

# The Bayt.com Middle East Job Index Survey

July 2017





# Objectives

- To gauge perceptions of job availability and hiring.
- To identify trends in the Middle East and North Africa job market.
- To provide an understanding of the required key skill sets and qualifications.



Section 1

# RESEARCH FINDINGS



## Key findings (1/3)

- While focusing on the next year, across regions we can observe a higher trend for hiring with the Private sector again leading
- North Africa & Egypt (51%) and Levant (51%) regions show a higher intention of hiring in the next 3 months while for GCC, less than half (48%) state the same
- Intention to hire in a year's time is somewhat higher in North Africa & Egypt (66%), followed by GCC (64%).
- Advertising/marketing/PR, banking/finance, consumer goods/FMCG, hospitality/recreation/entertainment, IT/internet/e-commerce and manufacturing, Oil, gas & petrochemical emerge as the top industries claiming to hire most over the coming year
- Over 4 in 10 companies that plan to hire in the next 3 months will be hiring for a maximum of 5 jobs with Private sector Small/Medium Local companies show highest requirement (51%)
- Majority of companies will be hiring mid-career and junior positions, with maximum requirement emerging for Junior Executive across regions. Only a few of them are hiring for top management.
- Sales Executive (17%) and Project Manager (16%) emerge as top roles most looked out for overall



## Key findings (2/3)

- Grad/PG degrees in Engg. (32%) and Business Management (27%) are most sought-after academic qualifications amongst employers in the MENA region.
- Top industries hiring for Engg. degrees emerge as Automotive, Real Estate/Construction/Property Develop., Engg. Design, IT, Manufacturing, Oil, Gas and Petrochemicals, Electricity/ Power Generation/ Water, Telecommunications
- While for Business Management degree, BM - Business Consultancy/ Business Management/ Management Consulting, Consumer Goods/ FMCG, Banking/ Finance, Commerce/ Trade/ Retail are top employers
- Good communication skills in Arabic and English (59%) emerges as the top skill that employers look for in a candidate. Industries like Automotive, Consumer Goods/FMCG, Healthcare/medical services, IT, Trading, Banking are observed to give a lot of importance to good communication skills in Arabic and English
- Being a team player (50%) and having the ability to work under pressure (46%) follow close behind as the second and third most required skills – which emerges as a requisite across all industries
- Nearly 4 in 10 state that they are looking for candidates with managerial skills, while nearly 3 in 10 are searching for those with mid-level experience and a quarter with sales and marketing skills – a trend that remains fairly consistent across all regions as well



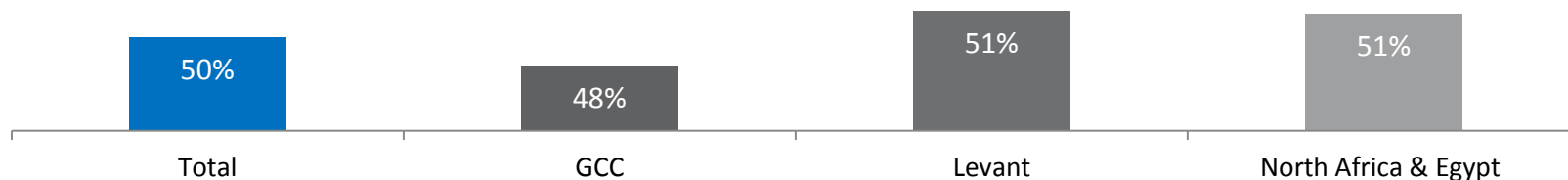
## Key findings (3/3)

- Around 6 in 10 working respondents claim that their company has hired new employees in the last 6 months, with 43% having hired new employees in the last 3 months – where GCC shows maximum number of hires in the past year
- 41% believe that their country of residence is much/slightly more attractive as a job market than other MENA countries with nearly half of the working respondents also stating that their current industry is more attractive as a potential employer in comparison to other industries.
- In GCC, a high proportion of the residents (54%) believe that their country of residence is more attractive than other countries, as compared to those living in Levant (21%) and North Africa & Egypt (21%).
- There seems to be no major difference between GCC (49%) and North Africa & Egypt (49%) with regards to the attractiveness of own industry, while Levant shows lower scores (40%)
- Overall, Banking/Finance emerges as the main industry attracting national talent, graduate talent as well as female talent and is significantly higher in Levant.
- Oil/Gas and Petrochemicals is significantly higher in the GCC (32%) and North Africa & Egypt (32%).

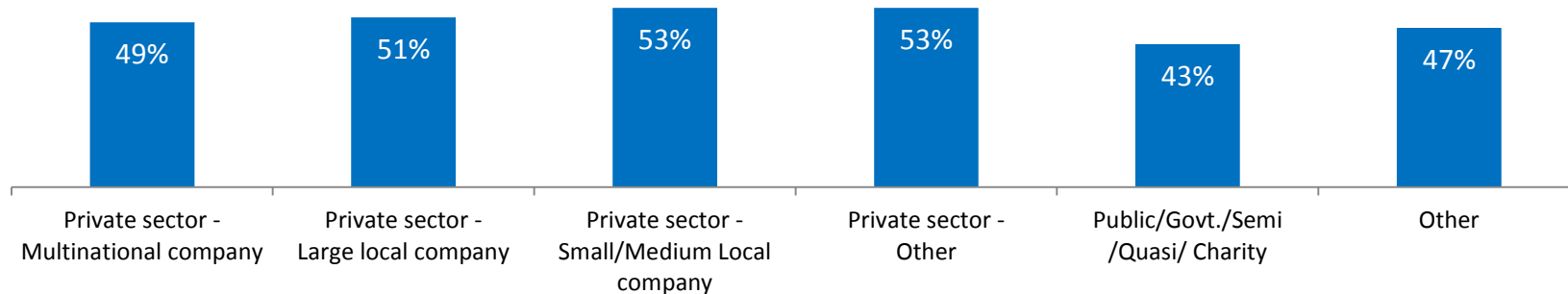
# Hiring in the next three months

- North Africa & Egypt (51%) and Levant (51%) regions show a higher intention of hiring in the next 3 months while for GCC, less than half (48%) state the same
- For overall Private Sectors, hiring trend in the next 3 months look presumably high with top industries being Advertising/marketing/PR, banking/finance, consumer goods/FMCG, hospitality/ recreation/entertainment and IT/internet/e-commerce

By Region (Top 2 box)



By Sector (Top 2 box)



Top 2 box (%Definitely hiring + %Probably hiring)

Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)

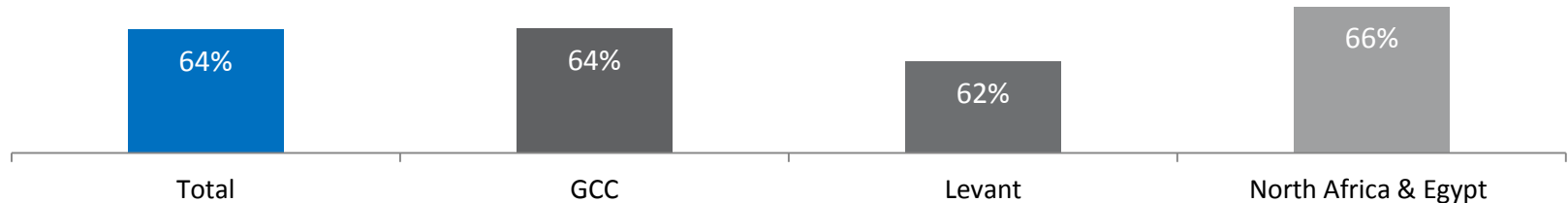
Q. Will you be hiring in the next 3 months either for your organization or for your clients if you are in the recruitment field?



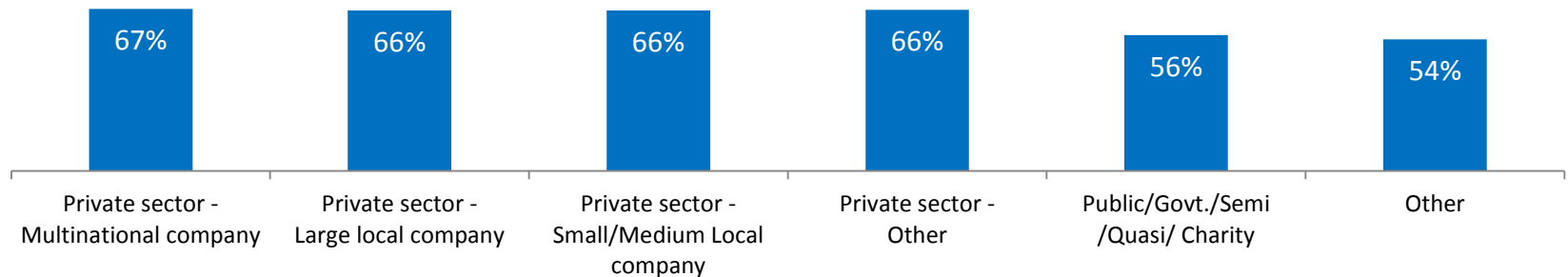
# Hiring in the next year

- While focusing on the next year, across regions we can observe a higher trend for hiring with the Private sector again leading
- Intention to hire in a year's time is somewhat higher in North Africa & Egypt (66%), followed by GCC (64%).
- Advertising/marketing/PR, banking/finance, consumer goods/FMCG, hospitality/recreation/entertainment, IT/internet/e-commerce and manufacturing, Oil, gas & petrochemical emerge as the top industries claiming to hire most over the coming year

**By Region (Top 2 box)**



**By Sector (Top 2 box)**



Top 2 box (%Definitely hiring + %Probably hiring)

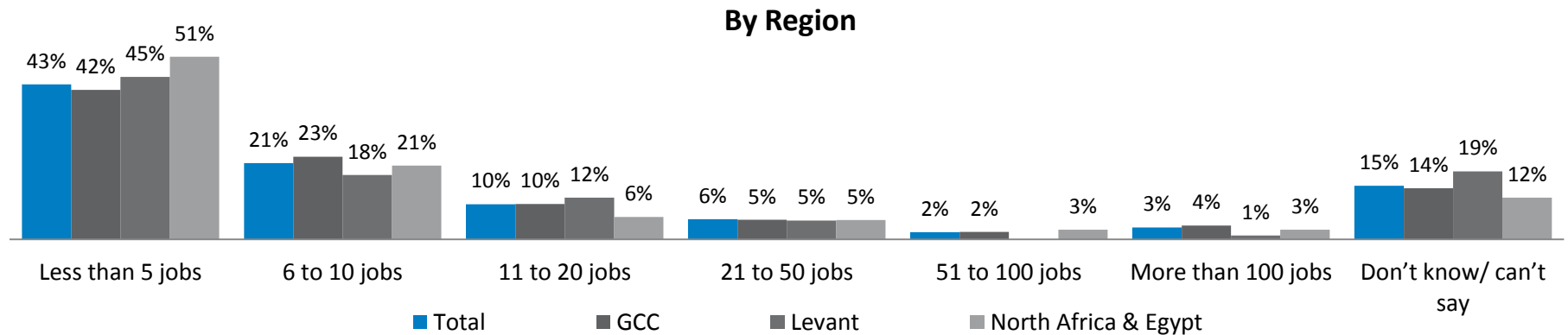
**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

Q. Will you be hiring in the next 1 year either for your organization or for your clients if you are in the recruitment field?



# Approximate number of jobs hiring for

- Over 4 in 10 companies that plan to hire in the next 3 months will be hiring for a maximum of 5 jobs.



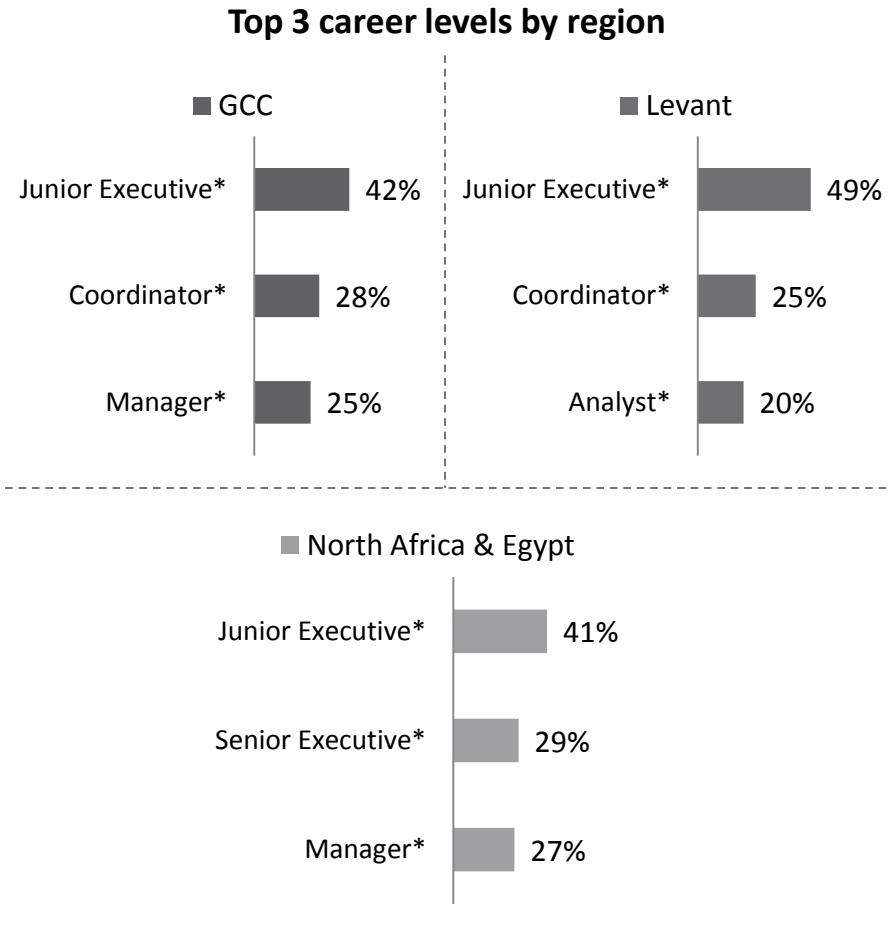
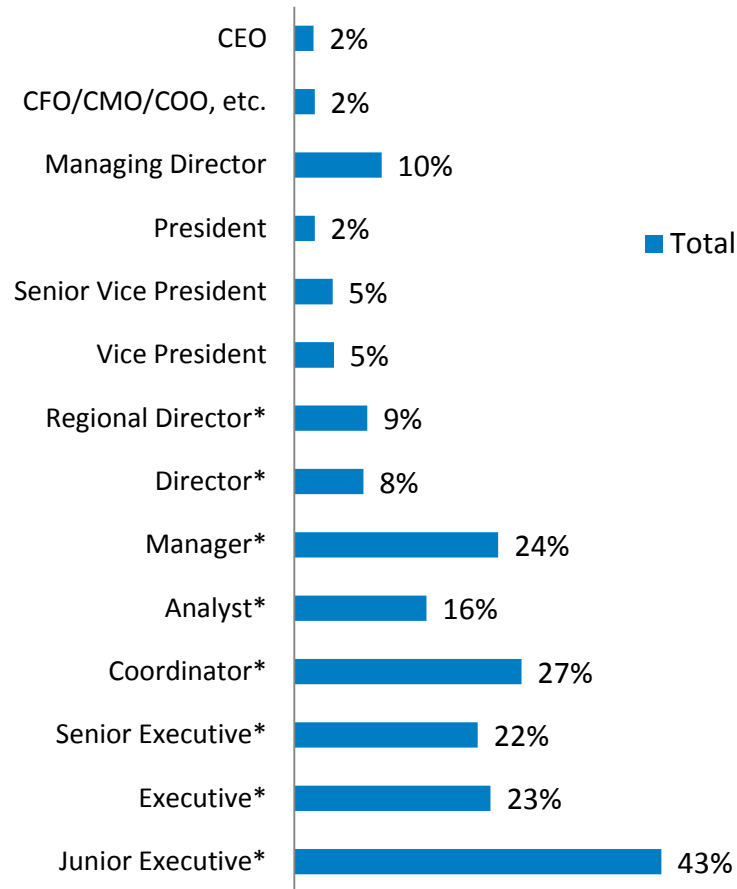
**Base: Those hiring in next 3 months (663)**

Q. Please indicate the approximate number of jobs you would be hiring for in the next 3 months.



# Positions hiring for

- Majority of companies will be hiring mid-career and junior positions, with maximum requirement emerging for Junior Executive across regions. Only a few of them are hiring for top management.



