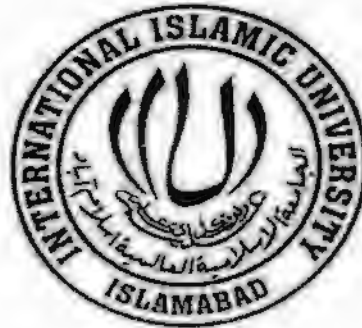# A COMPARATIVE ANALYSIS OF SOCIAL LIFE IN WORK FORCE

DIVERSITY AMONG SKILLED AND SEMI-SKILLED LABORS OF DUBAI

A CASE STUDY OF PAKISTAN INDIA UNITED ARAB EMIRATES

BANGLADESH AND PHILIPPINES

BY

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ABBREVIATION

UAE	United Arab Emirates
AED	Arab Emirati Dirham
DSC	Dubai Statistics Centers
GLMM	Gulf Labor Market and Migration
GCC	Gulf Cooperation and Councils
NBS	National Bureau of Statistics
WTO	World Trade Organization
FDI	Foreign Direct Investment
WPS	Wage Protection System
GDRFA	General Directorate of Residency and Foreigners Affairs
SBP	State Bank of Pakistan
UNPD	United Nation Development Program
BEOE	Bureau of Emigration and Overseas Employments
OECD	Organization for Economic Cooperation and Development
CPGS	Center for Pakistan and Gulf Studies
HSBC	Hong Kong and Shanghai Banking Cooperation
BMET	Bureau of Manpower, Employment and Training
DCCI	Dhaka Chamber of Commerce and Industry
OFWs	Overseas Filipino Workers
ESCAP	Economic and Social Commission for Asia and the Pacific

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I dedicate this research to my late mothers. Rabia Bashir, she was passed away when I was on field to collect the data for my research. May Allah Almighty takes her soul in heaven above.
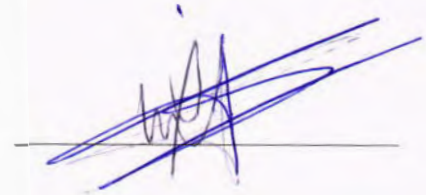
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It is certified that thesis submitted by Mr. Muhammad Ali Registration No. 214-FSS/MSSOC/S15 titled "A Comparative Analysis of Social Life in Work Force Diversity Among Skilled and Semi-Skilled Labor's of Dubai, UAE From Pakistan, India, UAE, Bangladesh and Philippines in 2016" has been evaluated by the following viva voce committee and found that thesis has sufficient material and meets the prescribed standard for the award of MS degree in the discipline of Sociology.

<u>VIVA-VOCE COMMITTEE</u>

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ABSTRACT

The primary purpose of this study is to determine the influence of workforce diversity of social life of labors from Paki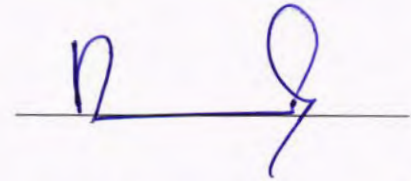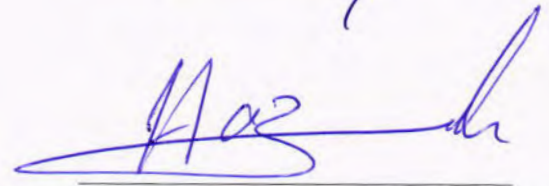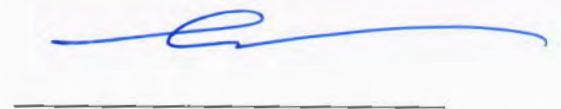stan, India, Bangladesh, UAE, and Philippine in Dubai. The researcher used quantitative method to demonstrate the study. The Taro Yamane formula helped to select the sample size of 530 respondents who have more than 2 two years of experience in Dubai. The results were based on univariate, bi-variate, and multivariate analysis. It shows that Asian labors were two third in the labor market as compared to one third ratio of Emirati. The results predict that organizational policies, cultural diversity, working environment, and wage difference's significant effects on social well-being of labors in Dubai. Furthermore, it was found that male to a female ratio were, 3:1, 66% were blue-collar labors; 25% were white-collar workers, and 9% professional employees were rendering their services in Dubai. It was further found that manually trained labors ruled over professionally trained employees and more than half of the labor forces were Muslims, and the rests were non-Muslims. The study shows that diversified forces of labors in Dubai have a significant influence over Asian labors in the Dubai market. It was suggested that Dubai government needed to enforce the labor laws and implement them strictly to secure the social life of labors, and it was recommended that social well-being policies, human-resource management, and organizational policies should be reformed to protect the social life of expatriates in Dubai to enhance the productivity of labor.

