

THE BAYT.COM TOP INDUSTRIES SURVEY

in the Middle East and North Africa

April 2017



Section 1

PROJECT BACKGROUND

Objectives

- The research was conducted to understand respondents' opinion of their own industry and various other industry sectors. Key objectives included:
 - Understanding satisfaction levels with current industry on attributes including salary and benefits, work-life balance, career growth, and job security.
 - Identify which industries are perceived to perform best on numerous attributes including salary packages, working hours, and work-life balance.
 - Recognize industry switching behavior and reasons thereof.
 - Understand the perception of the government as an employer.
 - Identify industries that are seen as attracting local talent and women workforce.

Key findings

Top Industries:

- Engineering / design (8%), Banking / finance / Accounting (7%) and Real Estate / Construction / Property development (7%) are the top industries where respondents are currently working/worked most recently.

Industries seeking employment in:

- Banking / Finance / Accounting (12%) is the most popular industry, for respondents who are seeking employment. Banking / Finance / Accounting (18%) and Education/ Academia (16%) are more popular in the Levant.

Satisfaction with industry:

- Approximately, every 3 in 5 MENA residents are satisfied with the working hours, while they seem less satisfied with the salary packages (41% claimed they are “somewhat satisfied” or “completely satisfied” with salary packages).
- GCC residents (45%) are significantly more satisfied with their salary packages as compared to Levant (36%) and North Africa residents (35%).
- GCC residents (56%) are also more satisfied with maintaining their work – life balance as compared to Levant and North Africa residents (48% each).
- North Africa residents (53%) and especially those living in Algeria (47%) seem less satisfied with the work culture, as compared to GCC (60%) and Levant (57%) residents.

Key findings

Best salary packages

- Every 2 in 5 respondents believe that Oil, Gas & Petrochemicals/ Energy is the industry which offers the best salary packages (inclusive of non-monetary benefits) in their country of residence.

Best work-life balance

- Oil, Gas & Petrochemicals, Government / Civil service and Banking / Finance / Accounting (all at 21%) are the most attractive industries to work in, when it comes to maintaining a work-life balance. Education / Academia follows at 16%.

Best career growth

- Oil, Gas & Petrochemicals/ Energy (29%) is considered to be the industry that offers the best career growth. Fewer respondents in the Levant (9%) believe that Oil, Gas & Petrochemicals/ Energy is the industry that offers the best career growth as compared to those living in GCC (31%) and in North Africa (32%).

Optimum job security

- Government / Civil service (27%), followed by Military/ Defence/Police (26%), Oil, Gas & Petrochemicals (23%) and Banking / Finance / Accounting (20%) are the top industries when it comes to job security in the current economic scenario. Banking/ Finance is particularly high in Levant (31%) and especially in Lebanon (39%).

Key findings

Most stressful

- Banking / Finance / Accounting (16%) followed by Military / Defence / Police, Real Estate / Construction / Property development (15% each) and Oil, Gas and Petrochemicals (14%) emerge as the most stressful industries. A higher proportion of those living in GCC (18%) claim that Real Estate/ Construction/ Property Development is a stressful industry as compared to Levant (9%) and North Africa (9%) residents.

Longest working hours

- 16% claim that Military / defence / police and Oil, Gas and Petrochemicals have the longest working hours. Hospitality/ Recreation/ Entertainment and Healthcare/ Medical services follow, both at 15%.

Most attractive to women

- Education / Academia (30%), followed by Healthcare / Medical services (27%) and Banking / Finance / Accounting (24%) emerge as the industries which are the most attractive to females.

Attracting highest proportion of local talent

- Oil, Gas & Petrochemicals (24%), followed by Banking / Finance / Accounting (20%), Government/ Civil service and Military/ Defence/ Police (both at 18%) are the top industries in terms of attracting the highest proportion of local talents.

Key findings

Strongest growth

- Banking / Finance / Accounting, Real Estate/ Construction / Property Development and Oil, Gas and petrochemicals are the industries with the strongest growth in the past one year (17% each).

Attracting highest proportion of fresh grads

- Banking / Finance emerges as the top industry that attracts the highest proportion of fresh grads.

Government as an employer

- The majority of respondents (56%) believe that the government is a favorable employer, with 33% claiming that the government is an “extremely favorable” employer.

Industry change in the last 24 months

- A fourth of working respondents have changed their industry in the last 2 years. Better salaries (36%) and better opportunities for career growth (30%) are the top reasons why respondents have changed their industry.

Considering industry change

- 47% consider an industry change in the next few months. Oil, Gas & Petrochemicals (11%) emerges as the most appealing industry amongst those who consider an industry change. Better salary (57%) is the top reason for considering an industry change, while better career growth follows at 48%.

Section 2

RESEARCH METHODOLOGY

Sample Definition

Age, Gender and Target Group:

Adult males and females

Aged 18 and above

Current employees or unemployed searching for a job

Nationalities:

GCC Arabs, North Africans, Levantines, Western Expats, Asians

Country of Residence

GCC: UAE, KSA, Kuwait, Oman, Qatar, Bahrain

Levant: Lebanon, Syria, Jordan

North Africa: Egypt, Morocco, Algeria, Tunisia

Data Collection

All data was collected online. Fieldwork was done between February 23rd and March 7th 2017.

The total number of successful online interviews achieved was 7162.

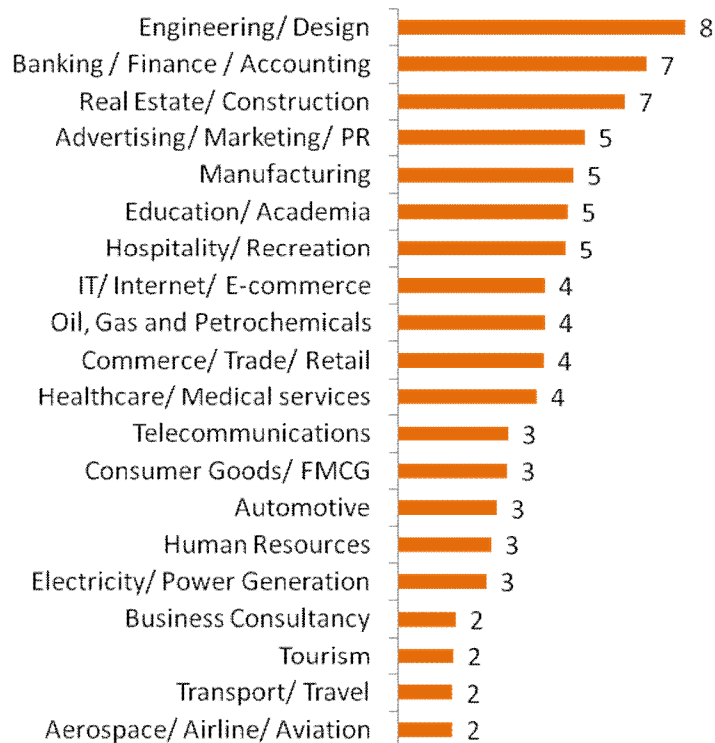
Section 3

RESEARCH FINDINGS

Current/ most recent industry

Q. Which ONE of the following industries do you currently work/ did you work in most recently?

- Engineering / design (8%), Banking / finance / Accounting (7%) and Real Estate / Construction / Property development (7%) are the top industries where respondents are currently working / worked most recently.
- Focusing on region, the construction industry is more popular in the GCC region (8%) as compared to the Levant (5%) or North Africa (5%).



Other private sector: 10%
Other public sector: 3%

Base: Currently working or unemployed professional looking for a job (6636)

Only industries higher than 1% (total sample) are presented

All figures are %'s

Current/ most recent industry – By country

Q. Which ONE of the following industries do you currently work/ did you work in most recently?

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Currently working/ Unemployed professional looking for a job	1438	1537	291	498	116	160	280	58	389	1104	200	407	158
Engineering/ Design	10	8	5	15	4	9	6	9	7	8	8	8	4
Banking / Finance / Accounting	6	8	6	5	7	8	8	3	11	9	7	4	11
Real Estate/ Construction/ Property Development	8	7	8	13	3	8	6	3	4	5	2	5	2
Advertising/ Marketing/ Public Relations	6	6	4	4	4	4	9	2	5	6	6	3	3
Manufacturing	6	5	4	1	4	4	4	3	5	7	7	3	12
Education/ Academia	4	4	4	3	4	4	5	16	9	5	3	9	4
Hospitality/ Recreation/ Entertainment	3	8	7	9	8	5	9	3	4	3	3	-	1
IT/ Internet/ E-commerce	4	4	3	4	5	7	3	7	6	5	5	3	6
Oil, Gas and Petrochemicals	4	4	8	6	-	8	0	5	1	3	1	10	4
Commerce/ Trade/ Retail	4	5	8	2	9	1	7	3	3	3	6	3	5
Healthcare/ Medical services	5	4	6	4	3	3	5	7	6	4	2	2	1
Telecommunications	4	2	2	2	2	2	4	5	4	4	2	6	5
Consumer Goods/ FMCG	3	4	3	2	4	2	4	2	3	4	2	1	-
Automotive	3	3	4	4	3	3	2	2	1	3	4	2	4
Human Resources	4	2	1	1	4	4	3	2	3	2	2	2	3
Electricity/ Power Generation/ Water	4	2	2	2	4	3	1	-	2	2	4	6	3
Business Consultancy/ Business Management	2	2	1	1	2	2	5	3	3	1	2	0	1
Tourism	1	1	0	0	3	4	1	-	1	3	6	1	7
Transport/ Travel	1	3	1	3	1	1	1	2	2	1	2	2	2
Aerospace/ Airline/ Aviation	1	2	2	3	4	3	0	-	2	1	5	1	1

Only industries higher than 1% (total sample) are presented

All figures are %'s

Industries seeking employment in

Q. Which of the following industries are you seeking employment in?

- Banking / Finance / Accounting (12%) is the most popular industry, respondents are seeking employment in.
- Banking / Finance / Accounting (18%) and Education/ Academia (16%) are more popular in the Levant as compared to the other MENA regions.



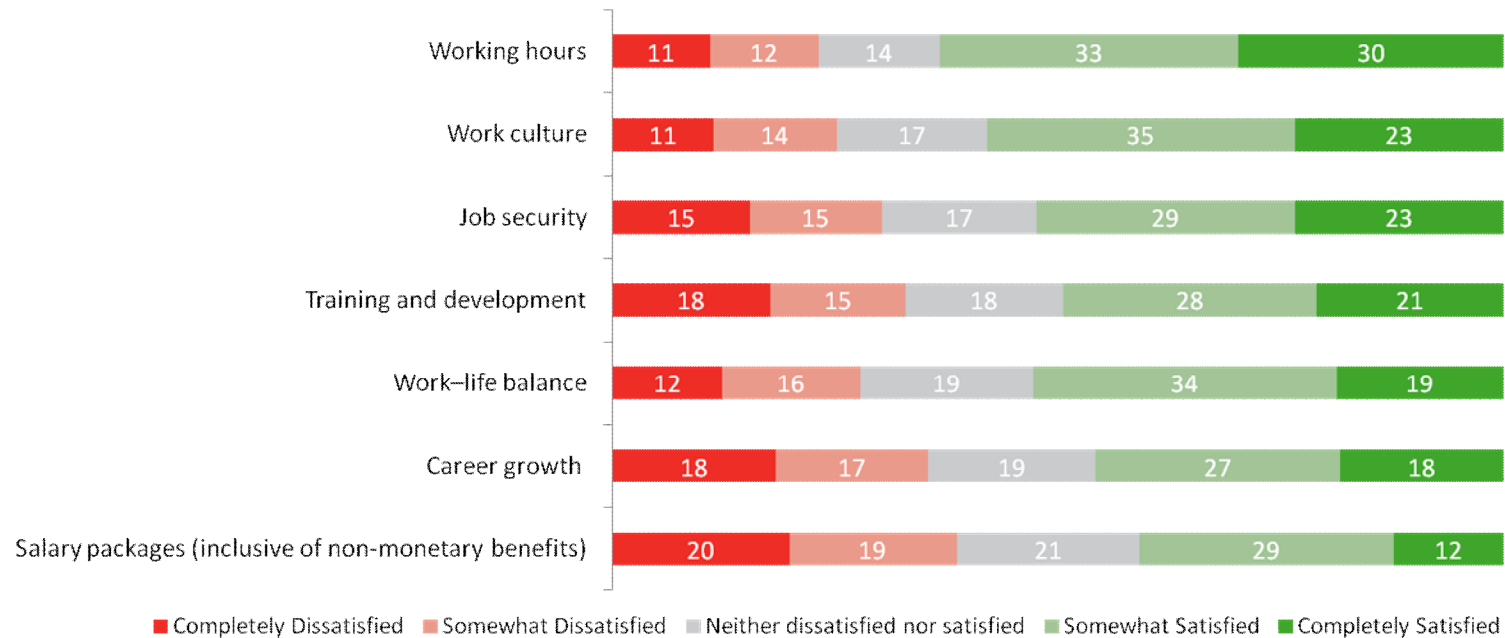
Only industries higher than 1% (total sample) are presented

All figures are %'s

Satisfaction with current/ most recent industry

Q. Now thinking about the industry that you currently work in/ worked in most recently, please indicate your level of satisfaction with the following attributes:

- 66% of MENA residents are satisfied with the working hours, while they seem less satisfied with the salary packages (41% claimed they are “somewhat satisfied” or “completely satisfied” with salary packages).



