



GALLUP®

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# Underemployment in the MENA Region

Young people in MENA are in need of good jobs



## Objective

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This brief compares reported unemployment as well as underemployment in the Middle East and North Africa (MENA) region<sup>1</sup> to other major regions worldwide in 2012. It specifically focuses on reported levels among young people ages 18-29, who are most likely to be in or attempting to enter the labor force of their respective countries. The brief compares underemployment levels within the MENA region across different age groups and educational attainment levels.

## Key Findings

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- The MENA region has the highest unemployment rate for young people worldwide.
- Underemployment in the MENA region is among the highest found in regions around the world.
- Globally, MENA youth have among the highest underemployment rates compared with peers in other regions.
- Young women in the MENA region have the highest unemployment among young women worldwide.

## Measuring Unemployment Rates

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While accurately measured unemployment rates are an essential indicator of a nation's or region's overall economic health, another crucial measure of a society's ability to harness its talent pool is the degree to which individuals are employed at their maximum potential or capacity. Many have posited that, while educational attainment is crucial for preparing young people to economically integrate into society, in the MENA region too many young citizens are unable to find jobs that match their level of education or training. Commuters across cities in North Africa will likely recall conversations with taxi drivers who say they have a college degree or even a graduate-level education, but are unable to find employment in their field. In the Gulf, considerable generational achievements in increasing education levels among young men and women too often do not translate into employment in a field that relates directly to one's education or training.

For some time, Gallup has focused its efforts on more accurately measuring employment rates across societies. A crucial aspect of this effort involves not only asking respondents whether they are currently employed, but also gauging whether or not they are employed to their full capacity. Gallup research highlights that respondents who say they are simply employed are far less likely to score highly enough on Gallup's well-being measure to be considered

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1. For purposes of this report the MENA region refers to the 22 countries of the Arab League, including the Palestinian Territories. The data in this study excludes Oman and Djibouti.

‘thriving<sup>2</sup>,’ compared with those who say they have a good<sup>3</sup> job. Thus, beyond simple unemployment rates, overall well-being for those in a society’s labor force is intimately intertwined with the quality of job they have<sup>4</sup>.

Unemployment, particularly among younger citizens, has been a major challenge for MENA countries at all income levels, and it is one that makes the region stand out compared with other parts of the world. However, underemployment is also a crucial barrier to the economic integration of the region’s youth, but it is often been overlooked or not as robustly measured. Understanding underemployment in the region in terms of age and education attainment levels can inform policymakers and national leaders as they plan programs and interventions aimed at empowering more young people to be a part of their countries’ economic engines. Such a focus can also boost citizens’ overall well-being. Thus, while similar to employment rates, full time employment for an employer affect a country’s gross domestic product, they are also fundamental to a country’s gross national well-being. When comparing unemployment, labor force participation, and underemployment rates, it is full time employment for an employer that most closely correlate to GDP per capita.

### Gallup’s Employment Indexes

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Gallup has developed three primary indexes with which it measures employment: Unemployment, Underemployment, and Employed Full Time for an Employer, which Gallup also refers to as a “good job”. Standards established by the International Labour Organization (ILO) form the basis of Gallup’s approach to measuring unemployment. The unemployment measure includes respondents in the workforce who are not currently employed, who have been actively looking for work within the past four weeks before the interview, and who say they would have been able to begin work in the past four weeks had they been offered a chance to do so. To measure underemployment, Gallup combines the unemployed with respondents who say they are currently employed part time but want full-time work. Those people working part time who do not desire full-time work are excluded from this analysis. Focusing on these three groups is a more accurate measure than traditional unemployment rates, as it aims to quantify the degree of lost labor potential for a nation or region.

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2. According to Gallup’s global databases, respondents who are thriving have well-being that is strong, consistent, and progressing. They have positive views of their present life situation (7+) and have positive views of the next five years (8+). They report significantly fewer health problems, fewer sick days, less worry, stress, sadness, anger, and more happiness, enjoyment, interest, and respect. Meanwhile, those who are struggling have well-being that is moderate or inconsistent. These respondents have moderate views of their present life situation OR moderate OR negative views of their future. They are either struggling in the present, or expect to struggle in the future. They report more daily stress and worry about money than the “thriving” respondents, and more than double the amount of sick days. They are more likely to smoke, and are less likely to eat healthy. Finally, suffering respondents have well-being that is at high risk. They have poor ratings of their current life situation (4 and below) AND negative views of the next five years (4 and below). They are more likely to report lacking the basics of food and shelter and more likely to have physical pain, a lot of stress, worry, sadness, and anger. They have less access to health insurance and care, and more than double the disease burden, compared with “thriving” respondents.

3 Gallup defines a “good” job as one that includes a paycheck from an employer and steady work that averages 30+ hours a week. The Coming Jobs War, Jim Clifton, Gallup Press, 2011, at page 2

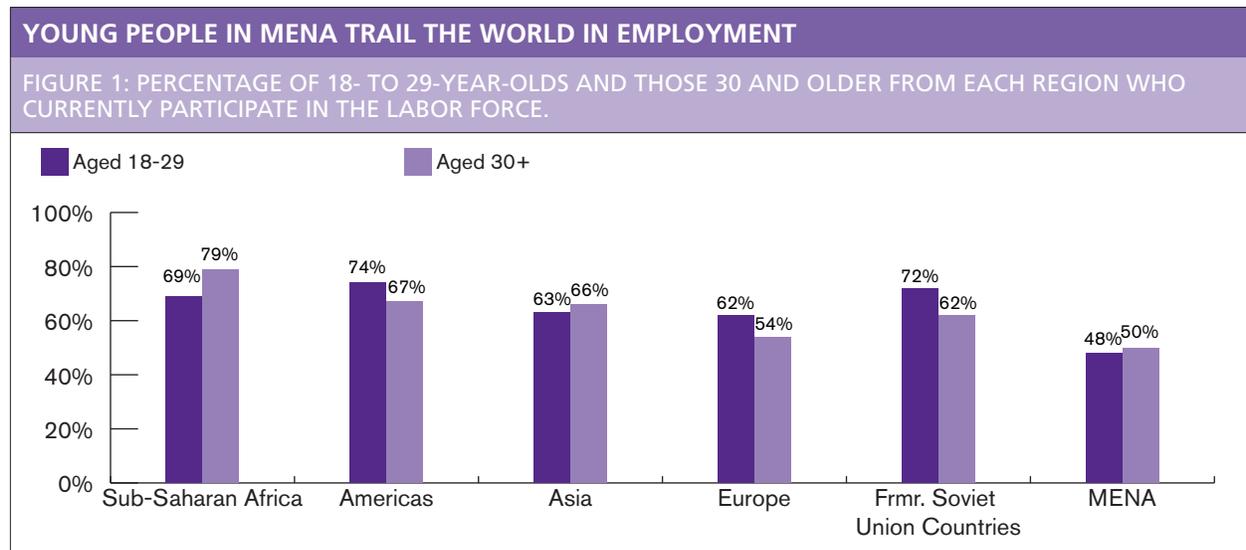
4 <http://www.gallup.com/poll/146639/Worldwide-Good-Jobs-Linked-Higher-Wellbeing.aspx>

## UNDEREMPLOYMENT IN THE MENA REGION

Traditional unemployment metrics often categorize the “employed” as those who only work a few hours per week, which can be misleading in measuring the true dynamic of actual employment levels in many economies. This is primarily because the availability of part-time work may mask the underlying lack of full-time jobs, a dynamic that often goes undetected with traditional unemployment rates. Gallup research has shown that underemployment has a significant negative relationship with GDP per capita; countries with lower levels of underemployment tend to have a higher GDP per capita. The Employed Full Time index is essentially an approximation of those respondents currently working full time for an employer. This measure helps to highlight countries or regions where economic growth, and thus jobs, are needed most. Gallup’s research has highlighted a strong positive correlation between this metric and a country’s GDP per capita. Given the importance of employment, this brief provides an examination of the employment conditions for the MENA region compared with the world.<sup>5</sup>

