India-GCC Employer Demand Pulse, July 2026: 1,700 Open Worker Positions Across Six Gulf Markets

An analysis of Mahad Manpower's shared operational recruitment system identified 1,700 open worker positions across 100 active or urgent GCC employer requirement records on 18 July 2026. The UAE accounted for 75.2% of the open GCC positions, while 54.5% of GCC demand was classified as urgent. This report measures Mahad Manpower's documented employer pipeline and should not be interpreted as an estimate of the entire GCC labour market.

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1,700
Open worker positions across 100 active or urgent GCC employer requirements

Key Statistics

1,700 Open worker positions across the six GCC destination markets
Source: Mahad Manpower shared operational requirements dataset, 18 July 2026 [S1]

100 Active or urgent GCC employer requirement records
Source: Mahad Manpower shared operational requirements dataset, 18 July 2026 [S1]

75.2% Share of open GCC positions assigned to the UAE
Source: Mahad Manpower calculation based on 1,278 UAE positions out of 1,700 GCC positions [S1]

54.5% Share of open GCC positions classified as urgent
Source: Mahad Manpower calculation based on 927 urgent positions out of 1,700 GCC positions [S1]

81.4% GCC share of all open positions recorded in the operational dataset
Source: Mahad Manpower calculation based on 1,700 GCC positions out of 2,088 open positions across all destinations [S1]

Executive Finding: A Concentrated and Time-Sensitive GCC Pipeline

Mahad Manpower's operational requirements directory contained 196 employer requirement cards representing 198 recorded requirement rows and 3,101 requested worker positions when reviewed on 18 July 2026. These records covered requirements at different lifecycle stages, including urgent, active, paused, inactive and fulfilled orders. For this analysis, an open requirement was defined as a record carrying either the Active or Fire Urgent operational status. Using that definition, the dataset contained 2,088 open positions across 115 employer requirement records covering GCC and non-GCC destinations. The six GCC countries accounted for 1,700 of those open positions across 100 requirement records. Therefore, 81.4% of every open position recorded in the system at the time of analysis was connected to a GCC destination. This is an important operational signal for Mahad Manpower because it measures documented employer requirements rather than website impressions,

keyword volumes or candidate enquiries. The data shows where employers were actively requesting workers, how many positions were involved and which requirements required accelerated sourcing. These figures must be interpreted within their correct boundaries. The 1,700 positions represent Mahad Manpower's recorded open GCC pipeline at a specific point in time. They do not represent the total number of vacancies across the GCC, national labour demand or Mahad Manpower's share of the wider recruitment market. Because requirements can be created, revised, paused, fulfilled or cancelled, this report should be treated as a dated operational snapshot rather than a permanent inventory of available jobs. [S1]

The UAE Accounted for Three-Quarters of Open GCC Positions

The United Arab Emirates was the largest destination represented in the snapshot, with 1,278 open worker positions across 49 active or urgent employer requirement records. This represented 75.2% of all open GCC positions recorded in the system. The average UAE requirement contained approximately 26.1 positions. This was substantially higher than the GCC-wide average of 17 positions per requirement record. The difference indicates that the UAE concentration was driven by both the number of active employers and the larger size of several recorded orders. Urgency was also highly concentrated in the UAE. Of the 1,278 open UAE positions, 831 were attached to requirements carrying the Fire Urgent status. Therefore, approximately 65% of the UAE positions in this snapshot required accelerated sourcing according to the internal operational classification. This does not establish that the UAE holds 75.2% of the entire GCC recruitment market. It establishes that the UAE held 75.2% of the positions within Mahad Manpower's documented open GCC pipeline on the reporting date. For recruitment operations, this concentration has practical consequences. Large and urgent UAE orders require sufficient capacity for candidate sourcing, trade screening, document verification, medical coordination, employer interviews, visa processing and departure planning. Publishing the aggregate figures provides evidence of the scale being managed without exposing confidential employer names, candidate identities or commercial agreements. The International Labour Organization reports that the UAE hosts approximately 8.7 million migrant workers and that migrant workers constitute more than 80% of its resident population. This broader structural dependence on migrant labour helps contextualise why overseas recruitment remains operationally significant, although it does not independently validate any individual requirement in Mahad Manpower's database. [S1] [S3]

