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#UAE (/MENA/EN/THE-VAULT/TOPIC/UAE/) | 20 DECEMBER, 2018

Cooper Fitch estimates the GDP growth for the Emirates will be approximately 4 per cent in 2019

Welcome to the Cooper Fitch Salary Guide for United Arab Emirates in 2019. Our guide provides salary expectation ranges for mid-level to senior professionals and hiring across the Emirates and insights on the employment market, key drivers for change and expected patterns in 2019






Press Release

Dubai: Welcome to the Cooper Fitch Salary Guide for United Arab Emirates in 2019. Our guide provides salary expectation ranges for mid-level to senior professionals and hiring across the Emirates and insights on the employment market, key drivers for change and expected patterns in 2019. This is based on observations made in 2018 with both job seekers and clients in the region by our subject matter experts. Cooper Fitch is based in the United Arab Emirates since 1997 specialising in recruitment, executive search and HR advisory services.

Cooper Fitch estimates the GDP growth for the Emirates will be approximately 4 per cent in 2019. However, there is a consensus that it could be as high as 5-6%. With oil prices at an average of \$71 per barrel in 2018, we are optimistic that oil prices will remain steady in 2019. However, we are not expecting any significant increase in salary ranges in 2019.

We predict an improvement in the employment market in 2019. In the previous years, the market saw a significant restructuring in organisations, particularly in the banking sector which affected employment rates and adversely influenced salary levels. We see more job stability in 2019 albeit there are more planned mergers, particularly with some Abu Dhabi based banks.

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With the continuation of the UAE's vision 2021, we see the UAE government focusing on human capital. At the moment, oil contributes to around 35% of the UAE government revenues. As 2021 approaches, we see the Emirates focusing on human capital to support its diversification and generate better revenue. Also, as part of its vision, the introduction of VAT in 2018 has brought diversity to the country's economic revenue streams and also encouraged transparency for businesses.

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The biggest challenge faced by organisations in 2018 is the retention of their top performing teams and individuals. Jobs seekers have faced bigger challenges in the past as salaries have decreased; there has been a significant increase in the number of candidates available in the market. In the unfortunate event where someone loses their job, the period required to find a new vocation has become longer.



The previous years' reduction in oil prices has caused companies to lose confidence in the market which in some cases has made them hesitant about making key hires. We have also noticed a reduction in the retail and luxury retail sectors in 2018. There is a lack of consumer confidence, but we expect improvements in both markets in 2019.



We hope you find the insights presented interesting and useful and we welcome any feedback. If you would like specific data on your market, please feel to contact me directly at tmurphy@cooperfitch.ae

To read the full salary guide, please go to: https://www.cooperfitch.ae/SalaryGuides/UAE_SALARY-GUIDE_2019.pdf (https://www.cooperfitch.ae/SalaryGuides/UAE_SALARY-GUIDE_2019.pdf)

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About Cooper Fitch:

Launched in August 2016, the team at Cooper Fitch has been delivering professional recruitment and human resources solutions in the Gulf region since 1997 with a special focus on UAE and Saudi Arabia. With extensive experience in consultancy and recruitment, Cooper Fitch has an exclusive database of top-tier talents in the region. The first class recruitment agency offers three main services recruitment, executive search and HR advisory. It serves customers in Banking & Finance, Technology & Digital, Manufacturing, Supply Chain, HR Advisory, Legal & Advisory, Technical Sales, Sales & Marketing, Accounting & Finance, Tax and nationalisation. Cooper Fitch provides regular market intelligence to both recruiters and job seekers alike with its regular Fitch Job Report and Salary Guide.

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