



Data Driven Insights

Yemen Job Market: Analysis of Publicly Announced Jobs (2017-2018)





Introduction:

As part of its effort to provide better understanding of the current status of Yemen job market and to support the development of the capacities of Yemeni professionals, NAHJ Consulting conducted this analysis exercise. The report aims to provide analysis and insights about job market in Yemen over the years 2017-2018 based on publicly announced job openings on the Internet.

About 7000 jobs were announced online between 2017 and 2018. Recruiters were not diverse; 91% were INGOs and NGOs working mainly in the humanitarian field. However, inside that field the job titles and sectors were diverse; there are up to 150 different job titles in around 14 different job functions. Recruiters wanted Professionals with experience even for job roles that did not require high qualification or expertise, with 0% of jobs advertised targeting fresh graduates with no experience.

Background:

Yemen economic development has suffered tremendously due to decades of instability and political turmoil. The ongoing war has made the economic situation even worse, leaving over 22.2 million people in need of some kind of humanitarian or protection assistance, including 11.3 million who are in acute need. and about 12 million in dire need of assistance. The country's economic output has decreased and GDP shrank by an estimated 37.5% between 2015 and 2017.

Prior to the conflict, the labor force survey conduct by ILO in 2013-2014 estimated the working-age population (aged 15+) at 13.4 million. In 2015, a World Bank report about Yemen's economic growth, indicated that the country has one of the highest unemployment rates in the region, especially among youth (45 %). Unemployment rate in Yemen is expected to continue to increase, as the working-age population is expected to grow at about 3 % a year between now and 2040 (almost 700,000 people reaching working age each year over the next three decades).

The Rethinking Yemen Economy project policy brief on "Generating New Employment Opportunities in Yemen" issued in 2018 indicated that the costs imposed by the conflict has had a drastic impact on Yemen's workforce. Most of the country's 1.2 million public sector employees have gone without an income since 2016, when the Central Bank of Yemen (CBY) suspended most public sector salaries. Businesses have laid off an estimated 55% of the private sector workforce. Businesses have also, on average, cut their hours of operation in half. More than a quarter of businesses in the industry, trade and services sectors have ceased operations altogether. Furthermore, the agriculture sector, which provides roughly a third of Yemen's jobs, has seen farmers forced to abandon their land.





Objective:

The main objective of this report is to provide analysis and insights about job market in Yemen over the years 2017-2018 based on publicly announced job openings on the Internet. Online platforms have become the main tools to advertise for jobs in Yemen. We hope this report will also show general trends in the job market, and main sectors of interest, as well as challenges for Yemeni youth in accessing entry level posts. We also hope the report will help with the review of the job market and youth unemployment in Yemen.

Methodology:

This report is based on quantitative analysis of job-posts collected from various job posting sites in Yemen. The report team developed specific web crawler to capture information like: Job Title, Location, Employer, and Date of Announcement, which formed the main set of data for the analysis.

Jobs roles were grouped into the following categories/functions to help with the analysis: Administration, Community outreach, Drivers, Field work, Finance, Food, Health, HR, IT, Logistics & Procurement, MEAL, Security, Social worker, WASH.

The data sample for analysis consisted of 7000 job announcements advertised between January 2017 and December 2018.

The study does not cover postings advertised offline, through social media, or organizations own outlets. However, the sample size covered by this study is representative of the job market openings. Only jobs announced that were meant for Yemeni Nationals were included for this report.

It is known that many of the local companies in Yemen do not announce their jobs through job websites. In addition, given that over 73% employment in Yemen is in the informal sector which also will not advertise their job openings publicly through jobs' websites. This is likely to skew data and analysis, and should be taken into consideration.



Findings

INGOs Leading in Jobs Opportunities Advertised

Non-governmental organization were the main driver of new jobs advertised in the Yemeni market. About 72% were advertised by INGOs, 19% by local NGOS, while the private sector only accounted for 9% of all jobs advertised. (chart 1).

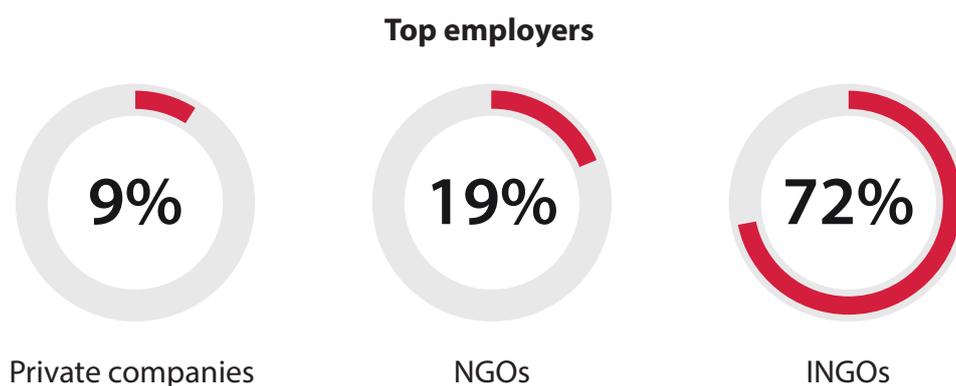


Chart 1 Top Employers in Yemen 2017-2018 based on number of jobs advertised

Job Roles and Functions:

The main job functions in the market were humanitarian related work and operations. The top two functions were health related jobs and finance related jobs. 60% of the advertised-job market consisted of 6 functions (chart 2).

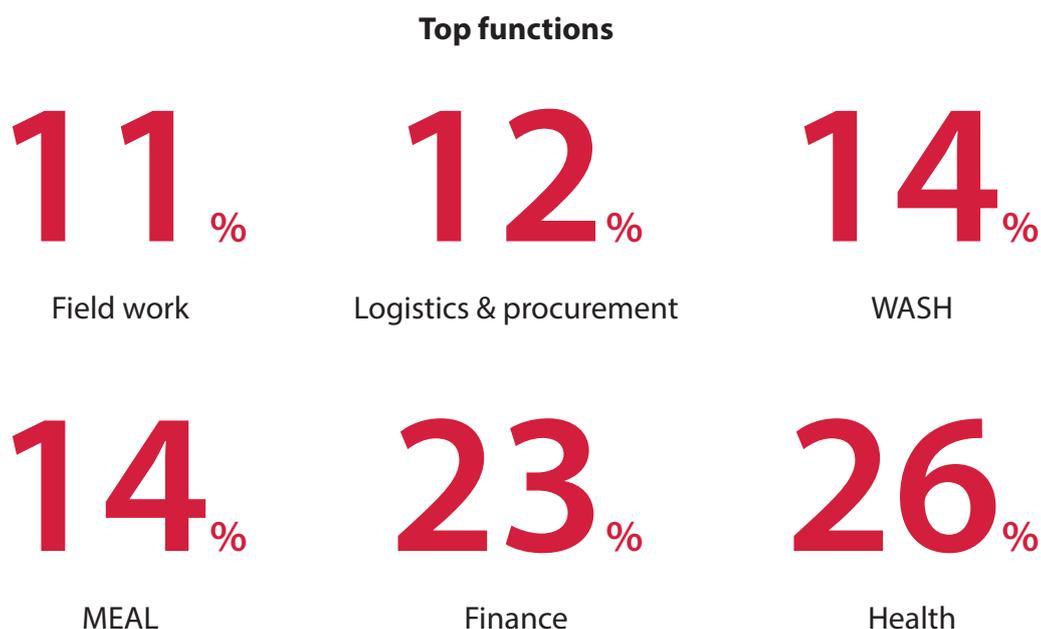


Chart 2: Top 6 job functions in job market 2017-2018



Despite Health function related jobs ranking top, jobs roles under it where highly diversified to make it into the top job roles announced. The top 10 job roles are: (chart 3)

- Finance Assistant
- Finance Officer
- Driver
- Project Manger
- Logistics Assistant
- MEAL Officer
- HR Assistant
- Logistics Officer
- Project Coordinator
- Hygiene Promotion Officer

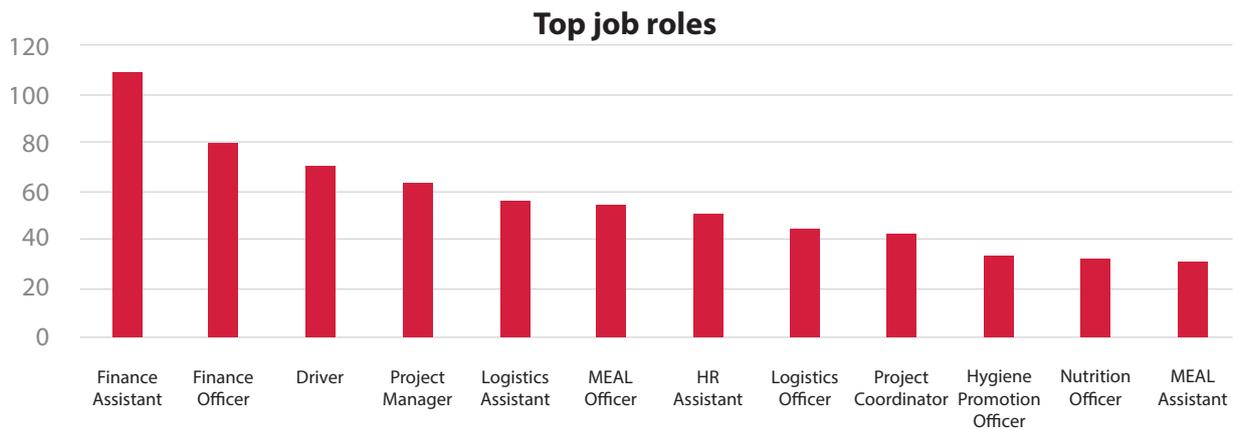


Chart 3 Top job roles

In chart 4 we can see the top roles per function.