### Workforce Participation

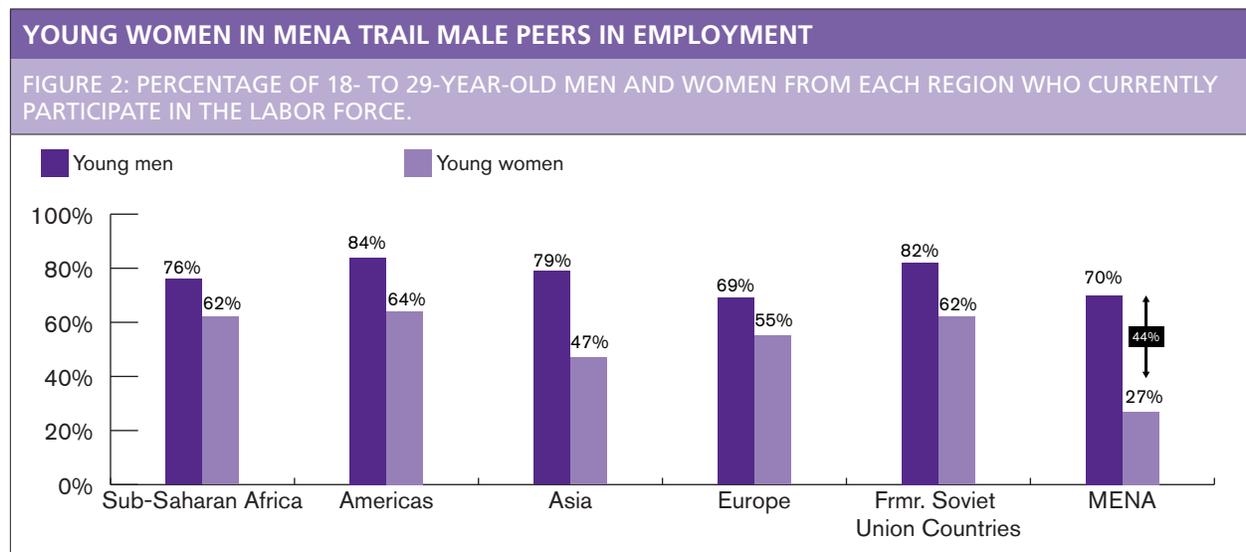
In considering Gallup’s various employment metrics, it is notable that MENA has the world’s lowest labor force participation rate. This is true for the young people in MENA (48% participation) and for those 30 and older (50% participation). Labor force participation for young people in MENA is lower than that of young people in all other regions, where it ranged from 74% in the Americas to 62% in Europe.



<sup>5</sup> For a comprehensive discussion of Gallup’s global employment metrics see: Good Jobs: The New Global Standard, Clifton, Marlar, 2011. Available at: <http://www.gallup.com/poll/116431/Research-Reports.aspx>

## UNDEREMPLOYMENT IN THE MENA REGION

Globally, there is a significant difference between men and women of all ages, and young men and young women specifically, in the workforce. Young men participate more (78%) than young women (50%) across all regions. In each region individually, men are higher in their participation; however, the largest difference (43 percentage points) between the participation for young men (70%) and young women (27%) is found in the MENA region. This difference, based on several factors, explains a significant aspect of the lower workforce participation in the MENA region. Previous Gallup research highlighted that in addition to economic challenges,<sup>6</sup> gender and age play a unique role in the relatively low labor force participation rates in the region, as a majority of young Arab women remain outside of the workforce. This low rate persists despite considerable achievements in female (and male) education rates across generations in the Arab world among young people. Young men in MENA are employed at a rate similar to that of young men in Europe (69%). Young men in both MENA and Europe participate at lower rates than young men in all other regions.

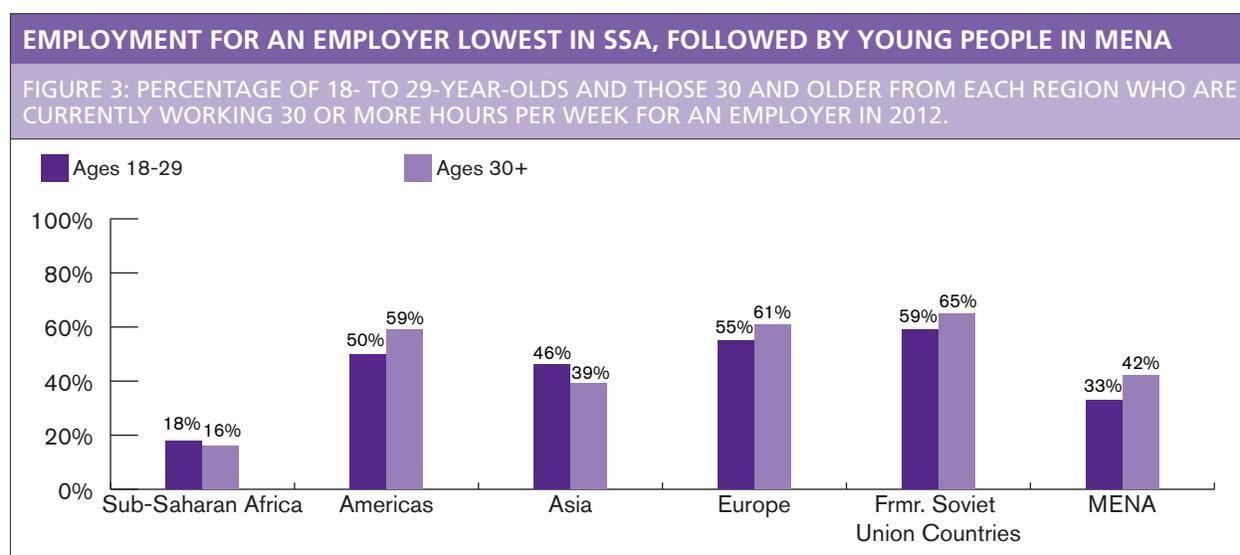


6 <http://www.gallup.com/poll/153659/Two-Thirds-Young-Arab-Women-Remain-Workforce.aspx>

## Employment, Underemployment, and Unemployment Globally in 2012

### Employed Full Time

When looking at young workers globally, the MENA region falls on the lower end of other regions in the overall percentage of the workforce employed full time for an employer. Young people in the former Soviet Union countries are most likely to be employed full time for an employer (59%), and young people in sub-Saharan Africa are least likely (18%). In MENA, young people (33%) are less likely to be employed full time than those 30 years or older (42%). This trend of employment increasing with age is found in other regions, but not in Asia, where young people (46%) are more likely than their older counterparts (39%) to be working full time for an employer. Although the gap between younger and older workers is significant in the MENA region, it is the same (9 percentage points) as that found in the Americas.



Globally, young men are significantly more likely than young women to be employed full time for an employer, with 47% of young men holding these jobs compared with 38% of young women. When examined by region, there is greater gender parity with full time employment for an employer in some regions compared with others. Specifically in MENA, there is not a significant difference between full time employment jobs held by young men (34%) versus young women (31%). This suggests that, while a serious gender divide may exist in full-time employment in some regions such as the Americas (where there is a 16-percentage-point gap), young men and women in the MENA region are equally in their likelihood to have full-time employment. A similarly small gender gap exists in sub-Saharan Africa, where full-time employment rates are even lower than in MENA.