Base: Currently working or unemployed professional looking for a job (6636)

Satisfaction with current/ most recent industry – By country

Q. Now thinking about the industry that you currently work in/ worked in most recently, please indicate your level of satisfaction with the following attributes:

- GCC residents (45%) are significantly more satisfied with their salary packages as compared to Levant (36%) and North Africa residents (35%).

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working/ unemployed experienced professional	1438	1537	291	498	116	160	280	58	389	1104	200	407	158
Salary packages (inclusive of non-monetary benefits)													
Completely Dissatisfied	18	16	19	18	18	19	17	28	22	23	25	30	24
Somewhat Dissatisfied	17	18	19	18	16	16	22	31	21	20	17	19	23
Neither dissatisfied nor satisfied	20	22	18	18	22	19	24	21	20	19	25	23	22
Somewhat Satisfied	32	28	31	27	28	33	25	17	25	30	22	25	23
Completely Satisfied	13	16	14	19	17	14	13	3	11	7	12	4	7

All figures are %'s

Satisfaction with current/ most recent industry – By country

Q. Now thinking about the industry that you currently work in/ worked in most recently, please indicate your level of satisfaction with the following attributes:

- GCC residents (56%) are also more satisfied with maintaining their work – life balance as compared to Levant and North Africa residents (48% each), especially Oman (58%), UAE (58%) and Qatar (57%) respondents.

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working/ unemployed experienced professional	1438	1537	291	498	116	160	280	58	389	1104	200	407	158
Maintaining work–life balance													
Completely Dissatisfied	11	10	10	11	10	12	8	14	13	16	14	17	15
Somewhat Dissatisfied	16	13	15	13	17	11	20	26	18	17	14	15	15
Neither dissatisfied nor satisfied	19	19	22	18	22	19	25	10	21	19	18	19	23
Somewhat Satisfied	34	36	30	30	26	39	33	38	36	33	36	36	37
Completely Satisfied	20	22	24	27	24	19	15	12	12	14	20	13	9
Career growth													
Completely Dissatisfied	21	16	19	16	22	20	13	19	18	18	21	22	13
Somewhat Dissatisfied	18	16	17	16	9	16	18	28	17	20	13	17	14
Neither dissatisfied nor satisfied	18	18	18	17	17	15	21	19	21	19	19	23	24
Somewhat Satisfied	26	28	23	23	18	29	30	28	30	29	30	28	34
Completely Satisfied	18	22	22	27	33	19	17	7	13	14	19	11	15

All figures are %'s

Satisfaction with current/ most recent industry – By country

Q. Now thinking about the industry that you currently work in/ worked in most recently, please indicate your level of satisfaction with the following attributes:

- GCC residents (66%) are significantly more satisfied with their working hours as compared to Levant (58%) and North Africa residents (59%).

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working/ unemployed experienced professional	1438	1537	291	498	116	160	280	58	389	1104	200	407	158
Job Security													
Completely Dissatisfied	18	13	10	13	17	14	11	31	19	17	15	15	18
Somewhat Dissatisfied	15	14	12	14	12	14	18	14	13	19	16	13	13
Neither dissatisfied nor satisfied	18	18	21	17	16	20	19	14	17	16	18	16	13
Somewhat Satisfied	28	28	29	27	28	21	29	28	30	33	28	36	32
Completely Satisfied	22	28	29	29	28	31	23	14	23	16	25	20	23
Working hours													
Completely Dissatisfied	10	11	8	10	13	14	9	9	13	10	19	13	13
Somewhat Dissatisfied	12	11	12	12	9	13	15	10	16	13	8	14	15
Neither dissatisfied nor satisfied	12	11	14	12	14	11	21	12	14	16	17	16	20
Somewhat Satisfied	34	30	30	28	26	34	29	43	36	38	30	43	33
Completely Satisfied	32	37	36	38	38	29	26	26	22	22	27	15	20

All figures are %'s

^ Satisfaction with current/ most recent industry – By country

Q. Now thinking about the industry that you currently work in/ worked in most recently, please indicate your level of satisfaction with the following attributes:

- North Africa residents (53%) and especially those living in Algeria (47%) seem less satisfied with the work culture, as compared to GCC (60%) and Levant (57%) residents.
- GCC residents (52%) are significantly more satisfied with the training and development they are offered as compared to those living in the Levant (47%) and North Africa (45%).

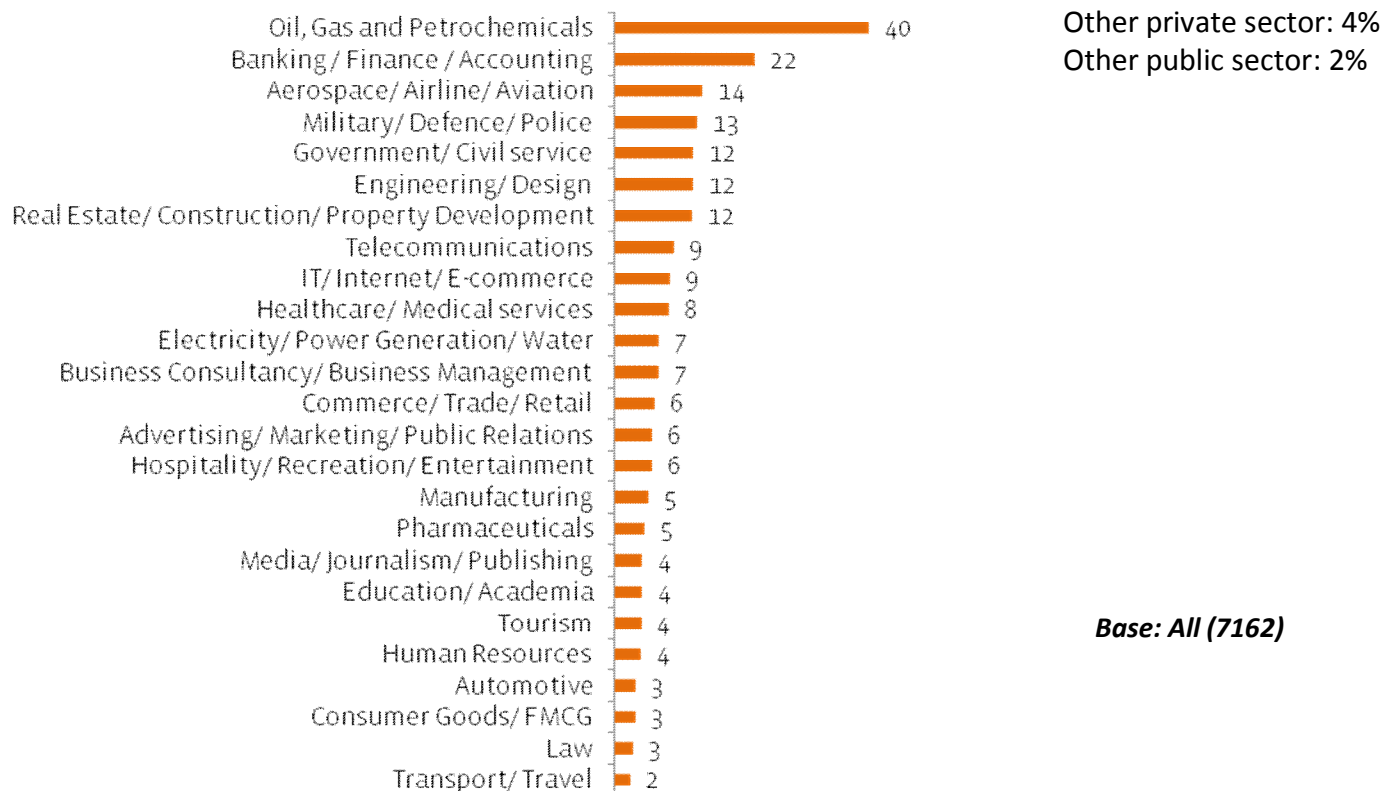
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working/ unemployed experienced professional	1438	1537	291	498	116	160	280	58	389	1104	200	407	158
Work culture													
Completely Dissatisfied	11	9	7	11	10	11	10	10	11	14	12	16	10
Somewhat Dissatisfied	15	11	12	14	12	15	14	10	13	16	15	18	13
Neither dissatisfied nor satisfied	18	16	19	15	16	11	21	28	17	16	17	19	16
Somewhat Satisfied	33	35	35	31	31	36	35	34	41	35	35	35	39
Completely Satisfied	23	29	27	30	30	27	21	17	19	19	22	12	22
Training and development													
Completely Dissatisfied	21	13	19	16	16	14	16	28	20	19	16	22	15
Somewhat Dissatisfied	16	12	12	12	12	16	14	22	16	19	15	17	15
Neither dissatisfied nor satisfied	17	18	16	15	17	19	21	17	16	17	21	19	16
Somewhat Satisfied	27	29	32	27	22	31	31	22	33	28	27	28	30
Completely Satisfied	18	27	21	31	33	19	18	10	14	16	23	14	23

All figures are %'s

Best salary packages

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

- 40% of the respondents believe that Oil, Gas & Petrochemicals/ Energy is the industry which offers the best salary packages (inclusive of non-monetary benefits) in their country of residence. This is particularly high in North Africa (48%).
- Banking/ Finance/ Accounting follows at 22% (higher in the Levant: 29%).



Only industries higher than 1% (total sample) are presented

All figures are %'s

Best salary packages – By country

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

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Oil, Gas and Petrochemicals	43	35	46	45	28	45	11	25	19	49	10	69	39
Banking / Finance / Accounting	21	20	20	17	19	15	28	28	31	28	23	10	33
Aerospace/ Airline/ Aviation	13	15	8	10	12	16	6	13	16	15	14	17	23
Military/ Defence/ Police	7	9	10	7	11	3	3	5	7	33	10	22	2
Government/ Civil service	10	25	11	23	18	16	6	5	5	3	10	4	4
Engineering/ Design	14	14	14	16	15	14	20	13	11	7	10	7	10
Real Estate/ Construction/ Property Development	12	12	7	13	10	12	23	15	13	12	15	9	5
Telecommunications	10	5	9	3	6	5	11	21	13	12	9	11	14
IT/ Internet/ E-commerce	10	10	9	9	8	8	7	10	12	6	11	3	9
Healthcare/ Medical services	10	10	14	8	11	8	12	7	11	3	7	3	15
Electricity/ Power Generation/ Water	9	4	5	6	5	6	2	8	5	7	8	15	7
Business Consultancy/ Business Management	8	6	6	6	8	7	16	8	9	4	8	3	10
Commerce/ Trade/ Retail	6	4	6	4	9	1	10	11	7	4	19	10	10
Advertising/ Marketing/ Public Relations	7	6	6	4	4	3	13	2	6	7	7	2	4
Hospitality/ Recreation/ Entertainment	4	9	7	9	10	3	11	-	5	3	5	2	2
Manufacturing	7	5	5	3	5	6	2	7	4	4	7	4	9
Pharmaceuticals	5	2	2	1	3	1	10	3	6	8	2	6	11
Media/ Journalism/ Publishing	3	3	2	3	3	1	4	7	4	11	3	1	5
Education/ Academia	5	4	4	5	4	3	5	2	5	2	5	6	3
Tourism	2	4	3	2	4	5	6	-	5	5	16	3	6
Human Resources	5	4	4	5	3	2	4	7	4	4	7	1	1
Automotive	4	3	5	2	4	4	3	3	3	4	7	2	2
Consumer Goods/ FMCG	3	4	2	2	9	3	4	3	1	3	3	2	-
Law	3	3	2	1	3	6	7	5	4	2	5	2	3
Transport/ Travel	2	3	1	5	5	2	4	3	2	1	3	2	6

