

The Middle East Jobs Index Survey

October 2009

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The Middle East's #1 Job Site

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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 1st October to 21st October 2009. The total number of working respondents achieved was 5,084.

Summary

- The overall job market would be relatively active in the next 3 months.
- 26% of the respondents indicated that they would definitely hire in this period. An equal number indicated they would probably hire.
- When asked about their long term perspective, 36% claim they would be definitely hiring in a year's time. Some probability of hiring was mentioned by another 30%.
- Current hiring expectancy is comparable across all countries but considerable differences emerge in the future hiring expectancy.
- Markets like KSA, Algeria and Oman show higher potential to hire in the coming year.
- Relatively more organizations are looking for people to fill in the lower executive level positions.
- The key skill sets that are in demand are 'Communication Skills (60%), Team ability (48%), Overall personality(39%) and Leadership(38%)'.
- UAE ranks number one on the country's overall attractiveness. 49% claim it is much more attractive than other countries followed by KSA (44%) and Qatar (38%).
- At an industry level, 'banking/ finance' (32%) followed by 'telecom' (31%) and 'construction' (28%) are perceived to attract and retain the top talent.

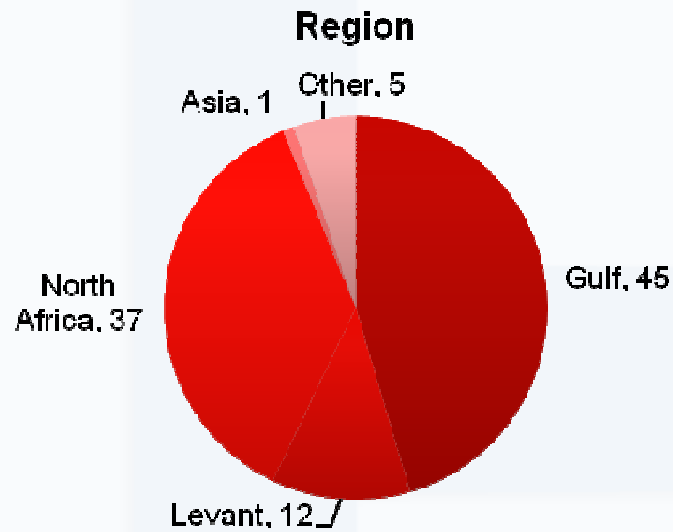
Respondent Profile

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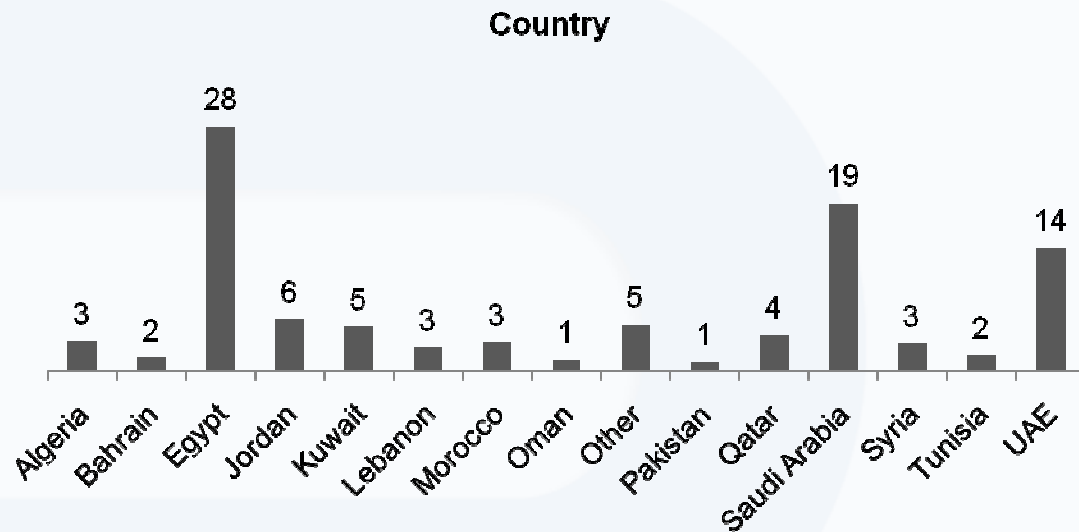
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Respondent Profile – Personal



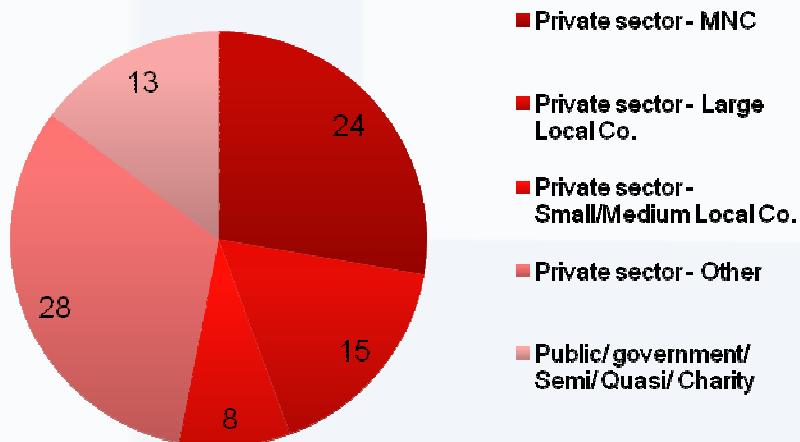
Base: Total Sample – N= 5,476



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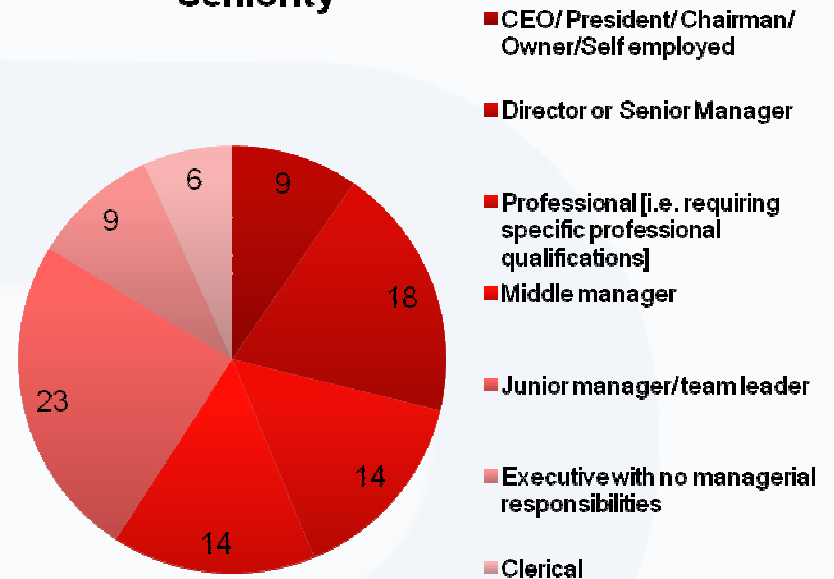
Respondent Profile