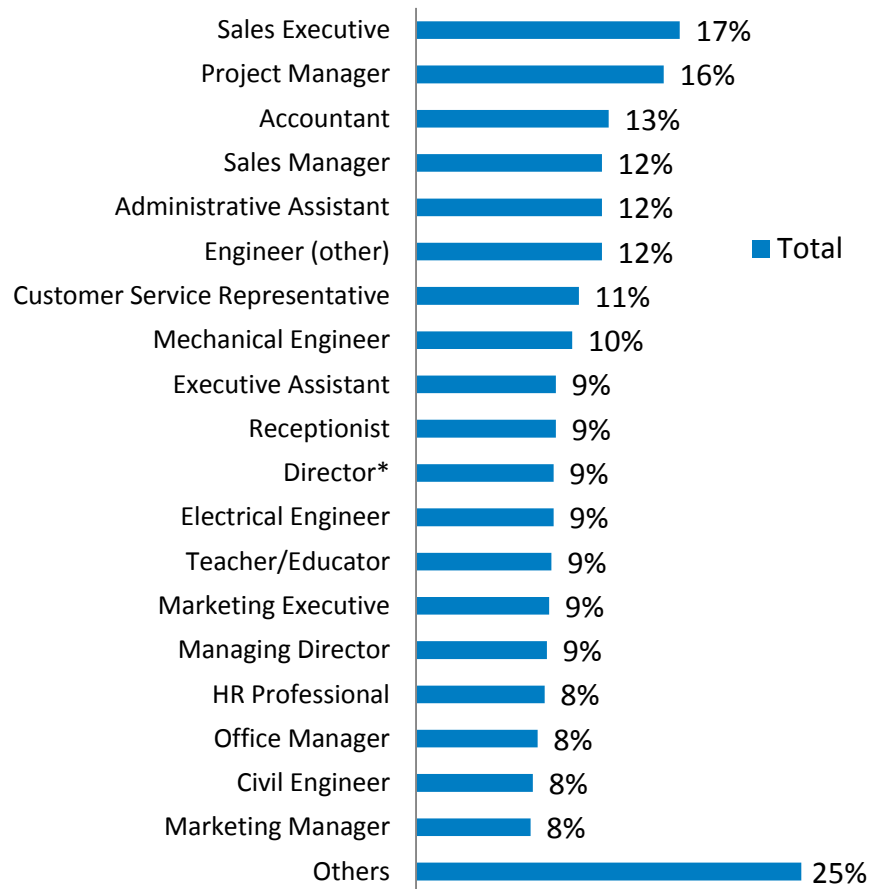
**Base: Those hiring in next 3 months (663)** \*for Marketing, Project, Client Servicing, IT, Sales, Finance, HR, Operations etc.

Q. Which of the following career levels/positions would you be hiring for in the next 3 months?

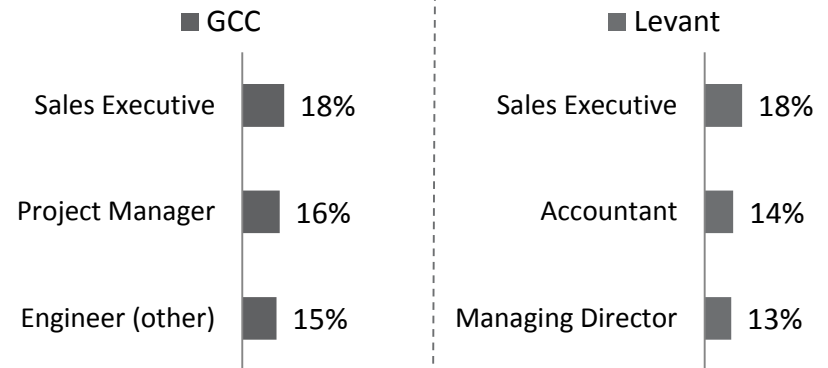


# Specific roles hiring for

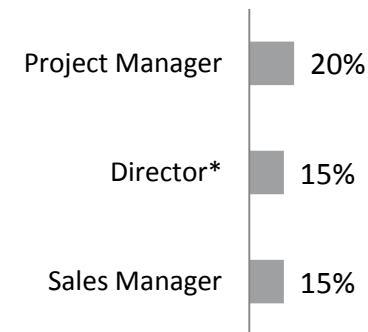
- Sales Executive (17%) and Project Manager (16%) emerge as top roles most looked out for overall



## Top 3 roles by region



## North Africa & Egypt



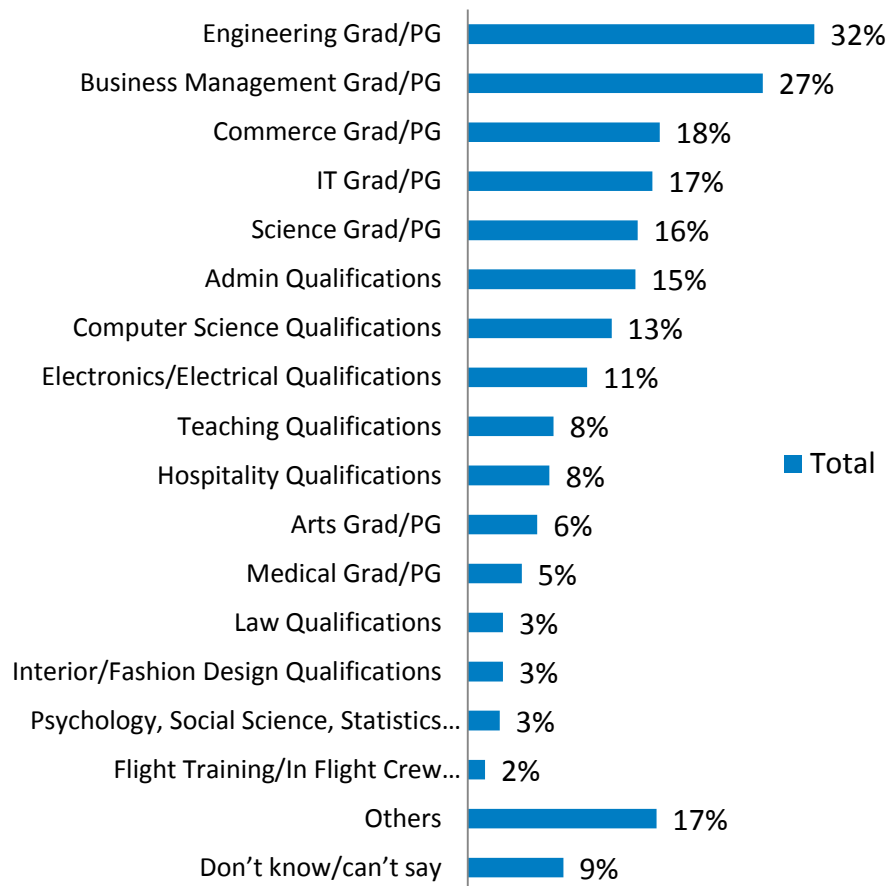
\*Showing only top roles (8% and above)

**Base: Those hiring in next 3 months (663)** \*for Marketing, Project, Client Servicing, IT, Sales, Finance, HR, Operations etc.

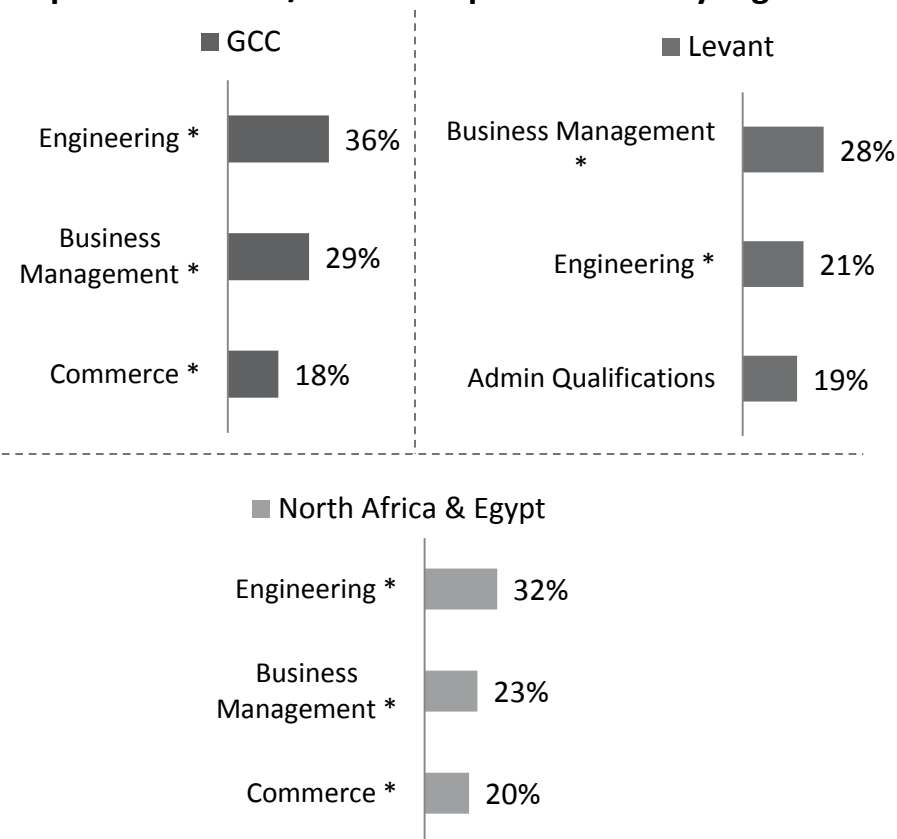
Q. Which of the following specific roles are you hiring for in the next 3 months?

# Educational and academic qualifications sought in candidate

- Grad/PG degrees in Engg. (32%) and Business Management (27%) are most sought-after academic qualifications amongst employers in the MENA region.
- Top industries hiring for Engg. degrees emerge as Automotive, Real Estate/Construction and Engg. Design; while top employers for BM degree are Business Consultancy/ Management Consulting, Consumer Goods and Banking



## Top 3 educational/academic qualifications by region



Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)

Q. Which educational and academic qualifications do you look for when hiring new employees? (Please select all that apply)

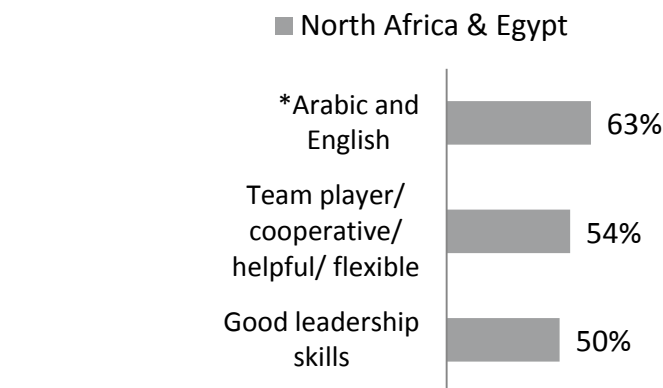
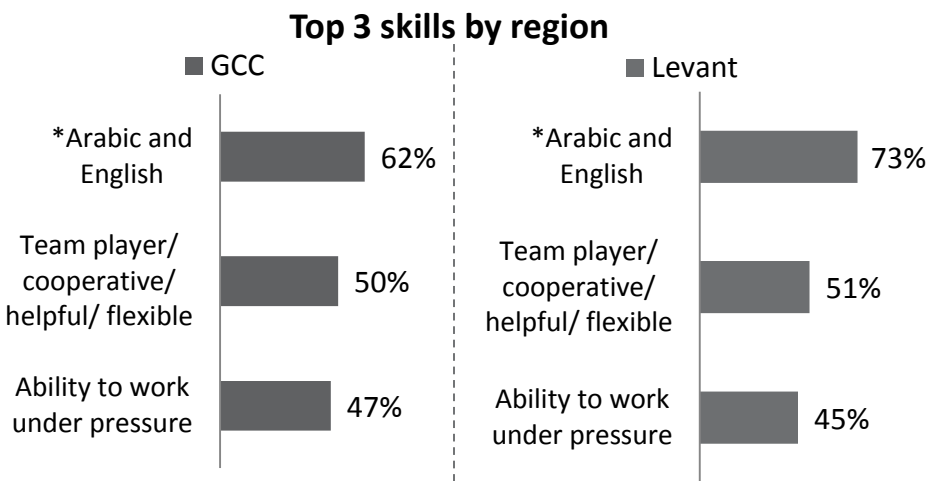
\*Grad/PG

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# Skills most sought in a candidate

- Good communication skills in Arabic and English (59%) emerges as the top skill that employers look for in a candidate. Being a team player (50%) and having the ability to work under pressure (46%) follow close behind.
- Industries like Automotive, Consumer Goods and Healthcare are observed to give a lot of importance to good communication skills in while being a team player and working well under pressure are a requisite across all industries



\*Showing only top skills (higher than 10%)

Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)

Q. Which of the following skills do you MOST look for in a candidate? (Please select all that apply)

\*Good communication skills

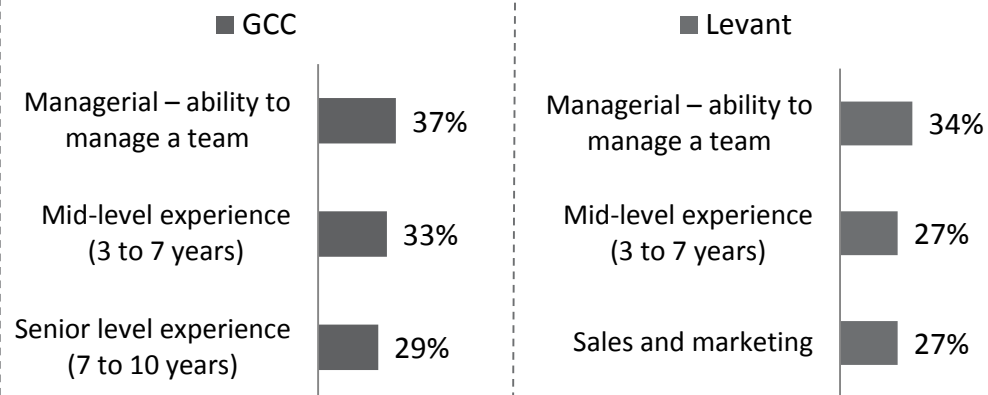


# Experience needed

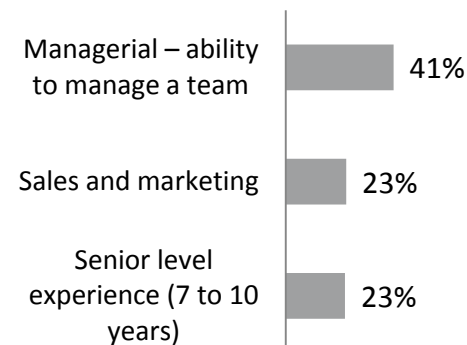
- Nearly 4 in 10 state that they are looking for candidates with managerial skills, while nearly 3 in 10 are searching for those with mid-level experience and a quarter with sales and marketing skills.
- This trend remains fairly consistent across regions as well



## Top 3 experiences looked for by region



## North Africa & Egypt

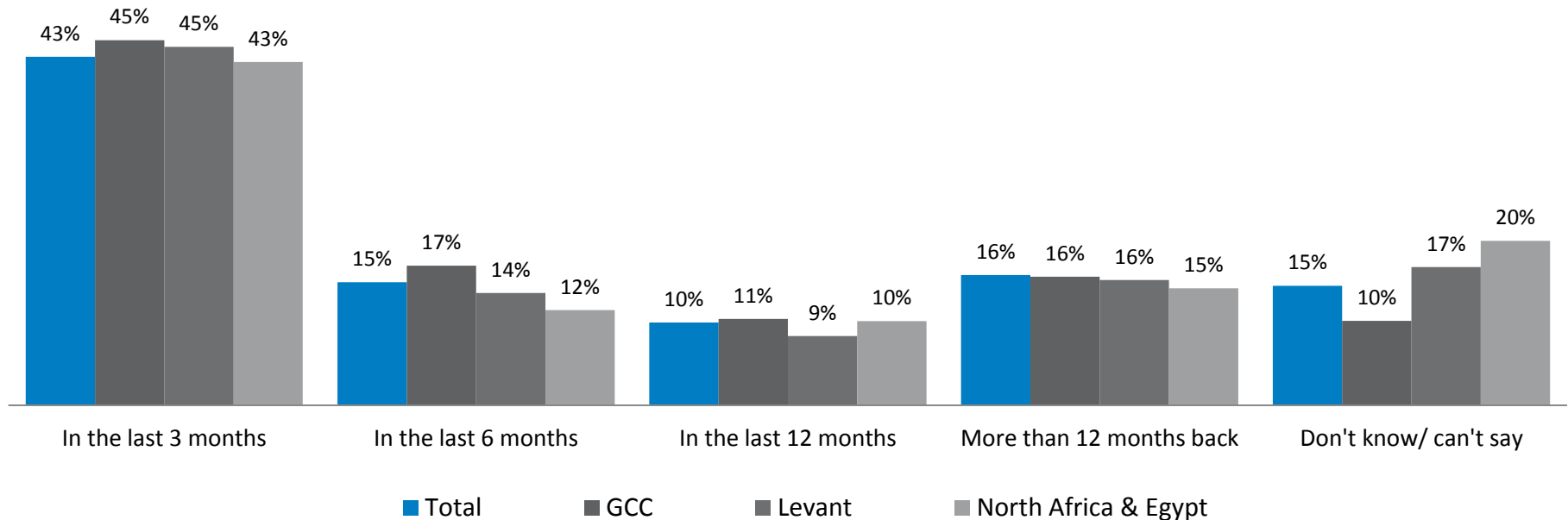


Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)

Q: What type of experience are you ideally looking for? (Please select all that apply)

## Last time company hired new employees

- Around 6 in 10 working respondents claim that their company has hired new employees in the last 6 months, with 43% having hired new employees in the last 3 months.
- Overall GCC shows the maximum number of hires for the last year

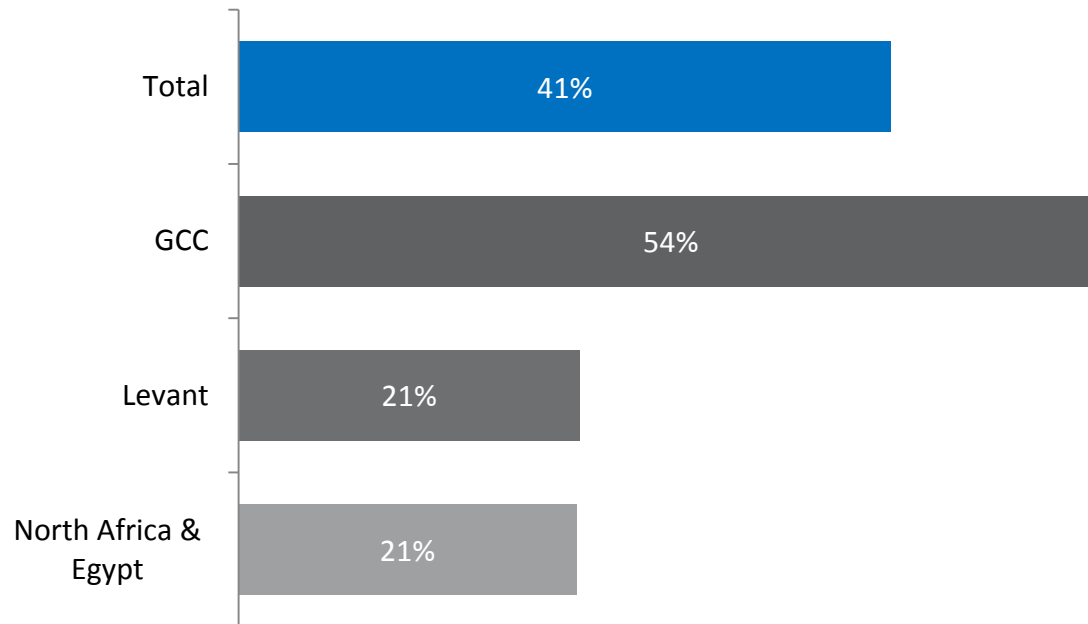


**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

Q. How recently in the past has your company hired any new employees?

# Attractiveness of job market in country of residence

- 41% believe that their country of residence is much/slightly more attractive as a job market than other MENA countries
- A high proportion of GCC residents (54%) believe that their country of residence is more attractive than other countries, as compared to those living in Levant (21%) and North Africa & Egypt (21%).