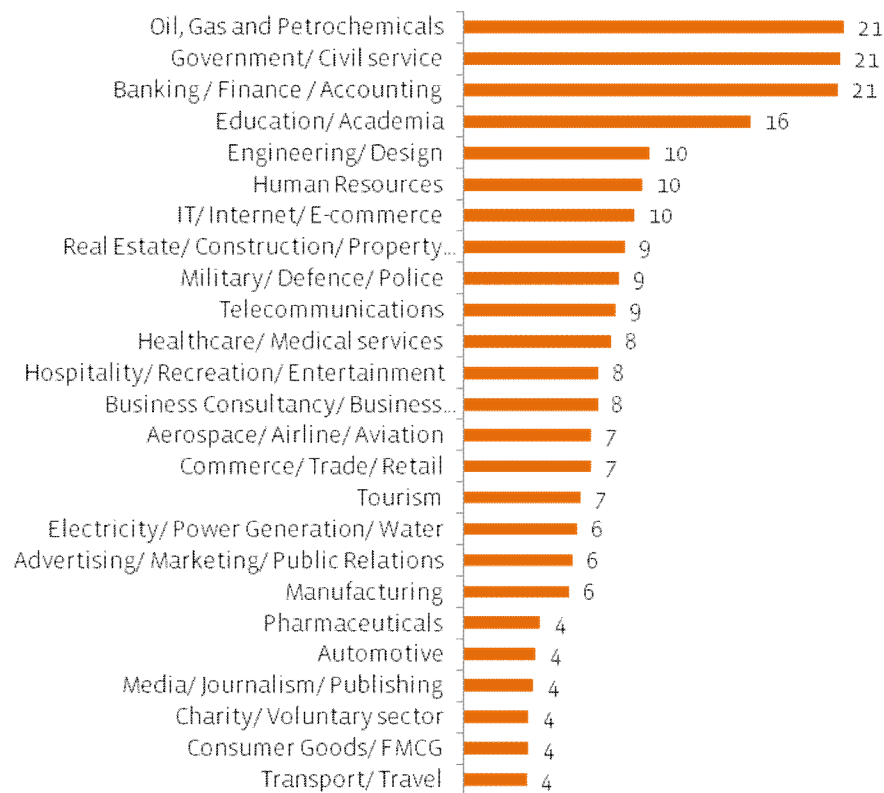
Only industries higher than 1% (total sample) are presented

All figures are %'s

Best work-life balance

Q. Which industries are the most attractive to work in when it comes to maintaining a work life balance in your country of residence? (Select top 3)

- Oil, Gas & Petrochemicals, Government / Civil service and Banking / Finance / Accounting (all at 21%) are the most attractive industries to work in, when it comes to maintaining a work-life balance. Education / Academia follows at 16%.



Other private sector: 5%
Other public sector: 5%

Base: All (7162)

Only industries higher than 3% (total sample) are presented

All figures are %'s

Best work-life balance – By country

Q. Which industries are the most attractive to work in when it comes to maintaining a work life balance in your country of residence? (Select top 3)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Oil, Gas and Petrochemicals	22	20	25	30	16	28	5	15	7	25	7	35	19
Government/ Civil service	22	28	19	28	24	20	18	11	22	18	12	11	11
Banking / Finance / Accounting	21	19	22	15	25	16	35	31	27	26	18	6	22
Education/ Academia	16	14	11	11	12	10	21	23	28	13	21	24	22
Engineering/ Design	11	11	12	14	10	13	10	7	8	9	7	9	9
Human Resources	12	11	10	8	10	10	10	8	12	11	7	5	3
IT/ Internet/ E-commerce	10	8	12	9	10	12	8	16	10	10	12	8	14
Real Estate/ Construction/ Property Development	9	10	7	12	11	11	16	11	8	8	7	6	2
Military/ Defence/ Police	6	7	8	8	9	9	9	5	10	14	5	13	6
Telecommunications	10	6	8	5	7	9	6	13	9	10	10	13	13
Healthcare/ Medical services	10	9	10	8	4	11	9	11	9	4	8	11	13
Hospitality/ Recreation/ Entertainment	6	13	7	10	16	8	11	7	5	5	4	3	3
Business Consultancy/ Business Management	9	7	7	4	12	6	16	8	7	7	6	4	7
Aerospace/ Airline/ Aviation	5	10	7	10	10	7	3	2	3	7	9	6	11
Commerce/ Trade/ Retail	7	4	6	5	9	4	8	8	6	8	15	12	14
Tourism	5	7	5	4	3	11	9	2	6	8	17	6	9
Electricity/ Power Generation/ Water	8	5	5	6	6	2	3	5	3	8	7	9	6
Advertising/ Marketing/ Public Relations	7	6	6	5	5	4	8	3	4	7	6	3	4
Manufacturing	8	5	6	4	5	7	3	7	5	6	11	5	7
Pharmaceuticals	3	3	3	2	4	-	8	5	5	6	3	7	9
Automotive	5	3	6	4	5	3	2	3	3	4	7	4	4
Media/ Journalism/ Publishing	3	4	2	4	3	2	6	3	4	7	4	1	4
Charity/ Voluntary sector	3	3	2	1	2	3	3	11	7	5	6	5	4
Consumer Goods/ FMCG	4	5	4	2	6	3	4	3	2	4	2	2	2
Transport/ Travel	2	5	3	6	6	3	4	-	4	2	5	4	3

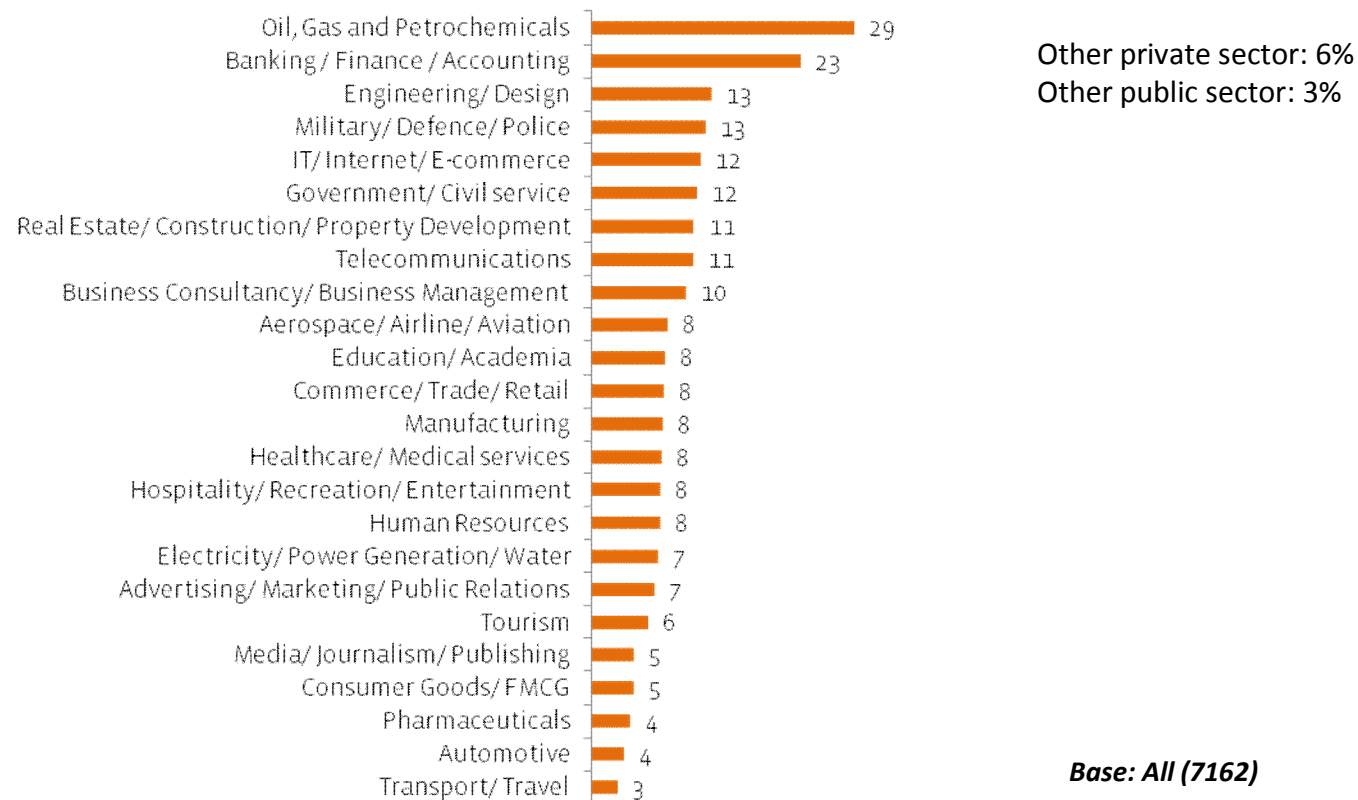
Only industries higher than 3% (total sample) are presented

All figures are %'s (*) Small base

Best career growth

Q. Which industries offer the best career growth in your country of residence? (Select top 3)

- Oil, Gas & Petrochemicals/ Energy (29%) is considered to be the industry that offers the best career growth. More respondents in Algeria (48%) believe that.
- Fewer respondents in the Levant (9%) believe that Oil, Gas & Petrochemicals/ Energy is the industry that offers the best career growth as compared to those living in GCC (31%) and in North Africa (32%).



Only industries higher than 2% (total sample) are presented

All figures are %'s

Best career growth – By country

Q. Which industries offer the best career growth in your country of residence? (Select top 3)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Oil, Gas and Petrochemicals	34	25	39	37	21	37	5	15	10	32	7	48	26
Banking / Finance / Accounting	22	22	21	18	26	19	34	26	28	31	18	9	26
Engineering/ Design	14	15	18	18	9	20	15	10	13	10	6	8	14
Military/ Defence/ Police	9	8	6	7	11	6	9	3	12	28	8	24	7
IT/ Internet/ E-commerce	13	12	13	10	11	16	13	16	17	10	11	7	15
Government/ Civil service	12	19	9	19	18	17	8	7	5	6	8	5	6
Real Estate/ Construction/ Property Development	11	14	8	14	10	9	19	13	10	9	12	7	4
Telecommunications	12	7	11	6	8	6	13	18	16	14	11	14	16
Business Consultancy/ Business Management	11	10	8	10	13	10	23	15	13	8	9	6	11
Aerospace/ Airline/ Aviation	7	11	6	11	13	7	3	3	5	9	9	6	10
Education/ Academia	9	6	8	8	5	5	9	11	14	6	9	16	8
Commerce/ Trade/ Retail	7	7	7	5	13	7	10	13	7	5	21	14	13
Manufacturing	8	8	4	7	6	10	4	13	8	7	11	10	11
Healthcare/ Medical services	8	9	13	8	11	6	12	3	11	4	6	5	6
Hospitality/ Recreation/ Entertainment	6	12	9	12	8	7	12	2	7	4	5	2	5
Human Resources	10	8	7	7	10	5	5	10	8	8	7	3	1
Electricity/ Power Generation/ Water	9	5	7	8	8	6	2	5	5	6	11	14	7
Advertising/ Marketing/ Public Relations	7	7	10	4	8	4	13	2	7	8	6	2	5
Tourism	3	8	4	4	8	5	8	2	6	6	18	6	8
Media/ Journalism/ Publishing	4	4	3	3	3	2	7	10	5	9	3	3	5
Consumer Goods/ FMCG	4	6	4	3	8	5	5	5	4	5	7	2	4
Pharmaceuticals	4	3	2	1	3	1	9	2	5	8	3	5	7
Automotive	3	4	4	4	6	3	2	-	2	4	8	2	3
Transport/ Travel	2	4	3	4	5	3	4	2	3	2	5	2	5

Only industries higher than 2% (total sample) are presented

All figures are %'s

Optimum job security

**Q. Which industries offer the optimum job security in the current economic scenario in your country of residence?
(Select top 3)**

- Government / Civil service (27%), followed by Military/ Defence/Police (26%), Oil, Gas & Petrochemicals (23%) and Banking / Finance / Accounting (20%) are the top industries when it comes to job security in the current economic scenario.
- Banking/ Finance is particularly high in the Levant, especially in Lebanon (39%). On the other hand, Oil, Gas & Petrochemicals/ Energy is very low in Levant (6%) as compared to GCC (23%) and North Africa (30%).