## UNDEREMPLOYMENT IN THE MENA REGION

EMPLOYED FULL TIME FOR AN EMPLOYER	YOUNG MEN	YOUNG WOMEN	DIFFERENCE
<b>Globally</b>	<b>47%</b>	<b>38%</b>	<b>9%</b>
Sub-Saharan Africa	20%	16%	4%
Americas	56%	40%	16%
Asia	48%	41%	7%
Europe	60%	49%	11%
Former Soviet Union Countries	58%	60%	-2%
MENA	34%	31%	3%

Economies in those regions with relatively lower levels of full-time employment have traditionally been known for the large segments of their workforce in the informal sector as well as in self-employed, subsistence-based work. These options, while offering some immediate financial relief, often leave workers with few opportunities for developing human capital or social protection.<sup>7</sup> This makes merit-based social mobility an unlikely or less attainable goal. These regions also have a relatively high rate of developing or underdeveloped economies. While the global average rate of those engaged in full-time work for an employer for 30 hours or more per week was 42% in 2011<sup>8</sup> and 44% in 2012, the MENA region trails behind at 38%. Thus, beyond the acute challenges, particularly those facing young citizens in the region discussed below, the region-at-large suffers from a low rate of full-time employment when compared with other regions on a global scale.

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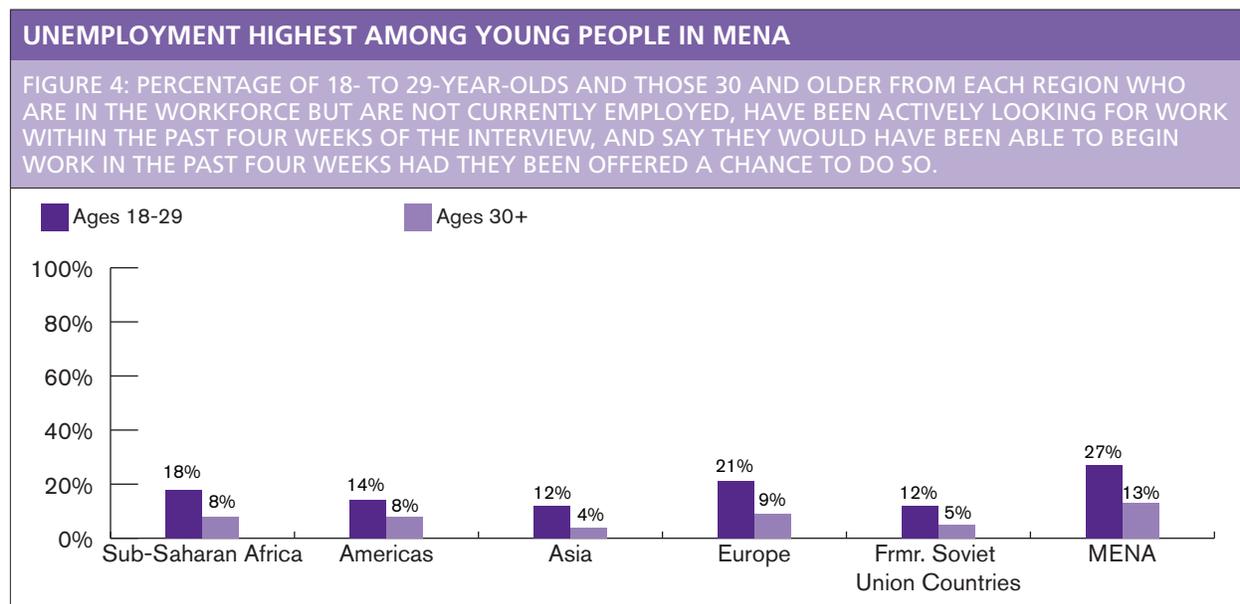
<sup>7</sup> After the Spring: *New Approaches to Youth Employment in the Arab World*, Tariq Yousef, 2012.

At: [http://www3.weforum.org/docs/WEF\\_YouthEmployment\\_ArabWorld\\_Report\\_2012.pdf](http://www3.weforum.org/docs/WEF_YouthEmployment_ArabWorld_Report_2012.pdf)

<sup>8</sup> <http://www.gallup.com/poll/153884/Global-Unemployment-2011.aspx>

## Unemployment

MENA faces distinct unemployment challenges. When compared with other regions globally, the MENA region has the highest rate of unemployment among those aged 18 to 29 years. Roughly one-quarter (27%) of the young workforce participants in MENA say that they are currently unemployed and have been actively looking for a job in the past four weeks for which they were prepared to begin immediately. In Europe (21%) and sub-Saharan Africa (18%), roughly one-fifth of the young people are unemployed. Unemployment is substantially lower among those 30 and older in every region, including MENA, where 13% of the population over the age of 30 is unemployed, higher than that same age group in any other region.

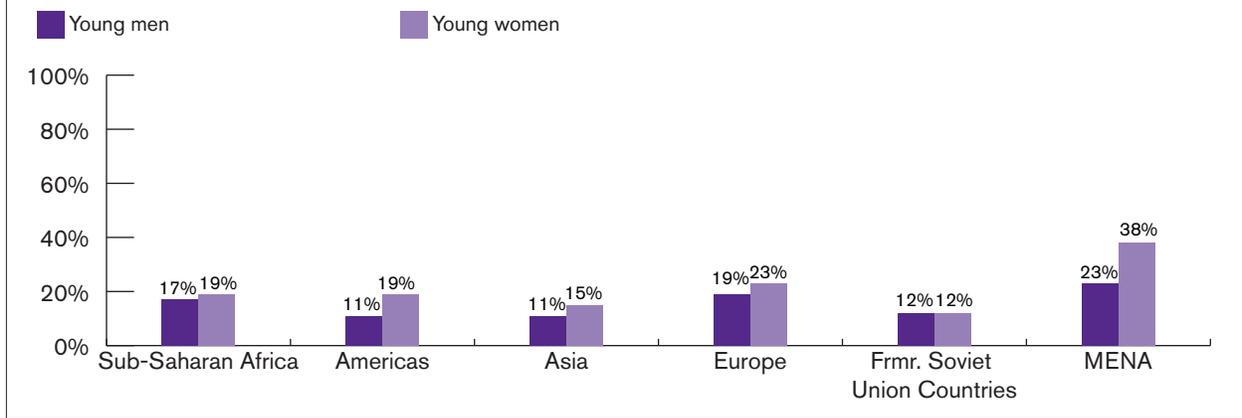


Young men’s unemployment rate (13%) is lower than young women’s (17%) globally; however, the distinction between genders differs depending on the region. In MENA, unemployment among young women is the highest in the world (38%). For young men in MENA, unemployment is 23%, statistically the same as young men in Europe (19%) and higher than in all other regions. Taken together, the fact that the MENA region’s young men and women are leading all other regions in unemployment is cause for serious concern.

## UNDEREMPLOYMENT IN THE MENA REGION

### YOUNG PEOPLE IN MENA TRAIL THE WORLD IN EMPLOYMENT

FIGURE 5: PERCENTAGE OF 18- TO 29-YEAR-OLDS MEN AND WOMEN FROM EACH REGION WHO ARE CURRENTLY UNEMPLOYED.