Oman and Saudi Arabia Formed the Largest Secondary Markets

Outside the UAE, the dataset recorded 422 open worker positions across Oman, Saudi Arabia, Kuwait, Qatar and Bahrain. Together, these destinations accounted for 24.8% of Mahad Manpower's open GCC positions. Oman was the second-largest destination, with 206 open positions across 18 requirement records. Ninety of these positions were classified as urgent. The average Omani requirement contained approximately 11.4 positions. Saudi Arabia followed with 115 positions across 16 active requirement records, producing an average of approximately 7.2 positions per record. Kuwait recorded 73 positions across 11 requirements, while Qatar recorded 19 positions across three requirements. Bahrain contained nine positions across three records. These markets should not be treated as insignificant merely because their totals were smaller than the UAE figure. A diversified employer pipeline can include recurring specialist orders, smaller replacement batches and role-specific requirements that do not resemble the high-volume workforce packages commonly associated with large construction or industrial contracts. The operational data therefore supports two simultaneous conclusions. First, the UAE was the dominant destination in the July snapshot. Second, Mahad Manpower's GCC employer

activity was not dependent on a single country, because active requirements were documented across all six GCC member states. India's Ministry of External Affairs also recognises the established presence of Indian skilled, semi-skilled and unskilled workers across GCC economies. However, government migration statistics and Mahad Manpower's internal requirement records measure different things and should not be combined as though they were the same dataset. [S1] [S4]

More Than Half of Open GCC Demand Was Classified as Urgent

The most commercially significant finding was not only the number of open positions but the urgency attached to them. Nine GCC requirement records contained 927 positions classified internally as Fire Urgent. These positions represented 54.5% of the complete open GCC pipeline. The remaining 773 open GCC positions were attached to 91 requirements carrying the standard Active status. This distinction matters because urgency changes the recruitment workflow. A high-volume urgent requirement may require parallel sourcing across several locations, accelerated screening schedules, additional employer interview capacity and closer coordination between recruitment, documentation and mobilisation teams. The urgent category is an internal operational status. It should not be interpreted as a government classification, legal guarantee or independent confirmation that every vacancy will remain open until filled. Employer quantities and schedules can change during recruitment, particularly when project timelines, visa allocations, trade-test results or mobilisation dates are revised. Nevertheless, a documented urgent requirement is more meaningful evidence of current employer intent than a generic statement claiming that a particular occupation is in demand. It links the demand claim to a dated operational record, a destination, a requested quantity and an active internal workflow. For public reporting, Mahad Manpower should continue showing aggregate urgent demand while protecting employer identities and contractual details. Individual public job pages should only be generated when the requirement contains sufficient verified information, including job title, destination, vacancy count, employment terms and a valid application period. [S1]

What First-Party Demand Data Proves

A recruitment agency can publish thousands of service pages without demonstrating that employers are actually placing orders. First-party requirement data closes part of that evidence gap because it shows that the business is receiving, classifying and processing real employer demand. This report documents three verifiable operational characteristics: the number of open positions recorded on the reporting date, the geographical distribution of those positions and the proportion classified as urgent. These are narrower and more defensible claims than broad statements such as being the largest agency or controlling a particular share of GCC recruitment. The International Labour Organization describes international labour migration as a defining feature of labour markets across the Arab States, particularly within the GCC. India's Ministry of External Affairs separately documents the movement and protection of Indian workers employed in Gulf countries. These official sources provide the wider migration context, while Mahad Manpower's data supplies the company-specific operational evidence. [S2] [S4] The strongest authority signal comes from keeping these two evidence categories separate. Official sources should substantiate claims about regional migration systems and regulations. Mahad Manpower's database should substantiate claims about its employer requirements, sourcing workload and completed operations. Employer identities, candidate information, passport details, telephone numbers, demand-letter documents and private contract terms should never be exposed merely to strengthen an SEO claim. Aggregate reporting provides operational transparency without compromising the confidentiality expected by corporate clients and workers.

Interpretation, Compliance and Limitations

This report measures requested positions rather than completed placements. A worker position remains a demand-side record until the candidate has been selected, documented, cleared, mobilised and confirmed as departed. Requirement totals must therefore never be presented as deployment totals. The analysis also does not determine whether every recorded role requires emigration clearance, which recruitment channel applies or which destination-specific rules govern the final deployment. Employers and candidates should verify current procedures through the official eMigrate system, the relevant embassy or consulate, and the competent authorities in the destination country. [S5] Employer requirement data is inherently dynamic. A company may change quantities, replace one occupation with another, pause recruitment or close an order after the reporting date. Consequently, the figures in this report should retain the date of extraction whenever they are quoted elsewhere. Geographic variations and spelling differences were normalised for analysis. For example, Dubai, Abu Dhabi, Ajman, Sharjah and Ras Al Khaimah were grouped under the United Arab Emirates. Muscat records were grouped under Oman, while Riyadh and Al Qassim records were grouped under Saudi Arabia. The report excludes paused, inactive and fulfilled requirements from its open-demand calculations. It also avoids estimating unrecorded demand, forecasting future orders or extrapolating Mahad Manpower's figures to the complete GCC labour market. These limitations do not weaken the report. They define precisely what the evidence can prove and protect readers from confusing an operational company dataset with national labour-market statistics.