Other private sector: 5%
Other public sector: 7%

Base: All (7162)

Only industries higher than 2% (total sample) are presented

All figures are %'s

Optimum job security – By country

**Q. Which industries offer the optimum job security in the current economic scenario in your country of residence?
(Select top 3)**

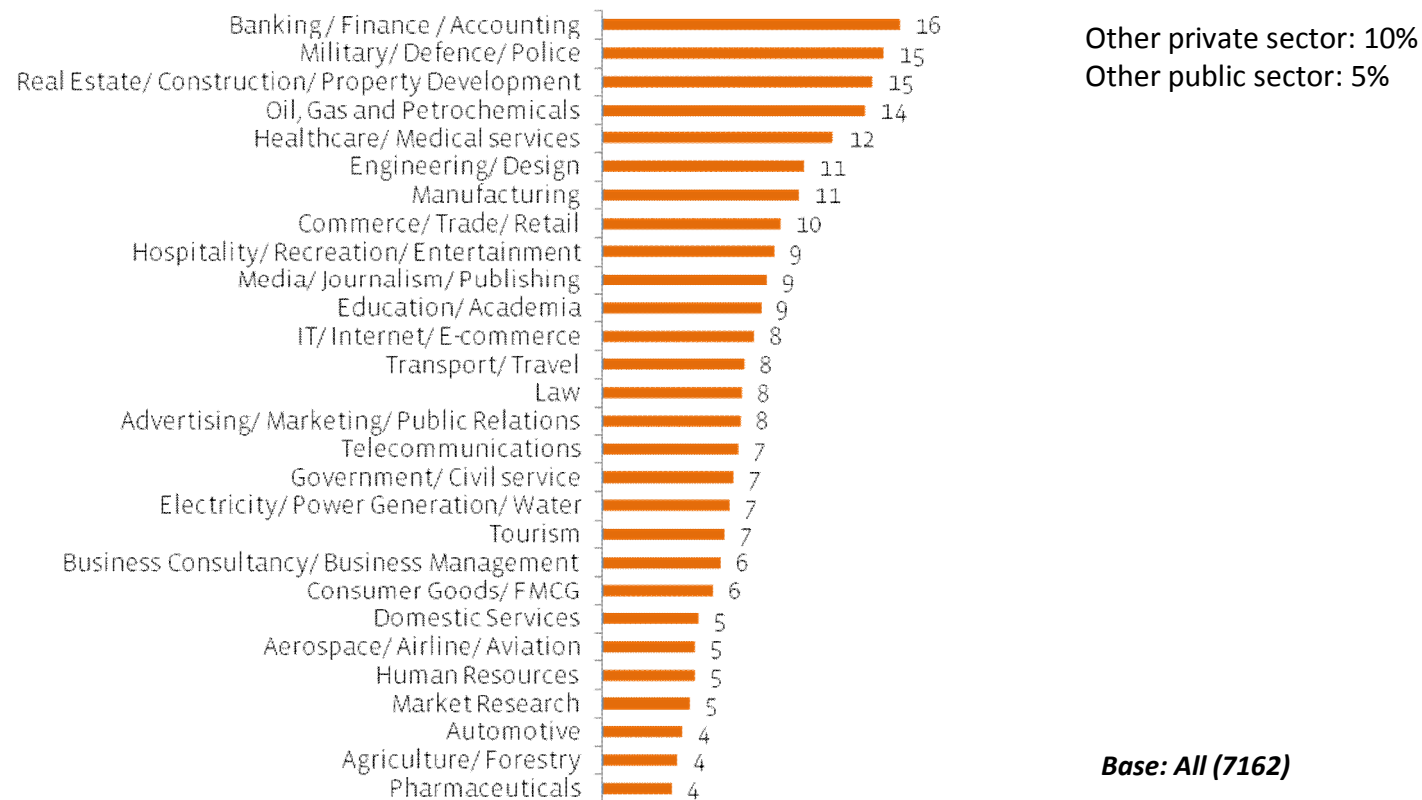
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Government/ Civil service	29	33	24	29	33	26	26	23	37	24	22	15	15
Military/ Defence/ Police	19	18	16	16	28	20	31	18	32	47	21	34	13
Oil, Gas and Petrochemicals	26	17	31	28	22	25	5	13	6	32	6	43	16
Banking / Finance / Accounting	17	16	20	16	22	15	39	30	25	29	20	10	32
Education/ Academia	12	10	9	11	9	14	16	13	20	6	14	16	15
Healthcare/ Medical services	14	15	15	13	15	7	14	15	12	5	9	5	15
Aerospace/ Airline/ Aviation	8	11	6	10	7	10	4	5	4	9	10	8	10
Telecommunications	10	6	7	5	9	6	7	25	11	9	8	9	13
Electricity/ Power Generation/ Water	10	8	9	8	12	7	4	7	4	8	6	12	6
IT/ Internet/ E-commerce	9	9	8	9	5	10	7	11	8	6	7	4	10
Engineering/ Design	8	9	13	12	8	13	7	10	5	5	6	5	7
Real Estate/ Construction/ Property Development	7	9	6	9	6	5	9	7	4	7	7	6	2
Hospitality/ Recreation/ Entertainment	5	11	9	11	8	10	7	5	5	2	7	1	5
Business Consultancy/ Business Management	6	5	8	5	5	3	10	5	5	4	5	4	11
Manufacturing	8	6	5	5	5	6	1	5	4	5	4	6	6
Human Resources	7	7	6	4	8	7	3	5	5	4	7	4	3
Pharmaceuticals	5	5	2	3	3	2	10	3	5	5	5	7	8
Tourism	3	7	3	4	3	6	4	2	3	4	13	6	9
Commerce/ Trade/ Retail	6	4	4	5	4	2	5	11	3	3	8	6	6
Law	3	4	3	3	6	4	9	5	4	6	8	7	6
Consumer Goods/ FMCG	6	6	4	3	5	3	2	5	3	3	3	3	4
Advertising/ Marketing/ Public Relations	5	4	4	3	3	2	5	-	2	4	4	1	3
Media/ Journalism/ Publishing	2	3	2	3	3	2	5	7	2	7	4	1	6
Transport/ Travel	2	4	3	5	3	3	4	2	4	1	5	2	3
Automotive	3	2	4	2	5	3	2	2	2	2	7	2	5

All figures are %'s

Most stressful industries

Q. In your country of residence, which of the following industries are the most stressful to work in? (Select top 3)

- Banking / Finance / Accounting (16%), Military / Defence / Police (15%), Real Estate / Construction / Property development (15%) and Oil, Gas and Petrochemicals (14%) emerge as the most stressful industries to work in.
- A higher proportion of those living in GCC (18%) claim that Real Estate/ Construction/ Property Development is a stressful industry to work in as compared to Levant (9%) and North Africa (9%) residents.



Only industries higher than 2% (total sample) are presented

All figures are %'s

Most stressful industries – By country

Q. In your country of residence, which of the following industries are the most stressful to work in? (Select top 3)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Banking / Finance / Accounting	14	20	21	12	18	9	16	7	19	17	17	10	12
Military/ Defence/ Police	13	8	13	12	18	13	24	41	17	21	18	25	16
Real Estate/ Construction/ Property Development	19	19	11	21	17	12	11	8	8	11	11	7	5
Oil, Gas and Petrochemicals	17	14	21	19	13	24	3	13	9	12	3	21	11
Healthcare/ Medical services	11	10	11	12	8	11	19	10	16	12	14	17	14
Engineering/ Design	13	12	8	18	8	10	10	7	9	9	6	4	9
Manufacturing	11	10	7	7	11	8	7	11	10	15	9	8	15
Commerce/ Trade/ Retail	11	9	12	5	8	6	8	7	9	12	11	9	11
Hospitality/ Recreation/ Entertainment	7	13	11	10	8	10	15	7	10	8	6	5	10
Media/ Journalism/ Publishing	8	7	6	5	9	5	19	10	9	11	14	12	14
Education/ Academia	7	5	6	5	4	7	15	10	12	9	13	21	15
IT/ Internet/ E-commerce	8	11	7	9	13	13	8	3	10	7	4	2	9
Transport/ Travel	7	7	4	8	8	7	6	15	7	8	11	11	14
Law	5	7	5	6	8	5	11	10	12	8	9	10	11
Advertising/ Marketing/ Public Relations	8	10	7	7	8	7	13	2	6	6	5	3	5
Telecommunications	8	6	6	6	8	6	3	3	9	8	13	8	13
Government/ Civil service	6	5	6	6	6	6	6	8	6	9	10	15	9
Electricity/ Power Generation/ Water	7	6	8	8	8	5	10	15	8	5	6	7	5
Tourism	4	4	5	3	4	2	6	8	9	16	7	5	7
Business Consultancy/ Business Management	7	8	8	7	9	3	6	5	5	4	6	5	7
Consumer Goods/ FMCG	6	6	4	4	8	6	6	5	6	8	4	5	2
Domestic Services	6	7	12	8	3	9	2	2	1	1	8	2	2
Aerospace/ Airline/ Aviation	5	6	2	7	7	7	3	5	5	4	6	5	5
Human Resources	6	6	5	5	3	3	5	3	6	3	4	6	7
Market Research	5	8	4	6	5	3	3	3	3	3	5	2	3
Automotive	5	3	6	3	5	5	3	3	5	6	4	4	2
Agriculture/ Forestry	3	3	6	5	3	6	5	3	6	4	4	5	7
Pharmaceuticals	4	3	3	2	3	2	3	7	5	7	4	3	2

Only industries higher than 2% (total sample) are presented

All figures are %'s

Longest working hours

Q. Which of the following industries have the longest working hours in your country of residence? (Select top 3)

- 16% claim that Military / defence / police and Oil, Gas and Petrochemicals have the longest working hours. Hospitality/ Recreation/ Entertainment and Healthcare/ Medical services follow (both at 15%).
- More respondents in North Africa believe that Military/ Defence/Police/ Security services has the longest hours- particularly in Algeria (36%).
- Algeria residents (35%) also believe that the Oil, Gas and Petrochemicals industry has longer working hours compared to other MENA residents.



Other private sector: 13%

Other public sector: 4%

Base: All (7162)

Only industries higher than 2% (total sample) are presented

All figures are %'s

Longest working hours – By country

Q. Which of the following industries have the longest working hours in your country of residence? (Select top 3)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Military/ Defence/ Police	13	9	12	10	18	12	20	34	18	22	26	36	27
Oil, Gas and Petrochemicals	21	12	21	15	12	26	6	21	7	15	4	35	9
Hospitality/ Recreation/ Entertainment	12	22	18	15	18	13	29	13	20	10	11	7	11
Healthcare/ Medical services	19	13	14	12	22	13	23	16	17	14	9	15	11
Manufacturing	14	12	10	8	10	13	9	11	13	16	21	9	16
Banking / Finance / Accounting	13	12	11	9	7	8	11	13	12	15	6	7	9
Engineering/ Design	13	11	14	17	8	14	15	10	13	12	6	6	9
Real Estate/ Construction/ Property Development	13	14	8	21	9	9	7	3	8	10	7	4	5
Commerce/ Trade/ Retail	12	9	8	8	8	6	9	15	10	14	12	12	11
Transport/ Travel	8	12	8	12	12	11	6	8	13	10	15	15	12
Telecommunications	8	8	9	6	8	7	7	7	11	9	10	7	9
IT/ Internet/ E-commerce	7	10	10	9	9	7	12	5	13	7	7	3	9
Media/ Journalism/ Publishing	5	8	4	7	7	7	15	11	6	9	4	7	12
Aerospace/ Airline/ Aviation	7	7	5	8	15	7	5	5	8	6	11	9	5
Electricity/ Power Generation/ Water	9	5	9	6	7	7	4	15	3	6	8	9	7
Advertising/ Marketing/ Public Relations	7	8	7	6	5	5	8	3	9	8	5	1	5
Tourism	4	7	5	6	6	6	8	7	8	8	8	3	11
Domestic Services	6	8	13	8	8	9	3	5	3	3	8	2	7
Consumer Goods/ FMCG	6	8	7	6	7	3	5	5	4	6	4	2	2
Business Consultancy/ Business Management	6	6	4	5	8	4	11	3	6	3	6	3	5
Pharmaceuticals	5	3	3	2	4	3	12	-	6	6	3	4	2
Agriculture/ Forestry	3	3	4	4	3	4	4	7	4	4	9	6	15
Government/ Civil service	4	4	2	5	5	2	3	2	3	3	5	9	5
Market Research	4	4	3	3	5	2	3	3	3	4	4	2	1
Human Resources	3	3	4	5	3	2	2	5	4	3	6	3	4
Automotive	3	3	5	3	5	5	1	5	2	4	7	1	3
Education/ Academia	2	3	3	2	2	3	3	3	3	3	3	7	7

