

Bayt.com Top Industries in the Middle East Report

2011

Research Background

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- The research was conducted to gauge consumer opinions about various industry sectors
- Key issues like most preferred industry, those offering best benefits, good work-life balance, best career growth were addressed.
- This helps us understand consumer and employee sentiments with regard to each industry which will point out industries which are likely to attract talent.
- Another major indicator was the proportion of employed people who had changed their industry or are likely to do so in the near future.
- This indicates an impending shortage of talent for industries facing such erosion and a possible surfeit of qualified employees for those industries perceived to be most attractive.

Sample & Methodology

Sample Definition:

- **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

- **Methodology:**

Online data collection was done between 1st – 21st November 2011. The total number of respondents achieved was 8,664. Further split:

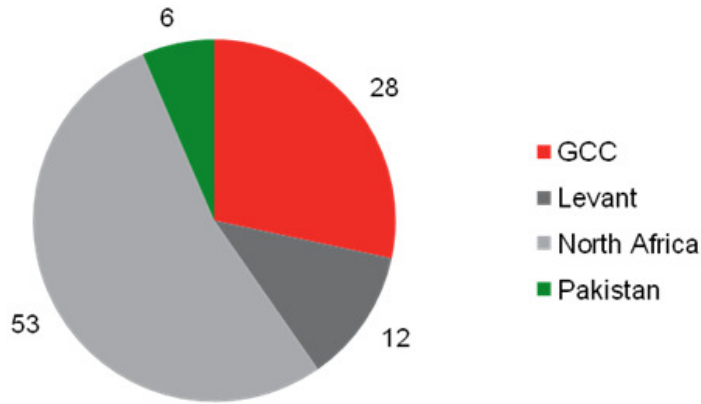
- Those currently working : 6,559

- Those unemployed : 2,105

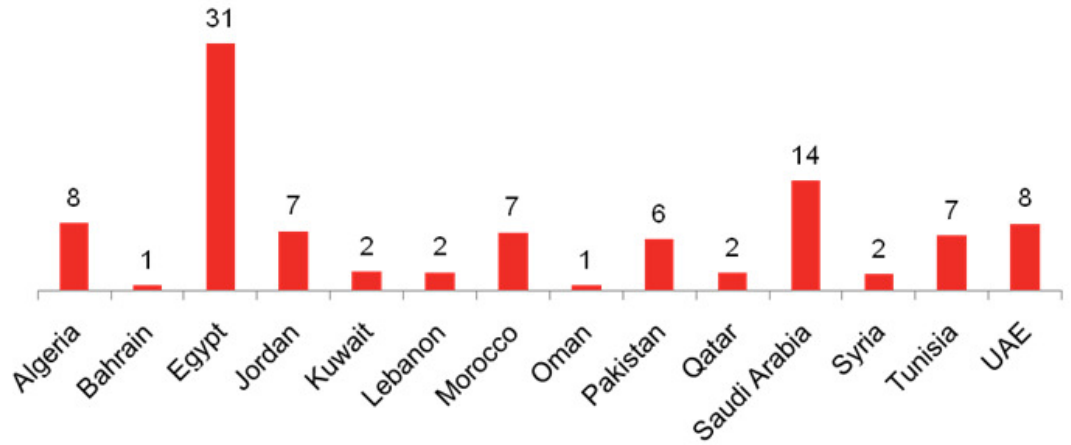
Demographics

Demographic Profile 1/2

Region



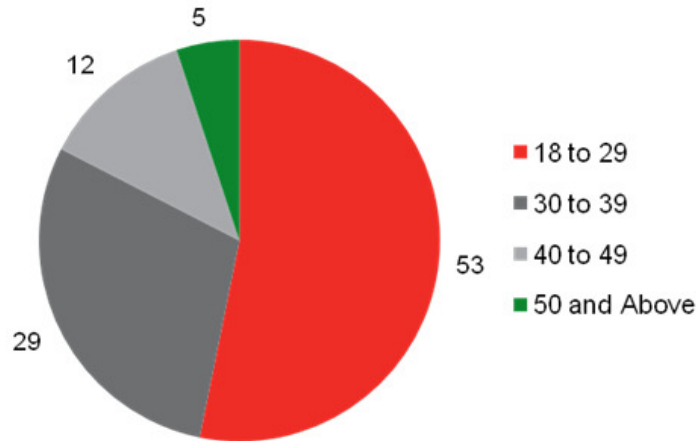
Country of Residence



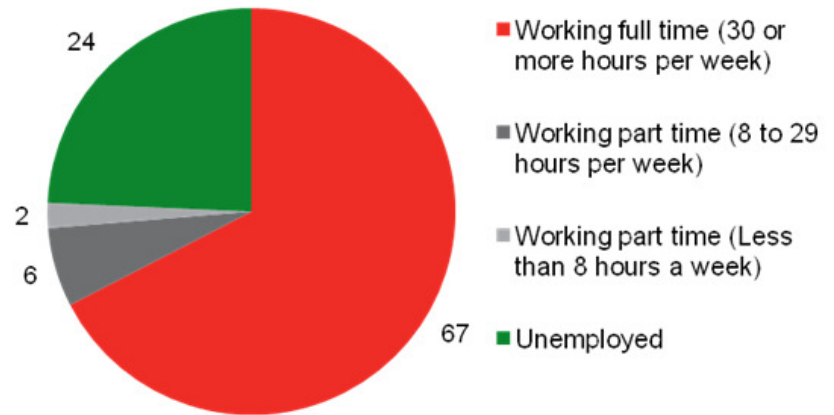
Base: All: 8664 - All figures are %'s

Demographic Profile 2/2

Age



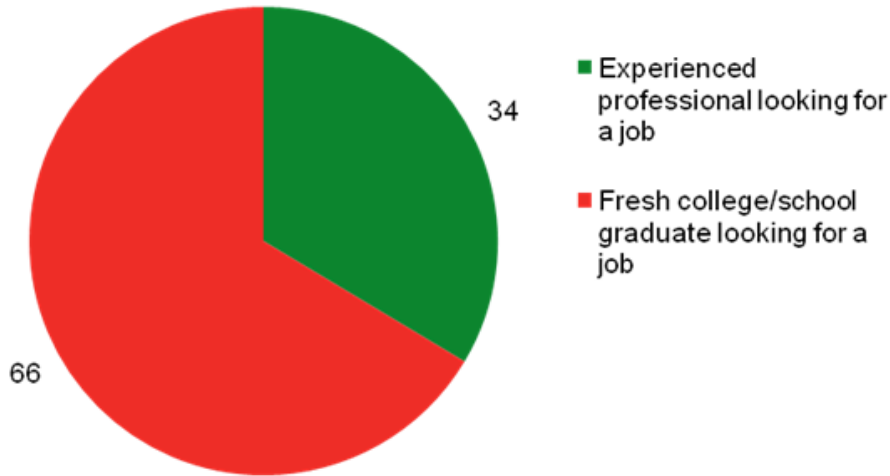
Work status



Base: All: 8664 - All figures are %'s

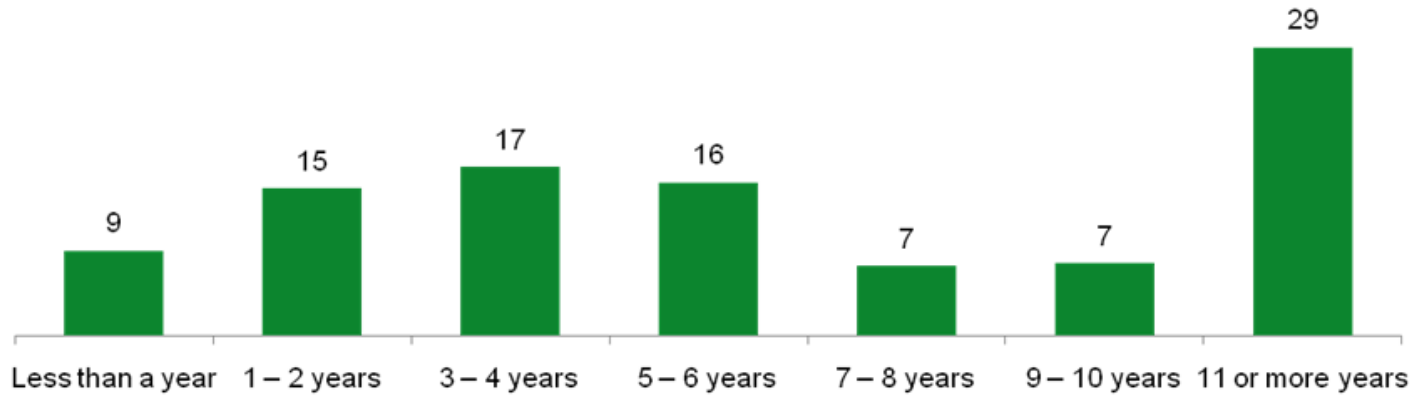
Currently Unemployed

Current status



Base: Those unemployed: 2105

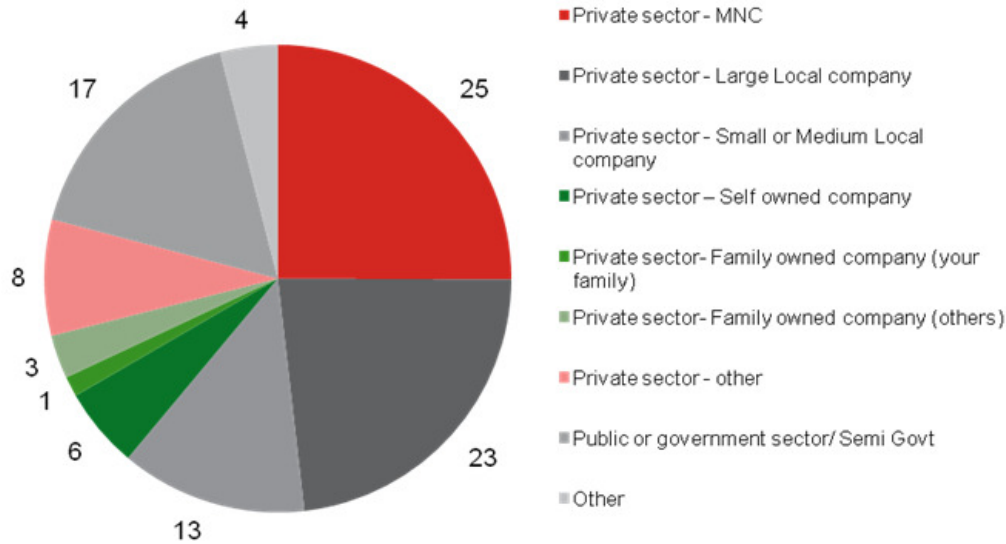
Work Experience



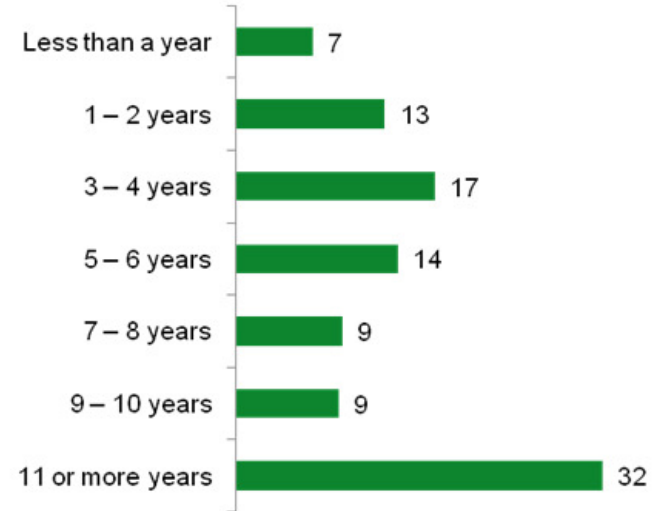
Base: Unemployed experienced professional looking for a job: 707 - All figures are %'s

