

2012

SOCIAL IMPACT OF RELIANCE ON EXPATRIATES IN DAILY LIFE IN UAE

AKRAM AL ARISS

KRISTIAN ALEXANDER

MOUAWIYA ALAWAD

Follow this and additional works at: <https://zuscholars.zu.ac.ae/workingpapers>

Recommended Citation

AL ARISS, AKRAM; ALEXANDER, KRISTIAN; and ALAWAD, MOUAWIYA, "SOCIAL IMPACT OF RELIANCE ON EXPATRIATES IN DAILY LIFE IN UAE" (2012). *Working papers*. 41.
<https://zuscholars.zu.ac.ae/workingpapers/41>

This Article is brought to you for free and open access by ZU Scholars. It has been accepted for inclusion in Working papers by an authorized administrator of ZU Scholars. For more information, please contact lillian.li@zu.ac.ae, Yrjo.Lappalainen@zu.ac.ae.



جامعة زايد
ZAYED UNIVERSITY

Working Paper No. ZU-WP 2012-005

Social Impact of Reliance on expatriates in daily life in UAE

Dr. Akram Al Ariss
Dr. Kristian Alexander
Dr. Mouawiya Alawad

Views presented in this working paper are those of the authors and do not necessarily represent views of Zayed University

SOCIAL IMPACT OF RELIANCE ON EXPATRIATES IN DAILY LIFE IN UAE

October 2012

PRINCIPAL INVESTIGATOR:

DR. AKRAM AL ARISS

ECOLE SUPÉRIEUR DE COMMERCE DE TROYES, FRANCE

CO-INVESTIGATOR:

DR. KRISTIAN ALEXANDER

ZAYED UNIVERSITY, UAE

PROJECT CONSULTANT:

DR. MOUAWIYA ALAWAD

ISER, ZAYED UNIVERSITY, UAE

This research was supported by the UAE Federal Demographic Council

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.