Top 2 box (%Much more attractive + %Slightly more attractive)

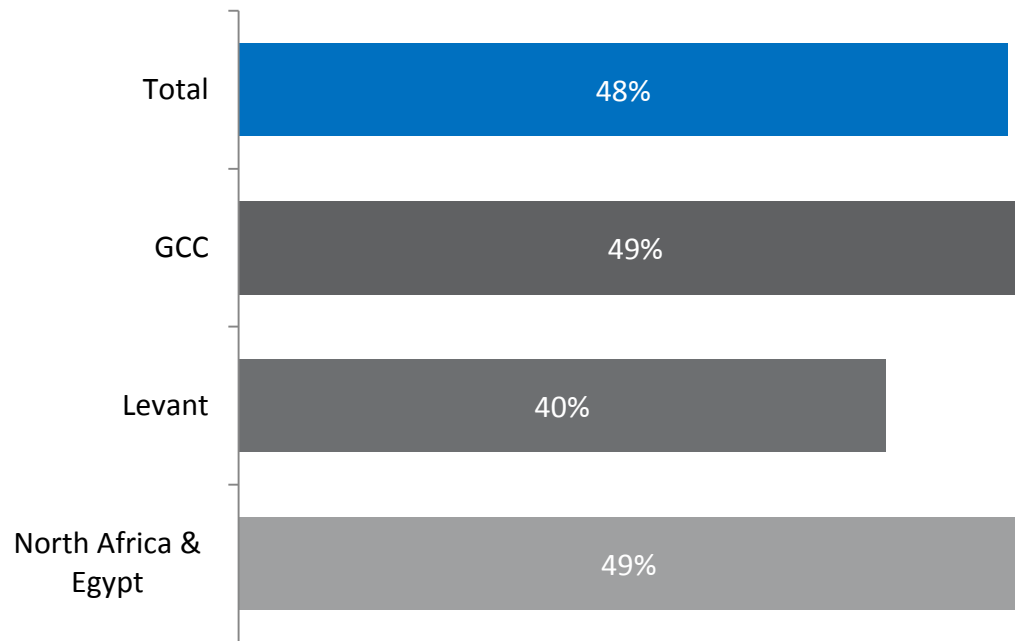
**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

Q. How attractive is your country of residence as a job market in comparison to other countries in the Middle East and North Africa?



# Attractiveness of industry as potential employer

- Nearly half of the working respondents believe that their industry is more attractive as a potential employer in comparison to other industries.
- There seems to be no major difference between GCC (49%) and North Africa & Egypt (49%) with regards to the attractiveness of own industry, while Levant shows lower scores (40%)



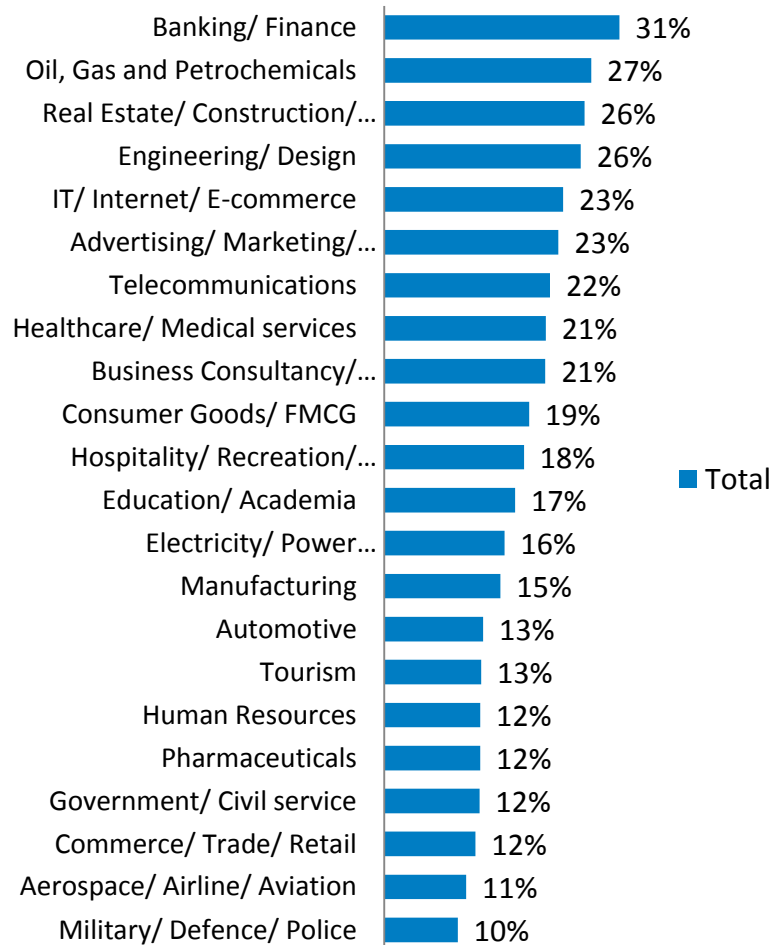
Top 2 box (%Much more attractive + %Slightly more attractive)

**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

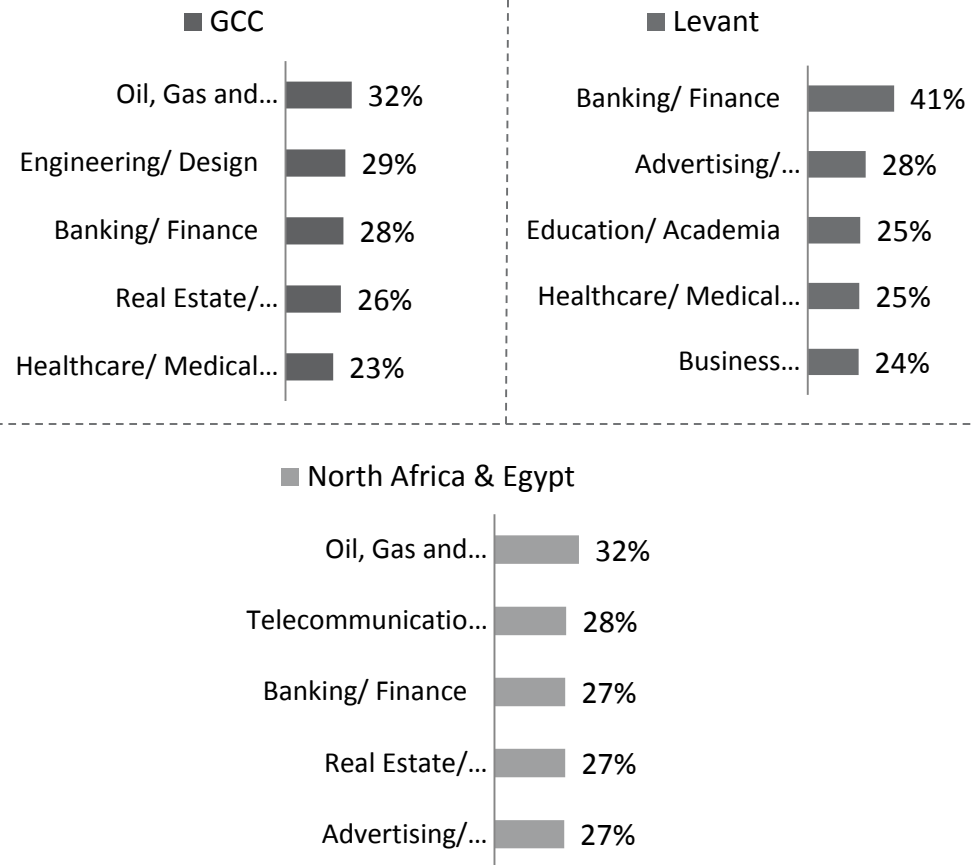
Q. How attractive is your industry as a potential employer in comparison to other industries?

# Industries attracting/retaining top talent

- Banking/Finance (31%) emerges as the industry that attracts top talent and is significantly higher in Levant (41%).
- Oil/Gas and Petrochemicals is significantly higher in the GCC (32%) and North Africa & Egypt (32%).



## Top 5 industries attracting top talent by region



\*showing only top industries (higher than 10%)

Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)

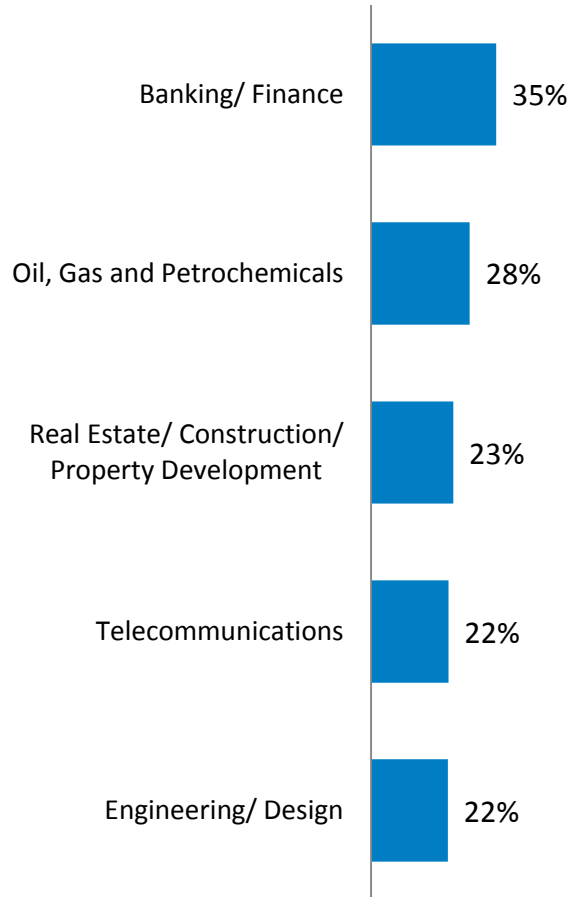
Q. Which industries would you say are attracting / retaining the top talent in your country of residence today?



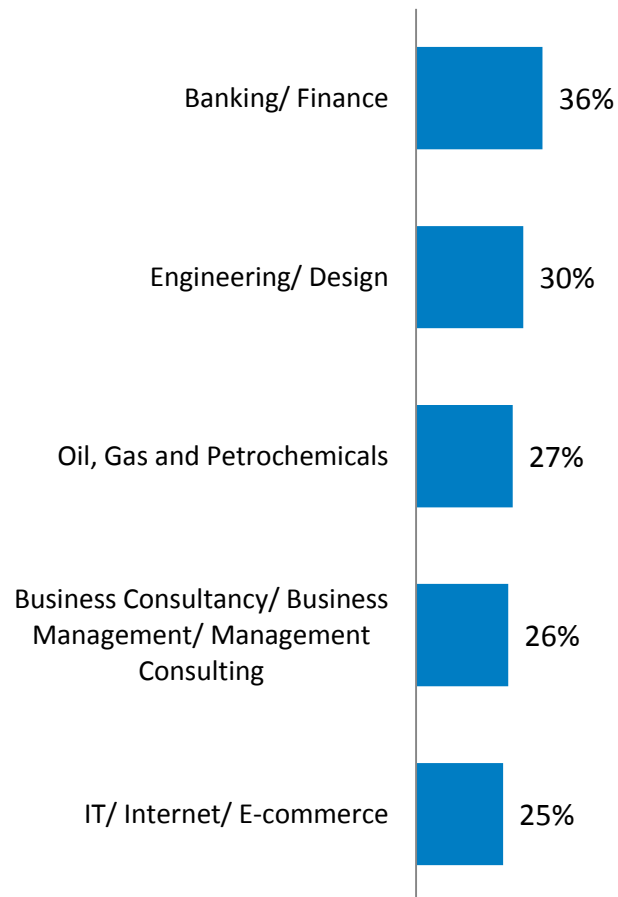
# Industries attracting/retaining top talent

- Overall, Banking/Finance emerges as the main industry attracting national talent, fresh graduate talent as well as female talent.

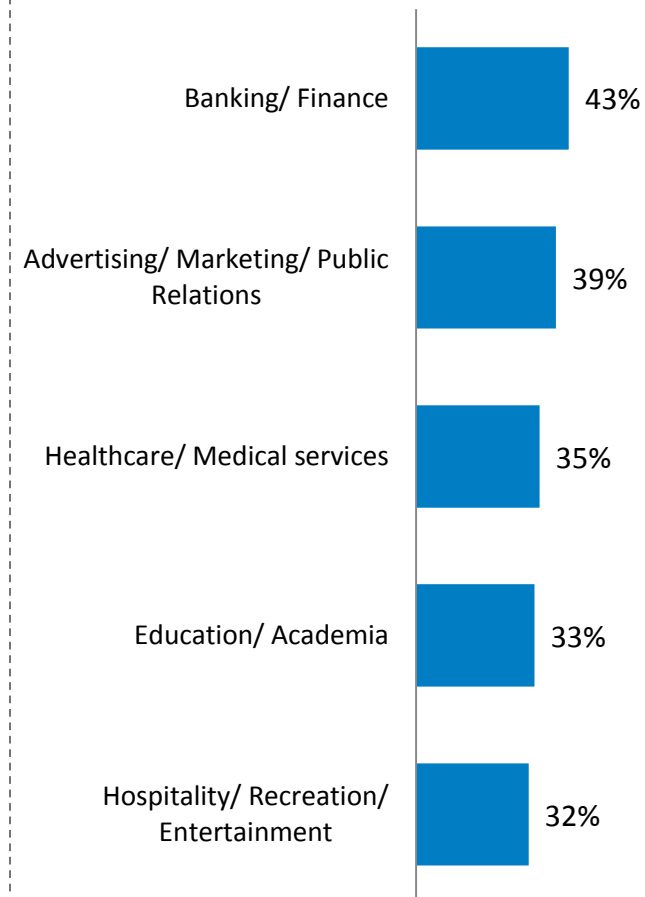
## Attracting national talent



## Attracting fresh graduate talent



## Attracting female talent



*\*showing only top 5 industries*

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

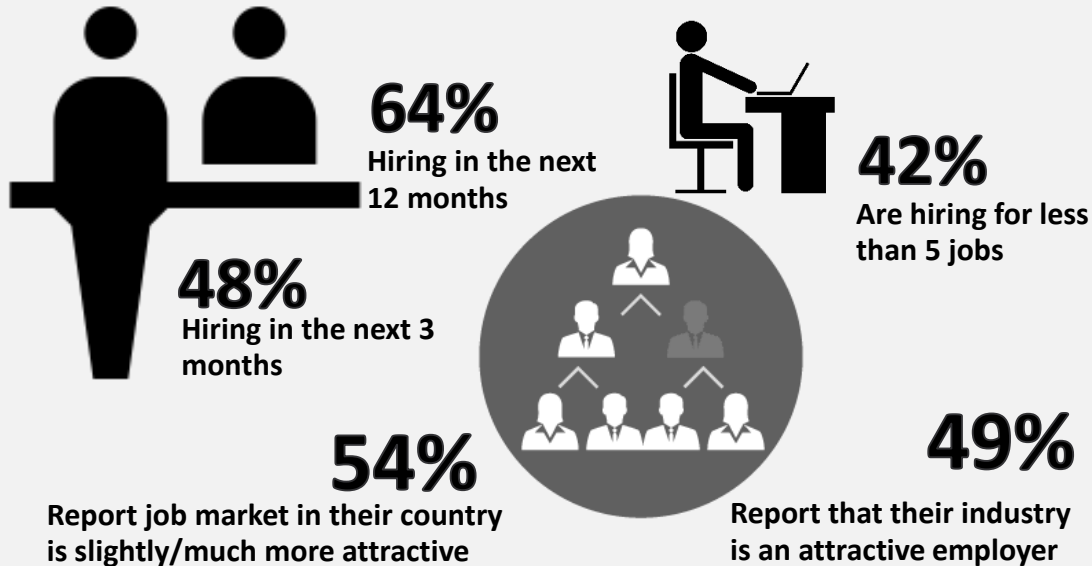
Q. Which industries would you say are attracting / retaining the top talent in your country of residence today?