Sector



Base: Total Sample – N= 5,476

Seniority



Base: Total Sample – N= 5,476

Current 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 Hiring Expectancy by Country, October 2009

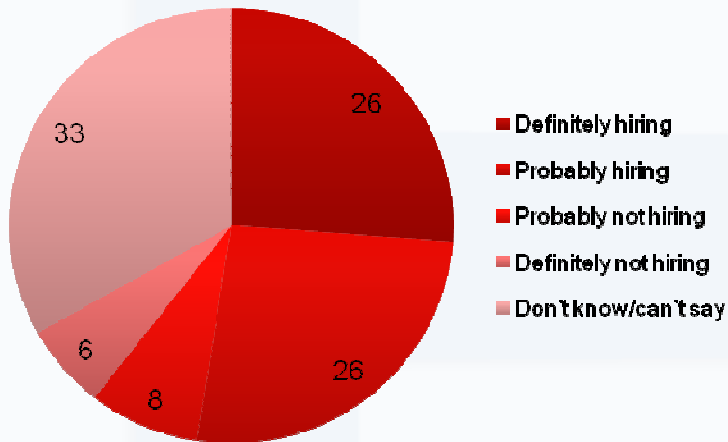
Base period Value for:	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Pakistan	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Achieved Sample size	5084	174	79	1438	295	258	134	143	65	43	216	999	158	92	742
HE	146	153	146	144	145	147	147	141	162	138	144	154	147	145	141

Current period value for 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
JI	275	288	258	271	270	278	287	260	298	271	275	291	278	278	264