Employed Professionals 1/2

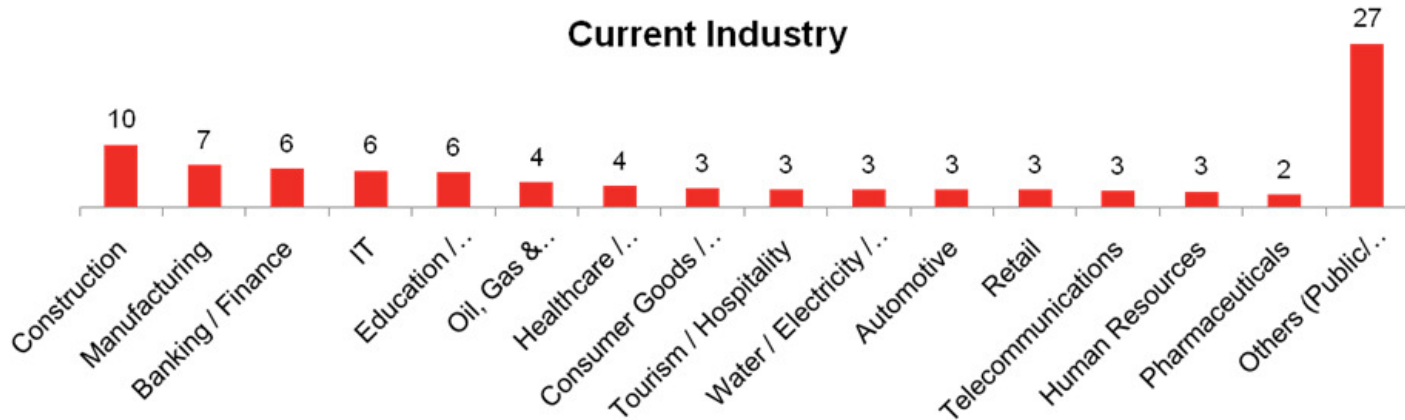
Sector



Experience



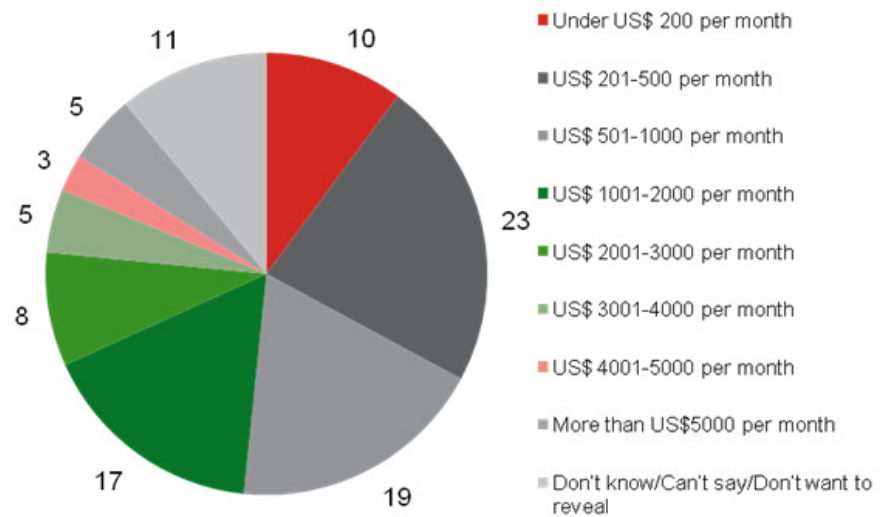
Current Industry



Base: Currently working : 6559 - All figures are %'s

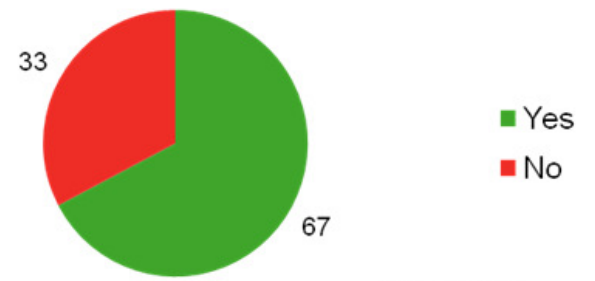
Employed Professionals 2/2

Income



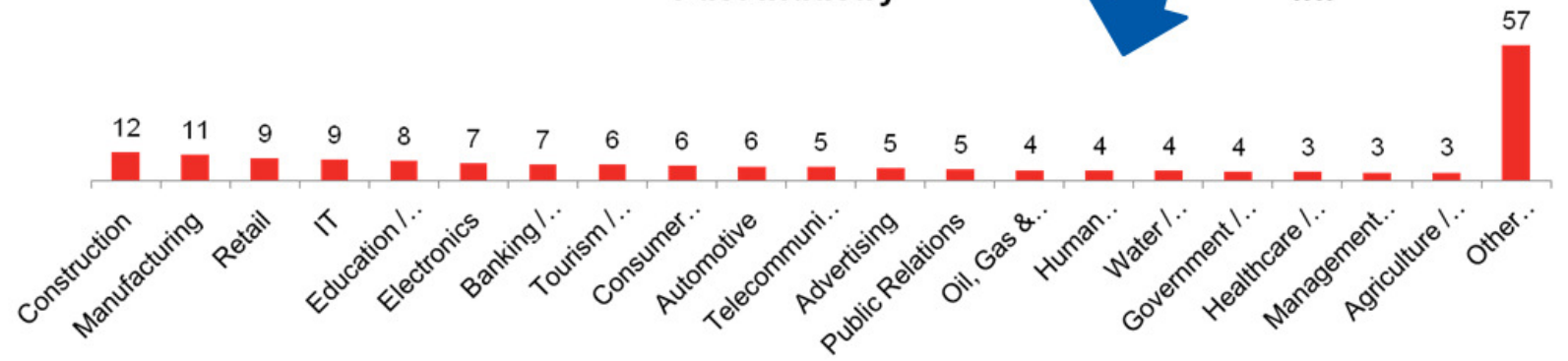
Base: Currently working : 6559

Have you worked in any other industry in the past?



Base: All: 8664

Past Industry



Base: Currently working : 6559

Base: Currently working and have worked in other industry in the past: 4411- All figures are %'s

Current Perceptions

Best Salary Packages

Q. In your opinion, which industries offer the best salary packages in your country of residence?

Country of Residence	Top	2nd	3rd
Total	Oil, Gas & Petrochemicals – 45%	Banking / Finance- 22%	Airline – 20%
Algeria	Oil, Gas & Petrochemicals – 65%	Power – 25%	Military/ Defense/Police – 20%
Bahrain	Banking / Finance – 51%	Oil, Gas & Petrochemicals – 25%	IT – 18%
Egypt	Oil, Gas & Petrochemicals – 56%	Banking / Finance- 24%	Airline – 22%
Jordan	Banking / Finance – 28%	Airline – 25%	Telecommunications – 20%
Kuwait	Oil, Gas & Petrochemicals – 59%	Banking / Finance- 27%	IT – 14%
Lebanon	Banking / Finance – 30%	Construction – 29%	Real Estate – 26%
Morocco	Real Estate – 25%	Airline – 20%	Telecommunications – 20%
Oman	Oil, Gas & Petrochemicals – 56%	Telecommunications – 24%	Airline – 21%
Pakistan	Oil, Gas & Petrochemicals – 39%	Banking / Finance – 26%	Airline – 17%
Qatar	Oil, Gas & Petrochemicals – 63%	Banking / Finance – 17%	Airline – 15%
Saudi Arabia	Oil, Gas & Petrochemicals – 50%	Banking / Finance – 21%	Telecommunications – 17%
Syria	Oil, Gas & Petrochemicals – 28%	Telecommunications – 28	Banking / Finance – 24%
Tunisia	Oil, Gas & Petrochemicals – 35%	Airline – 30%	Banking / Finance – 24%
UAE	Oil, Gas & Petrochemicals – 52%	Banking / Finance – 22%	Government / Civil service – 20%