Section 2

# REGIONAL SNAPSHOTS

## Job Market



## Labor Demand



## Candidate Sought

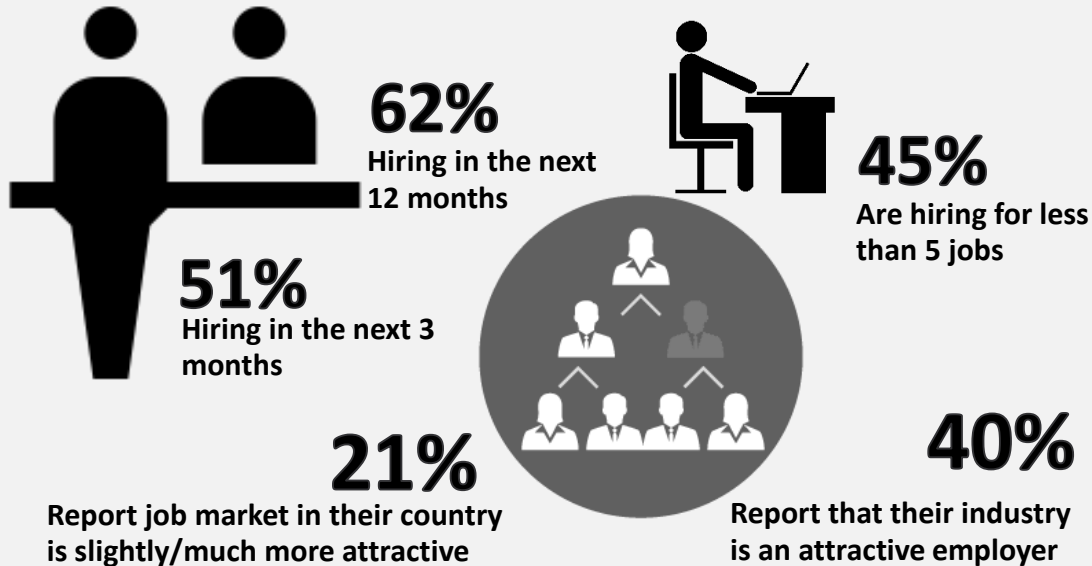
- Engineering Grad/PG & Business Management Grad/PG
- Good communication skills - Arabic and English, team player, ability to work under pressure
- Managerial experience – to be able to manage a team

## Industries attracting top talent



# Levant

## Job Market



## Industries attracting top talent



## Labor Demand

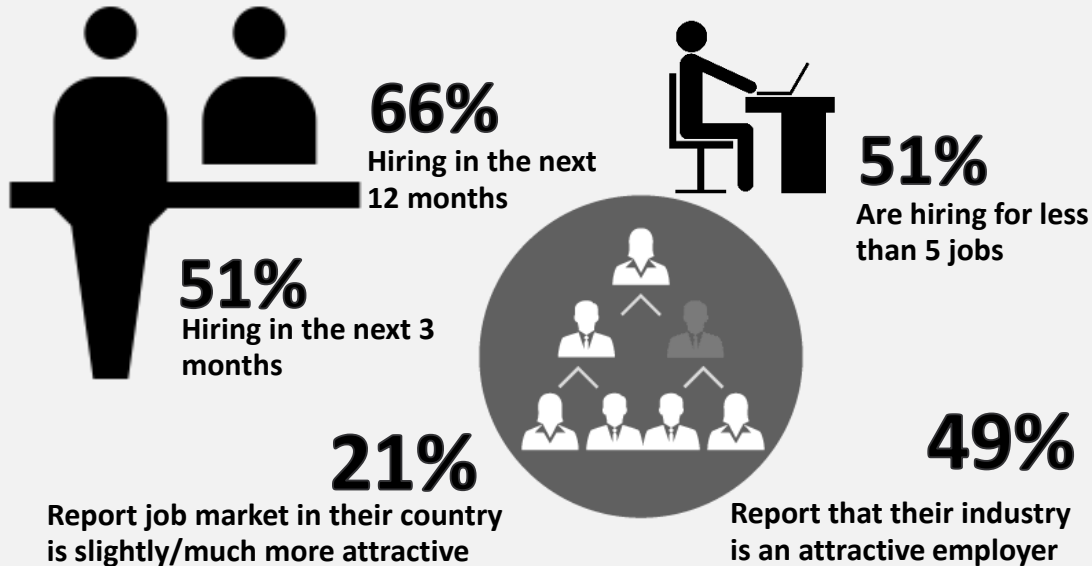


## Candidate Sought

- Engineering Grad/PG & Business Management Grad/PG
  - Good communication skills - Arabic and English, team player, ability to work under pressure
  - Managerial experience – to be able to manage a team
- 
- The infographic includes icons for a person at a computer, a hard hat, a group of people, and a group of people sitting around a table.

# North Africa & Egypt

## Job Market



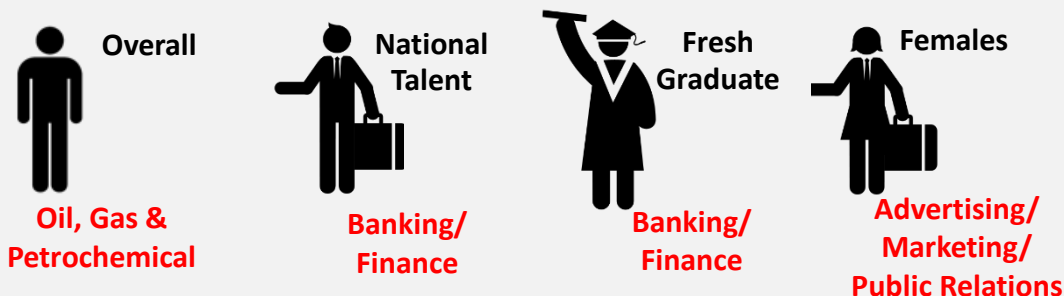
## Labor Demand



## Candidate Sought

- Engineering Grad/PG & Business Management Grad/PG
  - Good communication skills – Arabic and English, team player, good leadership skills
  - Managerial experience – to be able to manage a team
- The infographic includes icons for a person at a computer, a hard hat, a group of people, and a group of people sitting around a table.

## Industries attracting top talent





Section 3

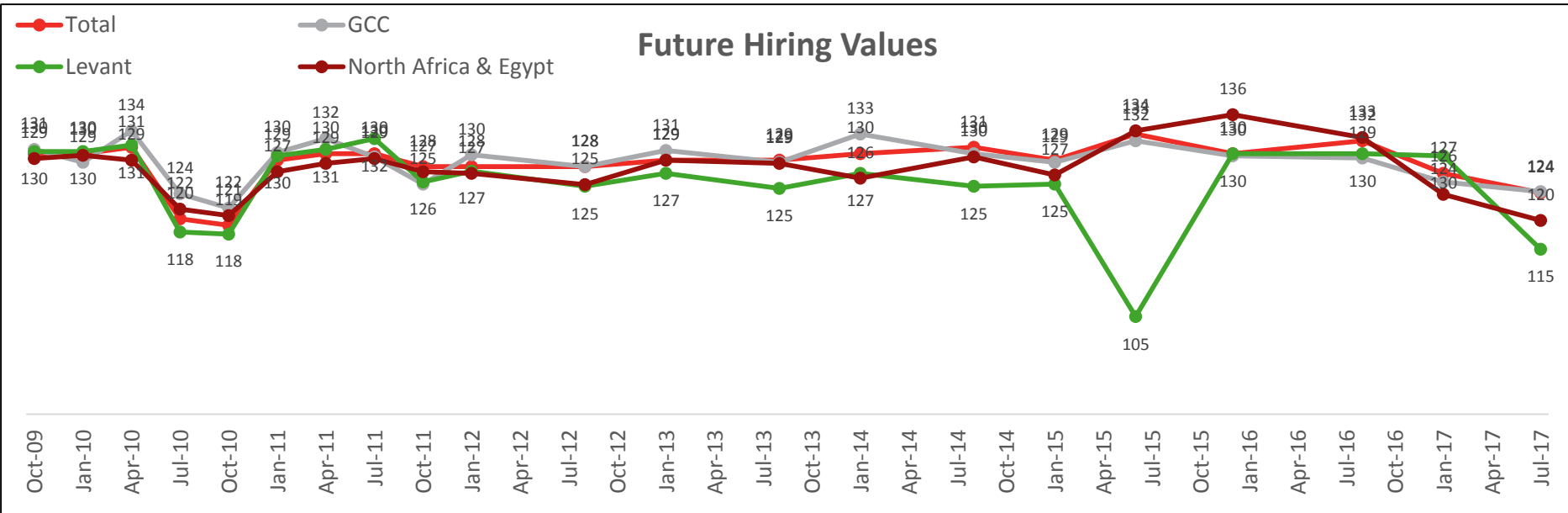
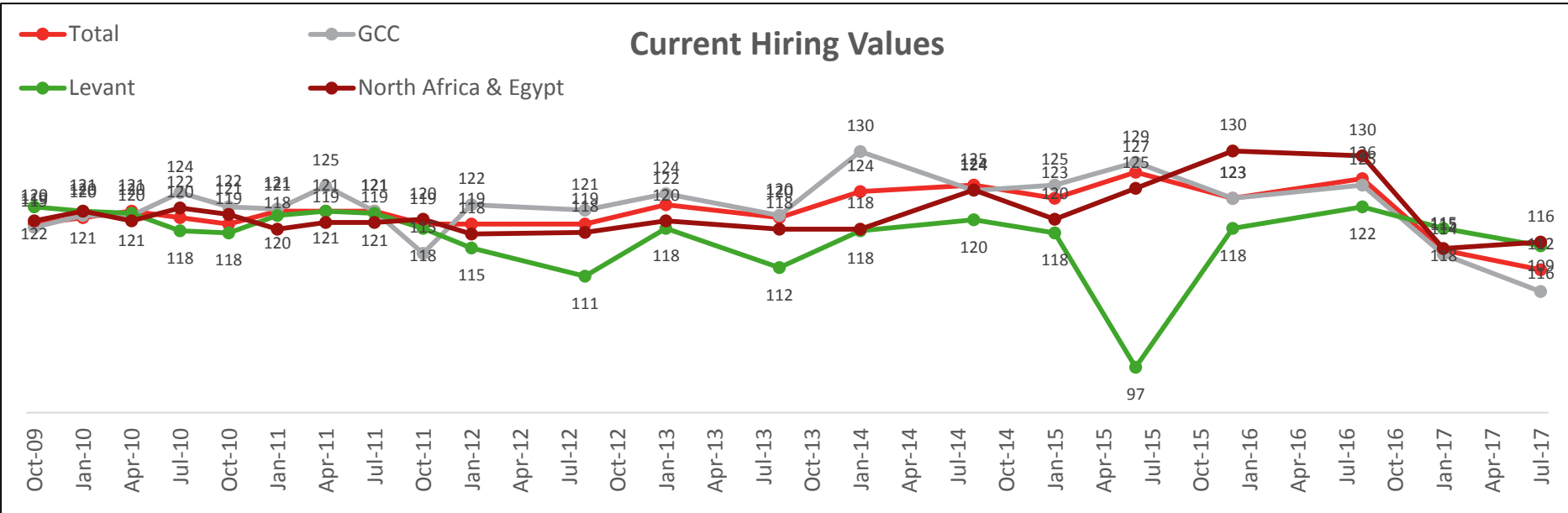
# APPENDIX



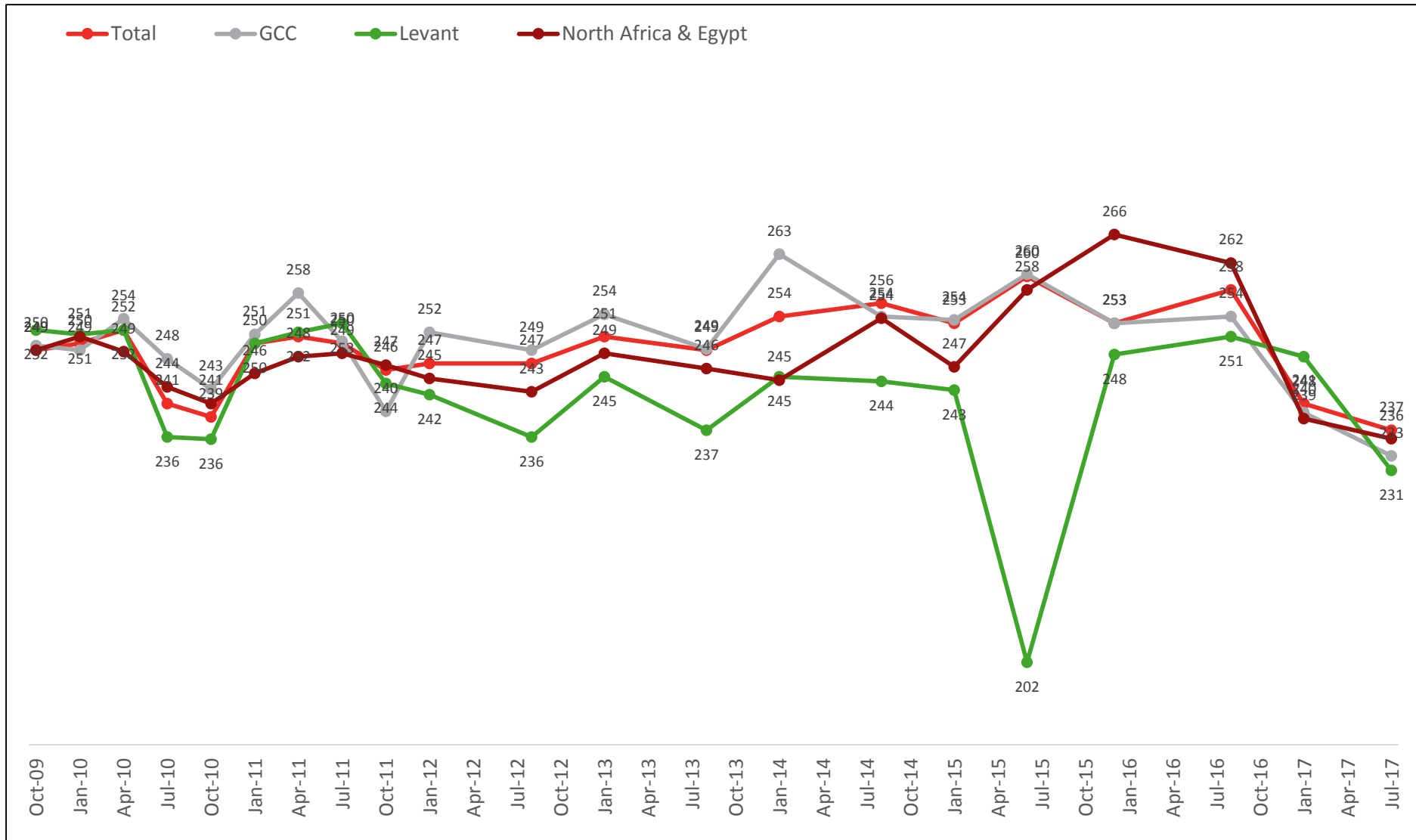
# Calculation of Indices and Benchmarking

- The indices which concentrate on measuring the job market are the :
  - Job Index (JI)
  - Hiring Expectancy Index (HEI)
- The indices aim to measure the potential opportunities that are present in the market.
- The Job Index is composed of the following two questions:
  - Question 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?
  - Question 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 also measures the HEI).
- The index is calculated according to the following formula:  $Index\ Value = (Current\ period\ value / Base\ period\ value) * 100$
- Current period's value for each question is calculated as:  
$$(((Number\ of\ optimistic\ answers - Number\ of\ pessimistic\ answers) / Achieved\ sample) * 100) + 100$$
- Current period values for each question are summed up to obtain current period's value for the overall index.
- The current period's value calculated for October 2009 is 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 Question 1 and Question 2.
- The HEI is calculated using only Question 2.
- JI and HEI are calculated separately for each country.