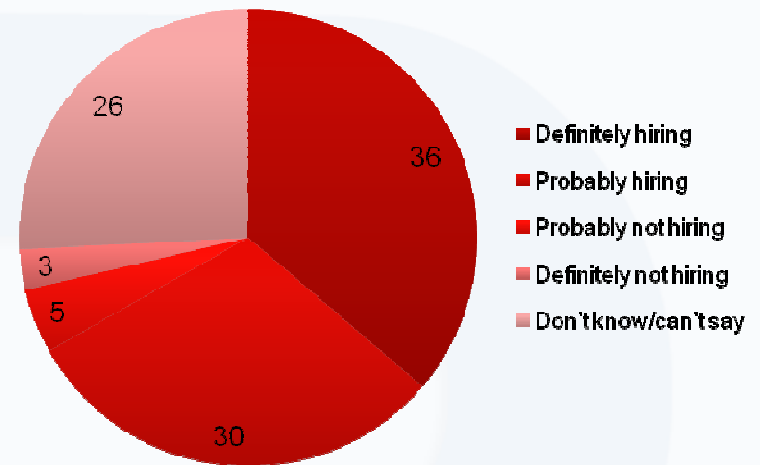
Hiring Expectancy – Overall

Next 3 Months



Base: Those Working – N= 5,084

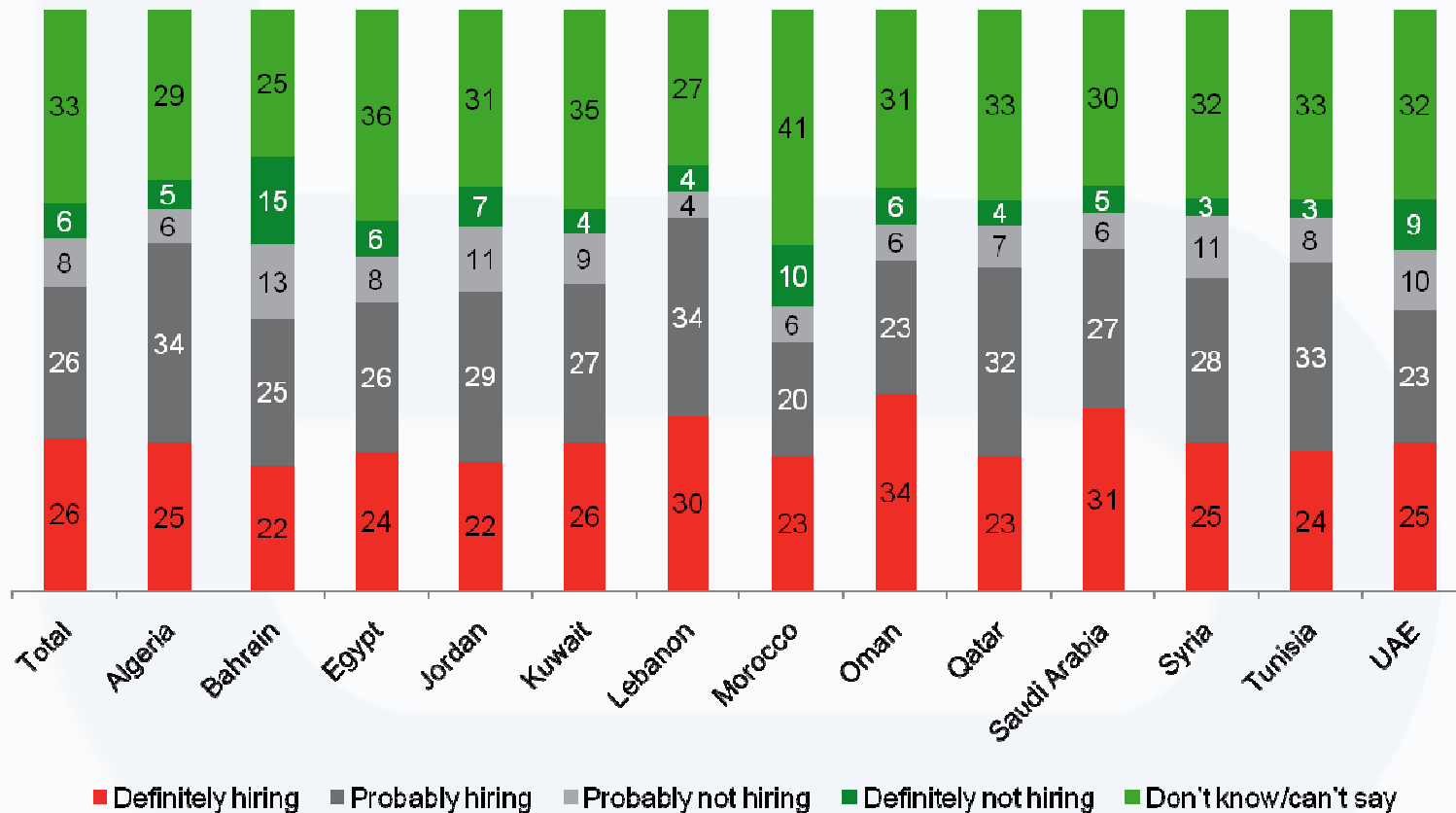
Next 12 Months



Base: Those Working – N= 5,084

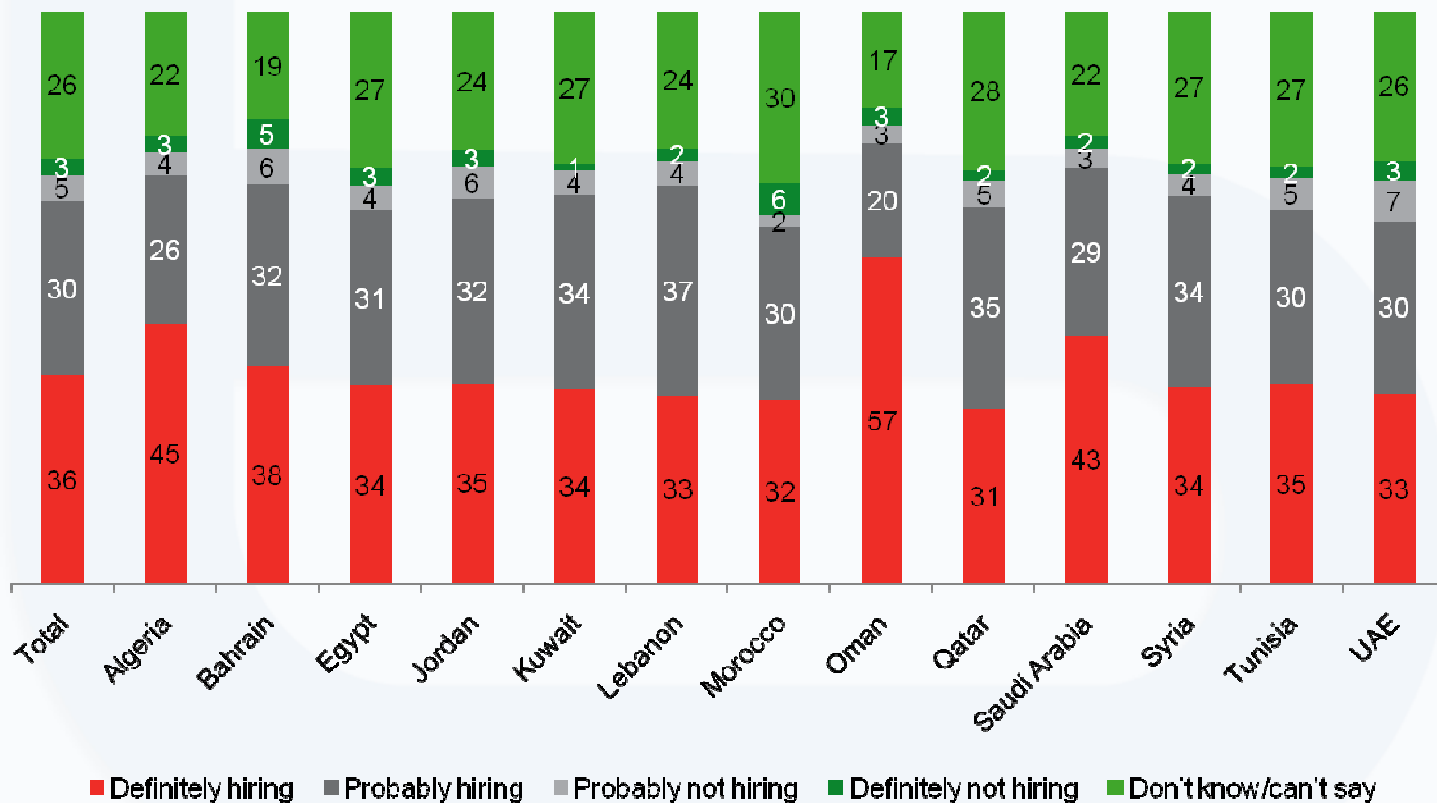
Current Hiring Expectancy – By Country

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?