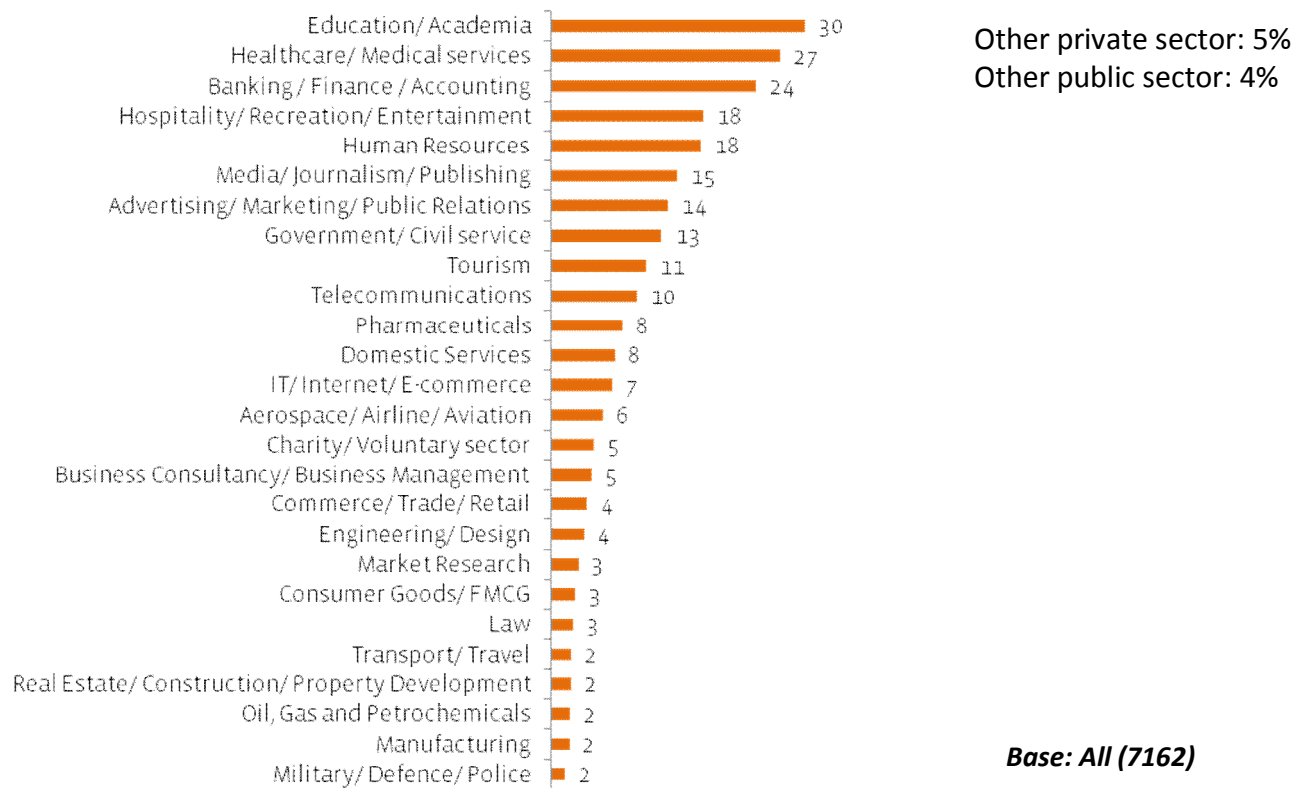
Only industries higher than 2% (total sample) are presented

All figures are %'s

Industries most attractive to women

Q Which industries are most attractive to the WOMEN workforce in your country of residence? (Select top 3)

- Education / Academia (30%), followed by Healthcare / Medical services (27%) and Banking / Finance / Accounting (24%) emerge as the industries which are the most attractive to females.
- More respondent in the Levant believe that Education / Academia and Banking / Finance / Accounting industries (42% and 32% respectively) are more attractive to women as compared to respondents in the GCC (25% and 25% respectively) and North Africa (31% and 19% respectively).



Only industries higher than 1% (total sample) are presented

All figures are %'s

Industries most attractive to women – By country

Q Which industries are most attractive to the WOMEN workforce in your country of residence? (Select top 3)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Education/ Academia	33	23	27	21	30	26	39	41	45	22	21	55	32
Healthcare/ Medical services	36	24	26	29	34	23	18	33	26	19	16	34	23
Banking / Finance / Accounting	22	25	32	26	36	32	36	28	30	21	19	13	20
Hospitality/ Recreation/ Entertainment	14	24	15	22	22	12	17	13	8	19	22	14	19
Human Resources	17	22	17	18	18	13	22	11	17	18	12	10	9
Media/ Journalism/ Publishing	11	13	11	8	3	10	27	18	12	24	12	19	15
Advertising/ Marketing/ Public Relations	14	12	13	9	15	9	20	13	14	21	12	6	11
Government/ Civil service	11	15	18	16	17	17	5	11	17	12	5	16	5
Tourism	6	12	6	10	4	5	14	20	9	18	27	8	13
Telecommunications	10	10	11	9	12	11	3	5	8	12	13	13	11
Pharmaceuticals	7	7	7	7	6	9	17	15	14	8	7	13	13
Domestic Services	7	6	5	8	6	8	3	11	7	10	14	8	11
IT/ Internet/ E-commerce	10	7	8	8	4	13	3	7	7	5	3	4	6
Aerospace/ Airline/ Aviation	3	7	7	9	8	6	4	7	4	9	7	3	7
Charity/ Voluntary sector	7	3	4	3	3	2	4	15	4	8	5	2	2
Business Consultancy/ Business Management	5	5	4	4	7	5	6	2	5	3	5	4	6
Commerce/ Trade/ Retail	7	5	4	4	5	2	3	3	2	2	6	2	6
Engineering/ Design	4	4	5	4	6	9	3	3	6	3	4	3	5
Market Research	4	4	1	4	3	2	3	2	3	4	2	0	5
Consumer Goods/ FMCG	4	3	3	3	3	1	1	5	1	2	4	1	3
Law	2	3	2	1	3	1	4	3	2	1	3	10	3
Transport/ Travel	2	2	5	2	2	3	4	2	2	2	3	2	2
Real Estate/ Construction/ Property Development	1	4	2	3	1	4	2	-	1	3	1	0	1
Oil, Gas and Petrochemicals	2	3	3	4	1	2	-	-	2	3	1	2	3
Manufacturing	2	1	1	2	2	3	2	-	3	2	8	1	9
Military/ Defence/ Police	1	2	1	2	4	2	2	-	2	2	3	2	1

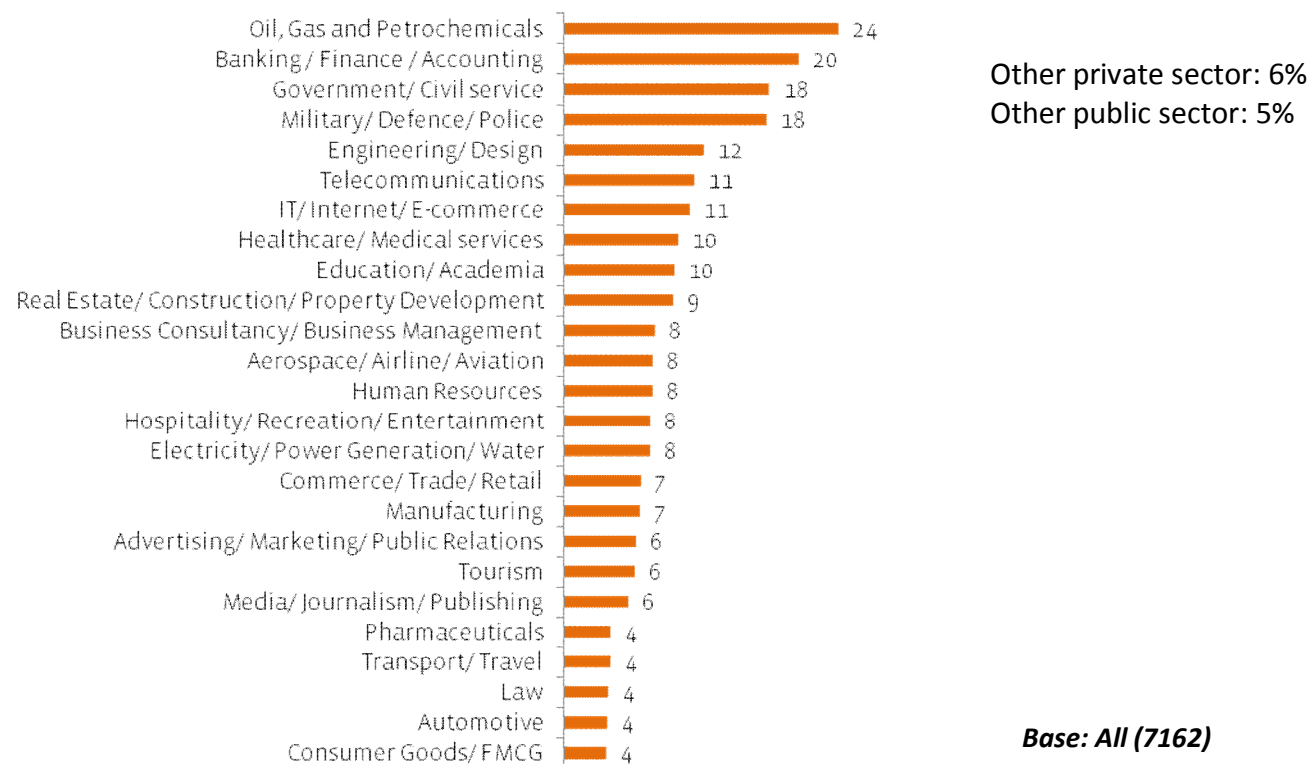
Only industries higher than 1% (total sample) are presented

All figures are %'s

Industries attracting local talent

Q. Which industries attract highest proportion of LOCAL talent in your country of residence? (Select top 3)

- Oil, Gas & Petrochemicals (24%), followed by Banking / Finance / Accounting (20%), Government/ Civil service and Military/ Defence/ Police (both at 18%) are the top industries in terms of attracting the highest proportion of local talents.
- More respondents in the Levant (28%) believe that Banking / Finance / Accounting attracts the highest proportion of local talents as compared to other MENA areas.
- Respondents in the GCC believe the Government / Civil service/ Utilities industry attracts more local talent, especially those in the UAE (32%) and Qatar (28%).



Only industries higher than 3% (total sample) are presented

All figures are %'s

Industries attracting local talent – By country

Q. Which industries attract highest proportion of LOCAL talent in your country of residence? (Select top 3)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Oil, Gas and Petrochemicals	28	20	30	31	18	29	4	15	8	28	3	44	13
Banking / Finance / Accounting	21	18	20	15	24	18	30	28	26	23	22	8	22
Government/ Civil service	17	32	18	28	21	20	8	10	12	7	10	9	6
Military/ Defence/ Police	16	20	11	16	15	17	16	16	17	18	9	30	9
Engineering/ Design	12	9	12	13	13	11	16	11	17	15	12	9	14
Telecommunications	12	8	12	6	6	9	7	20	16	15	13	11	22
IT/ Internet/ E-commerce	12	7	12	6	9	12	12	15	19	13	11	9	17
Healthcare/ Medical services	13	7	11	9	8	5	12	18	15	6	6	12	13
Education/ Academia	10	6	10	9	10	6	10	16	15	7	8	20	13
Real Estate/ Construction/ Property Development	11	10	9	12	8	9	10	8	6	8	13	6	3
Business Consultancy/ Business Management	9	7	9	8	8	5	13	11	9	7	8	5	11
Aerospace/ Airline/ Aviation	6	9	4	8	4	7	2	3	7	10	13	7	10
Human Resources	13	7	5	6	10	7	5	10	8	6	8	3	2
Hospitality/ Recreation/ Entertainment	6	11	8	9	11	7	13	3	7	5	11	3	9
Electricity/ Power Generation/ Water	8	8	7	7	6	7	3	3	4	9	7	10	6
Commerce/ Trade/ Retail	7	5	9	3	9	4	7	10	5	7	12	11	10
Manufacturing	8	5	6	5	3	3	4	8	6	9	7	7	10
Advertising/ Marketing/ Public Relations	6	5	4	4	4	3	18	-	9	8	8	2	4
Tourism	3	8	4	6	7	7	8	5	6	7	18	2	10
Media/ Journalism/ Publishing	3	5	2	5	4	2	16	11	5	9	3	6	6
Pharmaceuticals	4	1	2	1	2	2	4	-	6	7	5	9	5
Transport/ Travel	3	6	4	5	5	5	3	2	3	3	5	2	5
Law	3	4	4	3	3	3	8	-	5	4	2	6	2
Automotive	4	3	5	4	3	3	4	2	2	4	8	3	6
Consumer Goods/ FMCG	3	4	3	3	3	2	5	2	2	5	4	2	4

Only industries higher than 3% (total sample) are presented

All figures are %'s

Industries with strongest growth

**Q. In your opinion, which industries have recorded the strongest growth in the past year in your country of residence?
(Select top 3)**

- Banking / finance / Accounting, Real Estate/ Construction / Property Development and Oil, Gas and petrochemicals are the industries with the strongest growth (17% each) in the past year. Telecommunications and IT/ Internet/ E-commerce follow closely (both at 16%).
- More respondents in the Levant (28%) state that Banking / Finance has recorded a strong growth as compared to GCC (17%) and North Africa (14%) residents.
- On the other hand, less in the Levant (5%) than those in GCC (20%) and North Africa (16%) believe that Oil, Gas & Petrochemicals/ Energy has grown the most in the last one year.