# Current & Future Hiring Values

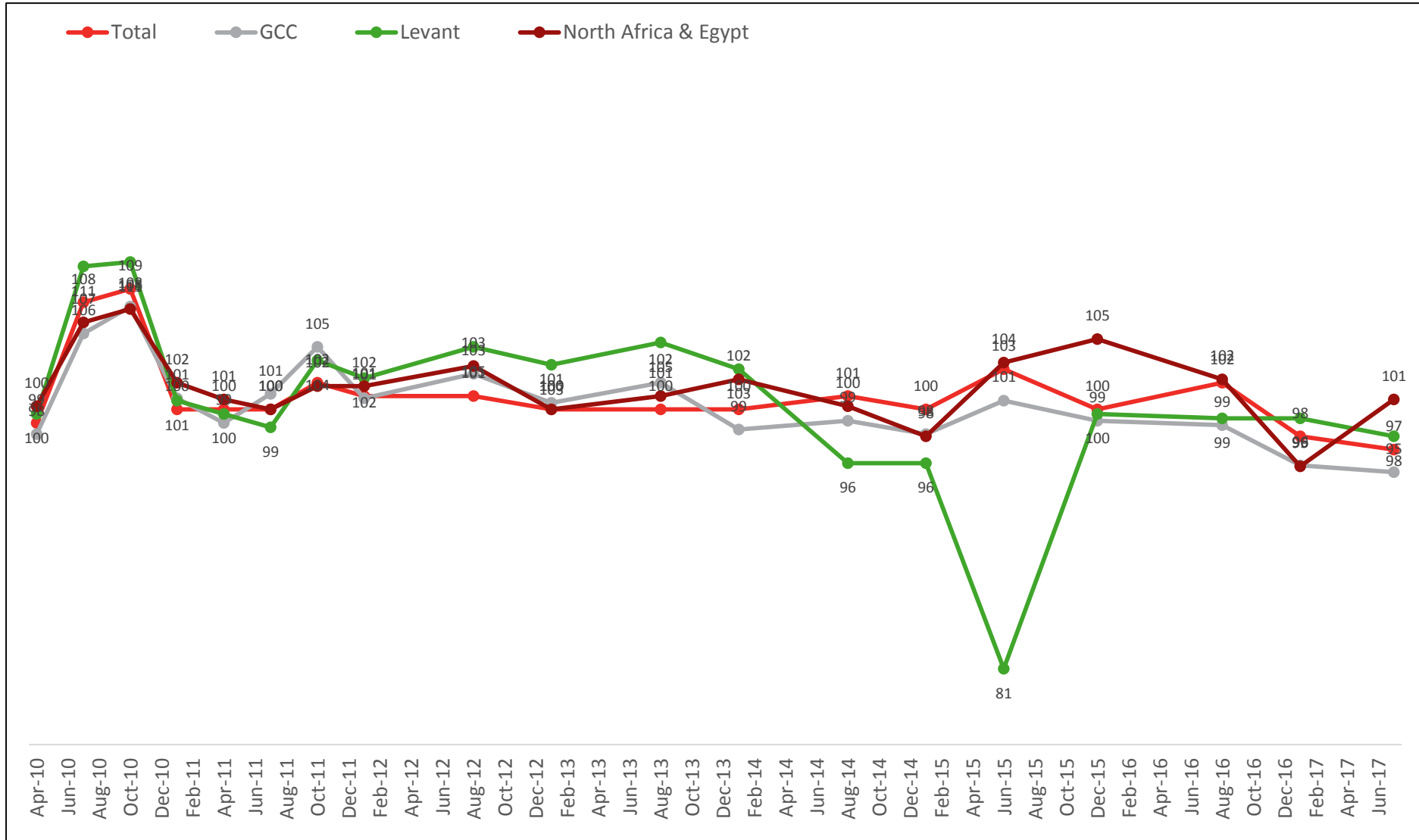


# Current + Future Hiring Values

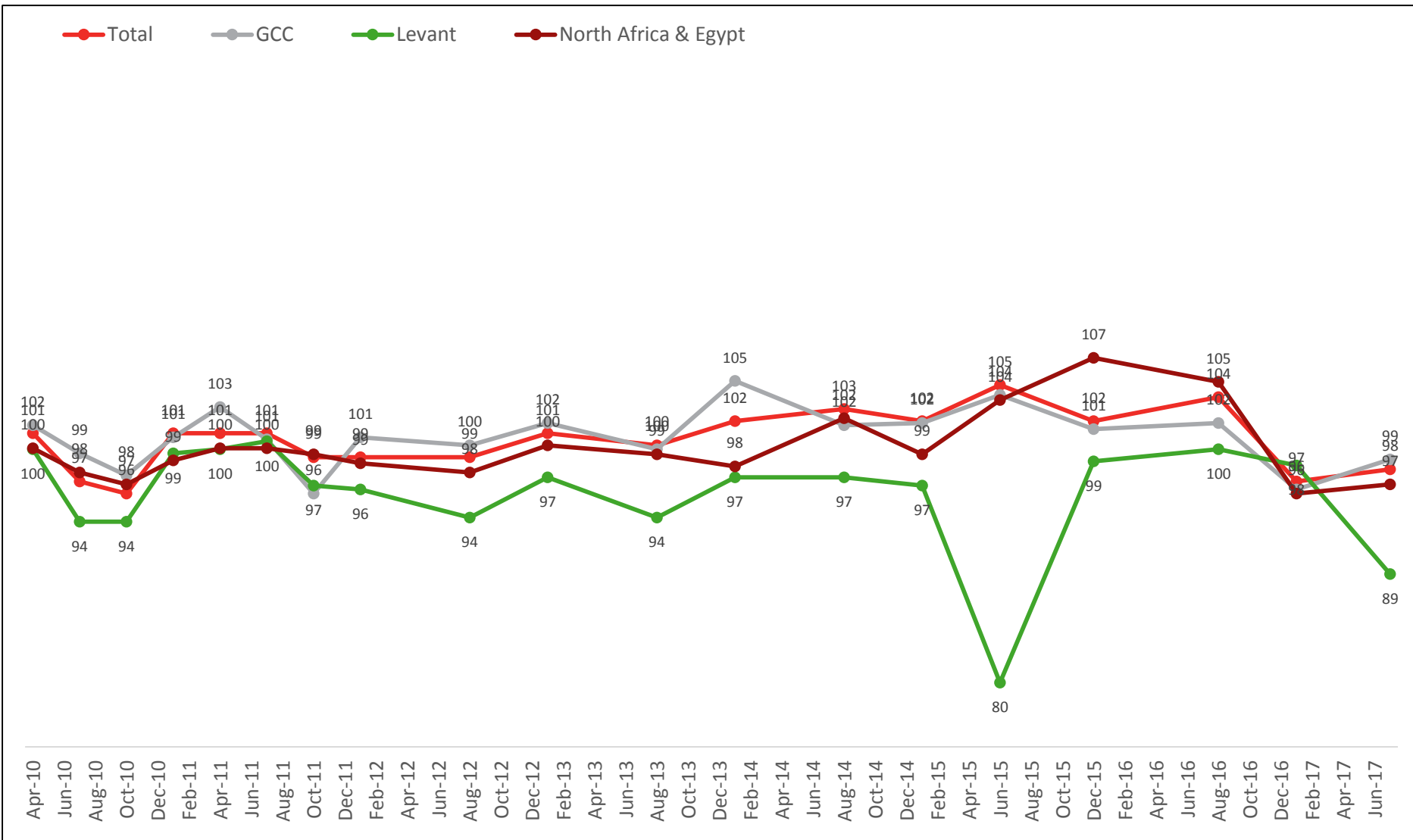




# Hiring Expectancy Index



# Job Index





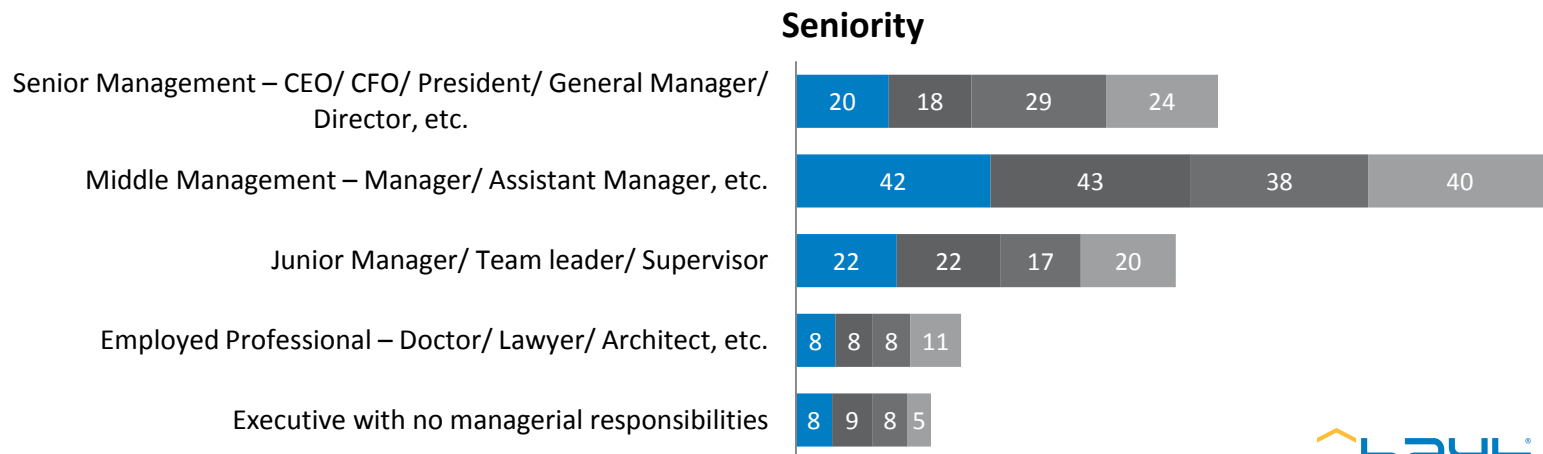
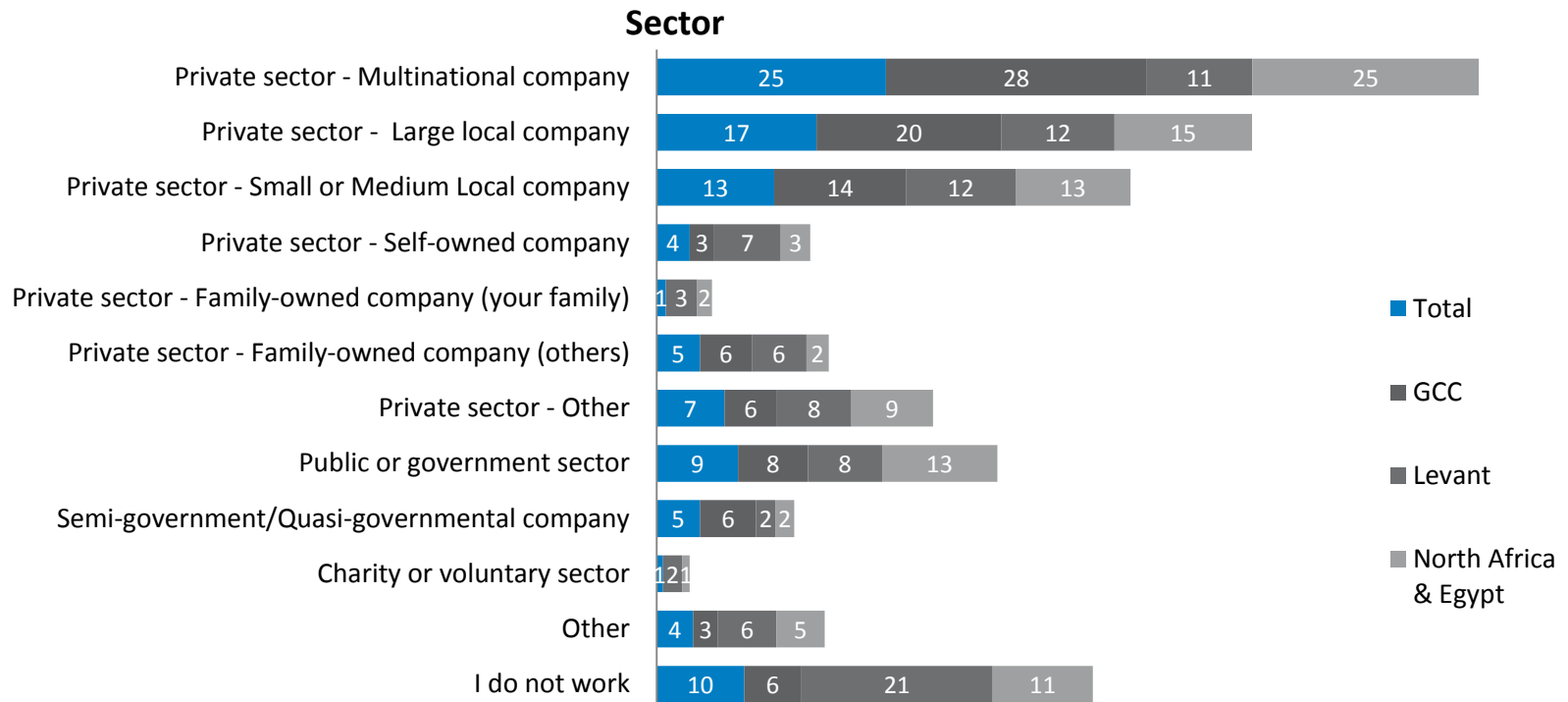
# Sample Definition

- **Age and Gender**
  - Adult males and females
  - Aged 18 plus years
- **Nationalities**
  - GCC Arabs, North Africans, Levantines, Western Expats, Asians
- **Country of Residence**
  - **GCC:** UAE, KSA, Kuwait, Oman, Qatar, Bahrain\*
  - **Levant:** Lebanon, Jordan
  - **North Africa & Egypt:** Egypt, Morocco\*, Algeria, Tunisia\*
- **Data Collection**
  - All data was collected online. Fieldwork was done between May 19th and July 19th 2017. The total number of successful online interviews achieved is 1,474. Of these, 1,333 were of working status.

*\*Low sample for current wave (less than 50 interviews)*

# Respondent Profile | By Sector & Seniority

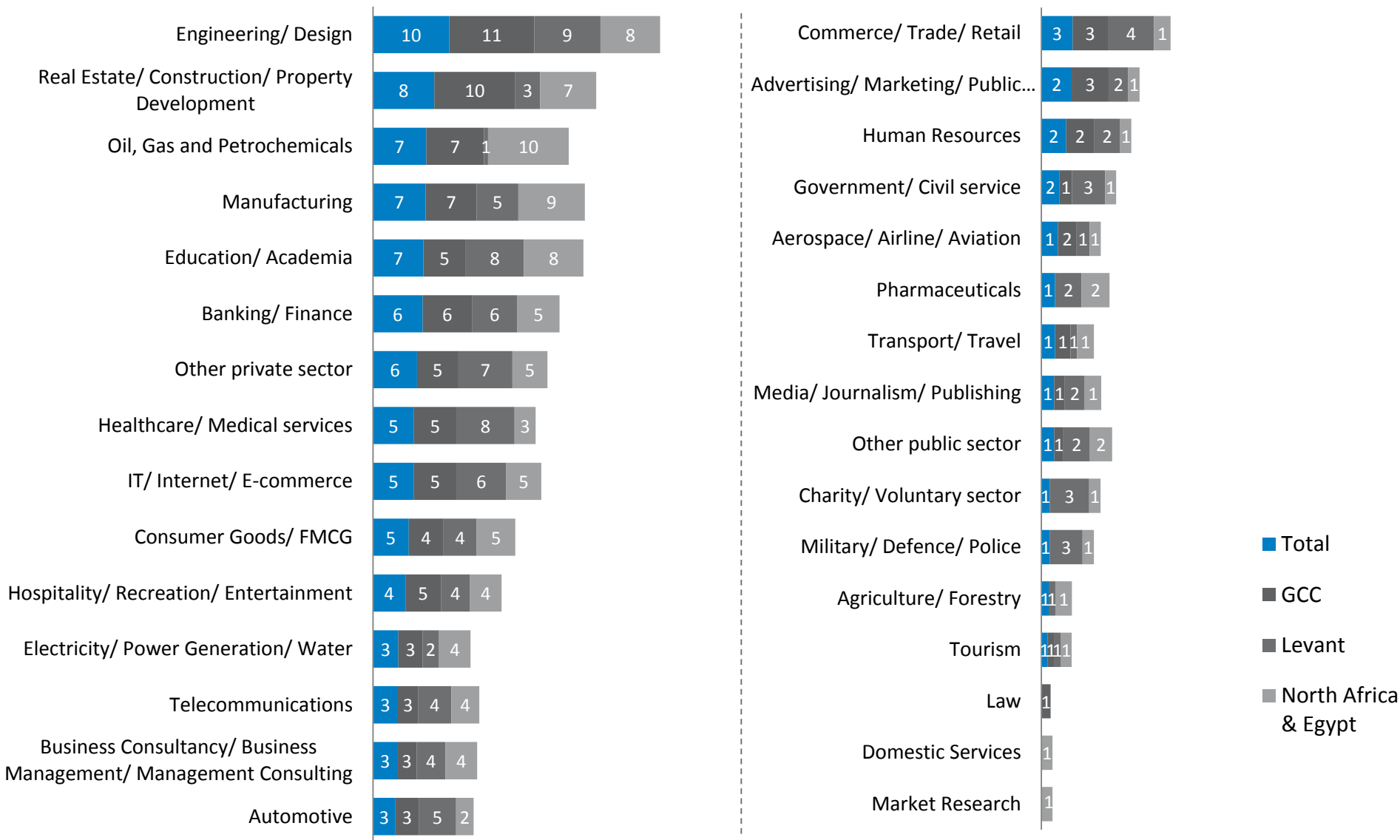
Numbers are in %



# Respondent Profile | By Industry

Numbers are in %

## Industry



■ Total  
■ GCC  
■ Levant  
■ North Africa & Egypt





## Section 4

# COUNTRY LEVEL DATA

# Respondent Profile | By Sector (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: All</b>	<b>252</b>	<b>348</b>	<b>87</b>	<b>101</b>	<b>27*</b>	<b>39</b>	<b>61</b>	<b>172</b>
Private sector - Multinational company	29%	27%	18%	43%	33%	18%	15%	10%
Private sector - Large Local company	13%	24%	30%	13%	19%	26%	16%	10%
Private sector - Small or Medium Local company	12%	16%	16%	16%	7%	10%	18%	10%
Private sector – Self owned company	5%	1%	1%	2%	7%	3%	13%	5%
Private sector- Family owned company (your family)	-	1%	-	-	-	-	3%	3%
Private sector- Family owned company (others)	4%	5%	11%	4%	7%	8%	10%	5%
Private sector - Other	6%	7%	7%	3%	4%	5%	7%	9%
Public or Government sector	10%	6%	5%	6%	7%	15%	-	11%
Semi-government/Quasi-governmental company	9%	5%	3%	7%	-	3%	-	3%
Charity or voluntary sector	-	0%	-	-	-	-	5%	1%
Other	4%	2%	3%	1%	7%	3%	3%	7%
I do not work	8%	5%	5%	6%	7%	10%	10%	25%