Base: All: 8664 - All figures are %'s

Best Benefits Packages (non-monetary)

Q. In your opinion, which industries offer the best benefits packages (non-monetary) in your country of residence?
(Select top 3)

Country of Residence	Top	2nd	3rd
Total	Oil, Gas & Petrochemicals – 25%	Military/ Defense/Police – 15%	Banking / Finance – 13%
Algeria	Oil, Gas & Petrochemicals -32%	Military/ Defense/Police – 19%	Education / Academia – 17%
Bahrain	Banking / Finance – 36%	Oil, Gas & Petrochemicals – 25%	Airline – 19%
Egypt	Oil, Gas & Petrochemicals – 24%	Military/ Defense/Police – 21%	Education / Academia – 13%
Jordan	Military/ Defense/Police – 17%	Education / Academia – 16%	Airline – 12%
Kuwait	Oil, Gas & Petrochemicals- 38%	Banking / Finance - 19%	Airline – 13%
Lebanon	Banking / Finance – 32%	Military/ Defense/Police – 15%	Advertising – 13%
Morocco	Agriculture / Forestry – 13%	Education / Academia – 13%	Telecommunications – 12%
Oman	Oil, Gas & Petrochemicals – 34%	Banking / Finance – 13%	Construction – 13%
Pakistan	Oil, Gas & Petrochemicals – 38%	Banking / Finance – 22%	Airline – 20%
Qatar	Oil, Gas & Petrochemicals - 49%	Government / Civil service – 17%	Airline – 13%
Saudi Arabia	Oil, Gas & Petrochemicals – 31%	Banking / Finance – 14%	Government / Civil service – 12%
Syria	Education / Academia – 20%	Agriculture / Forestry – 17%	Oil, Gas & Petrochemicals – 13%
Tunisia	Education / Academia – 21%	Agriculture / Forestry – 15%	Oil, Gas & Petrochemicals – 14%
UAE	Oil, Gas & Petrochemicals – 38%	Airline – 24%	Government / Civil service – 23%

Base: All: 8664 - All figures are %'s

Work-Life Balance

Q. Which industries do you feel are the most attractive to work in when it comes to maintaining a work life balance?
(Select top 3)

Country of Residence	Top	2nd	3rd
Total	Oil, Gas & Petrochemicals – 25%	Banking / Finance – 18%	Education / Academia – 17%
Algeria	Oil, Gas & Petrochemicals-33%	Education / Academia-26%	Power-12%
Bahrain	Government / Civil service-37%	Banking / Finance-27%	Education / Academia-16%
Egypt	Oil, Gas & Petrochemicals-30%	Banking / Finance-19%	Telecommunications-13%
Jordan	Education / Academia-25%	Banking / Finance-22%	Government / Civil service-15%
Kuwait	Oil, Gas & Petrochemicals-39%	Banking / Finance-24%	Government / Civil service-15%
Lebanon	Banking / Finance-36%	Education / Academia-19%	Government / Civil service-16%
Morocco	Education / Academia-18%	Tourism / Hospitality-13%	Government / Civil service-12%
Oman	Oil, Gas & Petrochemicals-40%	Banking / Finance-23%	Government / Civil service-21%
Pakistan	Oil, Gas & Petrochemicals-33%	Banking / Finance-21%	Airline-19%
Qatar	Oil, Gas & Petrochemicals-44%	Government / Civil service-19%	Banking / Finance-18%
Saudi Arabia	Oil, Gas & Petrochemicals-28%	Government / Civil service-19%	Banking / Finance-18%
Syria	Education / Academia-23%	Banking / Finance-22%	Public Relations-19%
Tunisia	Education / Academia-30%	Banking / Finance-19%	Oil, Gas & Petrochemicals-15%
UAE	Oil, Gas & Petrochemicals-29%	Government / Civil service-28%	Banking / Finance-20%

Base: All: 8664 - All figures are %'s

Best for Career Growth

Q. In your opinion, which industries offer the best career growth in your country of residence? (Select top 3)

Country of Residence	Top	2nd	3rd
Total	Oil, Gas & Petrochemicals – 33%	Banking / Finance – 20%	Manufacturing – 15%
Algeria	Oil, Gas & Petrochemicals-48%	Military/ Defense/Police-22%	Power-17%
Bahrain	Banking / Finance-43%	Oil, Gas & Petrochemicals-28%	Construction-13%
Egypt	Oil, Gas & Petrochemicals-37%	Banking / Finance- 20%	Manufacturing-19%
Jordan	Banking / Finance-24%	Telecommunications-17%	IT-16%
Kuwait	Oil, Gas & Petrochemicals-51%	Banking / Finance-28%	Telecommunications-15%
Lebanon	Banking / Finance-35%	Construction-17%	Real Estate-17%
Morocco	Tourism / Hospitality-21%	Construction-20%	Real Estate-18%
Oman	Oil, Gas & Petrochemicals-50%	Banking / Finance-21%	Telecommunications-16%
Pakistan	Oil, Gas & Petrochemicals-38%	Banking / Finance-27%	Airline-16%
Qatar	Oil, Gas & Petrochemicals-55%	Banking / Finance- 20%	Construction-20%
Saudi Arabia	Oil, Gas & Petrochemicals-45%	Banking / Finance-20%	Telecommunications-17%
Syria	Banking / Finance-27.%	Oil, Gas & Petrochemicals-24%	Telecommunications-24%
Tunisia	Tourism / Hospitality-22%	Manufacturing-21%	Agriculture / Forestry-17%
UAE	Oil, Gas & Petrochemicals-38%	Banking / Finance-21%	Airline-15%

Base: All: 8664 - All figures are %'s

Retaining the Best Talent

Q. Which industries would you say are attracting / retaining the top talent in your country of residence?
(Please select up to 3 responses)