Other private sector: 8%
Other public sector: 5%

Base: All (7162)

Only industries higher than 2% (total sample) are presented
All figures are %'s

Industries with strongest growth – By country

**Q. In your opinion, which industries have recorded the strongest growth in the past year in your country of residence?
(Select top 3)**

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Banking / Finance / Accounting	18	15	22	17	23	19	34	21	25	17	13	5	13
Real Estate/ Construction/ Property Development	12	21	14	23	13	14	22	13	14	22	12	12	7
Oil, Gas and Petrochemicals	20	15	29	25	18	23	3	2	6	15	5	26	6
Telecommunications	18	11	14	8	18	16	13	16	25	22	21	17	16
IT/ Internet/ E-commerce	18	15	16	10	13	12	20	16	22	15	10	8	22
Military/ Defence/ Police	10	5	4	6	12	10	5	16	9	24	11	22	16
Healthcare/ Medical services	14	14	11	11	10	9	13	13	11	5	6	9	8
Hospitality/ Recreation/ Entertainment	9	17	13	13	13	8	15	-	8	3	9	2	6
Engineering/ Design	9	9	12	17	11	6	13	8	8	5	5	4	6
Tourism	4	16	4	9	5	16	7	3	10	2	26	5	10
Electricity/ Power Generation/ Water	9	7	6	6	8	7	2	8	5	11	11	11	5
Education/ Academia	8	8	6	8	11	6	6	7	11	4	3	17	8
Advertising/ Marketing/ Public Relations	8	6	7	4	11	8	13	5	11	11	7	3	5
Commerce/ Trade/ Retail	9	7	8	7	8	2	7	11	6	8	11	9	8
Government/ Civil service	8	9	7	12	7	9	4	8	4	5	3	9	6
Consumer Goods/ FMCG	7	7	5	7	8	5	8	15	6	11	5	7	5
Media/ Journalism/ Publishing	5	5	3	5	3	5	11	18	7	12	4	8	14
Business Consultancy/ Business Management	7	7	8	8	9	3	13	2	6	5	6	4	6
Manufacturing	8	7	5	4	6	7	1	2	4	5	11	11	13
Aerospace/ Airline/ Aviation	5	10	5	11	4	9	2	3	4	3	10	2	3
Transport/ Travel	6	8	5	5	3	6	5	2	3	2	8	5	7
Automotive	5	4	6	3	9	4	3	5	5	6	17	9	5
Pharmaceuticals	4	4	2	2	5	3	6	2	9	10	4	6	6
Human Resources	6	4	5	5	5	6	5	3	5	5	7	5	3
Market Research	3	4	2	3	8	1	2	2	4	2	3	1	5
Agriculture/ Forestry	2	2	3	4	-	2	2	3	1	2	4	9	6

Only industries higher than 2% (total sample) are presented

All figures are %'s

Industries that hire the highest proportion of fresh grads

Q. Which industries are hiring the highest proportion of FRESH GRADUATES in your country of residence? (Select top 3)

- Banking / Finance emerges as the top industry that attracts the highest proportion of fresh grads.
- More respondents in Lebanon (36%) believe that Banking / Finance hires the highest proportion of fresh grads as compared to other MENA countries.



Other private sector: 13%
Other public sector: 7%

Base: All (7162)

Only industries higher than 3% (total sample) are presented
All figures are %'s

Industries that hire the highest proportion of fresh grads – By country

Q. Which industries are hiring the highest proportion of FRESH GRADUATES in your country of residence? (Select top 3)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: All	1585	1577	295	506	120	174	296	61	452	1195	238	487	176
Banking / Finance / Accounting	20	21	25	19	20	18	36	15	25	17	21	7	19
IT/ Internet/ E-commerce	13	16	16	15	19	21	22	15	17	13	13	5	21
Military/ Defence/ Police	18	6	8	10	8	15	10	21	20	10	19	30	18
Telecommunications	14	12	12	10	12	7	6	15	12	20	16	10	16
Education/ Academia	13	9	8	11	13	10	14	18	18	9	15	35	18
Hospitality/ Recreation/ Entertainment	8	18	11	15	16	12	19	10	10	9	9	4	5
Government/ Civil service	17	10	15	14	10	12	5	23	8	6	10	16	9
Advertising/ Marketing/ Public Relations	9	10	9	6	14	7	14	3	18	18	9	3	7
Engineering/ Design	9	11	15	17	8	17	14	8	8	6	7	7	11
Healthcare/ Medical services	12	9	8	11	9	9	8	16	14	6	6	14	9
Commerce/ Trade/ Retail	8	8	11	8	10	9	9	5	8	16	8	6	12
Oil, Gas and Petrochemicals	12	7	14	12	7	17	1	2	1	5	2	20	5
Human Resources	12	8	8	10	3	11	6	13	4	7	7	6	2
Manufacturing	9	6	3	5	8	6	3	7	7	10	9	6	10
Tourism	4	9	6	6	8	4	6	8	7	9	13	3	9
Real Estate/ Construction/ Property Development	5	8	4	9	4	7	3	5	4	9	5	1	3
Business Consultancy/ Business Management	5	8	7	8	11	7	10	3	3	2	5	3	10
Media/ Journalism/ Publishing	4	7	6	4	9	3	10	11	5	6	3	6	6
Market Research	4	7	5	6	8	6	8	-	6	6	2	2	2
Consumer Goods/ FMCG	4	6	5	4	8	1	6	-	4	8	3	1	4
Pharmaceuticals	4	3	5	3	3	2	7	5	7	6	3	4	4
Charity/ Voluntary sector	4	3	4	3	1	1	6	13	7	7	2	1	5
Transport/ Travel	3	5	3	5	5	3	3	5	3	4	6	3	3
Domestic Services	3	4	4	5	4	3	1	3	4	4	2	1	3

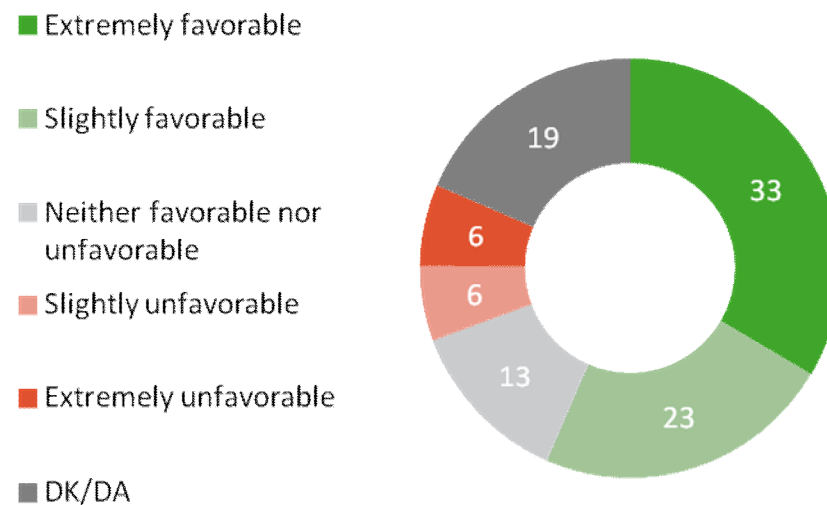
Only industries higher than 3% (total sample) are presented

All figures are %'s

Government as an employer

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

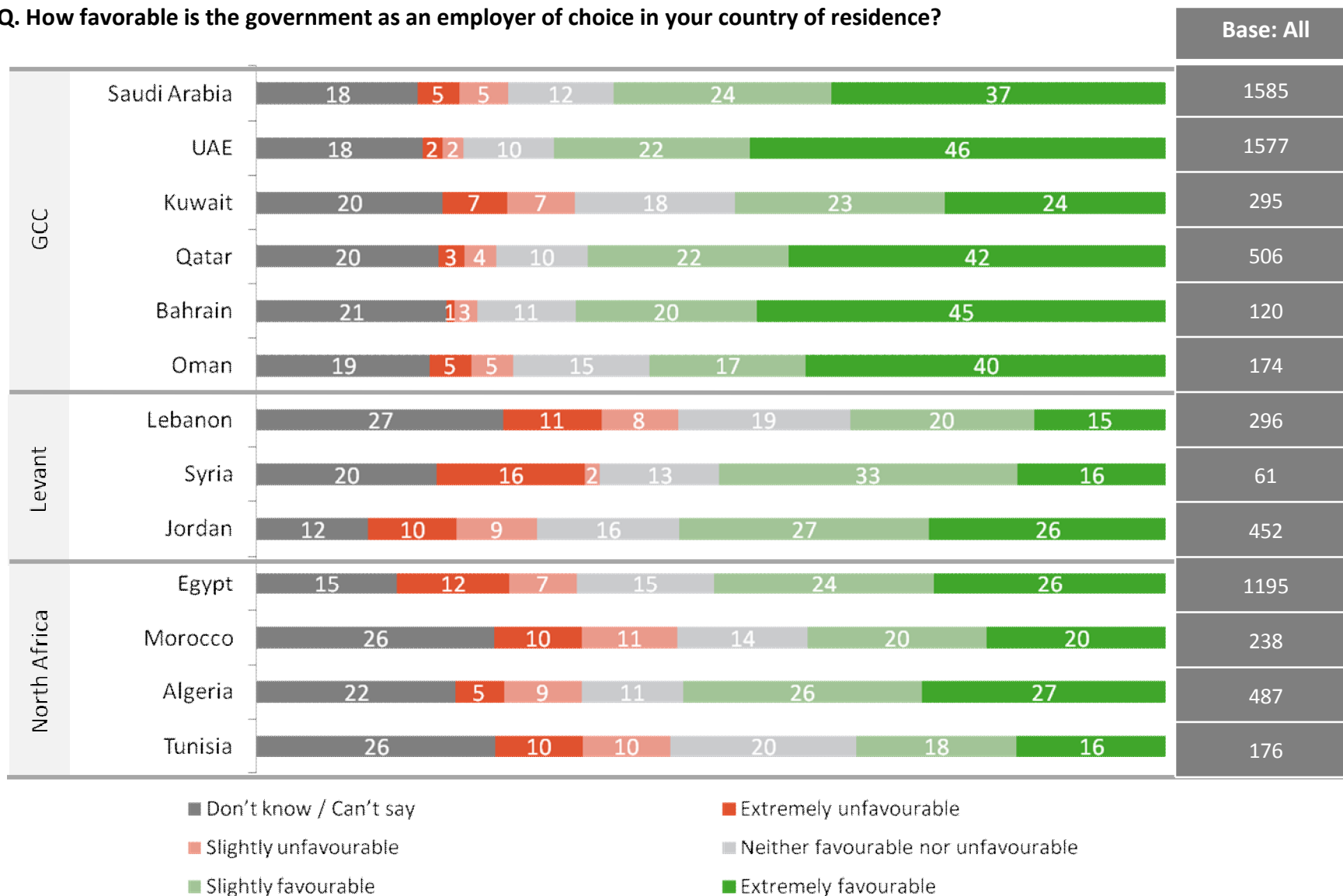
- The majority of respondents (56%) believe that the government is a favorable employer, with 33% claiming that the government is an “extremely favorable” employer.
- Only 35% in Lebanon and 34% in Tunisia agree that the government is a favorable employer.



Base: All (7162)

Government as an employer – By country

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

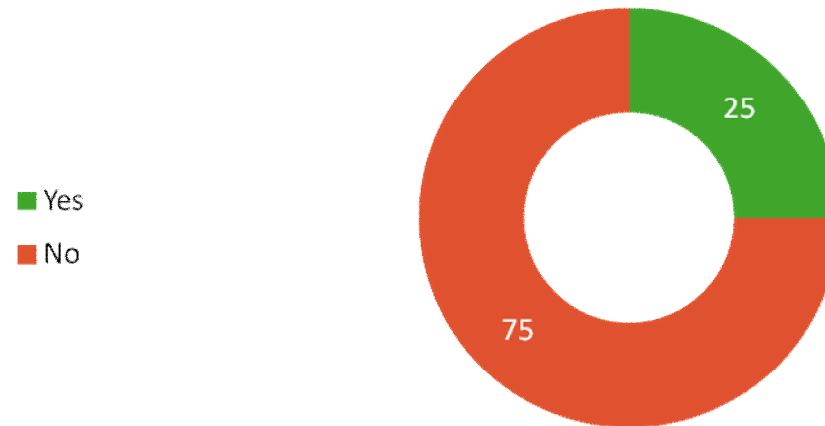


All figures are %'s

Industry change in the last 24 months

Q. Have you changed your industry in the last 24 months?

- A fourth of working respondents have changed their industry in the last 2 years.
- No significant differences are observed per region.