\* Low base. Interpret with caution

# Respondent Profile | By Sector (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: All</b>	<b>171</b>	<b>28*</b>	<b>40</b>	<b>8*</b>
Private sector - Multinational company	26%	7%	33%	25%
Private sector - Large Local company	19%	11%	5%	-
Private sector - Small or Medium Local company	16%	14%	-	-
Private sector – Self owned company	4%	4%	-	13%
Private sector- Family owned company (your family)	2%	-	3%	-
Private sector- Family owned company (others)	2%	7%	3%	-
Private sector - Other	9%	11%	8%	-
Public or Government sector	8%	4%	33%	38%
Semi-government/Quasi-governmental company	1%	4%	3%	13%
Charity or voluntary sector	1%	4%	-	-
Other	6%	4%	3%	13%
I do not work	8%	32%	13%	-

\* Low base. Interpret with caution

# Respondent Profile | By Seniority (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>232</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>129</b>
Senior Management – CEO/ CFO/ President/ General Manager/ Director, etc.	16%	22%	20%	4%	24%	17%	29%	29%
Middle Management – Manager/ Assistant Manager, etc.	40%	44%	36%	51%	44%	49%	40%	36%
Junior Manager/ Team leader/ Supervisor	23%	18%	25%	34%	16%	20%	18%	17%
Employed Professional – Doctor/ Lawyer/ Architect, etc.	7%	8%	10%	8%	8%	9%	5%	9%
Executive with no managerial responsibilities	14%	7%	8%	3%	8%	6%	7%	8%

\* Low base. Interpret with caution

# Respondent Profile | By Seniority (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
Senior Management – CEO/ CFO/ President/ General Manager/ Director, etc.	28%	21%	3%	50%
Middle Management – Manager/ Assistant Manager, etc.	44%	26%	26%	50%
Junior Manager/ Team leader/ Supervisor	17%	21%	40%	-
Employed Professional – Doctor/ Lawyer/ Architect, etc.	8%	16%	23%	-
Executive with no managerial responsibilities	3%	16%	9%	-

\* Low base. Interpret with caution

# Respondent Profile | By Industry (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>2*</b>	<b>147</b>
Advertising/ Marketing/ Public Relations	3%	2%	10%	2%	4%	3%	2%	2%
Aerospace/ Airline/ Aviation	2%	2%	-	2%	-	-	-	2%
Automotive	2%	3%	4%	2%	4%	14%	-	7%
Banking/ Finance	9%	5%	11%	2%	8%	-	4%	7%
Business Consultancy/ Business Management/ Management Consulting	4%	2%	1%	1%	-	3%	2%	5%
Real Estate/ Construction/ Property Development	9%	11%	5%	18%	20%	-	7%	2%
Consumer Goods/ FMCG	4%	6%	5%	-	-	3%	11%	2%
Education/ Academia	6%	6%	5%	1%	4%	11%	2%	9%
Engineering/ Design	8%	12%	5%	16%	16%	14%	16%	5%
Government/ Civil service	1%	1%	-	-	-	3%	-	4%
Healthcare/ Medical services	6%	5%	7%	3%	8%	-	2%	10%
Hospitality/ Recreation/ Entertainment	4%	4%	4%	7%	-	9%	7%	2%
Human Resources	2%	2%	4%	2%	-	-	-	3%
IT/ Internet/ E-commerce	4%	6%	6%	6%	8%	3%	5%	7%
Law	1%	1%	-	-	-	3%	-	-
Manufacturing	7%	6%	2%	11%	4%	6%	5%	5%
Media/ Journalism/ Publishing	1%	-	1%	2%	4%	-	4%	1%
Oil, Gas and Petrochemicals	9%	6%	10%	4%	-	20%	-	1%
Electricity/ Power Generation/ Water	1%	6%	2%	-	-	3%	2%	2%
Commerce/ Trade/ Retail	4%	2%	2%	2%	8%	-	7%	2%
Telecommunications	3%	2%	2%	4%	4%	-	4%	5%
Transport/ Travel	2%	1%	2%	2%	-	-	2%	-
Other private sector	5%	5%	7%	11%	-	3%	4%	9%

# Respondent Profile | By Industry (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
Advertising/ Marketing/ Public Relations	1%	-	-	-
Aerospace/ Airline/ Aviation	1%	-	-	-
Automotive	2%	5%	-	13%
Banking/ Finance	8%	-	-	-
Business Consultancy/ Business Management/ Management Consulting	3%	16%	6%	-
Real Estate/ Construction/ Property Development	8%	5%	3%	13%
Consumer Goods/ FMCG	6%	5%	-	-
Education/ Academia	5%	11%	20%	-
Engineering/ Design	8%	5%	3%	38%
Government/ Civil service	1%	-	-	13%
Healthcare/ Medical services	2%	-	9%	-
Hospitality/ Recreation/ Entertainment	4%	5%	3%	-
Human Resources	1%	-	-	-
IT/ Internet/ E-commerce	6%	-	-	-
Law	-	-	-	-
Manufacturing	10%	5%	6%	-
Media/ Journalism/ Publishing	2%	-	-	-
Oil, Gas and Petrochemicals	6%	-	31%	25%
Electricity/ Power Generation/ Water	3%	5%	9%	-
Commerce/ Trade/ Retail	2%	-	-	-
Telecommunications	4%	5%	-	-
Transport/ Travel	1%	11%	-	-
Other private sector	6%	5%	-	-

\* Low base. Interpret with caution

# Current Hiring Values

Year	Period	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Tunisia	UAE
2009	Oct 2009	119	124	109	118	117	120	128	113	122	122	124	123	114
2010	Jan 2010	120	120	124	119	118	122	124	122	123	116	125	123	112
	Apr 2010	121	125	115	118	114	115	128	121	118	130	127	114	117
	Jul 2010	120	130	132	117	113	125	125	121	126	123	120	118	117
	Oct 2010	119	126	126	119	116	120	115	125	130	117	123	112	114
2011	Jan 2011	121	121	120	119	121	118	120	119	122	123	126	114	119
	Apr 2011	121	123	117	117	115	122	130	117	134	129	127	120	120
	Jul 2011	121	124	115	117	119	116	117	112	130	123	125	124	117
	Oct 2011	119	126	94	115	117	119	122	126	118	116	126	112	114
2012	Jan 2012	119	122	123	116	116	118	120	116	124	125	124	116	118
	Aug 2012	119	116	121	115	118	119	114	118	117	127	125	122	118
2013	Jan 2013	122	126	123	117	124	123	123	120	125	121	130	115	120
	Aug 2013	120	119	105	118	119	122	113	111	122	124	127	125	122
2014	Jan 2014	124	122	126	118	121	134	117	121	137	129	131	112	124
	Aug 2014	125	123	114	121	127	124	123	123	122	125	132	130	128
2015	Jan 2015	123	122	129	120	120	122	118	121	127	125	124	116	123
	Jun 2015	127	123	117	129	120	127	121	113	137	133	131	133	126
	Dec 2015	123	125	133	125	121	122	117	121	122	118	123	150	120
2016	Aug 2016	126	126	117	128	127	125	120	132	125	133	126	132	124
2017	Jan 2017	115	115	120	117	118	116	119	118	106	117	112	111	115
	July 2017	112	114	98	116	119	122	103	116	107	109	106	119	110



# Future Hiring Values

Year	Period	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Tunisia	UAE
2009	Oct 2009	130	132	129	129	129	131	131	127	135	130	133	129	126
2010	Jan 2010	130	131	127	128	130	129	130	129	130	129	134	131	123
	Apr 2010	131	133	138	128	128	129	132	127	135	134	136	128	129
	Jul 2010	120	130	132	117	113	125	125	121	126	123	120	118	117
	Oct 2010	119	126	126	119	116	120	115	125	130	117	123	112	114
2011	Jan 2011	129	130	130	128	129	129	128	124	129	132	133	127	128
	Apr 2011	130	130	129	128	127	130	134	128	139	133	133	128	130
	Jul 2011	130	131	130	127	132	125	135	126	132	130	132	133	128
	Oct 2011	128	134	117	125	129	126	125	126	124	126	135	124	124
2012	Jan 2012	128	131	133	125	126	126	130	126	130	133	131	126	126
	Aug 2012	128	126	132	127	128	129	130	121	115	132	132	127	128
2013	Jan 2013	129	131	128	126	132	133	127	128	130	128	135	131	129
	Aug 2013	129	134	115	127	127	134	123	122	129	132	133	131	129
2014	Jan 2014	130	130	123	125	132	134	123	127	144	133	135	123	129
	Aug 2014	131	126	118	129	132	127	127	128	134	130	138	135	133
2015	Jan 2015	129	126	126	131	127	130	128	132	130	128	130	118	128
	Jun 2015	133	134	117	134	132	133	133	133	142	135	135	133	130
	Dec 2015	130	133	129	129	131	133	126	146	130	128	127	136	131
2016	Aug 2016	132	131	117	137	137	131	129	129	113	141	137	133	137
2017	Jan 2017	127	116	121	129	124	132	135	129	124	124	124	121	129
	July 2017	124	121	120	128	126	128	120	124	124	129	118	106	126

# Current Hiring + Future Hiring Values

Year	Period	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Tunisia	UAE
2009	Oct 2009	249	257	239	247	246	251	259	240	258	252	257	252	241
2010	Jan 2010	250	252	251	247	248	251	254	251	253	245	259	254	235
	Apr 2010	252	258	253	246	242	243	260	249	253	263	264	242	246
	Jul 2010	241	259	264	235	227	249	250	243	253	246	240	237	234
	Oct 2010	239	252	251	238	231	241	231	250	260	233	246	224	228
2011	Jan 2011	250	251	250	247	250	246	248	243	251	255	259	241	247
	Apr 2011	251	253	247	246	242	253	264	245	273	262	260	248	250
	Jul 2011	250	254	244	244	251	241	252	238	262	253	257	258	245
	Oct 2011	246	260	211	240	246	245	247	251	242	242	261	236	238
2012	Jan 2012	247	253	256	241	242	244	249	243	254	257	255	242	244
	Aug 2012	247	242	253	242	245	248	245	239	231	259	257	248	246
2013	Jan 2013	251	257	252	243	256	255	249	248	256	249	265	246	249
	Aug 2013	249	253	220	244	246	257	236	232	251	256	260	256	251
2014	Jan 2014	254	252	249	243	253	268	239	248	281	263	266	235	253
	Aug 2014	256	249	232	250	258	251	250	251	255	255	270	265	261
2015	Jan 2015	253	248	255	251	248	252	246	253	257	253	254	234	250
	Jun 2015	260	256	233	263	253	260	254	246	279	267	266	267	257
	Dec 2015	253	258	263	254	252	254	243	267	252	247	251	286	251
2016	Aug 2016	258	257	233	265	263	256	249	261	238	273	263	265	261
2017	Jan 2017	241	231	240	245	242	248	254	247	230	241	236	232	243
	July 2017	237	236	218	243	245	250	223	239	231	238	225	225	237



# Hiring Expectancy Index

Year	Period	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Tunisia	UAE
2010	Apr 2010	99	100	94	101	101	102	100	100	100	97	98	100	98
	Jul 2010	108	102	98	110	114	105	105	105	107	105	111	109	108
	Oct 2010	109	105	103	108	112	109	114	102	104	111	108	115	111
2011	Jan 2011	100	102	100	101	100	102	103	103	105	99	100	102	99
	Apr 2011	100	102	100	101	101	101	98	99	98	97	100	101	98
	Jul 2011	100	101	100	101	98	105	97	101	102	100	101	97	99
	Oct 2011	102	99	111	103	100	104	105	101	109	103	99	104	102
2012	Jan 2012	101	101	97	103	102	104	101	101	104	98	102	102	100
	Aug 2012	101	105	98	101	101	102	101	105	118	98	101	102	99
2013	Jan 2013	100	101	101	102	98	99	104	99	104	102	99	98	98
	Aug 2013	100	99	112	102	102	98	107	105	105	98	101	98	98
2014	Jan 2014	100	101	105	103	98	98	107	100	94	97	99	105	98
	Aug 2014	101	95	91	100	102	97	97	101	99	100	103	105	105
2015	Jan 2015	100	95	97	102	98	99	98	103	96	99	97	92	101
	Jun 2015	103	101	90	104	102	101	102	105	105	104	101	104	103
	Dec 2015	100	101	100	100	101	101	96	115	96	99	95	105	104
2016	Aug 2016	102	99	90	106	106	100	98	101	83	109	103	103	108
2017	Jan 2017	98	88	93	100	96	100	103	101	92	95	93	94	102
	July 2017	97	99	82	99	101	105	87	98	101	93	95	107	96

Year	Period	Total	Algeria	Bahrain	Egypt	Jordan	Kuwait	Lebanon	Morocco	Oman	Qatar	Saudi Arabia	Tunisia	UAE
2010	Apr 2010	101	100	106	100	98	97	100	103	98	105	102	96	102
	Jul 2010	97	101	111	95	92	99	97	101	98	98	93	94	97
	Oct 2010	96	98	105	96	94	96	89	104	101	93	96	89	94
2011	Jan 2011	101	98	105	100	102	98	96	101	97	101	101	96	102
	Apr 2011	101	99	103	100	98	101	102	102	106	104	101	98	104
	Jul 2011	101	99	102	99	102	96	97	99	102	101	100	102	102
	Oct 2011	99	101	88	97	100	98	95	105	94	96	101	94	99
2012	Jan 2012	99	99	107	98	99	97	96	101	98	102	99	96	101
	Aug 2012	99	94	106	98	100	99	95	100	90	103	100	99	102
2013	Jan 2013	101	100	105	99	104	102	96	103	99	99	103	98	103
	Aug 2013	100	99	92	99	100	102	91	97	97	102	101	102	104
2014	Jan 2014	102	98	104	99	103	107	92	103	109	104	103	93	105
	Aug 2014	103	97	97	102	105	100	97	105	99	101	105	105	108
2015	Jan 2015	102	97	107	102	101	100	95	105	100	101	99	93	104
	Jun 2015	105	100	98	107	103	103	98	102	108	106	103	106	107
	Dec 2015	102	101	110	103	102	101	94	111	98	98	97	114	104
2016	Aug 2016	104	100	98	107	107	102	96	109	92	109	102	105	108
2017	Jan 2017	97	90	101	99	98	99	98	103	89	96	92	92	101
	July 2017	98	104	99	99	102	97	89	96	100	104	95	88	98



# Hiring in next 3 months

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>232</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>129</b>
Definitely hiring	30%	22%	34%	23%	16%	20%	18%	26%
Probably hiring	21%	24%	28%	21%	16%	26%	20%	30%
Probably not hiring	13%	17%	6%	13%	20%	20%	18%	11%
Definitely not hiring	17%	16%	12%	14%	16%	11%	15%	9%
Don't know/can't say	19%	21%	20%	29%	32%	23%	29%	24%

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
Definitely hiring	32%	16%	23%	25%
Probably hiring	21%	32%	20%	38%
Probably not hiring	10%	-	-	-
Definitely not hiring	11%	16%	14%	25%
Don't know/can't say	27%	37%	43%	13%

**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

Q. Will you be hiring in the next 3 months either for your organization or for your clients if you are in the recruitment field?



# Hiring in next 1 year

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>232</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>129</b>
Definitely hiring	37%	28%	31%	27%	24%	20%	27%	29%
Probably hiring	32%	32%	36%	42%	32%	46%	29%	36%
Probably not hiring	10%	15%	7%	5%	12%	9%	13%	10%
Definitely not hiring	6%	8%	4%	6%	4%	9%	4%	2%
Don't know/can't say	16%	18%	22%	19%	28%	17%	27%	23%

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
Definitely hiring	35%	37%	14%	13%
Probably hiring	34%	26%	43%	25%
Probably not hiring	11%	-	9%	-
Definitely not hiring	3%	16%	6%	25%
Don't know/can't say	16%	21%	29%	38%

Top 2 box (%Definitely hiring + %Probably hiring)

**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

Q. Will you be hiring in the next 1 year either for your organization or for your clients if you are in the recruitment field?