Country of Residence	Top	2nd	3rd
Total	Oil, Gas & Petrochemicals – 28%	Banking / Finance – 17%	IT – 16%
Algeria	Oil, Gas & Petrochemicals-42%	Military/ Defense/Police-19%	Power-17%
Bahrain	Banking / Finance-43%	Oil, Gas & Petrochemicals-22%	Construction-15%
Egypt	Oil, Gas & Petrochemicals-27%	Media-18%	IT-17%
Jordan	Banking / Finance-20%	IT-19%	Telecommunications-18%
Kuwait	Oil, Gas & Petrochemicals-46%	Banking / Finance-27%	IT-16%
Lebanon	Banking / Finance-28%	Media-19%	Advertising-17%
Morocco	IT-15%	Tourism / Hospitality – 15%	Electronics-14.9%
Oman	Oil, Gas & Petrochemicals-35%	Telecommunications-23%	Banking / Finance-18%
Pakistan	Oil, Gas & Petrochemicals-32%	Banking / Finance-27%	Telecommunications-18%
Qatar	Oil, Gas & Petrochemicals-53%	Banking / Finance-18%	Airline-16%
Saudi Arabia	Oil, Gas & Petrochemicals-41%	Banking / Finance-20%	IT-15%
Syria	Banking / Finance-24%	Telecommunications-20%	Education / Academia-20%
Tunisia	IT-22%	Banking / Finance-19%	Education / Academia-18%
UAE	Oil, Gas & Petrochemicals-37%	Airline-20%	Banking / Finance-18%

Base: All: 8664 - All figures are %'s

Current Highest Hiring

Q. Which industries would you say are hiring the most number of people, in your country of residence?
(Select top 3)

Country of Residence	Top	2nd	3rd
Total	Construction – 21%	Military/ Defense/Police – 21%	Manufacturing – 19%
Algeria	Military/ Defense/Police-45%	Oil, Gas & Petrochemicals-41%	Government / Civil service-27%
Bahrain	Construction-27%	Banking / Finance-24%	Military/ Defense/Police-21%
Egypt	Manufacturing-26%	Construction-22%	Tourism / Hospitality-16%
Jordan	Military/ Defense/Police-41%	Government / Civil service-28%	Education / Academia-23%
Kuwait	Oil, Gas & Petrochemicals-31%	Construction-23%	Government / Civil service-16%
Lebanon	Military/ Defense/Police-30%	Banking / Finance-28%	Tourism / Hospitality-20%
Morocco	Construction-26%	Military/ Defense/Police-24%	Tourism / Hospitality-20%
Oman	Military/ Defense/Police-27%	Oil, Gas & Petrochemicals – 27%	Banking / Finance-24%
Pakistan	Banking / Finance-26%	Manufacturing-18%	Telecommunications-17%
Qatar	Oil, Gas & Petrochemicals-44%	Construction-40%	Government / Civil service-13%
Saudi Arabia	Oil, Gas & Petrochemicals-29%	Construction-24%	Government / Civil service-19%
Syria	Government / Civil service-29%	Military/ Defense/Police-27%	Agriculture / Forestry-21%
Tunisia	Tourism / Hospitality-31%	Manufacturing-29%	Military/ Defense/Police-27%
UAE	Oil, Gas & Petrochemicals-29%	Construction-28%	Banking / Finance-17%

Base: All: 8664 - All figures are %'s

Downsized the Most

Q. Which industry has downsized most in your country of residence?

Country of Residence	Top	2nd	3rd
Total	Manufacturing – 9%	Construction – 8%	Government / Civil service – 8%
Algeria	Manufacturing-14%	Government / Civil service-9%	Agriculture / Forestry-8%
Bahrain	Construction-16%	Banking / Finance-12%	Agriculture / Forestry-10%
Egypt	Tourism / Hospitality-16%	Manufacturing-12%	Government / Civil service-10%
Jordan	Banking / Finance-10.0%	Construction-8%	Manufacturing-6%
Kuwait	Construction-10%	Banking / Finance-9%	Airline-5%
Lebanon	Manufacturing-16 %	Agriculture / Forestry-14%	Construction-5%
Morocco	Manufacturing-14%	Government / Civil service-10%	Construction-6%
Oman	Agriculture / Forestry-9.67742%	Construction – 10%	Law-6%
Pakistan	Banking / Finance-12%	Manufacturing-8%	Airline-6%
Qatar	Construction-11%	Government / Civil service-9%	Banking / Finance-8%
Saudi Arabia	Banking / Finance- 8%	Government / Civil service-6%	Agriculture / Forestry-5 %
Syria	Manufacturing-12%	Tourism / Hospitality-7%	Agriculture / Forestry-5%
Tunisia	Tourism / Hospitality-19%	Manufacturing – 9%	Agriculture / Forestry-9%
UAE	Construction-31%	Real Estate-10 %	Banking / Finance-7 %

Base: All: 8664 - All figures are %'s

Popular for Local Talent

Q. Which industry is the most favorable and popular for LOCAL talent in your country of residence?

Country of Residence	Top	2nd	3rd
Total	Construction – 11%	Government / Civil service – 8%	IT – 7%
Algeria	Oil, Gas & Petrochemicals-17%	Construction-13%	Agriculture / Forestry-6 %
Bahrain	Banking / Finance-24%	Government / Civil service-22.%	Automotive-7%
Egypt	Construction-15%	Manufacturing-8%	Consumer Goods / FMCG-6%
Jordan	IT-11%	Banking / Finance-9%	Automotive-9%
Kuwait	Oil, Gas & Petrochemicals-19%	Government / Civil service-14%	Automotive-6%
Lebanon	Banking / Finance-17%	Construction-10%	IT-8%
Morocco	Construction-13%	IT-10%	Manufacturing-7%
Oman	Government / Civil service-21%	IT-11%	Construction-10%
Pakistan	Banking / Finance-12%	IT-9%	Oil, Gas & Petrochemicals-7%
Qatar	Oil, Gas & Petrochemicals-20%	Construction-15%	Government / Civil service-12%
Saudi Arabia	Oil, Gas & Petrochemicals-12%	Government / Civil service-11%	Construction-9%
Syria	Construction-16%	Manufacturing-12%	IT-6%
Tunisia	Construction-11%	IT-10%	Manufacturing-6%
UAE	Government / Civil service-24%	Banking / Finance-9%	Oil, Gas & Petrochemicals-9%