Base: Working (6062)

All figures are %'s

Industry change in the last 24 months – By country

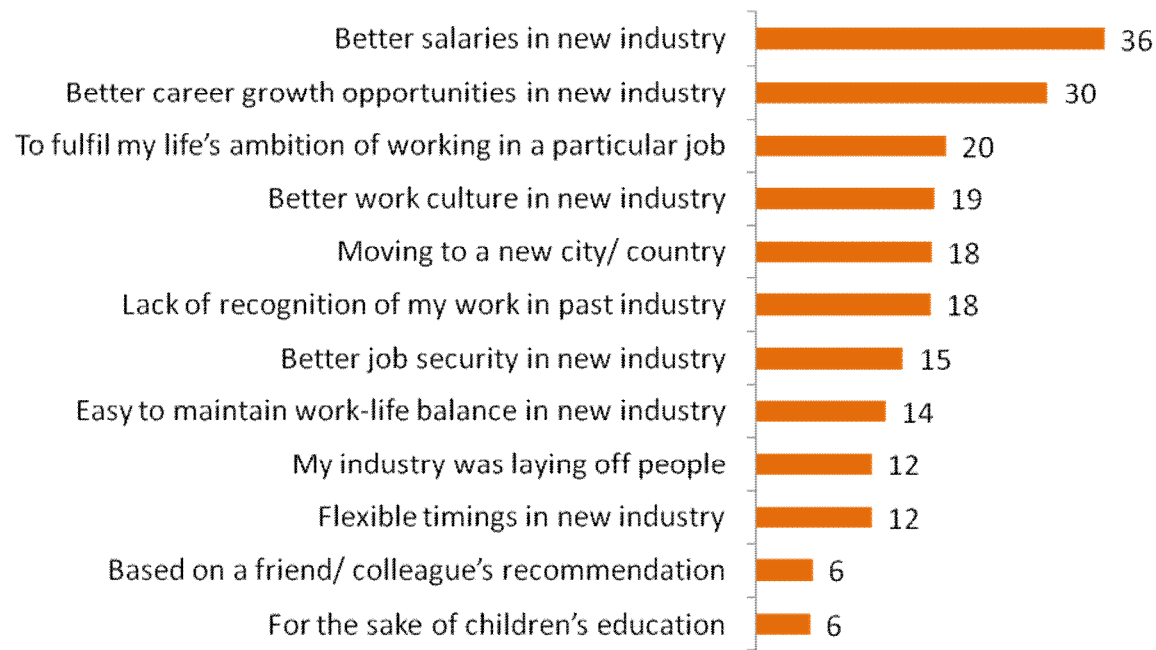
Q. Have you changed your industry in the last 24 months?

	GCC						Levant			North Africa			
	KSA	UA E	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working	1286	1427	285	482	113	147	260	55	341	1014	159	350	143
Yes, I have changed my industry in the last 24 months	26	25	25	23	26	25	26	25	23	25	31	26	26
No, I have not changed	74	75	75	77	74	75	74	75	77	75	69	74	74

All figures are %'s

Reasons for having changed industry

- Better salaries (36%) and better opportunities for career growth (30%) are the top reasons why respondents have changed their industry in the last 24 months.



Base: Working and have changed industry (1533)

Q. Why did you change your industry? (Please select all that apply)

All figures are %'s

Reasons for having changed industry – By country

Q. Why did you change your industry? (Please select all that apply)

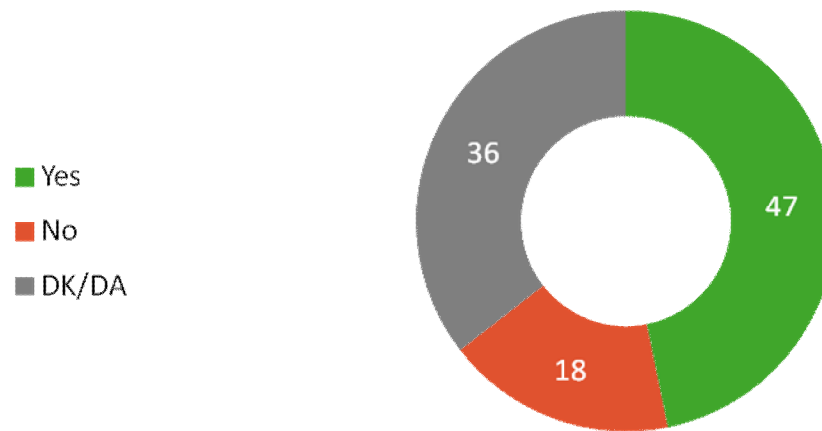
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain (*)	Oman	Lebanon	Syria (*)	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working and have changed industry	331	359	71	109	29	37	68	14	80	258	50	90	37
Better salaries in new industry	39	31	51	42	34	27	37	29	38	35	38	34	43
Better career growth opportunities in new industry	32	33	30	34	24	38	26	21	31	29	24	26	19
To fulfil my life's ambition of working in a particular job	26	12	18	20	14	27	16	29	24	24	12	24	8
Better work culture in new industry	21	15	15	18	28	19	16	21	23	19	14	23	16
Moving to a new city/ country	21	23	18	32	24	24	7	36	9	8	22	11	24
Lack of recognition of my work in past industry	26	9	18	12	7	22	15	7	23	29	10	17	3
Better job security in new industry	14	13	18	26	34	14	19	21	13	16	14	11	8
Easy to maintain work-life balance in new industry	13	10	14	13	21	5	12	21	19	17	8	20	14
My industry was laying off people	11	11	8	8	7	-	21	14	11	18	16	9	5
Flexible timings in new industry	9	10	14	10	10	11	22	14	15	17	16	7	11
Based on a friend/ colleague's recommendation	6	5	10	7	3	8	6	-	3	6	6	7	3
For the sake of children's education	6	5	7	9	10	-	3	-	1	8	4	3	-

All figures are %'s (*) Small base

Considering industry change

Q. Are you considering an industry change in the next few months?

- At almost 1 in 2 respondents consider an industry change in the next few months, while 36% are not sure.
- A lower proportion of Levant residents claim to be considering an industry change in the next few months.



Base: Working (6062)

All figures are %'s

Considering industry change – By country

Q. Are you considering an industry change in the next few months?

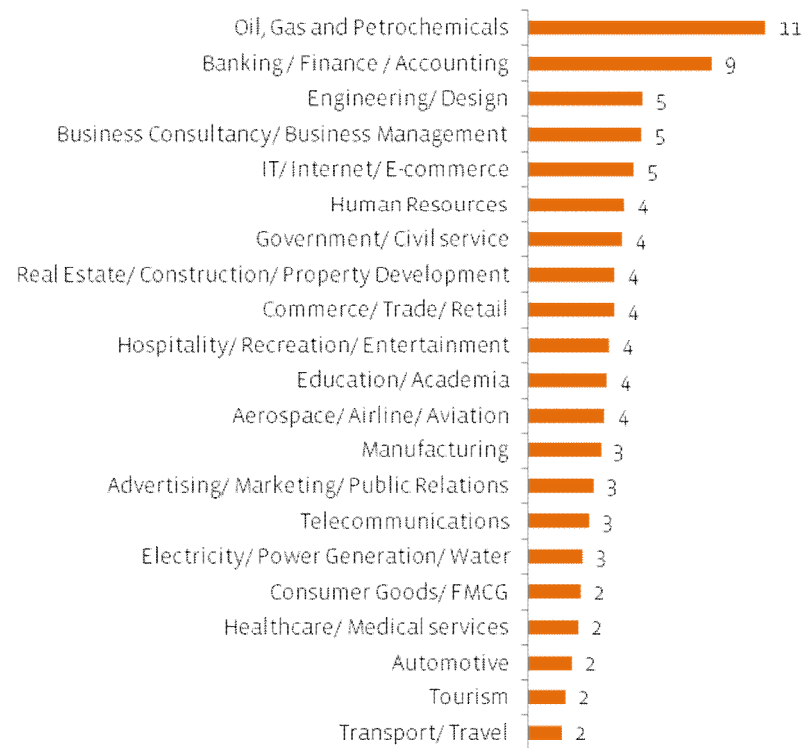
	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working	1286	1427	285	482	113	147	260	55	341	1014	159	350	143
Yes	48	50	47	48	40	52	37	42	43	45	45	49	41
No	16	17	14	20	20	19	22	22	23	19	14	12	16
Don't know/ Can't say	36	33	40	33	40	29	40	36	34	35	40	39	43

All figures are %'s (*) Small base

Industry considering moving to

Q. Which industry are you considering moving to?

- Oil, Gas & Petrochemicals (11%) emerges as the most appealing industry amongst those who consider an industry change.



Other private sector: 6%
Other public sector: 2%

**Base: Working and considering
industry change (2837)**

Only industries higher than 1% (total sample) are presented

All figures are %'s

Industry considering moving to – By country

Q. Which industry are you considering moving to?

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria(*)	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working and considering industry change	614	712	133	229	45	76	97	23	148	458	72	172	58
Oil, Gas and Petrochemicals	12	7	15	14	4	13	1	-	3	14	1	29	10
Banking / Finance / Accounting	7	8	10	3	9	8	13	17	11	12	7	3	12
Engineering/ Design	6	5	2	8	7	5	4	9	7	3	6	5	7
Business Consultancy/ Business Management	6	4	7	4	-	5	13	4	9	5	4	6	5
IT/ Internet/ E-commerce	6	4	7	3	4	5	2	13	4	4	6	8	9
Human Resources	6	4	7	3	7	5	1	4	5	4	6	3	2
Government/ Civil service	4	8	1	7	4	3	2	-	3	3	1	1	2
Real Estate/ Construction/ Property Development	5	5	2	6	2	5	6	4	2	3	1	2	-
Commerce/ Trade/ Retail	5	4	3	6	9	3	5	4	3	3	8	2	3
Hospitality/ Recreation/ Entertainment	2	7	6	4	7	3	6	4	2	2	1	2	3
Education/ Academia	4	2	3	3	2	1	1	4	8	4	-	7	7
Aerospace/ Airline/ Aviation	3	5	2	2	-	4	3	-	2	4	4	2	5
Manufacturing	4	4	4	2	-	5	3	-	2	3	-	2	5
Advertising/ Marketing/ Public Relations	3	3	4	1	2	3	7	-	3	4	3	2	5
Telecommunications	3	2	2	1	-	4	6	9	5	3	1	6	-
Electricity/ Power Generation/ Water	2	2	3	4	9	1	1	-	3	2	6	2	2
Consumer Goods/ FMCG	3	3	2	2	7	4	-	4	1	2	1	1	-
Healthcare/ Medical services	2	3	2	3	2	3	4	4	5	1	1	-	3
Automotive	1	3	4	1	7	-	2	4	1	1	7	2	3
Tourism	1	2	2	1	2	4	1	-	2	2	6	1	2
Transport/ Travel	1	2	2	3	-	-	1	-	1	1	6	2	2

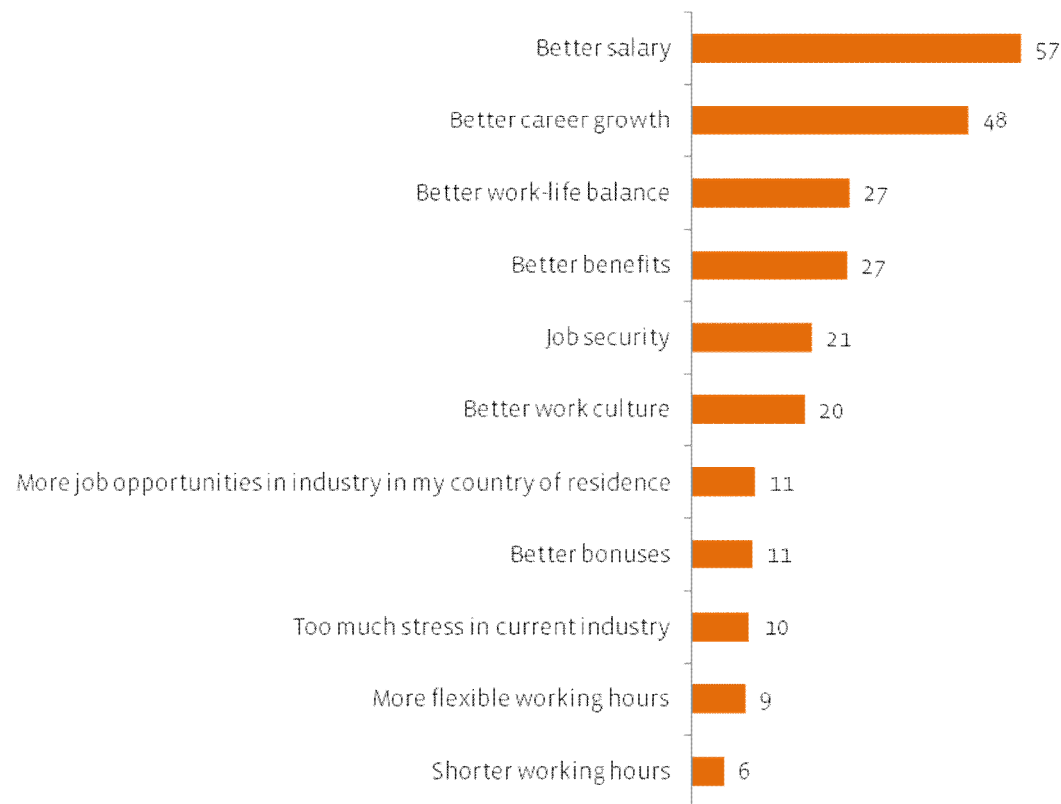
Only industries higher than 1% (total sample) are presented

All figures are %'s (*) Small base

Reasons for considering industry change

Q. Why are you considering an industry change? (Select top three reasons)

- Better salary (57%) is the top reason for considering an industry change, while better career growth follows at 48%.