# Approximate number of jobs hiring for

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Those hiring in next 3 months</b>	<b>118</b>	<b>152</b>	<b>51</b>	<b>42</b>	<b>8*</b>	<b>16*</b>	<b>21*</b>	<b>73</b>
Less than 5 jobs	47%	42%	37%	33%	38%	31%	38%	47%
6 – 10 jobs	18%	20%	25%	33%	38%	44%	19%	18%
11 – 20 jobs	6%	13%	12%	7%	13%	6%	14%	11%
21 to 50 jobs	6%	7%	2%	7%	-	-	5%	5%
51 to 100 jobs	2%	2%	-	2%	13%	6%	-	-
More than 100 jobs	4%	5%	2%	5%	-	-	5%	-
Don't know/can't say	17%	11%	22%	12%	-	13%	19%	19%

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Those hiring in next 3 months</b>	<b>83</b>	<b>9*</b>	<b>15*</b>	<b>5*</b>
Less than 5 jobs	51%	56%	40%	80%
6 – 10 jobs	24%	11%	13%	-
11 – 20 jobs	5%	11%	7%	20%
21 to 50 jobs	6%	-	7%	-
51 to 100 jobs	2%	11%	-	-
More than 100 jobs	4%	-	-	-
Don't know/can't say	8%	11%	33%	-

\* Low base. Interpret with caution

**Base: Those hiring in next 3 months (663)**

Q. Please indicate the approximate number of jobs you would be hiring for in the next 3 months.



# Positions hiring for (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Those hiring in next 3 months</b>	<b>118</b>	<b>152</b>	<b>51</b>	<b>42</b>	<b>8*</b>	<b>16*</b>	<b>21*</b>	<b>73</b>
CEO	2%	2%	2%	2%	-	6%	-	1%
CFO/CMO/COO, etc.	2%	-	-	5%	-	6%	-	1%
Managing Director	4%	11%	8%	7%	-	6%	14%	10%
President	3%	1%	-	5%	-	-	-	-
Senior Vice President	2%	4%	-	2%	-	-	-	3%
Vice President	3%	3%	4%	2%	-	-	-	7%
Regional Director	8%	8%	6%	2%	-	6%	10%	5%
Director	5%	5%	4%	5%	13%	-	10%	14%
Manager	25%	26%	24%	26%	25%	13%	19%	14%
Analyst	12%	16%	12%	14%	38%	19%	14%	21%
Coordinator	30%	28%	24%	31%	38%	25%	29%	23%
Senior Executive	19%	23%	16%	29%	38%	31%	10%	16%
Executive	24%	26%	22%	19%	50%	19%	14%	22%
Junior Executive	38%	39%	49%	48%	63%	44%	38%	53%

\* Low base. Interpret with caution



**Base: Those hiring in next 3 months (663)** \*for Marketing, Project, Client Servicing, IT, Sales, Finance, HR, Operations etc.

Q. Which of the following career levels/positions would you be hiring for in the next 3 months?





## Positions hiring for (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Those hiring in next 3 months</b>	<b>83</b>	<b>9*</b>	<b>15*</b>	<b>5*</b>
CEO	1%	-	-	-
CFO/CMO/COO, etc.	5%	-	7%	-
Managing Director	18%	11%	13%	20%
President	2%	11%	-	-
Senior Vice President	8%	-	-	20%
Vice President	4%	-	-	20%
Regional Director	11%	-	-	20%
Director	12%	-	13%	20%
Manager	29%	22%	13%	40%
Analyst	14%	22%	7%	-
Coordinator	28%	11%	20%	40%
Senior Executive	30%	11%	27%	40%
Executive	24%	11%	20%	40%
Junior Executive	43%	44%	33%	20%

*\* Low base. Interpret with caution*

**Base: Those hiring in next 3 months (663)** \*for Marketing, Project, Client Servicing, IT, Sales, Finance, HR, Operations etc.

Q. Which of the following career levels/positions would you be hiring for in the next 3 months?

# Specific roles hiring for (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Those hiring in next 3 months</b>	<b>118</b>	<b>152</b>	<b>51</b>	<b>42</b>	<b>8*</b>	<b>16*</b>	<b>21*</b>	<b>73</b>
Director (Marketing, Project, Client Servicing, IT, Sales, Finance, HR, Operations etc.)	8%	6%	6%	12%	13%	-	10%	7%
Sales Manager	13%	11%	12%	10%	38%	6%	14%	5%
Sales Executive	27%	13%	16%	10%	38%	25%	43%	11%
Marketing Manager	8%	5%	8%	2%	-	-	5%	8%
Marketing Executive	12%	6%	16%	5%	25%	-	14%	7%
HR Manager	8%	7%	4%	14%	13%	-	-	11%
HR Professional	12%	9%	6%	10%	25%	-	5%	7%
Construction Manager	9%	5%	2%	10%	13%	-	-	-
Project Manager	17%	16%	12%	24%	25%	-	14%	7%
Accountant	14%	10%	12%	17%	-	6%	14%	14%
Financial Analyst	8%	8%	10%	7%	-	6%	5%	4%
Bank Teller	8%	1%	4%	2%	-	-	5%	4%
Designer	9%	8%	6%	14%	13%	6%	5%	8%
Customer Service Representative	12%	8%	14%	10%	-	6%	5%	11%
Executive Assistant	11%	7%	8%	14%	13%	19%	14%	7%
Receptionist	13%	7%	14%	14%	13%	-	5%	10%
Administrative Assistant	18%	9%	12%	14%	13%	19%	14%	11%
Civil Engineer	11%	9%	2%	21%	13%	6%	-	4%
Electrical Engineer	12%	11%	10%	7%	13%	13%	-	1%
Mechanical Engineer	14%	14%	10%	12%	13%	6%	-	4%
Engineer (other)	18%	11%	8%	26%	25%	19%	14%	-
Others	25%	22%	22%	45%	25%	25%	38%	22%

\*Showing only top roles (8% and above)

**Base: Those hiring in next 3 months (663)**

\*for Marketing, Project, Client Servicing, IT, Sales, Finance, HR, Operations etc.

Q. Which of the following specific roles are you hiring for in the next 3 months?

\* Low base. Interpret with caution

# Specific roles hiring for (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Those hiring in next 3 months</b>	<b>83</b>	<b>9*</b>	<b>15*</b>	<b>5*</b>
Director (Marketing, Project, Client Servicing, IT, Sales, Finance, HR, Operations etc.)	16%	22%	13%	-
Sales Manager	18%	-	13%	-
Sales Executive	16%	22%	7%	-
Marketing Manager	12%	-	7%	-
Marketing Executive	10%	-	7%	-
HR Manager	6%	-	-	-
HR Professional	6%	22%	7%	-
Construction Manager	4%	-	13%	20%
Project Manager	18%	-	33%	40%
Accountant	13%	-	20%	-
Financial Analyst	5%	-	-	-
Bank Teller	4%	-	-	-
Designer	5%	-	7%	20%
Customer Service Representative	16%	11%	7%	-
Executive Assistant	8%	11%	7%	-
Receptionist	10%	11%	7%	-
Administrative Assistant	10%	11%	20%	-
Civil Engineer	4%	-	7%	40%
Electrical Engineer	5%	-	20%	40%
Mechanical Engineer	8%	22%	-	60%
Engineer (other)	13%	-	27%	-
Others	19%	22%	20%	-

\*Showing only top roles (8% and above)

**Base: Those hiring in next 3 months (663)**

\*for Marketing, Project, Client Servicing, IT, Sales, Finance, HR, Operations etc.

Q. Which of the following specific roles are you hiring for in the next 3 months?

# Educational and academic qualifications sought in candidate (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>232</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>129</b>
Science Graduation/Post Graduation	19%	14%	12%	18%	20%	9%	15%	14%
Commerce Graduation/Post Graduation	25%	15%	19%	12%	24%	11%	15%	14%
Arts Graduation/Post Graduation	9%	4%	8%	5%	4%	9%	7%	5%
Business Management Graduation/Post Graduation	33%	27%	29%	23%	32%	20%	27%	28%
Psychology, Social Science, Statistics Graduation/Post Graduation	4%	2%	2%	4%	8%	-	4%	5%
Information Technology Graduation/Post Graduation	16%	16%	19%	18%	20%	11%	22%	17%
Engineering Graduation/Post Graduation	32%	38%	22%	45%	36%	40%	33%	16%
Medical Graduation/Post Graduation	5%	6%	4%	2%	12%	-	2%	7%
Teaching Qualifications	6%	10%	8%	5%	4%	-	5%	9%
Administrative Qualifications	17%	15%	10%	18%	16%	6%	24%	16%
Computer Science Qualifications	11%	14%	10%	15%	24%	6%	16%	15%
Electronics/Electrical Qualifications	10%	12%	10%	13%	16%	14%	9%	6%
Law Qualifications	3%	4%	1%	1%	4%	-	-	2%
Interior or Fashion Design Qualifications	5%	2%	4%	2%	8%	3%	5%	5%
Hospitality Qualifications	8%	6%	8%	12%	-	11%	13%	7%
Flight Training/In Flight Crew Qualifications	2%	1%	-	2%	4%	3%	2%	2%
Others	15%	17%	14%	18%	8%	23%	15%	22%
Don't know/can't say	9%	8%	13%	6%	12%	14%	15%	6%

\* Low base. Interpret with caution

\*Grad/PG

**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

Q. Which educational and academic qualifications do you look for when hiring new employees? (Please select all that apply)

# Educational and academic qualifications sought in candidate (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
Science Graduation/Post Graduation	14%	16%	17%	13%
Commerce Graduation/Post Graduation	23%	16%	9%	-
Arts Graduation/Post Graduation	8%	-	3%	-
Business Management Graduation/Post Graduation	26%	21%	14%	13%
Psychology, Social Science, Statistics Graduation/Post Graduation	1%	5%	-	-
Information Technology Graduation/Post Graduation	18%	16%	20%	13%
Engineering Graduation/Post Graduation	28%	16%	46%	75%
Medical Graduation/Post Graduation	4%	5%	6%	-
Teaching Qualifications	5%	11%	29%	13%
Administrative Qualifications	16%	5%	17%	-
Computer Science Qualifications	13%	5%	23%	-
Electronics/Electrical Qualifications	7%	32%	23%	13%
Law Qualifications	6%	11%	6%	-
Interior or Fashion Design Qualifications	3%	-	3%	-
Hospitality Qualifications	7%	5%	14%	-
Flight Training/In Flight Crew Qualifications	2%	-	-	13%
Others	17%	32%	17%	-
Don't know/can't say	8%	11%	9%	-

\* Low base. Interpret with caution

\*Grad/PG

Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)

Q. Which educational and academic qualifications do you look for when hiring new employees? (Please select all that apply)

# Skills most sought in a candidate (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>232</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>129</b>
Good communication skills - Arabic and English	47%	69%	70%	60%	60%	66%	58%	78%
Good communication skills - English only	43%	21%	18%	29%	32%	26%	2%	7%
Good negotiation skills	39%	32%	36%	40%	44%	34%	44%	37%
Good leadership skills	43%	40%	36%	49%	48%	46%	55%	40%
Good contacts/ professional network	31%	25%	22%	28%	32%	26%	24%	22%
Overall personality and demeanour	31%	27%	27%	31%	20%	34%	36%	39%
Good personal grooming	31%	22%	25%	26%	24%	31%	29%	28%
Passionate/ desire to make a difference	31%	26%	30%	20%	28%	37%	38%	34%
Team player/ cooperative/ helpful/ flexible	53%	48%	40%	61%	44%	49%	55%	48%
Good people management skills	31%	30%	22%	33%	28%	37%	20%	25%
Has not changed jobs frequently/ reliable	17%	16%	11%	11%	20%	20%	11%	13%
Efficient/ productive	43%	39%	35%	38%	36%	43%	40%	36%
Trustworthy/ Honest	38%	34%	40%	45%	16%	54%	55%	35%
Creative	31%	34%	35%	29%	20%	43%	33%	41%
Good analytical skills	33%	34%	19%	39%	20%	34%	31%	33%
Candidates already \$q11_text_21	37%	12%	17%	20%	8%	17%	16%	14%
Ability to work under pressure	50%	44%	46%	52%	36%	49%	40%	47%
Ability to take on new challenges	45%	37%	29%	37%	40%	34%	35%	36%
Good technical skills	40%	39%	29%	47%	28%	31%	29%	30%
Well experienced/ knowledgeable	43%	37%	30%	43%	36%	37%	31%	23%
Relevant industry experience	34%	27%	24%	34%	16%	31%	18%	22%
Local work experience	29%	23%	23%	29%	12%	20%	24%	12%
Regional work experience	19%	18%	16%	24%	16%	31%	16%	12%

\* Low base. Interpret with caution

\*Showing only top skills (higher than 10%)

**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

\*Good communication skills

Q. Which of the following skills do you MOST look for in a candidate? (Please select all that apply)

## Skills most sought in a candidate (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
Good communication skills - Arabic and English	82%	5%	23%	13%
Good communication skills - English only	5%	-	6%	-
Good negotiation skills	57%	21%	26%	13%
Good leadership skills	55%	21%	40%	50%
Good contacts/ professional network	39%	16%	31%	13%
Overall personality and demeanour	37%	21%	17%	13%
Good personal grooming	31%	11%	23%	-
Passionate/ desire to make a difference	37%	32%	31%	25%
Team player/ cooperative/ helpful/ flexible	60%	37%	43%	25%
Good people management skills	37%	21%	29%	25%
Has not changed jobs frequently/ reliable	15%	5%	11%	13%
Efficient/ productive	42%	42%	29%	25%
Trustworthy/ Honest	35%	37%	37%	25%
Creative	53%	47%	31%	38%
Good analytical skills	40%	11%	29%	25%
Candidates already \$q11_text_21	20%	5%	9%	13%
Ability to work under pressure	49%	37%	46%	63%
Ability to take on new challenges	44%	26%	46%	38%
Good technical skills	39%	42%	29%	50%
Well experienced/ knowledgeable	35%	26%	34%	13%
Relevant industry experience	26%	16%	20%	13%
Local work experience	23%	16%	9%	13%
Regional work experience	17%	11%	9%	-

\* Low base. Interpret with caution

\*Showing only top skills (higher than 10%)

**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

\*Good communication skills

Q. Which of the following skills do you MOST look for in a candidate? (Please select all that apply)



## Experience needed (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>232</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>129</b>
Managerial – ability to manage a team	35%	38%	35%	45%	36%	29%	29%	36%
Sales and marketing	31%	21%	37%	20%	48%	31%	29%	27%
Administrative	22%	20%	22%	21%	28%	17%	15%	15%
Secretarial	7%	5%	13%	7%	12%	6%	5%	9%
IT/ computer	18%	18%	22%	22%	24%	20%	18%	19%
Public speaking/ giving presentations	5%	7%	13%	11%	-	17%	15%	9%
Writing/ journalism/ PR	2%	3%	2%	3%	4%	3%	4%	4%
Advertising and media	7%	4%	8%	4%	4%	6%	7%	4%
Research/ market research	9%	6%	5%	1%	16%	9%	4%	18%
Junior level experience (less than 3 years)	18%	17%	16%	14%	4%	17%	22%	21%
Mid-level experience (3 to 7 years)	32%	34%	28%	40%	36%	17%	27%	27%
Senior level experience (7 to 10 years)	23%	31%	29%	38%	12%	29%	15%	12%
Very senior level experience, Department Head or Director (more than 10 years)	9%	12%	7%	6%	16%	11%	4%	5%
Others	6%	5%	4%	9%	8%	3%	2%	2%
Don't know/ can't say	6%	8%	7%	4%	8%	11%	13%	9%

\* Low base. Interpret with caution





## Experience needed (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
Managerial – ability to manage a team	45%	58%	20%	25%
Sales and marketing	27%	16%	17%	-
Administrative	14%	5%	11%	-
Secretarial	3%	-	14%	-
IT/ computer	23%	32%	17%	13%
Public speaking/ giving presentations	9%	5%	3%	13%
Writing/ journalism/ PR	4%	5%	3%	-
Advertising and media	3%	-	-	-
Research/ market research	9%	16%	-	-
Junior level experience (less than 3 years)	21%	5%	20%	50%
Mid-level experience (3 to 7 years)	22%	5%	11%	38%
Senior level experience (7 to 10 years)	22%	16%	29%	25%
Very senior level experience, Department Head or Director (more than 10 years)	17%	11%	17%	38%
Others	4%	11%	20%	-
Don't know/ can't say	9%	11%	6%	-

\* Low base. Interpret with caution



# Last time company hired new employees

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>232</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>129</b>
In the last 3 months	50%	42%	48%	51%	32%	37%	40%	46%
In the last 6 months	13%	16%	25%	18%	20%	31%	13%	15%
In the last 12 months	12%	14%	6%	4%	4%	3%	7%	9%
More than 12 months back	13%	19%	10%	17%	16%	17%	16%	16%
Don't know/ Can't say	12%	8%	11%	11%	28%	11%	24%	15%

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
In the last 3 months	49%	26%	23%	38%
In the last 6 months	13%	5%	11%	-
In the last 12 months	7%	16%	20%	25%
More than 12 months back	15%	11%	9%	38%
Don't know/ Can't say	15%	42%	37%	-

**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

Q. How recently in the past has your company hired any new employees?

*\* Low base. Interpret with caution*

# Attractiveness of job market in country of residence

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: All</b>	<b>252</b>	<b>348</b>	<b>87</b>	<b>101</b>	<b>27*</b>	<b>39</b>	<b>61</b>	<b>172</b>
Much more attractive than other countries	48%	25%	24%	46%	30%	8%	11%	12%
Slightly more attractive than other countries	19%	20%	18%	21%	22%	28%	3%	11%
Equally attractive as other countries	13%	22%	20%	16%	15%	21%	8%	10%
Slightly less attractive than other countries	4%	15%	13%	7%	7%	23%	26%	27%
Much less attractive than other countries	6%	10%	11%	3%	7%	8%	41%	30%
Don't know/can't say	10%	8%	14%	8%	19%	13%	10%	10%

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: All</b>	<b>171</b>	<b>28*</b>	<b>40</b>	<b>8*</b>
Much more attractive than other countries	16%	11%	5%	13%
Slightly more attractive than other countries	6%	18%	5%	-
Equally attractive as other countries	15%	11%	13%	-
Slightly less attractive than other countries	23%	14%	25%	25%
Much less attractive than other countries	27%	14%	15%	38%
Don't know/can't say	11%	32%	38%	25%

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

Q. How attractive is your country of residence as a job market in comparison to other countries in the Middle East and North Africa?