Base: All: 8664 - All figures are %'s

Attractive for Expats

Q. Which industry is the most favorable and attractive for EXPATS in your country of residence?

Country of Residence	Top	2nd	3rd
Total	Construction – 16%	Oil, Gas & Petrochemicals – 11%	Manufacturing – 7%
Algeria	Oil, Gas & Petrochemicals-35%	Construction-30%	Power-4%
Bahrain	Banking / Finance-18%	Construction-12%	Hospitality / Recreation / Entertainment- 6%
Egypt	Oil, Gas & Petrochemicals-10%	Manufacturing-10%	Construction-9%
Jordan	Construction-42%	Manufacturing- 6%	Agriculture / Forestry-5%
Kuwait	Construction-17%	Oil, Gas & Petrochemicals-13%	Education / Academia-8%
Lebanon	Construction-24%	Domestic Services-10%	Banking / Finance-5%
Morocco	Construction-10%	Manufacturing-9%	Tourism / Hospitality-7%
Oman	Construction-19%	Oil, Gas & Petrochemicals-11%	Manufacturing-8%
Pakistan	Oil, Gas & Petrochemicals-11%	Banking / Finance-10%	IT-6%
Qatar	Oil, Gas & Petrochemicals-27%	Construction-22%	Government / Civil service-6%
Saudi Arabia	Construction-21%	Oil, Gas & Petrochemicals-9%	Retail-7%
Syria	Oil, Gas & Petrochemicals-11%	Construction-11%	Banking / Finance-6%
Tunisia	Manufacturing-11%	Construction-10%	Oil, Gas & Petrochemicals-7%
UAE	Construction-14%	Oil, Gas & Petrochemicals-12%	Banking / Finance-10%

Base: All: 8664 - All figures are %'s

Popular amongst Women to Work

Q. Which industry is the most favorable and popular for WOMEN in your country of residence?

Country of Residence	Top	2nd	3rd
Total	Education / Academia – 23%	Government / Civil service – 11%	Healthcare / Medical services – 10%
Algeria	Education / Academia-41%	Government / Civil service-14%	Healthcare / Medical services-12%
Bahrain	Government / Civil service-16%	Education / Academia-15%	Banking / Finance-12%
Egypt	Government / Civil service-17%	Education / Academia-13%	Domestic Services-7%
Jordan	Education / Academia-35.%	Government / Civil service-11%	Banking / Finance-10%
Kuwait	Education / Academia-19%	Government / Civil service-16%	Banking / Finance-10%
Lebanon	Education / Academia-28%	Banking / Finance-22%	Advertising-10%
Morocco	Education / Academia-13%	Domestic Services-9%	Healthcare / Medical services-9%
Oman	Government / Civil service-23%	Banking / Finance-16%	Education / Academia – 16%
Pakistan	Education / Academia-30%	Banking / Finance-14%	Healthcare / Medical services-9%
Qatar	Education / Academia-17%	Healthcare / Medical services-15%	Banking / Finance-13%
Saudi Arabia	Education / Academia-30%	Healthcare / Medical services-19%	Banking / Finance-7%
Syria	Education / Academia-25%	Government / Civil service-16%	Banking / Finance-11%
Tunisia	Education / Academia-29%	Government / Civil service-12%	Healthcare / Medical services-10%
UAE	Education / Academia-17%	Banking / Finance-15%	Healthcare / Medical services-9%

Base: All: 8664 - All figures are %'s

Popular amongst Fresh College Graduates

Q. Which industry is the most favorable and popular for FRESH COLLEGE GRADUATES in your country of residence?

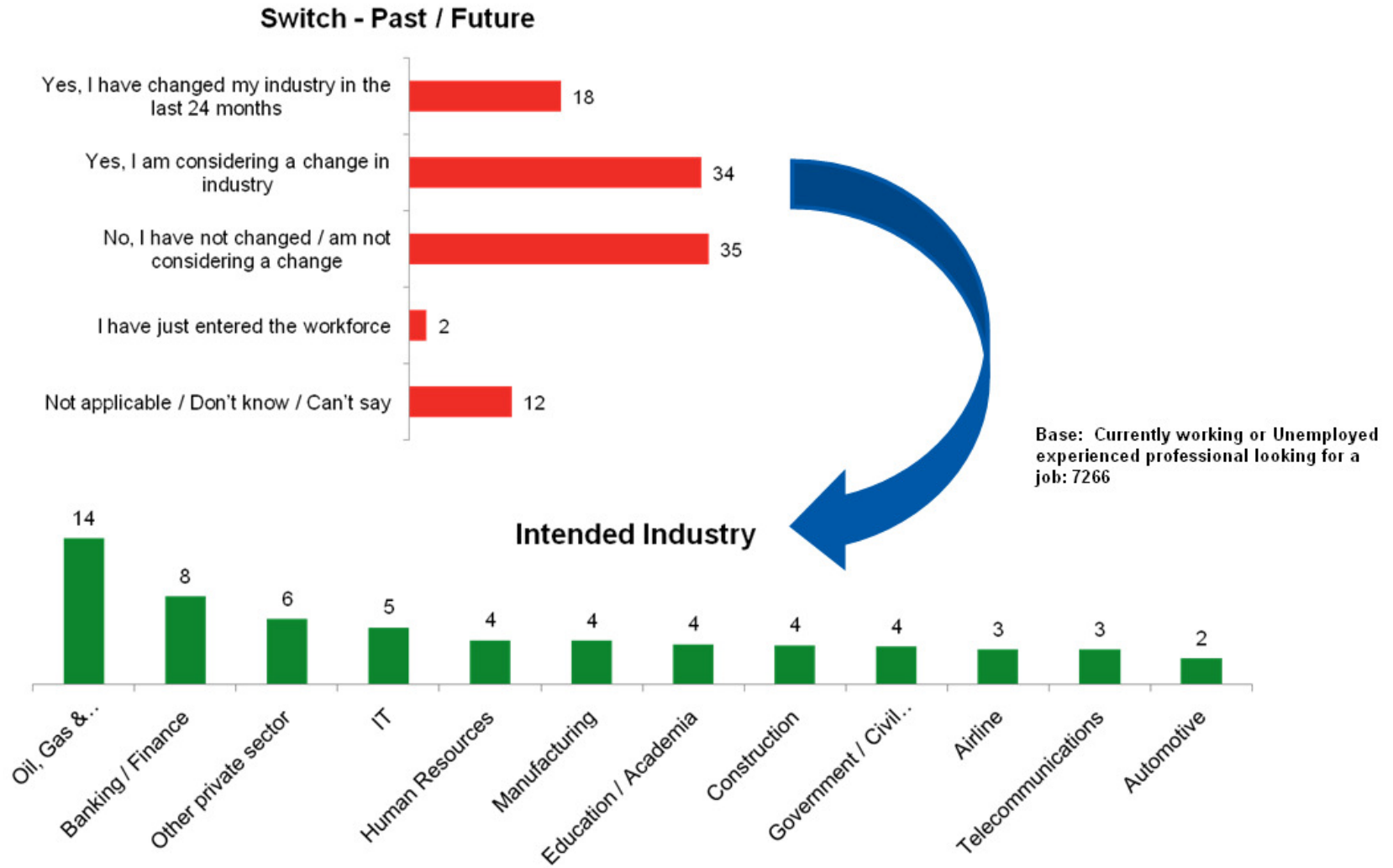
Country of Residence	Top	2nd	3rd
Total	Government / Civil service – 13%	Banking / Finance – 12%	IT – 9%
Algeria	Government / Civil service-19%	Oil, Gas & Petrochemicals-15%	Education / Academia-14%
Bahrain	Banking / Finance-21%	Government / Civil service-18%	IT-6%
Egypt	Banking / Finance-9%	IT-8%	Government / Civil service-7%
Jordan	Banking / Finance-15%	IT-14%	Government / Civil service-14%
Kuwait	Government / Civil service-21%	Banking / Finance-13%	IT-7%
Lebanon	Banking / Finance-24%	IT-8%	Education / Academia-6%
Morocco	Government / Civil service-20%	Education / Academia-17%	Banking / Finance-11%
Oman	Government / Civil service-24%	Banking / Finance-18%	Education / Academia-8%
Pakistan	Banking / Finance-23%	IT-10%	Education / Academia-6%
Qatar	Government / Civil service-15%	Construction-11%	Banking / Finance-10%
Saudi Arabia	Government / Civil service-19%	Banking / Finance-11%	Education / Academia-9%
Syria	Government / Civil service-17%	Banking / Finance-16%	Education / Academia-9%
Tunisia	Education / Academia-20%	IT-15%	Government / Civil service-15%
UAE	Banking / Finance-17%	IT-11%	Government / Civil service-10%