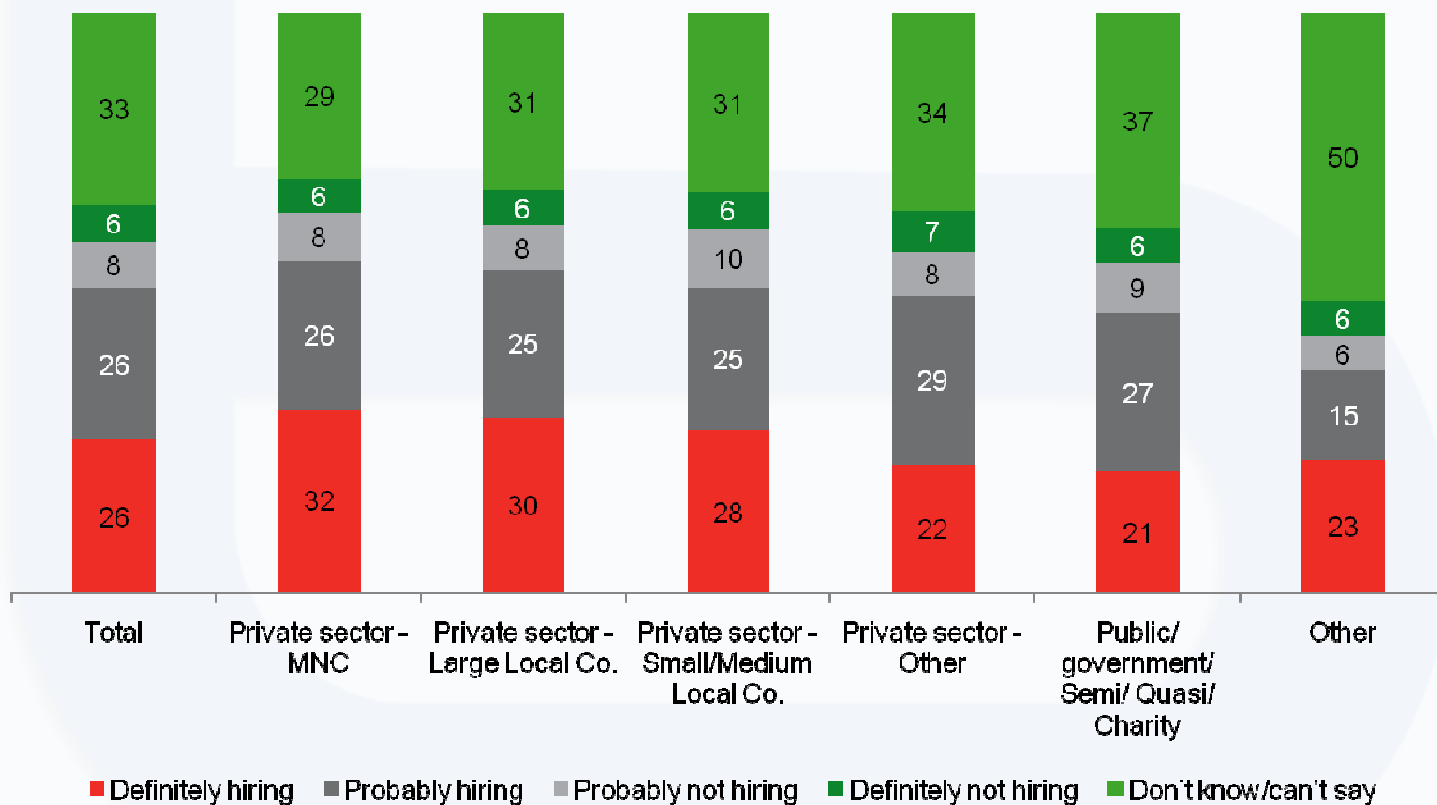
Future Hiring Expectancy – By Country

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?



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?



Future Hiring Expectancy – By Sector

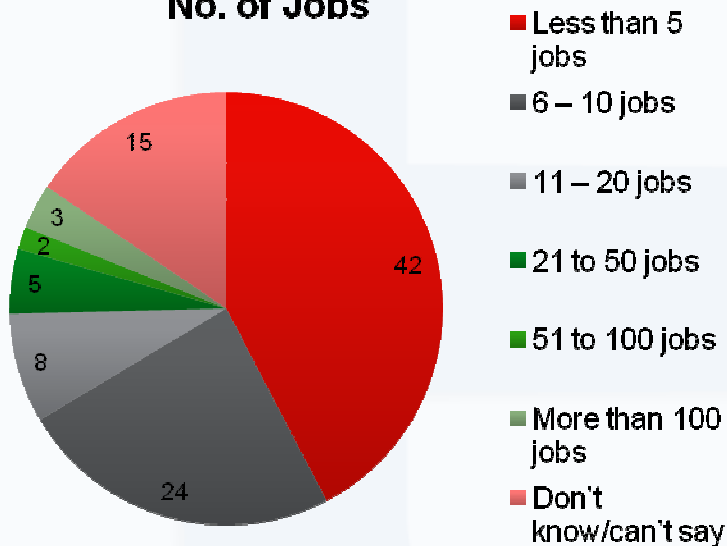
With regard to your future expectations, do you think you will be hiring in a year's time from now either for your organisation or for your clients if you are in the recruitment field or an HR consultant?



Availability of Jobs & Required Positions

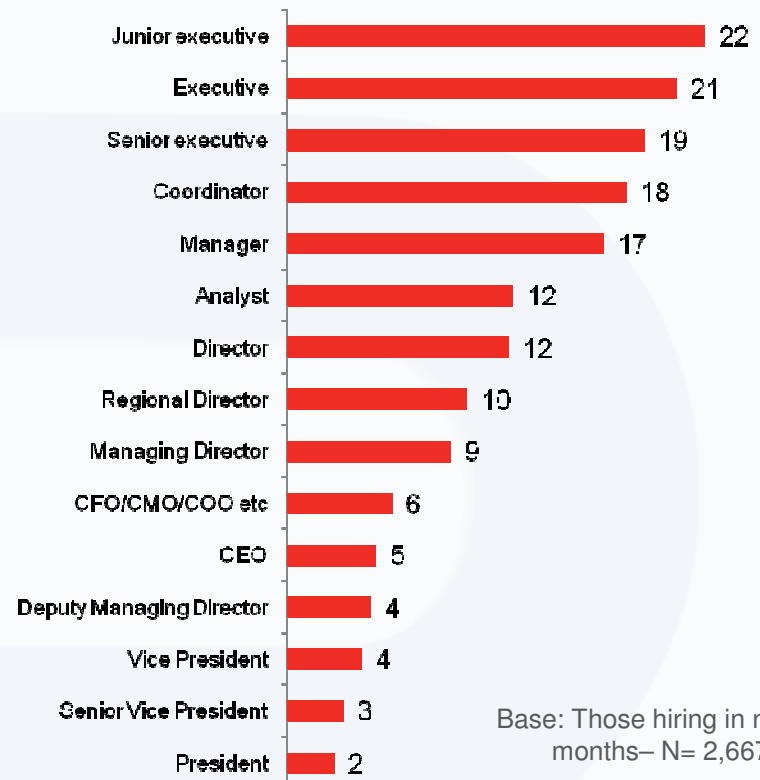
1. Please indicate the approximate number of jobs you would be hiring for in the next 3 months
2. Which of the following career levels/positions would you be hiring for in the next 3 months?