# Attractiveness of industry as potential employer

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: Working</b>	<b>232</b>	<b>331</b>	<b>83</b>	<b>95</b>	<b>25*</b>	<b>35</b>	<b>55</b>	<b>129</b>
Much more attractive than other businesses	31%	25%	28%	34%	28%	9%	11%	19%
Slightly more attractive than other businesses	18%	25%	14%	26%	24%	20%	22%	24%
Equally attractive as other businesses	25%	27%	30%	26%	20%	26%	31%	24%
Slightly less attractive than other businesses	10%	10%	11%	5%	8%	26%	15%	13%
Much less attractive than other businesses	5%	7%	6%	3%	8%	6%	9%	11%
Don't know/can't say	11%	7%	11%	5%	12%	14%	13%	9%

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: Working</b>	<b>158</b>	<b>19*</b>	<b>35</b>	<b>8*</b>
Much more attractive than other businesses	28%	-	34%	38%
Slightly more attractive than other businesses	23%	21%	14%	25%
Equally attractive as other businesses	24%	32%	17%	-
Slightly less attractive than other businesses	9%	11%	3%	25%
Much less attractive than other businesses	6%	5%	9%	13%
Don't know/can't say	9%	32%	23%	-

**Base: Working (1333), GCC (801), Levant (186), North Africa & Egypt (220)**

Q. How attractive is your industry as a potential employer in comparison to other industries?

# Industries attracting/retaining top talent (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: All</b>	<b>252</b>	<b>348</b>	<b>87</b>	<b>101</b>	<b>27*</b>	<b>39</b>	<b>61</b>	<b>172</b>
Advertising/ Marketing/ Public Relations	23%	16%	26%	15%	15%	23%	46%	22%
Aerospace/ Airline/ Aviation	19%	7%	2%	13%	11%	15%	5%	10%
Automotive	11%	9%	16%	10%	4%	21%	5%	16%
Banking/ Finance	30%	24%	38%	22%	44%	31%	49%	39%
Business Consultancy/ Business Management/ Management Consulting	24%	20%	15%	16%	33%	8%	31%	21%
Real Estate/ Construction/ Property Development	31%	21%	17%	45%	30%	15%	28%	22%
Consumer Goods/ FMCG	19%	19%	14%	16%	19%	21%	25%	17%
Education/ Academia	16%	16%	11%	13%	11%	18%	16%	28%
Engineering/ Design	25%	28%	26%	46%	26%	26%	20%	19%
Government/ Civil service	15%	11%	10%	14%	4%	26%	10%	15%
Healthcare/ Medical services	24%	24%	16%	20%	26%	28%	28%	24%
Hospitality/ Recreation/ Entertainment	22%	17%	15%	19%	22%	23%	25%	18%
Human Resources	12%	10%	11%	19%	15%	10%	8%	13%
IT/ Internet/ E-commerce	21%	26%	20%	20%	22%	8%	31%	19%
Manufacturing	16%	14%	6%	12%	26%	21%	7%	10%
Oil, Gas and Petrochemicals	24%	32%	43%	36%	30%	44%	5%	6%
Electricity/ Power Generation/ Water	13%	20%	17%	15%	11%	13%	7%	6%
Commerce/ Trade/ Retail	11%	11%	8%	9%	11%	15%	13%	8%
Telecommunications	20%	18%	25%	17%	22%	21%	16%	25%
Tourism	21%	7%	7%	7%	22%	26%	18%	12%
Transport/ Travel	10%	9%	1%	12%	11%	15%	11%	6%

\*showing only top industries (higher than 10%)

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

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

\* Low base. Interpret with caution

## Industries attracting/retaining top talent (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: All</b>	<b>171</b>	<b>28*</b>	<b>40</b>	<b>8*</b>
Advertising/ Marketing/ Public Relations	31%	29%	13%	-
Aerospace/ Airline/ Aviation	7%	21%	-	25%
Automotive	18%	39%	13%	25%
Banking/ Finance	33%	25%	8%	13%
Business Consultancy/ Business Management/ Management Consulting	24%	18%	8%	-
Real Estate/ Construction/ Property Development	31%	29%	15%	-
Consumer Goods/ FMCG	19%	21%	10%	-
Education/ Academia	9%	7%	18%	13%
Engineering/ Design	24%	14%	15%	38%
Government/ Civil service	5%	14%	13%	-
Healthcare/ Medical services	9%	7%	10%	-
Hospitality/ Recreation/ Entertainment	13%	25%	10%	-
Human Resources	13%	7%	10%	-
IT/ Internet/ E-commerce	26%	21%	28%	13%
Manufacturing	20%	18%	13%	13%
Oil, Gas and Petrochemicals	32%	11%	50%	38%
Electricity/ Power Generation/ Water	13%	21%	28%	13%
Commerce/ Trade/ Retail	18%	25%	18%	13%
Telecommunications	29%	21%	25%	25%
Tourism	10%	39%	15%	13%
Transport/ Travel	5%	18%	10%	-

*\*showing only top industries (higher than 10%)*

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

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

# Industries attracting/retaining top National talent (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: All</b>	<b>252</b>	<b>348</b>	<b>87</b>	<b>101</b>	<b>27*</b>	<b>39</b>	<b>61</b>	<b>172</b>
Banking/ Finance	34%	32%	39%	24%	44%	46%	52%	42%
Oil, Gas and Petrochemicals	27%	33%	46%	37%	22%	59%	7%	4%
Real Estate/ Construction/ Property Development	23%	19%	15%	33%	30%	26%	26%	20%
Telecommunications	21%	22%	23%	17%	26%	28%	11%	22%
Engineering/ Design	18%	24%	17%	36%	19%	26%	13%	22%
Business Consultancy/ Business Management/ Management Consulting	21%	21%	16%	16%	33%	26%	31%	21%
Government/ Civil service	32%	20%	21%	20%	22%	36%	5%	18%
Advertising/ Marketing/ Public Relations	17%	14%	17%	11%	22%	23%	43%	24%
IT/ Internet/ E-commerce	15%	20%	15%	22%	15%	23%	21%	20%
Healthcare/ Medical services	17%	21%	17%	26%	37%	15%	21%	24%
Education/ Academia	15%	16%	10%	11%	15%	26%	13%	25%
Electricity/ Power Generation/ Water	19%	19%	10%	16%	22%	21%	8%	6%
Military/ Defence/ Police	18%	17%	14%	15%	15%	15%	2%	15%
Human Resources	19%	17%	13%	14%	15%	13%	7%	18%
Hospitality/ Recreation/ Entertainment	16%	16%	10%	14%	15%	15%	26%	16%
Consumer Goods/ FMCG	12%	16%	10%	7%	22%	18%	23%	15%
Automotive	10%	11%	14%	13%	15%	26%	5%	16%
Tourism	19%	9%	5%	6%	15%	31%	13%	13%
Aerospace/ Airline/ Aviation	20%	11%	7%	15%	15%	15%	5%	9%
Manufacturing	12%	13%	2%	11%	7%	10%	3%	8%
Commerce/ Trade/ Retail	11%	11%	5%	7%	11%	18%	7%	10%
Transport/ Travel	12%	10%	3%	7%	15%	23%	11%	5%

showing only top industries (higher than 10%)

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

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

\* Low base. Interpret with caution

## Industries attracting/retaining top National talent (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: All</b>	<b>171</b>	<b>28*</b>	<b>40</b>	<b>8*</b>
Banking/ Finance	39%	21%	23%	25%
Oil, Gas and Petrochemicals	31%	7%	53%	25%
Real Estate/ Construction/ Property Development	34%	21%	23%	-
Telecommunications	24%	32%	23%	-
Engineering/ Design	19%	7%	30%	25%
Business Consultancy/ Business Management/ Management Consulting	19%	21%	15%	13%
Government/ Civil service	8%	14%	18%	13%
Advertising/ Marketing/ Public Relations	27%	25%	20%	-
IT/ Internet/ E-commerce	22%	18%	23%	13%
Healthcare/ Medical services	10%	4%	10%	13%
Education/ Academia	11%	14%	15%	25%
Electricity/ Power Generation/ Water	13%	14%	28%	13%
Military/ Defence/ Police	14%	11%	23%	-
Human Resources	12%	14%	8%	-
Hospitality/ Recreation/ Entertainment	12%	21%	8%	-
Consumer Goods/ FMCG	18%	18%	10%	-
Automotive	12%	39%	20%	13%
Tourism	11%	29%	13%	25%
Aerospace/ Airline/ Aviation	8%	29%	10%	13%
Manufacturing	18%	11%	18%	-
Commerce/ Trade/ Retail	15%	25%	20%	13%
Transport/ Travel	3%	14%	15%	-

showing only top industries (higher than 10%)

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

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



# Industries attracting/retaining top Graduate talent (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: All</b>	<b>252</b>	<b>348</b>	<b>87</b>	<b>101</b>	<b>27*</b>	<b>39</b>	<b>61</b>	<b>172</b>
Banking/ Finance	35%	30%	40%	29%	37%	49%	56%	38%
Engineering/ Design	33%	33%	23%	43%	22%	28%	31%	24%
Oil, Gas and Petrochemicals	27%	33%	34%	35%	26%	51%	8%	3%
Business Consultancy/ Business Management/ Management Consulting	31%	24%	25%	26%	33%	21%	28%	25%
IT/ Internet/ E-commerce	25%	26%	14%	21%	22%	21%	30%	26%
Healthcare/ Medical services	27%	27%	20%	32%	41%	26%	31%	21%
Telecommunications	20%	20%	16%	18%	19%	23%	20%	24%
Advertising/ Marketing/ Public Relations	26%	14%	15%	13%	33%	21%	38%	23%
Education/ Academia	19%	21%	17%	20%	15%	26%	11%	27%
Real Estate/ Construction/ Property Development	25%	16%	18%	32%	26%	26%	16%	13%
Hospitality/ Recreation/ Entertainment	21%	14%	13%	18%	19%	13%	20%	17%
Consumer Goods/ FMCG	17%	18%	9%	9%	11%	21%	15%	15%
Human Resources	17%	17%	17%	17%	15%	15%	11%	16%
Government/ Civil service	20%	18%	10%	17%	19%	33%	3%	14%
Electricity/ Power Generation/ Water	16%	16%	13%	16%	7%	21%	5%	5%
Pharmaceuticals	13%	10%	6%	11%	4%	18%	15%	15%
Manufacturing	15%	14%	7%	10%	22%	10%	5%	10%
Aerospace/ Airline/ Aviation	20%	9%	6%	20%	15%	13%	-	9%
Tourism	20%	5%	5%	11%	19%	23%	13%	10%
Commerce/ Trade/ Retail	13%	8%	2%	8%	11%	10%	8%	10%
Media/ Journalism/ Publishing	11%	5%	6%	10%	4%	10%	7%	8%
Transport/ Travel	11%	6%	5%	6%	11%	18%	7%	6%
Market Research	10%	7%	2%	5%	19%	8%	7%	5%

showing only top industries (higher than 10%)

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

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

# Industries attracting/retaining top Graduate talent (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: All</b>	<b>171</b>	<b>28*</b>	<b>40</b>	<b>8*</b>
Banking/ Finance	43%	36%	28%	25%
Engineering/ Design	32%	18%	18%	50%
Oil, Gas and Petrochemicals	30%	4%	55%	38%
Business Consultancy/ Business Management/ Management Consulting	25%	25%	18%	13%
IT/ Internet/ E-commerce	28%	18%	25%	-
Healthcare/ Medical services	10%	11%	23%	25%
Telecommunications	28%	32%	35%	13%
Advertising/ Marketing/ Public Relations	24%	21%	18%	-
Education/ Academia	13%	18%	30%	13%
Real Estate/ Construction/ Property Development	24%	29%	15%	-
Hospitality/ Recreation/ Entertainment	14%	25%	15%	13%
Consumer Goods/ FMCG	18%	25%	13%	-
Human Resources	15%	18%	13%	13%
Government/ Civil service	9%	14%	15%	25%
Electricity/ Power Generation/ Water	11%	11%	33%	13%
Pharmaceuticals	20%	7%	20%	-
Manufacturing	16%	14%	10%	13%
Aerospace/ Airline/ Aviation	5%	32%	10%	25%
Tourism	11%	36%	5%	25%
Commerce/ Trade/ Retail	13%	29%	13%	13%
Media/ Journalism/ Publishing	13%	11%	13%	-
Transport/ Travel	5%	14%	13%	-
Market Research	9%	4%	3%	-

showing only top industries (higher than 10%)

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

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

\* Low base. Interpret with caution

# Industries attracting/retaining top Female talent (1/2)

	GCC						Levant	
	UAE	KSA	Kuwait	Qatar	Bahrain	Oman	Lebanon	Jordan
<b>Base: All</b>	<b>252</b>	<b>348</b>	<b>87</b>	<b>101</b>	<b>27*</b>	<b>39</b>	<b>61</b>	<b>172</b>
Banking/ Finance	44%	36%	45%	42%	52%	46%	56%	52%
Advertising/ Marketing/ Public Relations	42%	30%	39%	39%	33%	38%	57%	37%
Healthcare/ Medical services	41%	42%	21%	32%	48%	44%	34%	29%
Education/ Academia	34%	37%	24%	30%	26%	36%	34%	37%
Hospitality/ Recreation/ Entertainment	44%	27%	30%	32%	30%	31%	44%	23%
Human Resources	31%	31%	29%	32%	19%	26%	33%	28%
Media/ Journalism/ Publishing	31%	19%	24%	22%	11%	21%	31%	21%
Tourism	31%	14%	11%	23%	26%	28%	48%	22%
Business Consultancy/ Business Management/ Management Consulting	25%	18%	17%	26%	26%	13%	21%	23%
Telecommunications	18%	12%	17%	16%	26%	26%	11%	22%
Pharmaceuticals	17%	11%	11%	14%	7%	26%	34%	22%
Government/ Civil service	26%	12%	15%	12%	22%	33%	5%	17%
IT/ Internet/ E-commerce	14%	16%	7%	13%	15%	23%	5%	17%
Charity/ Voluntary sector	15%	12%	8%	6%	11%	18%	16%	18%
Consumer Goods/ FMCG	17%	14%	13%	14%	7%	15%	11%	9%
Engineering/ Design	11%	11%	11%	12%	11%	26%	13%	20%
Real Estate/ Construction/ Property Development	19%	7%	10%	16%	33%	15%	10%	9%
Domestic Services	13%	13%	6%	13%	7%	8%	15%	15%
Market Research	13%	11%	9%	11%	15%	10%	11%	13%
Aerospace/ Airline/ Aviation	18%	5%	8%	17%	15%	10%	11%	15%
Commerce/ Trade/ Retail	12%	10%	6%	12%	11%	13%	5%	6%
Transport/ Travel	10%	5%	5%	5%	7%	10%	15%	5%

showing only top industries (higher than 10%)

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

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

\* Low base. Interpret with caution

## Industries attracting/retaining top Female talent (2/2)

	North Africa & Egypt			
	Egypt	Morocco	Algeria	Tunisia
<b>Base: All</b>	<b>171</b>	<b>28*</b>	<b>40</b>	<b>8*</b>
Banking/ Finance	42%	43%	35%	75%
Advertising/ Marketing/ Public Relations	49%	50%	35%	-
Healthcare/ Medical services	25%	21%	38%	63%
Education/ Academia	26%	21%	25%	63%
Hospitality/ Recreation/ Entertainment	32%	14%	33%	38%
Human Resources	28%	21%	20%	25%
Media/ Journalism/ Publishing	28%	11%	23%	13%
Tourism	28%	36%	23%	50%
Business Consultancy/ Business Management/ Management Consulting	16%	32%	25%	25%
Telecommunications	25%	14%	23%	25%
Pharmaceuticals	16%	11%	23%	38%
Government/ Civil service	8%	11%	23%	-
IT/ Internet/ E-commerce	15%	14%	8%	25%
Charity/ Voluntary sector	20%	29%	15%	-
Consumer Goods/ FMCG	11%	11%	8%	-
Engineering/ Design	12%	21%	8%	25%
Real Estate/ Construction/ Property Development	16%	25%	10%	-
Domestic Services	8%	21%	15%	-
Market Research	12%	14%	8%	25%
Aerospace/ Airline/ Aviation	13%	25%	5%	25%
Commerce/ Trade/ Retail	11%	14%	15%	25%
Transport/ Travel	5%	21%	8%	13%

showing only top industries (higher than 10%)

**Base: All (1474), GCC (854), Levant (235), North Africa & Egypt (247)**

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



# Thank you