Base: All: 8664 - All figures are %'s

Switch in Industry

Industry Switch

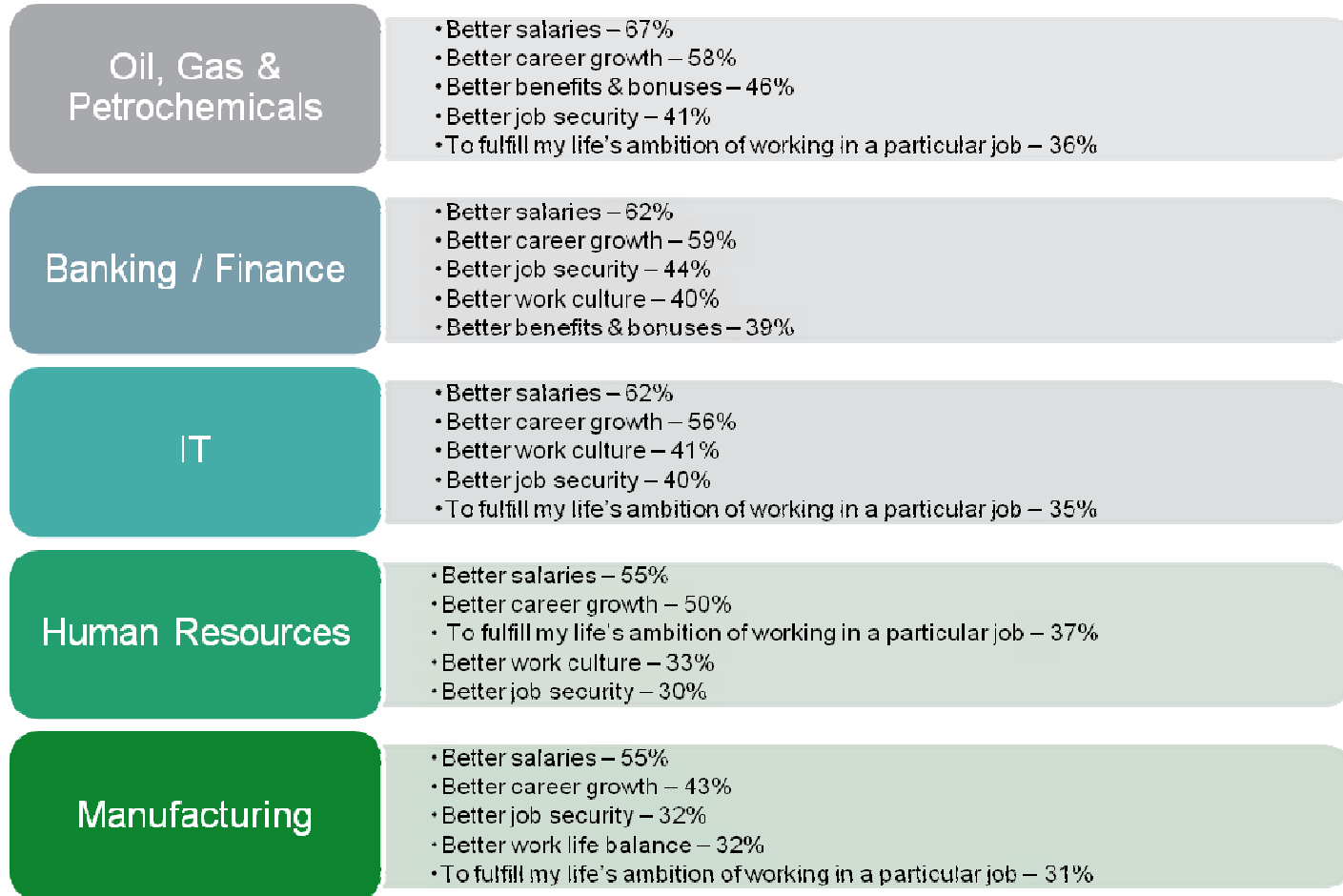
Q. Have you changed your industry in the last 24 months or are you considering moving to a new industry?