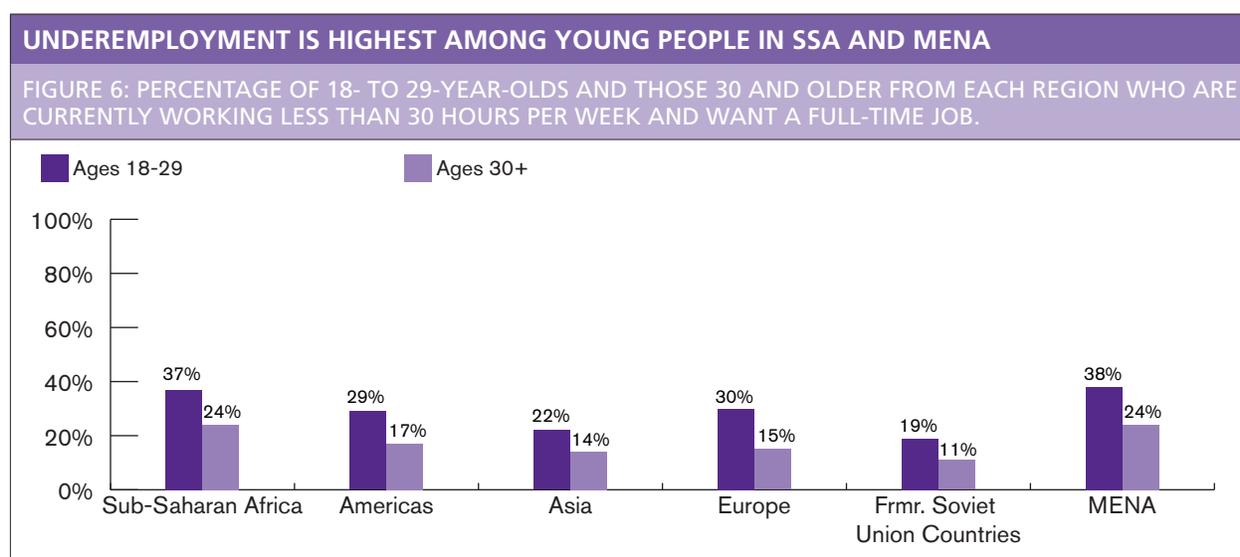


The unemployment rate among young MENA citizens across the region has been the focus of much research and was highlighted as the “100 million youth challenge.”<sup>9</sup> Yet; this challenge is put into context when compared globally with other regions. Furthermore, political turmoil in some of the region’s largest or most vulnerable countries (Egypt and Yemen, respectively) has brought the macro- and micro-economic situation to a significant slowdown. Where economic and education/retraining solutions were often seen as the first step to addressing the employment challenges in many of the countries in the region, for those seeing political upheaval in the past year or so, addressing the underlying political instability and the resulting economic decline now seem to be the necessary first steps in attempting to get countries’ employment challenges in order.

9 [http://www3.weforum.org/docs/WEF\\_YouthEmployment\\_ArabWorld\\_Report\\_2012.pdf](http://www3.weforum.org/docs/WEF_YouthEmployment_ArabWorld_Report_2012.pdf)

## Underemployment

Moving from the unemployed to the underemployed allows for an examination of the entire population of underutilized people. Underemployment poses different obstacles to a working population. Similar to the MENA region’s challenges related to low full-time employment levels, the region also shares the highest rate of underemployment across the globe. Countries in both the MENA and sub-Saharan Africa regions have the highest percentage of underemployment for young people (38% and 37%, respectively) and for those over 30 years old (24% each). Globally, young people are more likely than those over 30 years old to be underemployed (26% vs. 15%), with nearly one-third of young people underemployed in four of the six regions. Young people in Asian and former Soviet Union countries are the only ones who fall below the global average, and they are significantly less likely to be underemployed than their peers in other regions.



Underemployment is a larger issue for young women (31%) than it is for young men (23%) globally. In sub-Saharan Africa and MENA, where underemployment is particularly high, women have the highest underemployment rates in the world (41% and 46%, respectively). The largest underemployment gender discrepancy is in the Americas, where 38% of young women are underemployed versus 23% of young men. This suggests that when the availability of jobs is limited, women will struggle more than men to obtain those jobs. Although the issue of underemployment does decrease with age, the gender differences persist. Some regions mitigate these differences better than others do in the older population. In sub-Saharan Africa, women over 30 years still struggle with underemployment (26%), but at a substantially

improved rate from the 41% of younger women in that same region. MENA rates also improve, but not as much, with one-third of MENA women 30 years and older (33%) underemployed compared with the 46% of 18- to 29-year-olds who are underemployed.

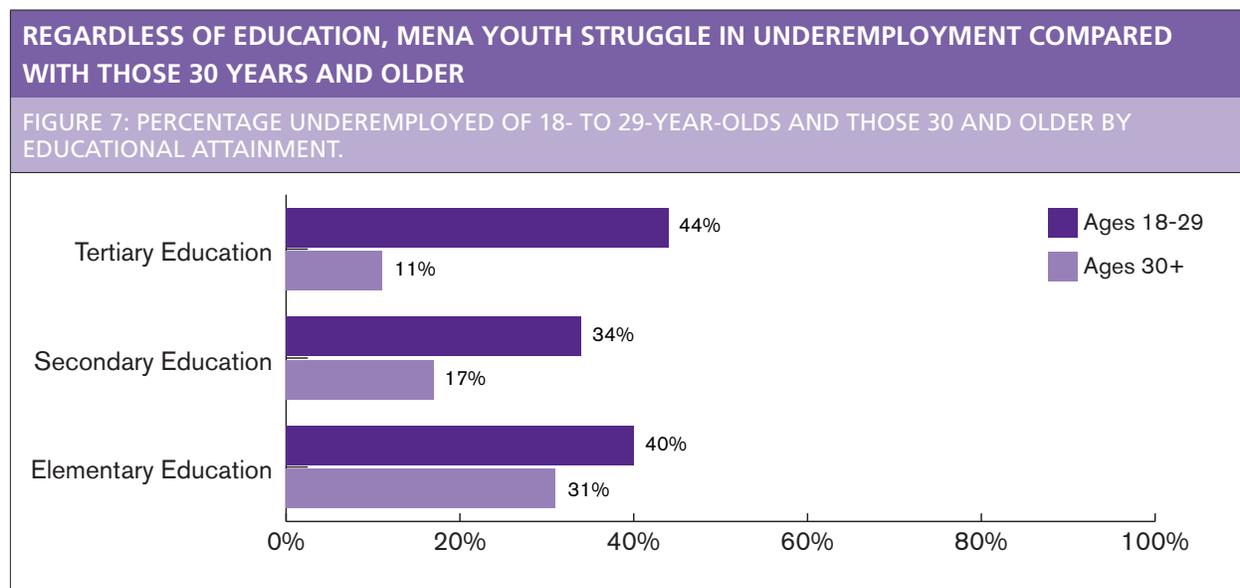
UNDEREMPLOYED	YOUNG MEN	YOUNG WOMEN	DIFFERENCE
<b>Globally</b>	<b>23%</b>	<b>31%</b>	<b>-8%</b>
Sub-Saharan Africa	34%	41%	-7%
Americas	23%	38%	-15%
Asia	19%	27%	-8%
Europe	28%	34%	-6%
Former Soviet Union Countries	19%	19%	-
MENA	34%	46%	-12%

## Employment in MENA

Whether in comparison with their peers around the world or with young people versus those over 30 years within MENA, young people’s talents and economic potential are not being maximized in terms of employment. The lost potential and productivity are not only an economic cost for each country in the region, but are a potential source of political and social instability. As frustration grows concerning the dearth of opportunities for young citizens to achieve their economic and social aspirations, so too do the demands for greater opportunity and in some cases upheaval — the likes of which has taken various countries across the region by storm of late.

As many countries continue to see the demographic transitions of the past decade become further exacerbated and as national leaders feel more pressure to tackle unemployment rates across their cities, an equal focus and effort should be exerted on ensuring that underemployment does not become the solution for unemployment. In other words, social frustrations will not effectively be quelled by having more and more young citizens employed in jobs that do not amount to a full week’s work or work that is below their education or training levels.

