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Social Impact of Reliance on expatriates in daily life in UAE

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SOCIAL IMPACT OF RELIANCE ON EXPATRIATES IN DAILY LIFE IN UAE

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Abstract

The Gulf's cities have witnessed a tremendous flow of human capital in recent decades. More than 75% of the population of the United Arab Emirates (UAE) is made up of foreign nationals. In Dubai, for example, expatriates constitute more than 85 % of the total workforce. The diversification of business strategies in the region has led to expatriates working in all industrial and service sectors. The expatriates' presence has therefore had an impact on the working lives of the Emirati workforce. In particular, as a numeric majority, expatriates influence the work habits, management, and leadership style of Emiratis. In the same way, Emirati top leaders and managers influence the way work and organizations are structured and the status of expatriates in the UAE. Nevertheless, present research tells us very little about the topic of expatriate-local interaction and diversity in the workplace. This report bridges an important knowledge gap by shedding light on the impact that expatriates working in the UAE have on the Emirati workforce and organizations.

In order to understand this impact on the labor force in the UAE, we attempt to answer the research question: How does expatriation impact organizations in the UAE? We answer this question focusing specifically on the dynamics of expatriate-local relations in the workplace. Understanding these dynamics would allow more effective management of working relations in the UAE. Our research is based on an exploratory qualitative study using interviews with 50 top and middle managers in the UAE, working across the most significant business sectors. These sectors include oil, banking, media, consulting, services, human resources, training and development, education, and publishing, among many others.