No. of Jobs



Base: Those hiring in next 3 months– N= 2,667

Levels/ Positions



Base: Those hiring in next 3 months– N= 2,667

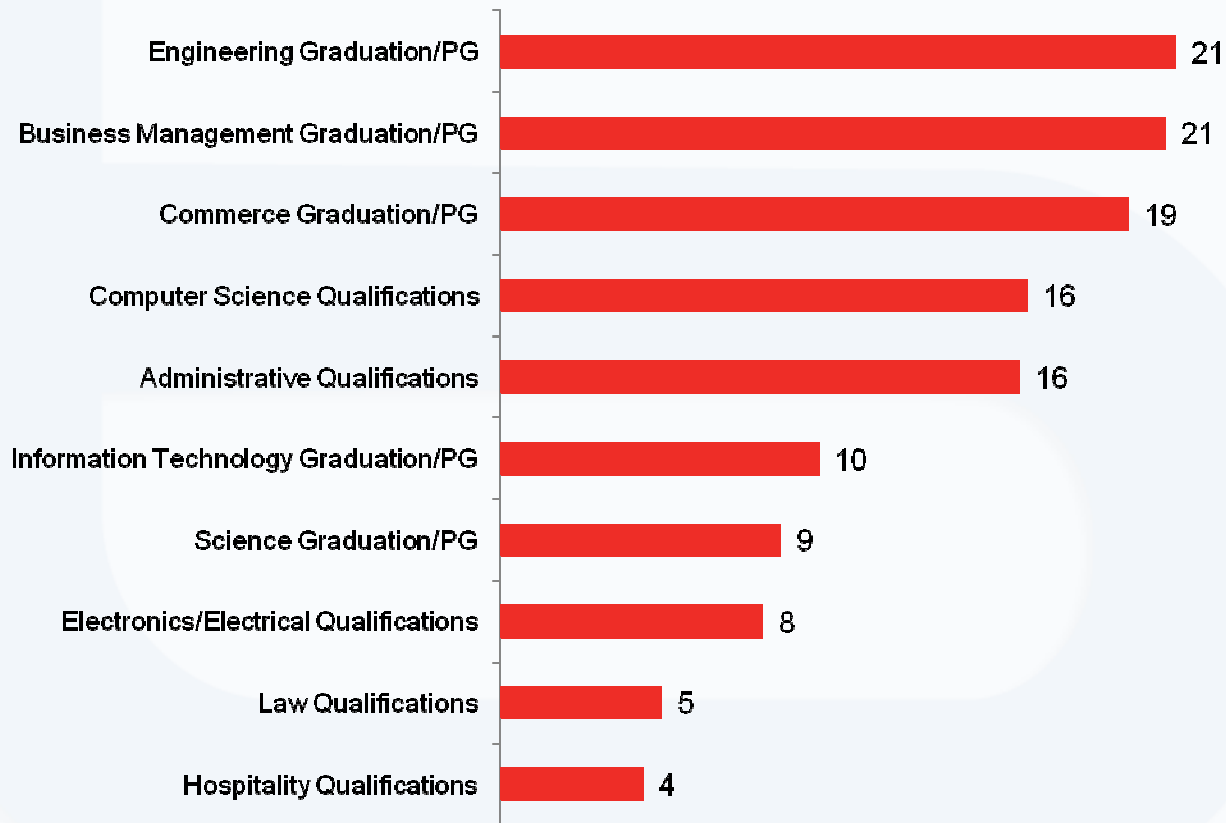
Availability of Jobs – By Country

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	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: Those Hiring in 3 months	2667	104	37	713	152	136	86	61	37	120	587	85	52	358
Less than 5 jobs	42	41	51	44	54	40	52	48	41	42	40	41	42	36
6 – 10 jobs	24	31	19	22	22	24	16	20	24	23	25	29	31	28
11 – 20 jobs	8	5	5	7	6	7	12	7	16	13	8	11	8	10
21 to 50 jobs	5	3	8	5	3	8	2	7	5	3	6	4	6	4
51 to 100 jobs	2	1	5	1	1	1	0	5	3	1	3	1	0	2
More than 100 jobs	3	2	3	3	1	3	2	0	3	5	5	4	6	4

Qualifications

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



Qualifications – By Country 1/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	5084	174	79	1438	295	258	134	143	65	216	999	158	92	742
Engineering Graduation/ PG	21	20	30	19	16	22	14	15	28	31	20	15	18	27
Business Management Graduation/ PG	21	24	30	17	21	22	38	22	22	19	23	20	12	23
Commerce Graduation/ PG	19	24	22	24	16	19	10	19	12	16	19	14	13	18
Computer Science Qualifications	16	23	13	18	19	16	13	18	17	16	18	18	18	10
Administrative Qualifications	16	20	18	14	20	15	15	16	9	18	19	22	12	14

Qualifications – By Country 2/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base:	5084	174	79	1438	295	258	134	143	65	216	999	158	92	742
Information Technology Graduation/PG	10	10	15	8	8	10	19	11	14	12	11	11	10	10
Science Graduation/PG	9	16	16	7	7	8	7	7	17	10	8	8	11	11
Electronics/Electrical Qualifications	8	13	8	6	6	7	8	7	12	6	10	11	15	8
Law Qualifications	5	8	8	7	5	5	4	6	3	2	3	4	4	3
Hospitality Qualifications	4	5	6	3	3	4	13	6	5	4	3	6	5	6

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 – By Country 1/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5084	174	79	1438	295	258	134	143	65	216	999	158	92	742
Good communication skills – Arabic & English	60	55	52	62	67	66	71	42	48	55	69	62	43	55
Team player - Cooperative / helpful / flexible	48	39	49	49	54	46	50	37	42	47	48	47	49	52
Overall personality and demeanor	39	41	33	42	48	33	34	30	32	28	43	42	33	37
Good leadership skills	38	30	37	38	38	38	42	24	37	38	40	36	29	43
Trustworthy / Honest	37	40	34	36	45	35	35	31	38	31	39	39	30	39
Passionate / desire to make a difference	36	41	28	41	40	29	29	34	31	26	39	37	36	34

Skills – By Country 2/2

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

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5084	174	79	1438	295	258	134	143	65	216	999	158	92	742
Efficient / productive	35	30	39	32	43	37	38	33	34	34	40	28	37	37
Good negotiation skills	35	40	29	38	35	35	37	28	34	29	37	37	26	34
Good personal grooming	35	26	25	40	40	39	28	21	28	25	39	36	27	29
Ability to work under pressure	33	20	35	33	34	33	45	27	32	38	33	25	23	37
Creative	31	29	19	31	37	33	32	27	34	26	34	26	29	31

Experience – By Country 1/2

What experience are you ideally looking for?