Base: Considering a change in industry: 2459 - All figures are %'s

Reason for Switching Industry

Q. Why have you changed or are considering this change in industry? (Please select all that apply)

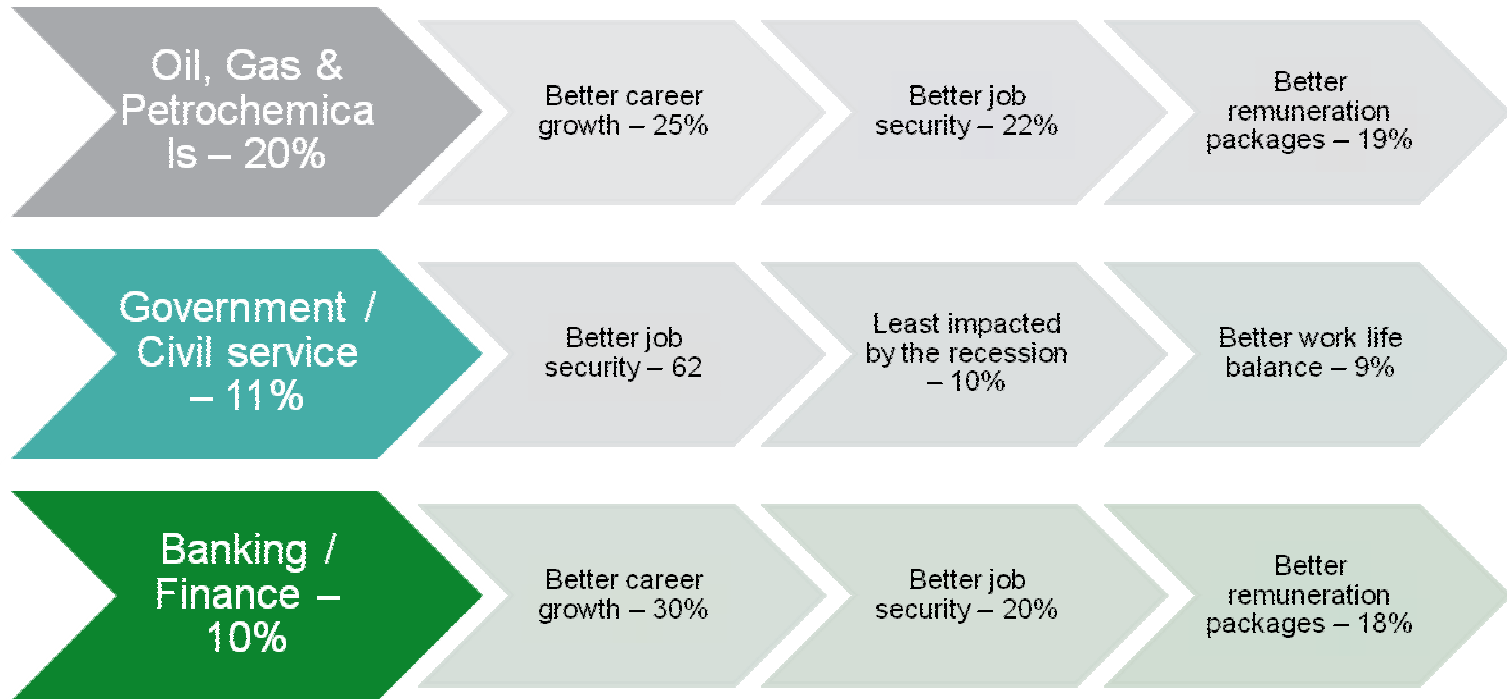


Base: Have changed or considering a change in industry: 3736 - All figures are %'s

Most Preferred Industries in the Region

Q. Which one of the following is the MOST preferred industry to work in, in your country of residence?

Q. Why do you say that ... is the most preferred industry to work in?

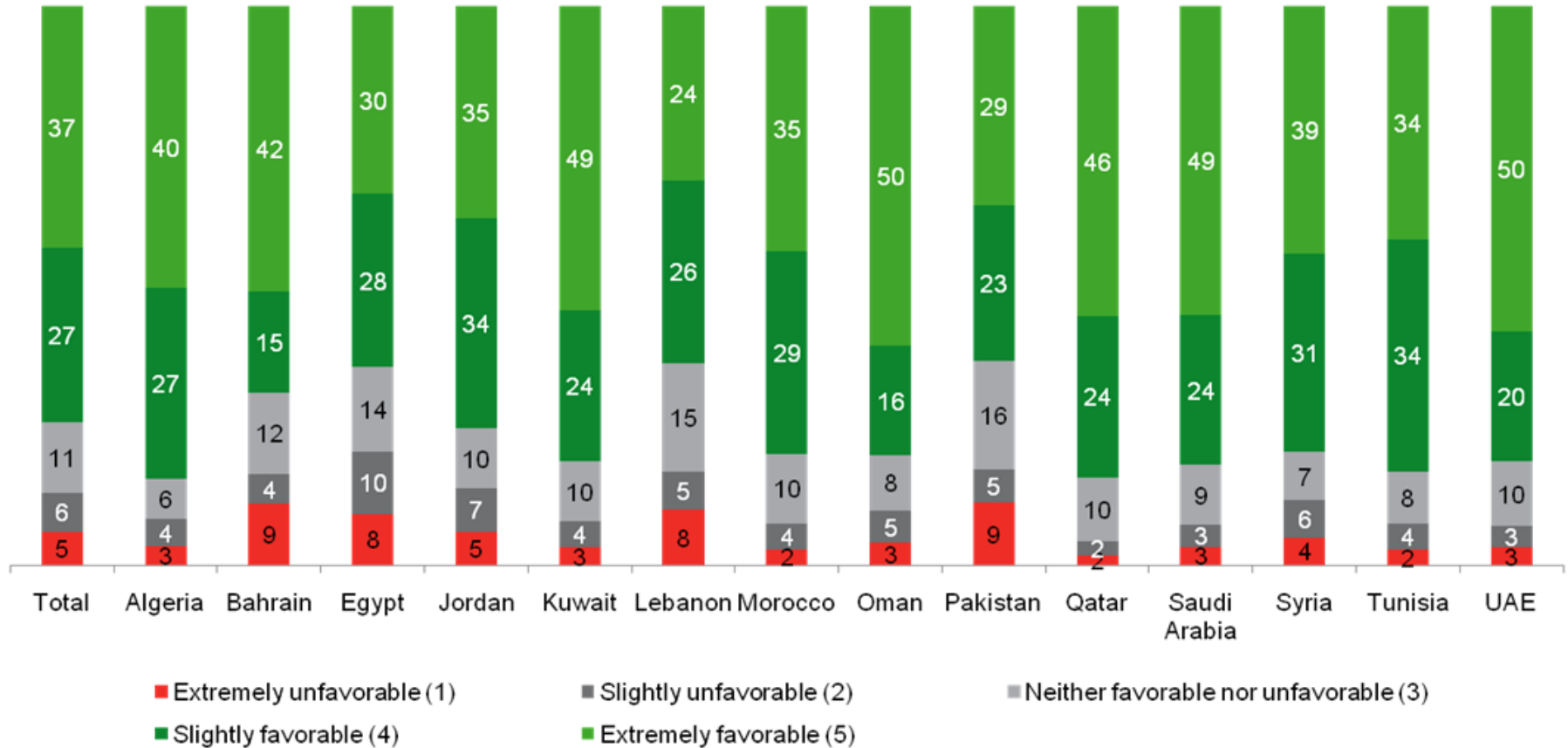


Base: All: 8664 - All figures are %'s

Government as an Employer

Government as an Employer

Q. How favorable is the government as an employer of choice in your country of residence?



Base: All: 8664 - All figures are %'s

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