While age seems to be a clear factor in underemployment rates in most regions, particularly in MENA, educational attainment seems to make a difference as well. Those 30 years and older with higher levels of education were less likely in 2012 to be underemployed; those with a tertiary education (11%) were less likely to be underemployed than those with only an elementary education (31%). The situation is different for young people in MENA, where nearly half (44%) of the highest educated young people are underemployed. This is statistically the same as the level of underemployment found at the lowest level of education (40%) for MENA youth.

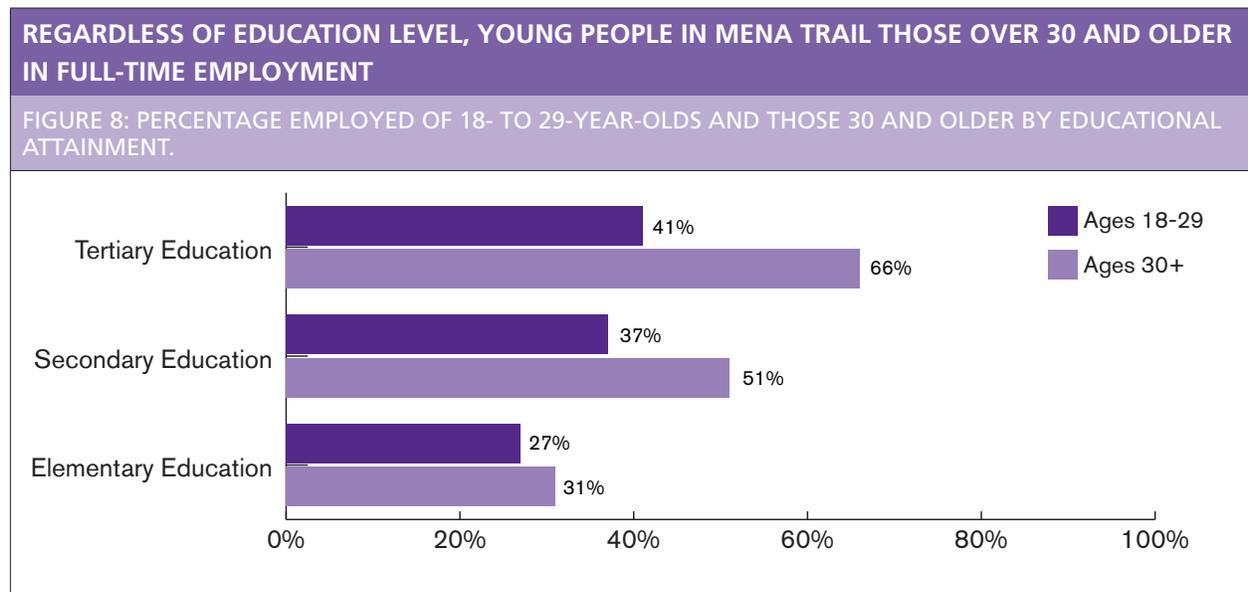


In addition to the underemployment index rates above, when Gallup in 2010 asked respondents across the region whether they would be willing to take a job beneath their skill level, more than half (55%) said they would be willing to do so if unemployed for six months or longer. Despite the distinction in underemployment rates across age groups and educational attainment, there was little distinction in age between those 15 to 29 years (57%) or 30 and older (54%) who said they would be willing to take a job beneath their current skill level. With a majority of residents in MENA willing to take such work, the data highlight a level of demand for employment among those who are unemployed for prolonged periods of time despite age or experience.

### Full-Time Jobs for MENA Youth

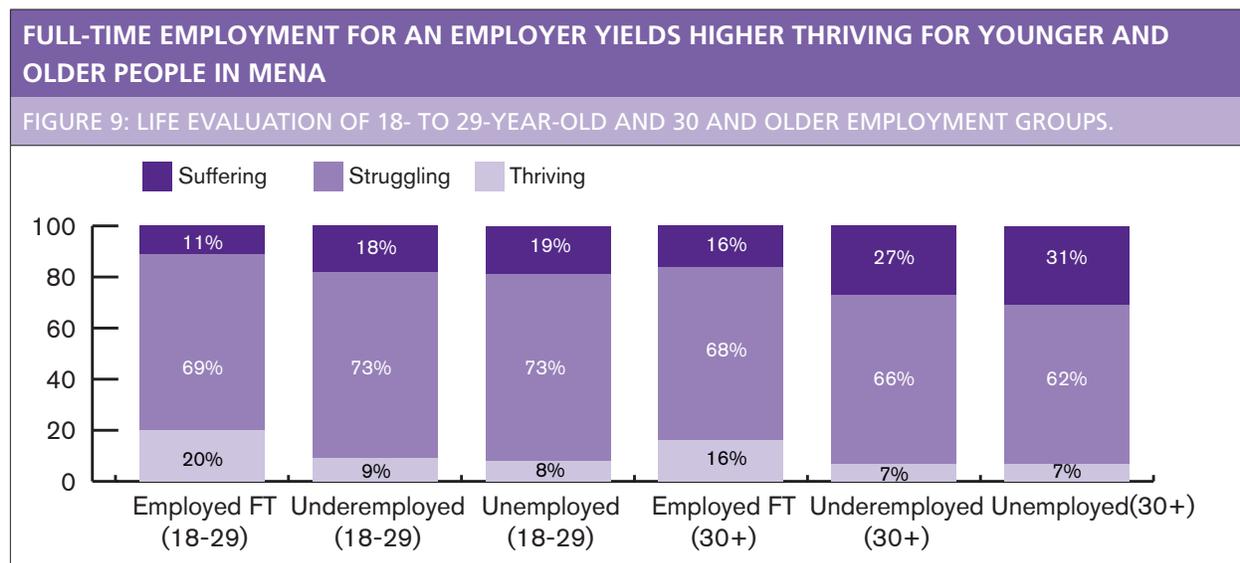
While unemployment and underemployment are crucial metrics, ones that demonstrate the exceptional challenge the MENA region’s youth face on the global scale, full-time employment (full-time jobs for an employer) is the metric most highly correlated with a country’s GDP per capita. As previously discussed, a country or region’s job metrics are also correlated with a society’s overall well-being and life evaluation rates. In the MENA region, those in the workforce between the ages of 18 to 29 have the second lowest full time employment for an employer rate (33%) of all regions globally. Only young people in sub-Saharan Africa (18%) have a lower jobs rate than young people in the MENA region.

When full-time employment in MENA is examined by education, the effects of education among those over 30 is linear, with those attaining the highest education more likely to be employed full time (66%), compared with those with a secondary education (51%) or elementary education (31%). While there is an education effect for young people in MENA, the employment gains from elementary education (27%) to secondary education (37%) are significant, it is limited. The percentage of full-time employed young people with a tertiary education is not significantly higher than those with a secondary education.



## Employment and Well-being: A Clear Nexus

Outside of the obvious economic benefits that employment brings, there are a number of overall well-being pay-offs found amid young people finding themselves in different phases of employment or unemployment as explored above. In addition to shortening the “waithood” period<sup>10</sup> that young people experience in the region and the clear connection that gainful employment plays in shortening that period, a series data on life evaluation and experiential well-being assessments indicate that the category in which young people find themselves on the employment grid make them more or less likely to evaluate their lives and recent experiences positively. In the buildup to the Arab spring,<sup>11</sup> while GDP rates in both Egypt and Tunisia showed some improvement, these macro-economic achievements were not “trickling down” to the individual level. In fact, both countries, like many of their neighbors in the region who later witnessed significant uprisings and social unrest, saw life evaluation metrics on the individual level considerably plummet. Thus, economic opportunity among young people in the region goes far beyond national economics and affects the very core of how young people evaluate their current lives and their hopes for the future, and therefore society’s overall cohesion and stability.<sup>12</sup>



When comparing young people’s life evaluations across the three employment metrics (employed full time for an employer, underemployment, and unemployment), it’s clear that those who enjoy the best employment outcomes are also most likely to have better life evaluation scores. Gallup classifies respondents worldwide as “thriving,” “suffering,” or “struggling” based on how they rate their current and future lives on the Cantril Self-Anchoring Striving ladder scale,<sup>13</sup> with steps numbered from 0 to 10. Young workforce participants in the region with “good” jobs are more likely to be considered thriving (20%) and less likely to be considered suffering (11%) when compared with their peers who are unemployed or underemployed. Interestingly whether unemployed or underemployed, the lack of ability to fulfill one’s own work potential to its maximum capacity seems to result in the same outcome when considering the rate of those suffering on the Cantril Scale. Thus, just knowing that one is not taking full advantage of one’s talents and skills has a detrimental effect, whether they have no work at all or are minimally employed beneath their desired level.