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5084	174	79	1438	295	258	134	143	65	216	999	158	92	742
Managerial – ability to manage a team	34	41	41	32	37	34	43	31	34	32	37	33	33	36
Sales and Marketing	27	20	24	29	24	28	31	26	29	21	33	25	11	25
Computer skills	26	28	18	27	26	26	28	17	26	26	27	26	17	24
Engineering	21	27	25	17	18	20	10	13	28	30	22	23	20	26
Administrative	20	25	19	17	21	21	18	15	18	19	22	18	15	21

Experience – By Country 2/2

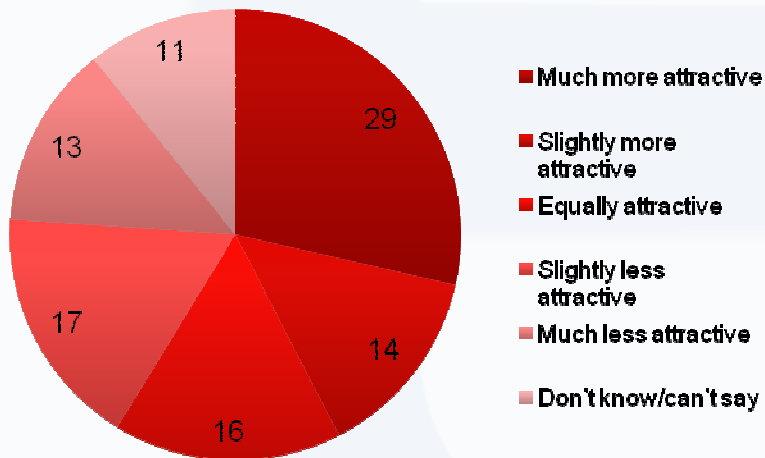
What experience are you ideally looking for?

No. of Jobs	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5084	174	79	1438	295	258	134	143	65	216	999	158	92	742
Mid level experience (3 to 7 years)	20	16	19	19	18	20	22	10	28	21	21	21	8	24
Senior level experience (7 to 10 years)	15	17	22	11	12	19	14	13	20	19	16	15	9	18
Public speaking/ Giving Presentations	14	21	8	17	18	12	7	15	14	10	17	15	10	8
Junior level experience (less than 3 years)	12	7	10	14	14	13	12	4	9	13	11	15	9	11

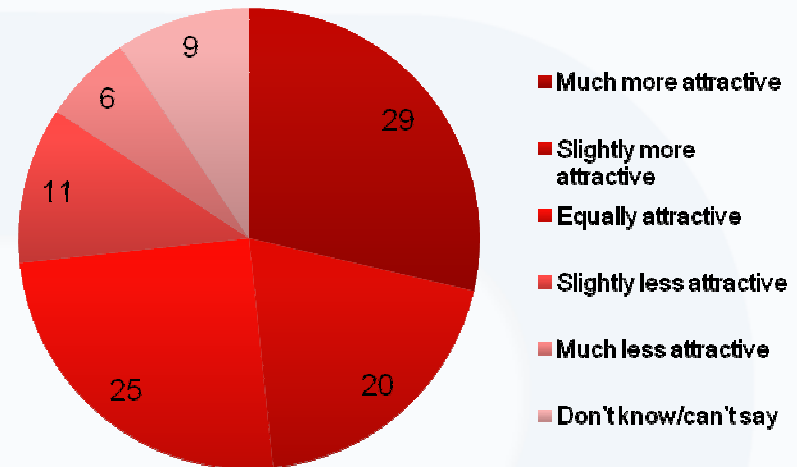
Country & Industry Attractiveness – Overall

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



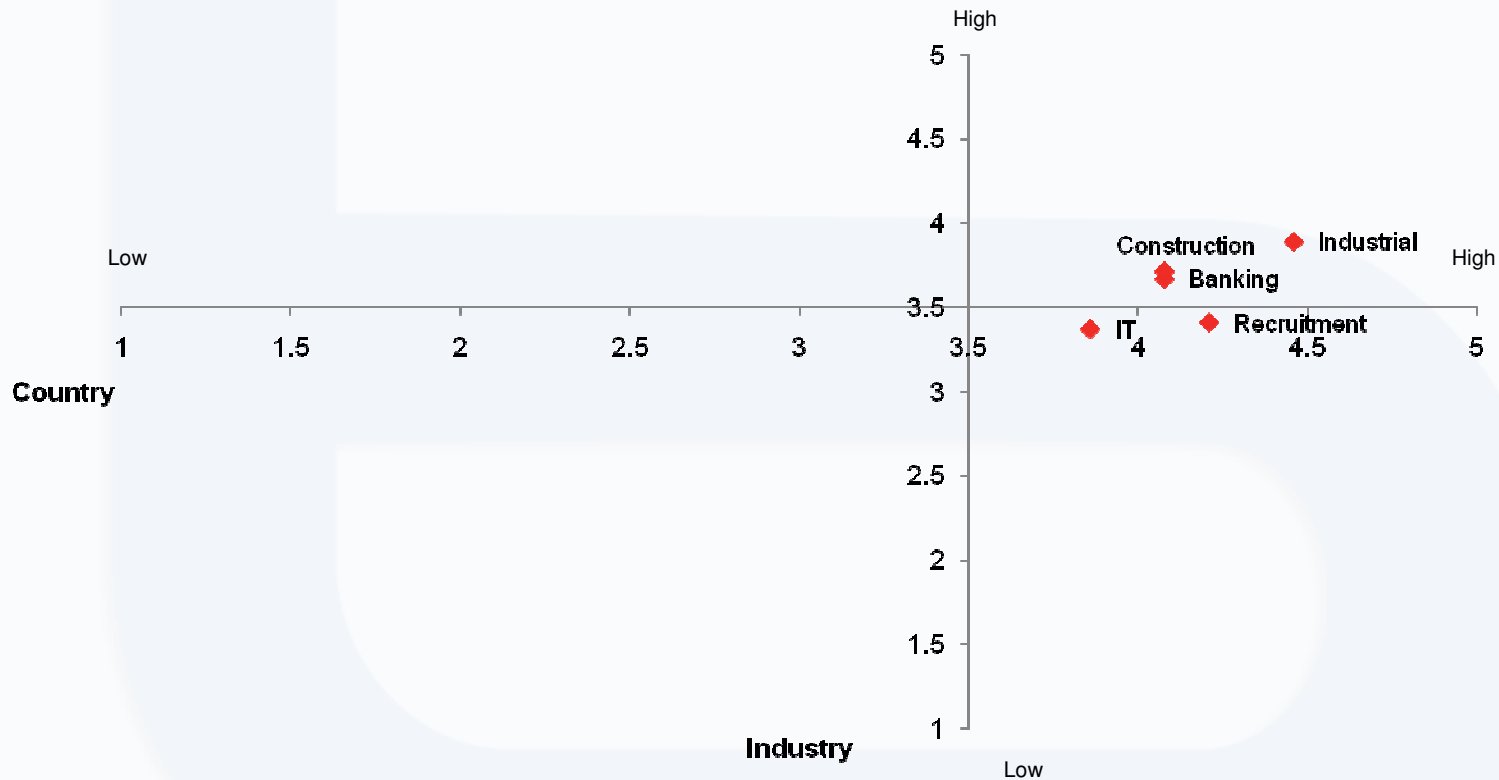
Country Attractiveness

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	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base	5476	188	82	1552	324	274	144	176	224	1062	168	97	778	224
Much more attractive	29	16	23	16	14	28	24	19	13	38	44	13	16	49
Slightly more attractive	14	10	20	10	11	16	14	7	14	20	18	10	8	18
Equally attractive	16	17	22	14	18	25	16	19	29	20	14	20	14	14
Slightly less attractive	17	24	22	25	29	15	22	16	26	11	11	23	25	6
Much less attractive	13	25	4	22	17	6	14	18	6	3	4	26	19	4
Don't know/can't say	11	7	10	13	11	9	11	20	12	8	9	8	18	8

UAE

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?



