

Interesting facts



China tops list for current hiring – 57% - With the second largest economy in the world it's hardly surprising that China leads the way in current recruitment. We're all aware of the intense growth the APAC giant has gone through and this is reflected in the extremely positive results shown in this edition of the Snapshot. Leading the way are the automotive and banking industries. Both have taken significant steps over the past few years to expand and in 2009 the Chinese car industry overtook the USA to become the biggest producer in the world and now manufactures more automobiles than the Americans and Japan combined. While this expansion has been impressive, Chinese businesses in this sector have recently been focusing on how to widen their markets and make the motor industry truly global. The encouraging employment figures could possibly be related to this as organisations look to recruit specialist talent who possess the knowledge and experience to make this happen.

Robert Maguire, Managing Partner - Antal APAC Region

Middle East expected to hire most in next quarter - 64% - UAE is going through a period of phenomenal business growth. Dubai recently won its bid to host the World Expo and is now developing an enormous site to host the six-month long event in 2020. This is expected to attract over 25 million visitors from all over the world. Elsewhere, neighbouring Qatar will be hosting the World Cup in 2022 for which the state is preparing an enormous infrastructure. These high profile events combined with huge developments in Abu Dhabi and Saudi Arabia are the major economic growth drivers in the region. As a result of this investment the construction and property sector is back on track and there's been significant money spent on developing the FMCG, services and manufacturing sectors. The regional airlines from this part of the world are also faring well, particularly Emirates, Etihad and Qatar Airways which are continuing to invest in expansion.



Nizar Lalani, Managing Partner - Antal Gulf Region



IT and Manufacturing 2nd and 3rd globally. What a difference a year makes. This time last year there was a lot of doubt around the economy and this was most certainly felt in the manufacturing sector. Many companies were hesitant to invest in new talent and in many cases they looked internally to fill the positions. As the year progressed it was quite obvious that confidence was beginning to return and vacancies were becoming more prevalent within the sector. What hasn't changed is that the market place for good manufacturing management and technical skills is still very much candidate driven. The turmoil caused by the recessive period has led to a migration of skills from one sector to another depending on where the demand was. A perfect example of this is the automotive sector. It lost a huge number of employees to medical devices, aerospace and other manufacturing sectors, only to need them all back and more. The sector has boomed in the last year and the larger OEM's are sucking up the talent from their supply chains, which obviously isn't sustainable. The solution to this is to know where the transferrable skills exist and how to source them, which is where we come in.

Lee Narraway, Managing Partner - Antal Warrington, UK

Egypt has the highest planned recruitment for next quarter – 74% - Perhaps the most impressive results from this edition of the Snapshot have come from Egypt. The country, which has been gripped by civil unrest since the Arab Spring of 2011, has recorded the highest levels of planned recruitment for the next quarter. These figures could ultimately be even more impressive as Egypt is notorious for having millions of undocumented workers. Moreover, most of the major market players are planning to invest in terms of bringing in top notch professionals. Most clients believe that hiring the right person is the real investment that would result in the best ROI. And this is what we, at Antal Egypt, do best. Placing the best caliber in the right place, in the right time.



Ahmed Saleh, Managing Partner - Antal Egypt



Africa region has the lowest current firing rate – 12% - Africa has been considered by many commentators to be the poor relation to other emerging markets, such as APAC and Latin America, when it comes to employment potential. However this appears as if it could be about to change. The continued development of infrastructure combined with the increased use of technology in fields like banking and telecommunications and the effective exploitation of natural resources has meant that many African nations are now not only looking to hire staff, but also retain them. Currently only 8% of businesses in South Africa and Nigeria are letting go of talent, significantly below the global average. While this figure is encouraging, much of the retention could be attributed to a lack of experienced and qualified professionals who possess international experience being available. It comes as no surprise that South Africa, as the largest market on the continent, possesses the joint best staff retention levels. Tied in first place with them is Nigeria, one of the fastest growing economies in the world and recently listed as one of the 'MINT' nations by Goldman Sachs' Jim O'Neill. What this means is the second largest continent in the world could soon have two major global economies, further cementing its growth potential. Results from other key African countries also indicate optimism in the markets, highlighting the potential that Africa has to grow, as a staggering 70% of businesses reported they are currently hiring.

Alan Russell, Managing Partner - Antal South Africa