10 [http://www.silatech.com/index.php?option=com\\_content&view=article&id=277:silatech-index-highlights-challenge-of-waithood-for-young-egyptians&catid=10:news-archive&Itemid=171](http://www.silatech.com/index.php?option=com_content&view=article&id=277:silatech-index-highlights-challenge-of-waithood-for-young-egyptians&catid=10:news-archive&Itemid=171)

11 <http://www.gallup.com/poll/145883/Egyptians-Tunisians-Wellbeing-Plummets-Despite-GDP-Gains.aspx>

12 <http://www.gallup.com/poll/145883/Egyptians-Tunisians-Wellbeing-Plummets-Despite-GDP-Gains.aspx>

13 <http://www.gallup.com/poll/122453/Understanding-Gallup-Uses-Cantril-Scale.aspx>

## Effects of Full-Time Employment

The three employment groups (employed full time for an employer, underemployed, and unemployed) were compared on several metrics of behaviors, attitudes, and beliefs. Across all metrics where statistical differences were noted, young people who are employed full time for an employer fare better than those who are underemployed and unemployed.

Regarding overall emotional and physical health, in addition those who are full-time employed being more likely to be thriving, they also enjoy fewer negative experiences (as noted on the Negative Experiences Index) and more positive experiences (as noted on the Positive Experiences Index). Those employed full time self-report better health, with only 9% indicating they have health problems that prevent them from doing any of the things people their own age can normally do. Results from the Physical Well-being Index are also higher for those employed full time by an employer compared with those who are underemployed and unemployed.

Young people who are employed full time in MENA have higher civic engagement compared with their underemployed and unemployed counterparts, and they are more likely to report having helped a stranger in the past month.

Key to note amid the full-time employed young people in MENA is the relationship between employment and the Silatech Mindset Index. Mindset scores are higher (58) for those employed full time by an employer than for those underemployed (51) and unemployed (50). When the full-time employed group is further examined by gender, young women who are employed full time have even higher Mindset scores (64) than young men (56). This was the only significant difference between full-time employed young men and women on the metrics below.

METRICS	EMPLOYED FULL TIME FOR AN EMPLOYER	UNDEREMPLOYED	UNEMPLOYED
Life Evaluation: Percent Thriving	20%	9%	8%
Negative Experience Index	29	38	40
Positive Experience Index	64	57	54
Physical Wellbeing Index	74	66	65
Silatech Mindset Index	58	51	50
Civic Engagement Index	32	26	25
Helped a stranger in the past month	59%	47%	48%
Experience health problems	9%	16%	15%

Shading indicates statistically significant differences  
Index descriptions provided in the methodology section

These metrics highlight that, for young people in the MENA workforce, full time employment for an employer means much more than simply a paycheck. It means respondents are more likely to more positively evaluate their lives in a multitude of ways. On a societal level, the link between well-being and recent unrest in the region highlights the importance of addressing the jobs challenge in a manner that goes beyond merely counting the unemployed, but in also making sure that those people leaving the unemployment lines are entering good jobs and are not underemployed. A focus on full time employment for an employer means that, in addition to a positive impact on GDP, societies will gain a positive impact on their well-being as well.

## Implications

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With the cultural and economic diversity of the MENA region, it is key to highlight that underemployment as well as unemployment across the region are both caused by many unique national and local factors. Drivers for underemployment unfold in a very different environment and set of social and cultural expectations for young people in oil-rich Gulf nations compared to other MENA countries. Despite these distinctions, the employment challenges themselves and the seismic demographic shifts within MENA do highlight some regional similarities.

Education continues to be a major tool of preparation for young people's economic integration. The discrepancy in the rate of those underemployed with higher levels of education versus lower ones makes a strong case for countries to ensure that more jobs are available for highly educated young people to allow for more utilization in the job market. In this effort, countries must also overcome the challenge of mismatching the offered skills and tools in the educational setting with actual local, regional, and global market demands. In a globalized economy, an over-reliance on rote memorization in education and pressure within communities on young people to pursue professional fields that are more driven by cultural and social prestige factors than actual market demand has left generations of young people with little hope for economic integration in their societies. While students and families, as well as schools, may pride themselves on producing students trained in a professional field of high social capital or prestige, often times these behavioral patterns drive oversaturation in particular fields and industries. This dynamic often results in graduates experiencing an acute difficulty in finding full-time employment in their area of training.

Another factor of the underemployment challenge is what to do about those job seekers who have already found themselves in a field that is oversaturated or where market demands are dwindling. Retraining job seekers, particularly those under the age of 30, must be done in a more strategic and market-focused manner. In many countries across the region, particularly in low- and middle-income nations, a cottage industry of trainings and certifications has blossomed, but trainees are often left just as jobless after the training as they were beforehand. National policymakers must exert more regulatory pressure on such retraining industries (particularly those that wholly or partially rely on public funds) to demonstrate that the services they offer directly feed into actual job market demands, be they local or national. In other words, they must not be judged on simply processing individuals through a training module or program, but be assessed on how many of those individuals go on to find suitable work in the local or national economy.

Finally, policymakers as well as regional and international institutions focused on the employment challenge in the region need to move beyond a simple "jobs counting" assessment of unemployment and focus their efforts at also capturing the underemployment phenomenon in the region. The Arab Spring uprisings in Tunisia and Egypt proved that a sole focus on classic economic measures such as GDP missed a crucial component of the social cohesion dynamic in each country, so too is the case with underemployment. As discussed above, there is a clear link between

being employed full time by an employer and well-being assessments. The central role of economic opportunity or a lack thereof in several uprisings throughout the region highlights the need for leaders to equally focus their efforts on measuring and addressing underemployment as well as unemployment. The fact that young people in the MENA region face a particularly acute underemployment challenge when compared on a global scale only highlights the urgency of such a need. While young people in the region finding part-time work or work beneath their current skills and talents may appear to be a “fix” for the 100 million jobs challenge, such an approach will not effectively address the dwindling well-being or frustration dynamic that so many young people have experienced over the past decade. In their attempt to economically integrate with dignity and an opportunity to contribute to the economic power of their respective nations and communities, it’s full time employment for an employer, not simply work, that are needed for the region’s leaders of tomorrow.

### Survey Methods

Results are based on telephone and face-to-face interviews with approximately 128,775 national adults, aged 18 and older conducted in 2012. Interviews were conducted in 135 countries and the data have been aggregated to show results at a regional level. For results based on the total sample of national adults, one can say with 95% confidence that the maximum margin of sampling error ranged from a low of  $\pm 0.94\%$  in Europe to a high of  $\pm 1.96\%$  in the Americas. The margin of error reflects the influence of data weighting. In addition to sampling error, question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of survey data.