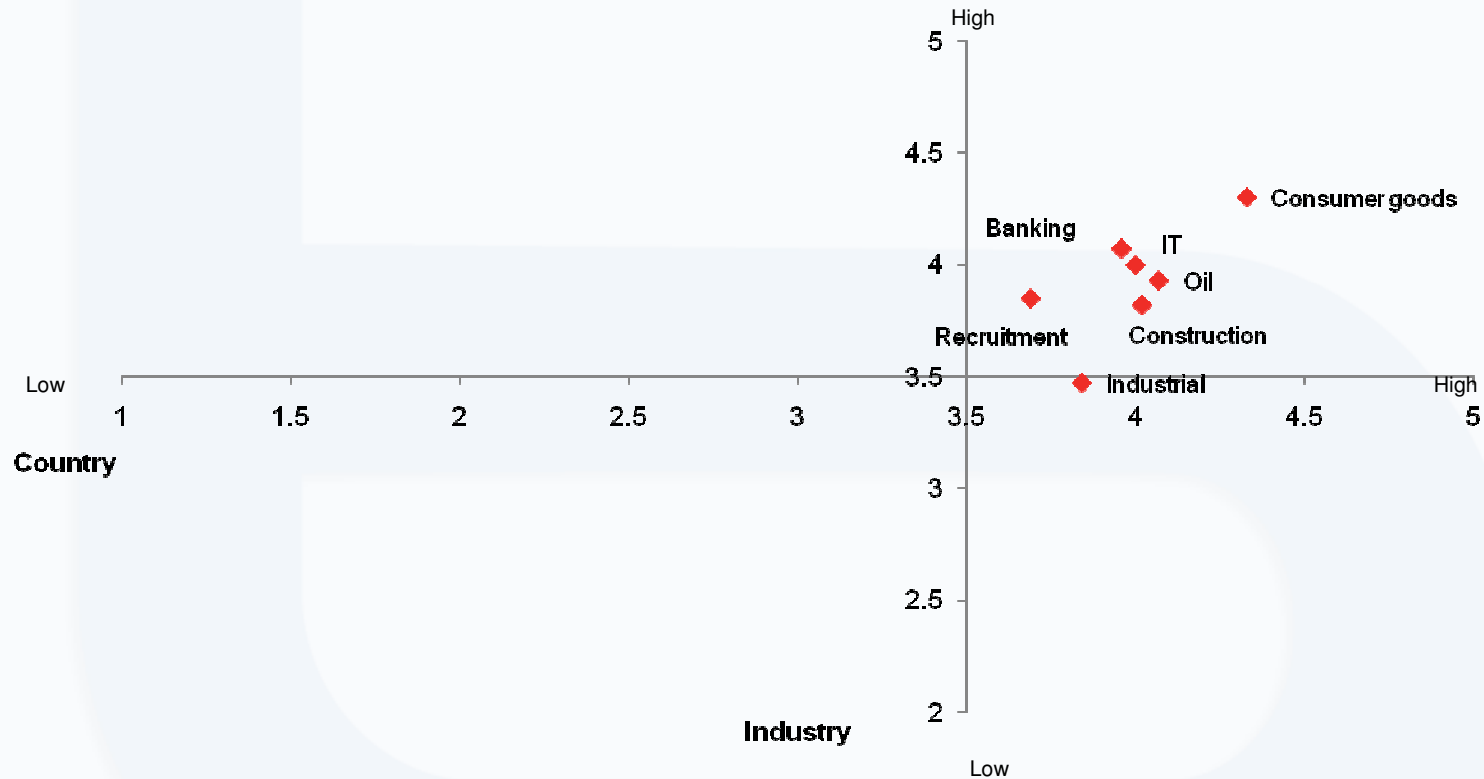
On the horizontal axis 'country's attractiveness' has been plotted.

On the vertical axis 'industry's attractiveness' has been plotted.

This chart helps to identify the most attractive industries in the given country from a job perspective

KSA

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?