"The operational signal is not the number of job pages published; it is the concentration, urgency and size of verified employer requirements. In this snapshot, three-quarters of our open GCC positions were connected to the UAE, while more than half of GCC demand carried an urgent operational status."

Obaidur Rahman, Mahad Manpower

Open Employer Demand Recorded Across GCC Destination Markets

Destination	Requirement R...	Open Positions	Urgent Positi...	Share of GCC ...	Average Posit...
United Arab E...	49	1,278	831	75.2%	26.1
Oman	18	206	90	12.1%	11.4
Saudi Arabia	16	115	0	6.8%	7.2
Kuwait	11	73	0	4.3%	6.6
Qatar	3	19	6	1.1%	6.3
Bahrain	3	9	0	0.5%	3.0
Total	100	1,700	927	100%	17.0

Source: Mahad Manpower analysis of its shared operational requirements system on 18 July 2026. Open requirements include records classified internally as Active or Fire Urgent. Figures describe Mahad Manpower's pipeline and not the entire GCC recruitment market.

Frequently Asked Questions

Q. What does an open employer requirement mean in this report?

A. An open requirement is a record classified in Mahad Manpower's operational system as either Active or Fire Urgent on 18 July 2026. Paused, inactive and fulfilled records were excluded from the open-demand

totals.

Q. Does the figure of 1,700 represent all GCC job vacancies?
A. No. It represents open worker positions recorded in Mahad Manpower's shared operational requirements system on the reporting date. It is not an estimate of total GCC labour demand.

Q. Why are employer names not included in the report?
A. Employer identities and commercial arrangements may be confidential. The report publishes aggregated destination, quantity and status data so operational demand can be demonstrated without exposing client information.

Q. Does every requested position become a completed deployment?
A. No. Requested positions may be revised, paused, cancelled or partially filled. A position should only be counted as a mobilisation after the selected worker has completed the required process and departure has been confirmed.

Q. Why is the UAE share so high in this snapshot?
A. The UAE contained both more open employer records and larger average requirement sizes. It accounted for 49 of the 100 open GCC requirement records and 1,278 of the 1,700 positions.

Q. How frequently should this report be updated?
A. The live requirements directory can update continuously, but a formal research edition should retain a fixed snapshot date. A monthly or quarterly edition would allow valid comparisons without silently changing previously published findings.

Q. Can employers use these figures to assess sourcing capacity?
A. The figures demonstrate the volume and distribution of recorded employer demand being managed. Employers should also review relevant case studies, mobilisation records, compliance procedures and trade-specific screening capabilities before making a procurement decision.

Methodology

This report was produced from a snapshot of Mahad Manpower's shared operational recruitment requirements directory taken on 18 July 2026. The source contained 196 employer requirement cards representing 198 requirement rows and 3,101 requested worker positions across all recorded lifecycle statuses and destinations. For this report, open requirements were defined as records carrying either the Active or Fire Urgent status. This produced 115 open employer requirement records containing 2,088 worker positions across all destinations. Records connected to the United Arab Emirates, Saudi Arabia, Oman, Kuwait, Qatar and Bahrain were then classified as GCC requirements. The resulting GCC subset contained 100 open requirement records and 1,700 requested worker positions. Location names and spelling variations were normalised before aggregation. UAE emirates and cities were grouped under the United Arab Emirates; Muscat was grouped under Oman; Riyadh and Al Qassim were grouped under Saudi Arabia; and spelling variants were consolidated. Worker share was calculated as each destination's open positions divided by the total of 1,700 open GCC positions. Average requirement size was calculated as open positions divided by open requirement records for that destination. Urgent share was calculated as 927 Fire Urgent GCC positions divided by 1,700 total open GCC positions. GCC share of all open demand was calculated as 1,700 divided by 2,088. The analysis uses requested quantities rather than candidate applications, selections, visas, tickets or completed departures. No candidate PII, employer contacts, passport information or confidential demand-letter documents were used. Official ILO, Ministry of External Affairs and eMigrate sources were used only to provide regional and regulatory context. They were not used to inflate or estimate the operational demand totals.

Sources

* S1 - Mahad Manpower Shared Operational Requirements Directory

https://dashboard.tajhrservices.com/dashboard/requirements
* S2 - ILO: Labour Migration in the Arab States
https://www.ilo.org/regions-and-countries/arab-states/ilo-arab-states/countries-covered/ilo-qatar/labour-migration-arab-states
* S3 - ILO: United Arab Emirates Country Profile
https://www.ilo.org/regions-and-countries/arab-states/united-arab-emirates
* S4 - Ministry of External Affairs: Indian Migrant Workers in Gulf Countries
https://www.mea.gov.in/lok-sabha?dtl/40391/QUESTION+NO+982+INDIAN+MIGRANT+WORKERS+IN+GULF+COUNTRIES=
* S5 - Government of India eMigrate Portal https://emigrate.gov.in/

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