REGION	N SIZE	MOE
Africa	20,034	1.26%
Americas	12,595	1.96%
Asia	26,941	1.27%
Europe	40,470	0.94%
Former Soviet Union	11,812	1.92%
Middle East/North Africa	16,923	1.37%

## UNDEREMPLOYMENT IN THE MENA REGION

AFRICA	AMERICAS	ASIA	EUROPE	FORMER SOVIET UNION	MIDDLE EAST/ NORTH AFRICA
Benin	Argentina	Afghanistan	Albania	Armenia	Algeria
Burkina Faso	Brazil	Australia	Austria	Azerbaijan	Bahrain
Cameroon	Canada	Bangladesh	Belgium	Belarus	Comoros
Chad	Costa Rica	Cambodia	Bosnia and Herzegovina	Georgia	Egypt
Congo (Kinshasa)	El Salvador	China	Bulgaria	Kazakhstan	Iraq
Congo Brazzaville	Guatemala	Hong Kong	Croatia	Kyrgyzstan	Jordan
Ethiopia	Haiti	India	Cyprus	Moldova	Kuwait
Gabon	Honduras	Indonesia	Czech Republic	Russia	Lebanon
Ghana	Mexico	Iran	Denmark	Tajikistan	Libya
Guinea	Nicaragua	Japan	Estonia	Turkmenistan	Mauritania
Kenya	Panama	Laos	Finland	Ukraine	Morocco
Madagascar	Peru	Malaysia	France	Uzbekistan	Palestinian Territories
Mali	United States	Mongolia	Germany		Qatar
Niger	Venezuela	Myanmar	Greece		Saudi Arabia
Nigeria		Nepal	Hungary		Somaliland region
Rwanda		New Zealand	Iceland		Sudan
Senegal		Pakistan	Ireland		Syria
South Africa		Philippines	Italy		Tunisia
Tanzania		South Korea	Kosovo		United Arab Emirates
Uganda		Sri Lanka	Latvia		Yemen
Zambia		Taiwan	Lithuania		
Zimbabwe		Thailand	Luxembourg		
		Vietnam	Macedonia		
			Malta		
			Montenegro		
			Netherlands		
			Norway		
			Poland		
			Portugal		
			Romania		
			Serbia		
			Slovakia		
			Slovenia		
			Spain		
			Sweden		
			Switzerland		
			Turkey		
			United Kingdom		

## Gallup Indexes

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### *Employment Indexes*

Gallup calculates four employment indexes: unemployment, underemployment, employed full time for an employer, and labor force participation rate. The employment indexes rebase the employment data to include only those in the workforce, and a country-level frequency of the employment index is the “rate” for that given measure. For example, the unemployment index can be interpreted as the “unemployment rate.”

### *Unemployment*

The Gallup Unemployment Rate is the percentage of respondents in the workforce who are not employed, who have been actively looking for work within the last four weeks, AND who say they would have been able to begin work in the last four weeks. Gallup’s unemployment measure is comparable to BLS and International Labour Organization unemployment calculations.

### *Underemployment*

The Gallup Underemployment Index measures the percentage of respondents in the workforce who are working at desired capacity and those who are working at less than desired capacity. A respondent is “employed” if he or she is employed full time OR if he or she is working part time but does not want to work full time. Respondents are “underemployed” if they are employed part time but want to work full time OR if they are unemployed.

### *Employed Full Time for an Employer*

The Gallup Employed Full Time for an Employer Index measures the percentage of the workforce that is employed full time for an employer. A respondent is classified as employed for an employer if he or she works at least 30 hours per week for an employer.

### *Labor Force Participation Rate*

The Labor Force Participation Rate Index is a measure of the percentage of the workforce that is part of the workforce. This includes people who are unemployed, as they desire to be active members of the workforce.

### *Physical Well-being Index*

The Physical Well-being Index measures perceptions of one’s own health. Attempts to assess the state of a country’s overall health usually involve the accumulation of health-related statistics such as life expectancy, infant mortality, and disease infection rates. Additionally, many government studies in individual countries collect health data via surveys from their own residents. Less numerous are survey projects that collect consistent health-related data from respondents across several countries, and in most cases those multinational efforts focus on Western countries.

Gallup Worldwide Research has now measured self-reported personal health using the same questions and representative sample frames in more than 150 countries and areas. The object of the Physical Well-being Index was to produce an overview of respondents’ perceptions of their own health status.

### *Index Questions*

- Do you have any health problems that prevent you from doing any of the things people your age normally can do?
- Now, please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with, and how you felt. Did you feel well-rested yesterday?
- Did you experience the following feelings during a lot of the day yesterday? How about physical pain?
- Did you experience the following feelings during a lot of the day yesterday? How about worry?
- Did you experience the following feelings during a lot of the day yesterday? How about sadness?

### *Index Construction*

Index scores are calculated at the individual record level. For each individual record the following procedure applies: All items are recoded so that favorable answers are scored as a “1” and all other answers (including don’t know and refused) are assigned a score of “0.” If a record has no answer for an item, then that item is not eligible for inclusion in the calculations. Respondents must have answered at least four questions for an individual index to be calculated. A record’s final index score is the mean of valid items multiplied by 100. The final country-level index score is the mean of all individual records for which an index score was calculated. Country-level weights are applied to this calculation.

### ***Citizen Engagement Index***

The Citizen Engagement Index assesses respondents’ inclination to volunteer their time, money, and assistance to others. It is designed to measure a respondent’s commitment to the community where he or she lives.

### *Index Questions*

- Have you done any of the following in the past month? How about donated money to a charity?
- Have you done any of the following in the past month? How about volunteered your time to an organization?
- Have you done any of the following in the past month? How about helped a stranger or someone you didn’t know who needed help?

### *Index Construction*

Index scores are calculated at the individual record level. For each individual record the following procedure applies: The three items are recoded so that positive (or favorable) answers are scored as a “1” and all other answers (including don’t know and refused) are assigned a score of “0.” If a record has no answer for an item, then that item is not eligible for inclusion in the calculations. An individual record has an index calculated if it has scores for at least two items (0 or 1). A record’s final index score is the mean of valid items multiplied by 100. The final country-level index score is the mean of all individual records for which an index score was calculated. Country-level weights are applied to this calculation.

***Life Evaluation Index***

The Life Evaluation Index measures respondents’ perceptions of where they stand now and in the future. Building on the earlier work by Hadley Cantril and the Cantril Self-Anchoring Striving Scale,<sup>14</sup> Gallup measures life satisfaction by asking respondents to place the status of their lives on a “ladder” scale with steps numbered from 0 to 10, where 0 indicates the worst possible life and 10 the best possible life. Individuals who rate their current lives a “7” or higher AND their future an “8” or higher are “thriving.” Individuals are “suffering” if they report their current AND future lives as a “4” and lower. All other individuals are “struggling.”

*Index Questions*

- Please imagine a ladder, with steps numbered from 0 at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time?
- Please imagine a ladder, with steps numbered from 0 at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you. Just your best guess, on which step do you think you will stand in the future, say about five years from now?

*Index Construction*

Index scores are calculated at the individual record level. For each individual record the following procedures applies. Individuals who rate their current lives a “7” or higher AND their future an “8” or higher are “thriving,” code 1. Individuals are “suffering” if they report their current AND future lives as a “4” and lower, code 3. All other individuals are “struggling,” code 2. A respondent must have answered both questions to have indexes calculated. The final country-level index is a variable that codes respondents into one of three categories of well-being and represents the percentage of respondents in each category. Country-level weights are applied to this calculation.

***Positive Experience Index***

The Positive Experience Index measures respondents’ experienced well-being on the day before the survey. Questions provide a real-time measure of respondents’ positive experiences.

*Index Questions*

- Did you feel well-rested yesterday?
- Were you treated with respect all day yesterday?
- Did you smile or laugh a lot yesterday?
- Did you learn or do something interesting yesterday?
- Did you experience the following feelings during a lot of the day yesterday? How about enjoyment?