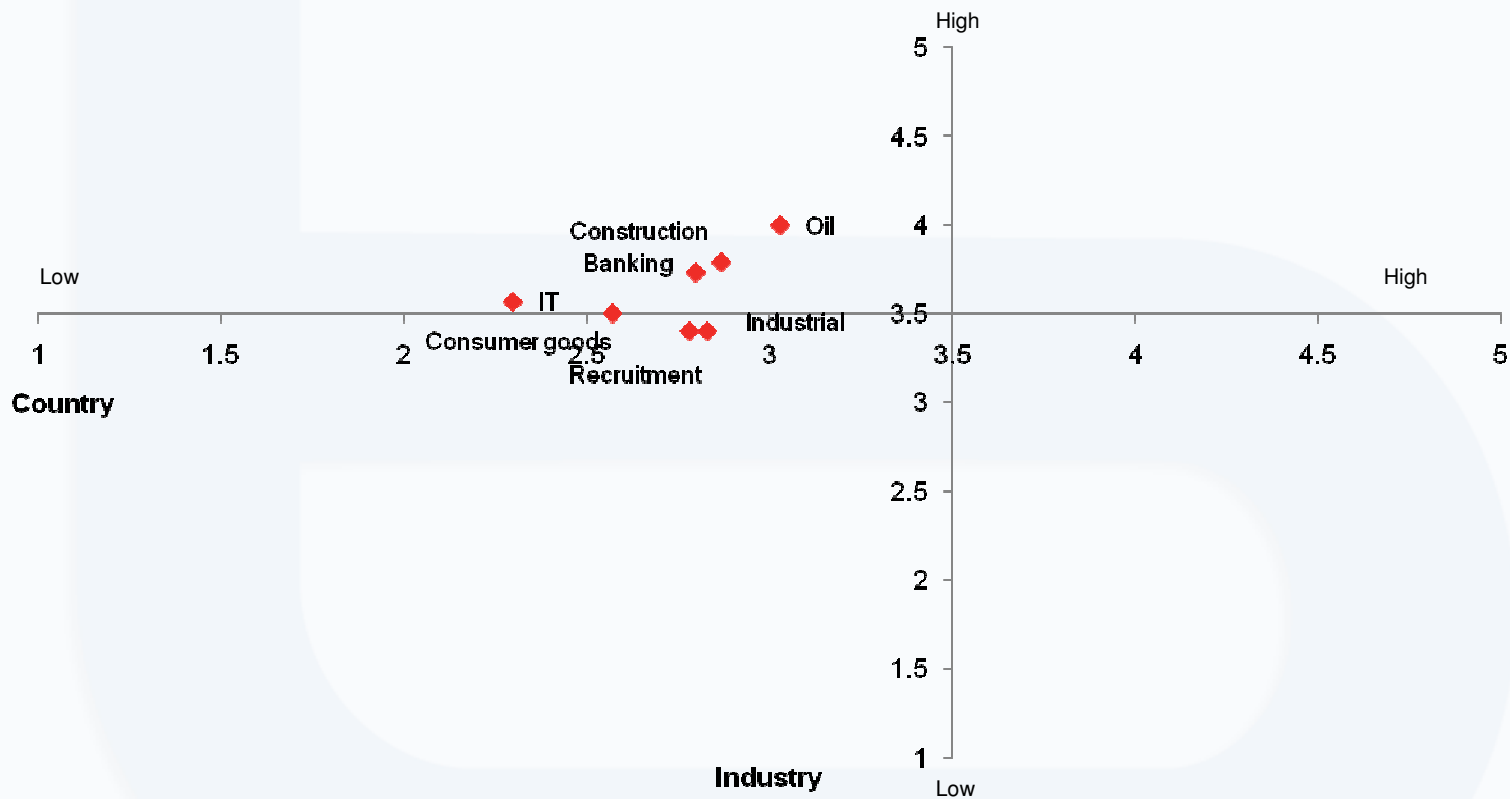
On the horizontal axis 'country's attractiveness' has been plotted.

On the vertical axis 'industry's attractiveness' has been plotted.

This chart helps to identify the most attractive industries in the given country from a job perspective

Egypt

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?



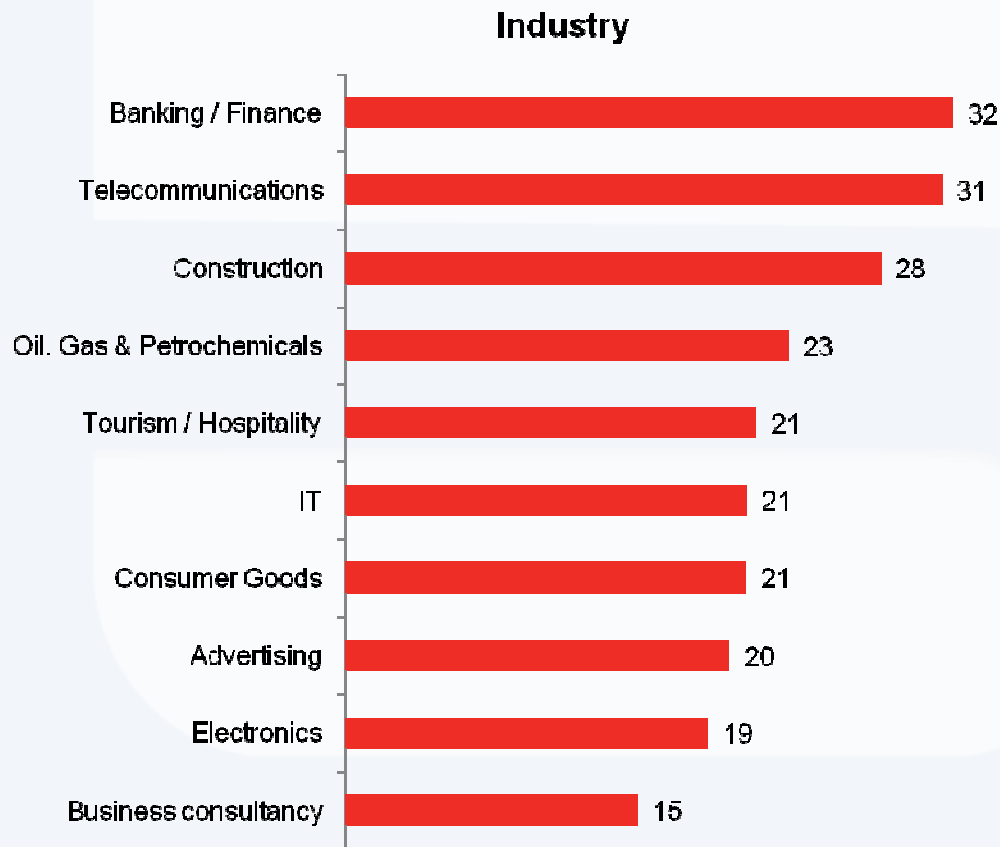
On the horizontal axis 'country's attractiveness' has been plotted.

On the vertical axis 'industry's attractiveness has been plotted.

This chart helps to identify the most attractive industries in the given country from a job perspective

Most Attractive Industries

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



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	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	5476	188	82	1552	324	274	144	176	224	1062	168	97	778	224
Banking / Finance	32	24	48	31	39	35	38	22	22	28	32	40	28	33
Telecommunications	31	28	32	36	29	26	29	27	28	21	34	35	39	26
Construction	28	32	26	22	23	23	29	30	32	40	31	26	28	36
Oil, Gas & Petrochemicals	23	33	24	25	6	27	4	6	39	41	25	8	20	28
Tourism / Hospitality	21	14	16	28	21	15	41	34	17	11	14	25	36	22

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	Qatar	Saudi Arabia	Syria	Tunisia	UAE
Base: All	5476	188	82	1552	324	274	144	176	224	1062	168	97	778	224
IT	21	20	20	17	31	16	27	27	19	17	23	33	30	21
Consumer Goods	21	22	16	20	24	25	11	23	16	14	25	21	24	21
Advertising	20	10	21	23	20	19	37	18	10	13	19	26	13	19
Electronics	19	19	12	23	23	13	16	14	13	11	22	24	24	12
Business consultancy	15	13	26	12	17	14	19	14	14	9	19	13	14	20

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