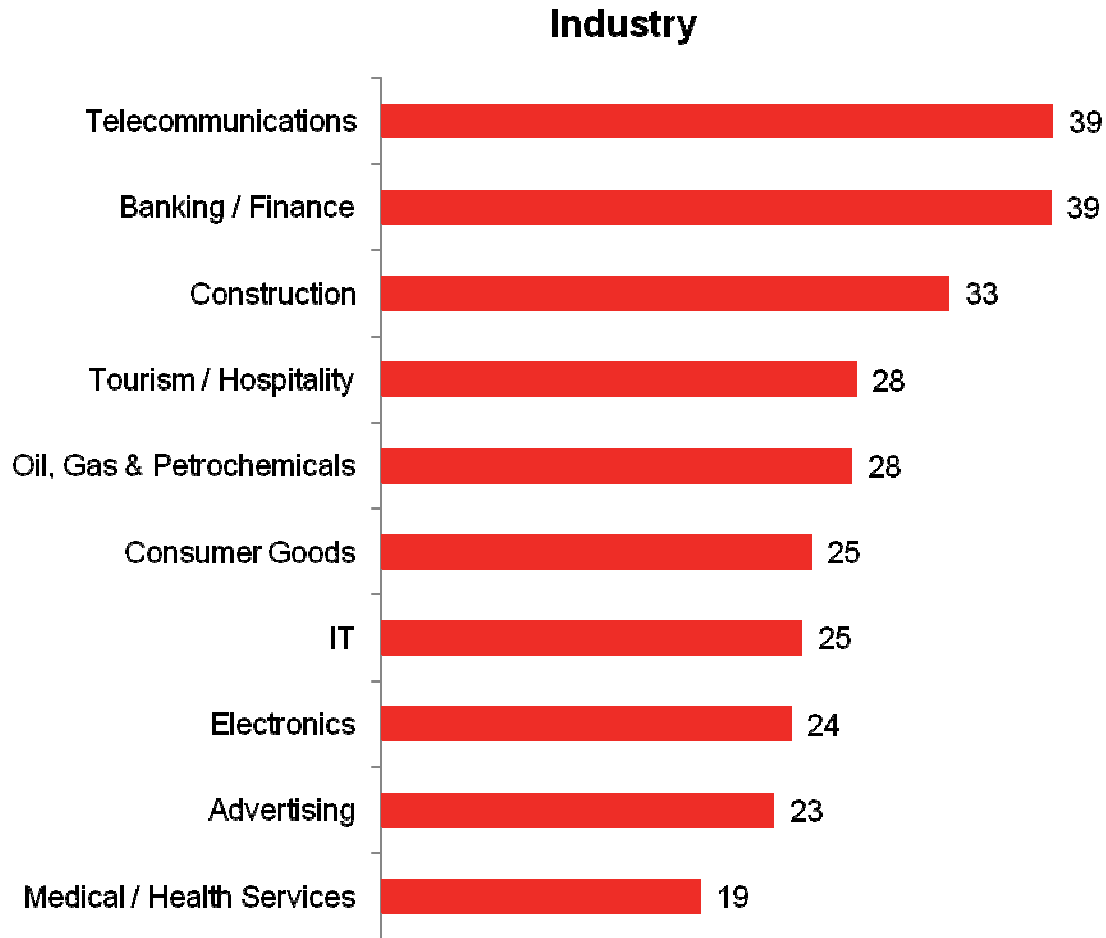
Country Attractiveness

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	4386	261	41	1235	272	172	120	147	40	42	127	694	216	131	546
Much more attractive	26	15	28	19	13	31	18	21	11	14	43	44	12	12	41
Slightly more attractive	12	9	19	9	10	18	9	10	11	2	13	19	8	8	18
Equally attractive	14	13	19	11	17	22	17	16	24	14	20	11	13	26	16
Slightly less attractive	19	25	19	24	28	11	28	20	28	29	7	10	29	19	9
Much less attractive	15	18	2	23	19	6	17	6	13	26	4	6	21	23	7
Don't know/can't say	13	20	14	15	13	12	11	27	13	14	13	10	17	13	10

Most Attractive Industries

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



Base: Total Sample – N= 4,386

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	4765	294	43	1332	309	186	133	177	46	42	135	762	224	140	585
Telecommunications	39	31	35	45	42	27	36	38	33	40	24	43	46	41	33
Banking / Finance	39	32	58	38	43	39	43	37	28	52	44	38	49	41	38
Construction	33	46	35	29	29	31	31	36	20	45	46	37	35	31	29
Tourism / Hospitality	28	17	30	37	36	15	38	44	41	19	13	15	33	42	25
Oil, Gas & Petrochemicals	28	43	35	31	7	30	5	11	39	31	50	28	14	15	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	4765	294	43	1332	309	186	133	177	46	42	135	762	224	140	585
Consumer Goods	25	28	26	26	27	18	24	33	28	26	13	27	26	26	21
IT	25	23	19	18	39	26	28	36	20	36	19	24	39	29	24
Electronics	24	23	12	28	30	19	20	31	20	21	12	25	30	28	16
Advertising	23	13	26	29	24	25	35	19	9	26	10	20	30	16	20
Medical / Health Services	19	17	9	14	22	18	20	11	17	24	12	27	15	23	19

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