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14 Cantril, H. (1965). *The pattern of human concerns*. New Brunswick, NJ: Rutgers University Press.

### *Index Construction*

Index scores are calculated at the individual record level. For each individual the following procedure applies: The five items are recoded so that positive answers are scored as a “1” and all other answers (including don’t know and refused) are scored as a “0.” If a record has no answer for an item, then that item is not eligible for inclusion in the calculations. An individual record has an index calculated if it has at least four out of five valid scores (0 or 1). The record’s final score is the mean of valid items multiplied by 100. The final country-level index score is the mean of all individual records for which an index score was calculated. Country-level weights are applied to this calculation.

### ***Negative Experience Index***

The Negative Experience Index is a measure of respondents’ experienced well-being on the day before the survey. The index provides a real-time measure of respondents’ negative experiences.

### *Index Questions*

- Did you experience the following feelings during a lot of the day yesterday? How about physical pain?
- Did you experience the following feelings during a lot of the day yesterday? How about worry?
- Did you experience the following feelings during a lot of the day yesterday? How about sadness?
- Did you experience the following feelings during a lot of the day yesterday? How about stress?
- Did you experience the following feelings during a lot of the day yesterday? How about anger?

### *Index Construction*

Index scores are calculated at the individual record level. For each individual the following procedure applies: The five items are recoded so that affirmative answers are scored as a “1” and all other answers (including don’t know or refused) are a “0.” If a record has no answer for an item, then that item is not eligible for inclusion in the calculations. An individual record has an index calculated if it has at least four out of five valid scores (0 or 1). The record’s final score is the mean of valid items multiplied by 100. The final country-level index score is the mean of all individual records for which an index score was calculated. Country-level weights are applied to this calculation.

## Silatech Index Rankings

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The Silatech Indexes are based on three fundamental pillars: **Mindset**, **Access**, and **Policy**. The **Mindset** Index measures young people's views of the job climate, obstacles to employment, and their societies' investment in young citizens. The **Access** Index gauges young people's attitudes about their countries' current economic and business environment. The **Policy** Index measures young people's views on market competitiveness and their perceptions of how well societies are maximizing human capital.

## The Research

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Beginning in the spring of 2009, Gallup has continuously polled 1,000 people in each of the 21 Arab world countries that are members of the League of Arab States and the Somaliland region of Somalia. Gallup examines individuals who are nationals of the country in which they reside for the Silatech analyses. The Silatech Index results are presented for young nationals aged 15 to 29. Where possible, Gallup has collected data from each country during the fall and spring every year. Silatech Index scores reflect the most recent data collected by country and the increasing or decreasing score per country from the last two waves

## UNDEREMPLOYMENT IN THE MENA REGION

### Mindset

Mindset aims to improve society's recognition of and support for young people's contributions to economic and social capital and better inform youth about the realities of working life.

MINDSET INDEX								
	SPRING 2009	FALL 2009	SPRING 2010	FALL 2010	SPRING 2011	FALL 2011	SPRING 2012	Δ = ↑ ↓ --
Algeria	60	63	68	72	66	68	65	↓
Bahrain	76	80	74	82	70	69	74	↑
Comoros	51	51	52	56	55	55	54	↓
Djibouti	72	74	-	70	65	-	-	-
Egypt	61	58	56	56	52	52	45	↓
Iraq	53	49	45	42	41	44	42	↓
Jordan	70	66	67	65	65	67	65	↓
Kuwait	71	76	77	-	83	67	77	↑
Lebanon	61	60	62	59	61	56	56	-
Libya	-	-	60	51	-	-	64	↑
Mauritania	55	60	66	60	62	60	53	↓
Morocco	71	67	63	58	58	64	62	↓
Oman	-	-	-	-	88	81	-	-
Palestinian Territories	47	50	52	51	51	52	53	↑
Qatar	83	-	-	82	86	86	83	↓
Saudi Arabia	75	73	70	73	74	74	78	↑
Somaliland region	63	67	70	74	68	81	76	↓
Sudan	71	61	65	62	54	58	53	↓
Syria	68	68	66	66	58	54	46	↓
Tunisia	74	74	71	70	66	56	56	-
United Arab Emirates	78	83	79	79	82	84	81	↓
Yemen	53	53	55	55	53	46	54	↑

- No index score calculated due to unavailable items

## UNDEREMPLOYMENT IN THE MENA REGION

### Policy

Policy seeks to promote the adoption of enabling policies to stimulate increased employment and economic opportunities for young people and social inclusion.

POLICY INDEX								
	SPRING 2009	FALL 2009	SPRING 2010	FALL 2010	SPRING 2011	FALL 2011	SPRING 2012	Δ = ↑ ↓ --
Algeria	43	47	51	57	55	55	45	-
Bahrain	70	62	53	69	53	63	66	↑
Comoros	51	48	56	51	58	58	58	-
Djibouti	60	60	-	69	57	-	-	-
Egypt	61	49	-	-	48	41	-	-
Iraq	43	34	28	30	25	31	27	↓
Jordan	61	72	-	63	65	61	64	↑
Kuwait	68	70	77	70	75	65	-	-
Lebanon	42	32	36	39	32	37	39	↑
Libya	-	-	52	48	-	-	50	↑
Mauritania	48	55	61	63	57	61	57	↓
Morocco	72	58	-	57	56	73	61	↓
Oman	-	-	-	-	74	71	-	-
Palestinian Territories	44	46	46	42	39	45	41	↓
Qatar	75	-	-	71	83	78	82	↑
Saudi Arabia	77	66	-	-	61	-	-	-
Somaliland region	68	62	68	70	64	80	74	↓
Sudan	73	62	54	51	47	56	50	↓
Syria	64	59	51	51	46	50	47	↓
Tunisia	78	78	75	66	54	47	57	↑
United Arab Emirates	81	84	83	85	81	81	82	↑
Yemen	52	48	52	45	37	37	47	↑

- No index score calculated due to unavailable items

## UNDEREMPLOYMENT IN THE MENA REGION

### Access

Access seeks to improve young people's access to demand-driven and market-oriented skills training and job placement services and to improve micro-, small-, and medium-sized enterprises' (MSMEs) access to capital, business development services, and markets.

POLICY INDEX								
	SPRING 2009	FALL 2009	SPRING 2010	FALL 2010	SPRING 2011	FALL 2011	SPRING 2012	Δ = ↑ ↓ --
Algeria	34	41	45	43	44	44	34	↓
Bahrain	46	54	55	60	46	46	43	↓
Comoros	21	18	25	28	28	27	28	↑
Djibouti	52	52	-	48	44	-	-	-
Egypt	30	22	22	23	33	25	34	↑
Iraq	26	29	26	21	17	20	21	↑
Jordan	39	42	37	30	40	30	30	-
Kuwait	44	59	64	61	66	46	59	↑
Lebanon	25	23	27	21	16	21	16	↓
Libya	-	-	21	23	-	-	35	↑
Mauritania	27	29	34	38	33	30	30	-
Morocco	38	42	36	41	35	41	28	↓
Oman	-	-	-	-	73	65	-	-
Palestinian Territories	24	30	28	29	26	26	21	↓
Qatar	62	-	-	71	74	69	72	↑
Saudi Arabia	50	51	59	61	56	48	56	↑
Somaliland region	43	43	51	49	40	55	50	↓
Sudan	48	33	38	33	33	20	21	↑
Syria	41	35	33	35	31	27	21	↓
Tunisia	53	56	50	52	33	23	25	↑
United Arab Emirates	50	66	65	50	53	55	56	↑
Yemen	29	23	21	25	21	11	22	↑

- No index score calculated due to unavailable items



[WWW.SILATECH.COM](http://WWW.SILATECH.COM)