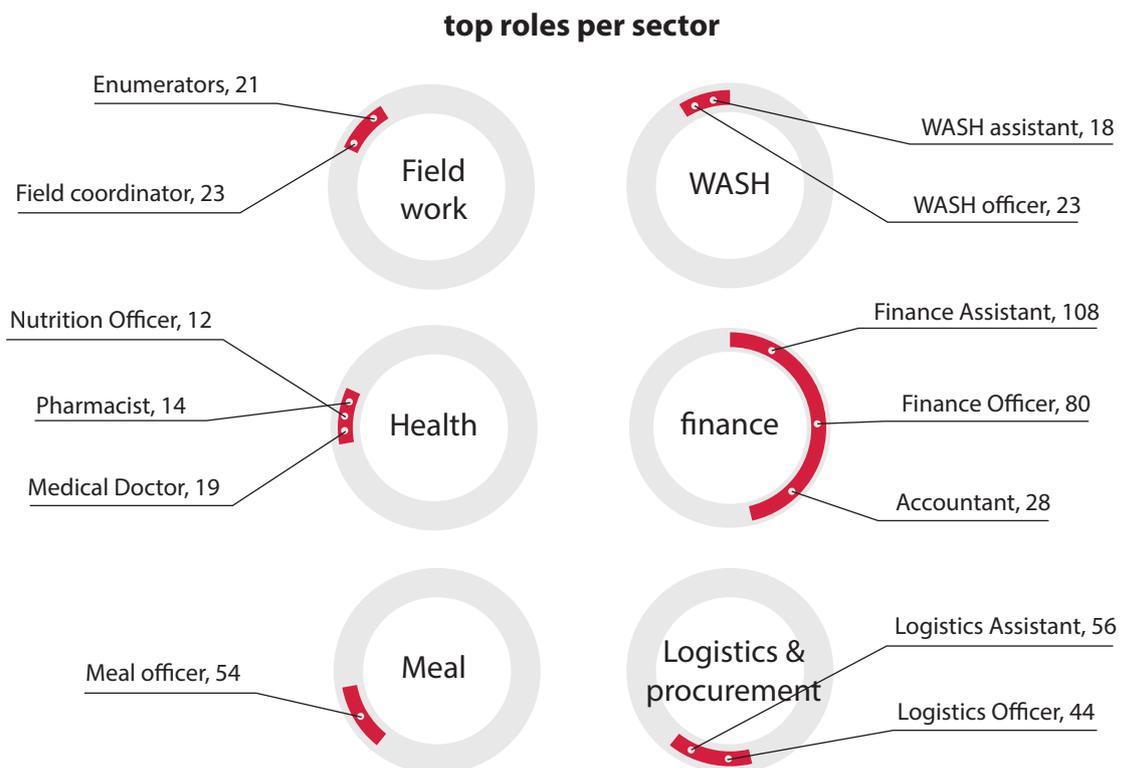


Chart 4 Top job roles per Function



Job Locations:

71% of jobs advertised were located in Sana'a (45%) and Aden (26%), while the remaining 29% of jobs were located in Hodeida (13%), Taiz (11%), and Ibb (4%).

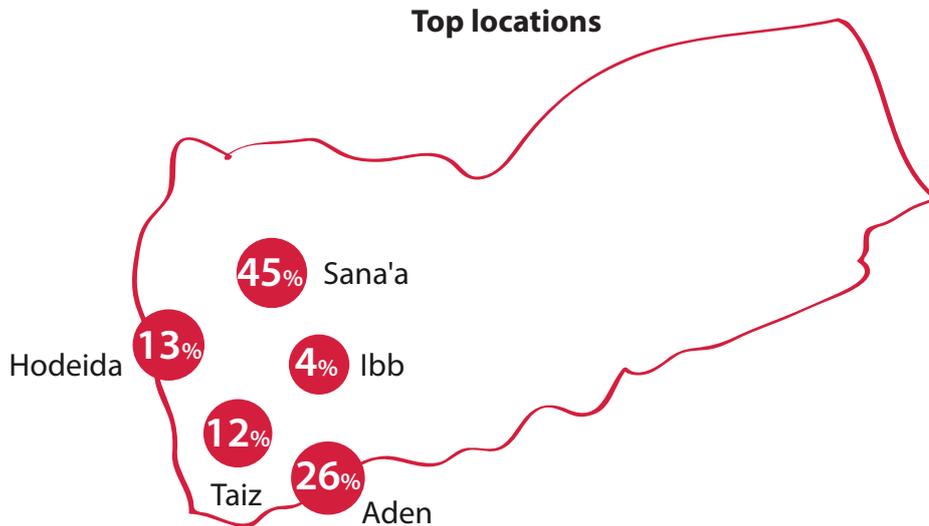


Chart 5 Top 5 job locations in job market 2017-2018

Jobs Trends:

Number of jobs advertised in 2018 increased by 47% compared to 2017. While INGOs remained the dominant advertiser of jobs over the two years. No specific trends emerged at the monthly level analysis.

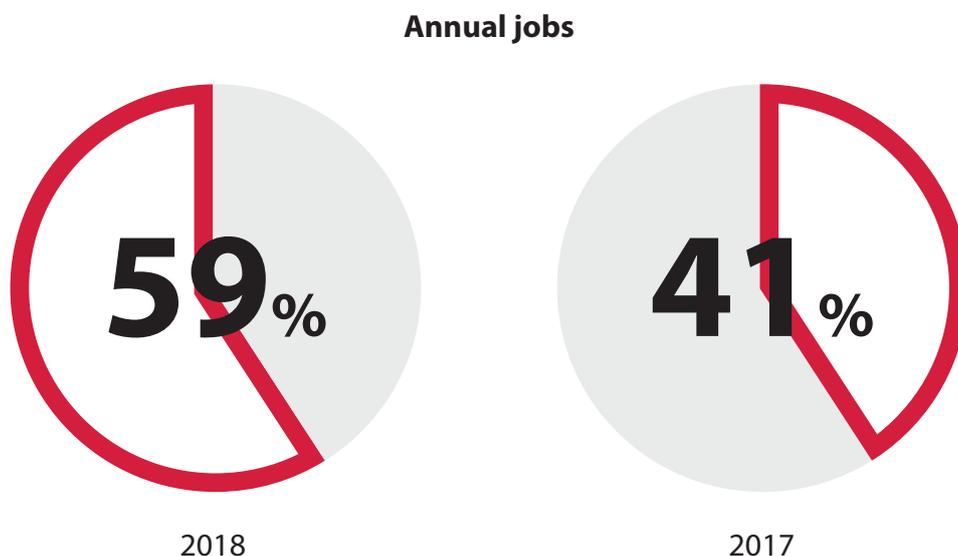


Chart 6 jobs on annual basis



Monthly Jobs



Chart 7 jobs on a monthly basis

Top Skills and Qualifications:

The top qualifications/skills required by employers included:

- A relevant university degree
- Arabic and English language skills
- Relevant experience
- Microsoft Office proficiency

The top skills did not apply for low level jobs like drivers and guards.

Level of Experience:

All jobs announced regardless of level or role required a relevant experience of at least one year. Almost no jobs were announced targeting fresh university graduates or job seekers with no experience. Only a handful of intern and volunteer positions were advertised. In one case a UN organization required 2-3 years of experience for an Intern position.

Discussion and Conclusion:

The collapse of the economy in Yemen, especially the deterioration of the private sector and the lack of jobs in the oil & gas sector contributed to the decline of job opportunities in the local market. On the other hand, the non-governmental sector, specifically humanitarian organizations, are the main providers of job opportunities.

Fresh graduates and youth with no previous experience have few job openings as no publicly announced jobs seek to recruit them. And the INGOs offer limited internship programs.



Donors and INGOs are the main drivers of the job market during the ongoing conflict in Yemen. Therefore, they are responsible for how jobs are advertised and for the professional development of their workforce. Policies which require their local partners (NGOs and the private sector) to publicly announce their job opportunities and the recruitment process should be transparent. Also, they should create job opportunities and internships for fresh graduates who have no prior professional experience.

The current structure of the job market means Yemeni professionals with high qualifications need to shift their focus to the non-governmental/humanitarian sector to find more job opportunities. More studies are needed to assess how job seekers' potential shift of career to available openings will affect the original sectors they left, for how long the humanitarian sector will dominate the Yemeni market job, and the impact of such changes on the overall labor force in Yemen.

For details regarding names of top hiring iNGOs and top roles per these iNGOs please contact us at consulting@nahj.co

NAHJ Consulting is a local consulting firm focused on providing data-driven insights. NAHJ also offers capacity building programs for Yemeni Professionals and Youth. NAHJ has a solutions services which launched Masaar App focused on helping Youth land their first jobs and launch their careers.

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