Base: Working and considering industry change (2837)

All figures are %'s

Reasons for considering industry change – By country

Q. Why are you considering an industry change? (Select top three reasons)

	GCC						Levant			North Africa			
	KSA	UAE	Kuwait	Qatar	Bahrain	Oman	Lebanon	Syria (*)	Jordan	Egypt	Morocco	Algeria	Tunisia
Base: Working and considering industry change	614	712	133	229	45	76	97	23	148	458	72	172	58
Better salary	55	51	58	54	53	46	53	52	61	63	61	72	59
Better career growth	45	54	56	49	56	51	51	43	45	43	42	37	50
Better work-life balance	26	28	23	28	18	21	25	30	32	30	29	26	28
Better benefits	26	26	27	28	18	20	32	22	22	33	29	23	24
Job security	27	24	15	18	20	18	12	39	16	16	22	15	16
Better work culture	22	16	16	17	16	18	13	22	20	23	17	27	29
More job opportunities in industry in my country of residence	10	15	8	10	22	16	14	9	8	8	13	7	7
Better bonuses	14	6	11	5	7	11	10	13	16	12	18	16	16
Too much stress in current industry	13	8	13	9	13	11	10	9	14	11	8	5	2
More flexible working hours	10	8	9	9	9	11	12	13	13	9	10	10	7
Shorter working hours	6	5	5	5	9	9	9	4	9	6	4	6	3

All figures are %'s (*) Small base

Section 4

DEMOGRAPHICS

Demographics

Age

- 18-29 – 42%
- 30-39 – 35%
- 40+ – 23%

Monthly income

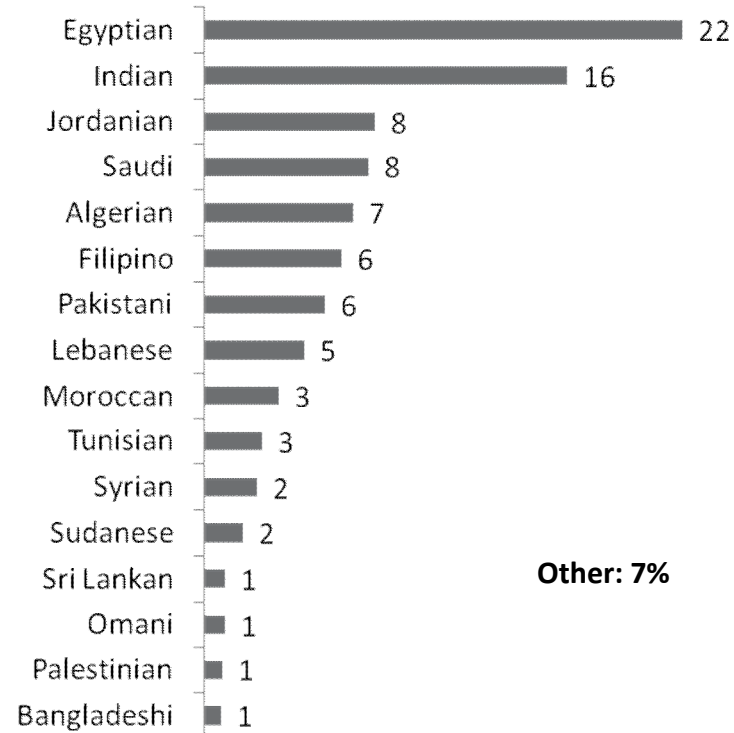
- Up to US\$ 1000 / month– 40%
- US\$ 1001-3000 / month– 32%
- More than US\$ 3000/ per month– 18%
- DK/DA– 11%

Region

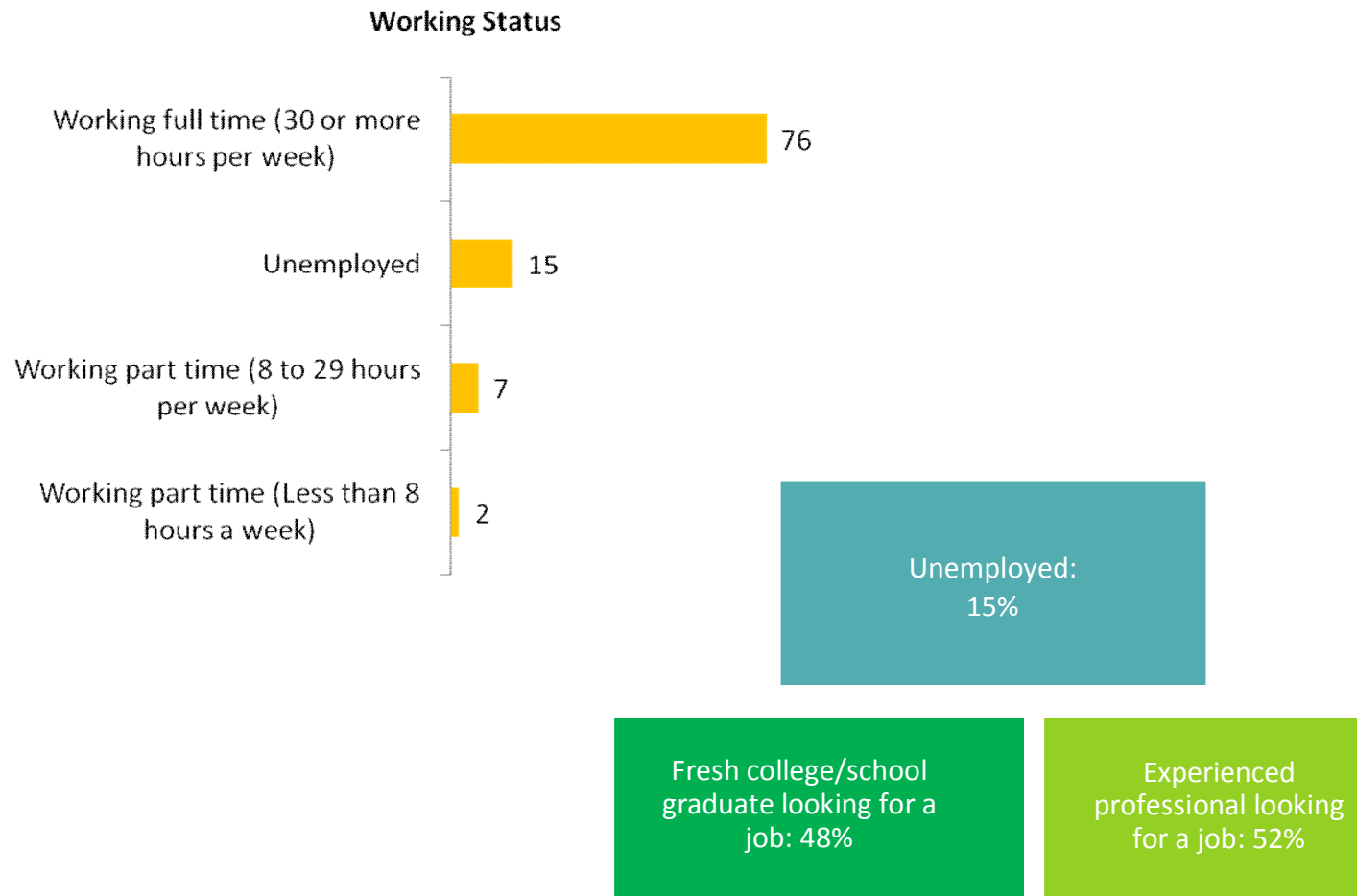
- GCC – 59%
- Levant – 11%
- North Africa – 29%

Base: Working (6062)

Nationality



Demographics



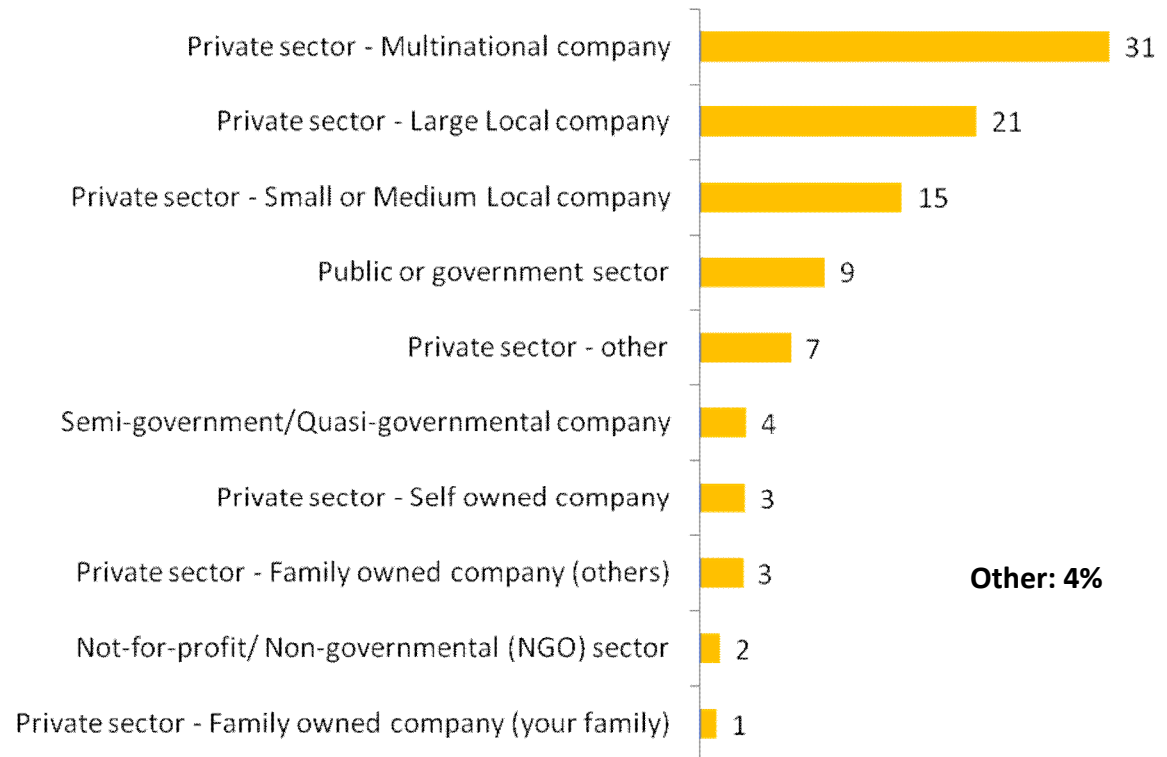
All figures are %'s Base: Total (7162)

Demographics

Years of experience:

Less than a year	6
1 – 2 years	12
3 – 4 years	16
5 – 6 years	14
7 – 8 years	10
9 – 10 years	9
11 or more years	33

Sector



Base: Currently working or unemployed experienced professional looking for a job (6636)

All figures are %'s

THANK YOU