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CHAPTER ONE

INTRODUCTION

The social life came from a double source, the likeness of consciences and the division of labor (Durkheim, 1893). It is a combination of multiple components like people, activities, social environment, places, emotions, culture, norms, and values, which connect the people within a society (Baron and Branscombe, 2012). The cultural differences and rapid change of social ties strengthen the people in a close relationship which helps to develop the modern values of social life (Durkheim, 1893). For Marx, species being and human potential is intimately related to laboring. He said,

> Labor is, in the first place, a process in which both man and Nature participate, and in which man of
>
> his own accord starts, regulates, and controls the material reactions between himself and Nature. By
>
> thus acting on the external world and changing it, he at the same time changes his own nature.

(Marx, 1867/1967:177–178)

The causality among labor skills and social life shows that it is a set of goal, which is free from itself; however, its own importance sets its rules (Weingartner, 1959:53). The essence of social life finds the process of living together rather than being live (Simmel, 1971). A society, where money becomes the ultimate end, has a negative effect on an individual's life (Beilharz, 1996). The social life of labors from Pakistan, India, Bangladesh, and Philippine has significantly affected due to the ultimate end of wage differences as compared to Emiratis in Dubai (Bel-Air, 2015a).

1.1 Demographic Analysis of Expatriates in Dubai

The demographic analysis of expatriates shows that in 2010, the number of immigrants in the UAE were estimated 7,316,073 persons, twenty times the 1975's figure of 356,343 (UAE, 2010). In these expatriates, the number of Asian labors was estimated two third of

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the total workforce which were increased during the economic expansion of the Middle East. Since 2000. the number of diversified forces increases from one-third to two third majority, due to the soaring of oil prices in UAE (Sara, 2015).

Moreover, the international companies and ILO brought a structural change in the corporate sector of Dubai, which reforms the organizational policies throughout the UAE. In 2009, nine hundred MNCs initiated the work in Dubai's market (International Monitory Fund, 2010). It attracts multiple nationals around the world which enhanced the workforce diversity in the labor markets of Dubai and Abu Dhabi (World Bank, 2013). This made the UAE as the 5th largest immigrant stock country in the world (UNPD, 2013). Currently, it was estimated that 9,577,000 persons were residing in United Arab Emirates (United Nation, 2015).

The National Bureau of Statistics of UAE published the net migration report of 202 multinationals expatriates from 2013 to 2015. It was accounted that 2,600,000 Indian, 1,200,000 Pakistani, 1,084,764 Emirati, 700,000 Bengali, and 525,000 Filipinos were residing in UAE (Federal Competitiveness and Statistics Authority, 2014). However, the populations of Dubai were estimated 2,761,995 persons, which comprises one-third of the UAE population of the UAE (Dubai Statistics Center, 2017). These labors collectively made 89% of the work force in the labor market of Dubai (Euro-monitor International, 2014).

The statistics show that the compositions of the male to the female ratio were, 3:1 on the workplace. The Asian labors were accounted for 40% in the public sectors. However, in private sectors, they were accounted for 99% positions, correspondingly (Gulf Labor Market and Migration, 2015). The Emirati workers were 10,106 and labor from GCC

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countries were 53,064, which covered 2% and 9% of the total workforce, respectively (Bel-Air, 2015a). The labors from Pakistan were 74.628, India 300,608, Bangladesh 23,945, and Philippine 4,800, which comprises 13%, 50%, 4%, and 2%, respectively from 2.4 million workers of Dubai (Randeree, 2012).

The statistics predict that the two-third majority of Asian labors to send the sum of $26 billion remittances in just 2015 and followed $19 billion in 2016 (World Bank, 2016). These labors occupied 69%, sphere of the corporate sectors in Dubai. On the other hand, Arabs from GCC countries and Emirati accounted on only 11% share; however, 20% labor from 195 different nations, which included; 4% Iranian, 2% European, and Other Asians 15%, respectively (National Bureau of Statistics, 2015).

1.2 Demographic Changes and Growth Rate of Dubai

In 2008, the hard hit of financial crisis effectively fell the global GDP growth rate from 5.2% to -2.2% until 2009 (Feklyunina and White, 2013). At that time, new projects had stopped, started projects put on hold; companies went bankrupt, and reasonable expatriates had left Dubai (Bel-Air, 2015b). However, the impact of high oil prices again rejuvenates the government spending on infrastructure development, which increased the economic diversification of labor market in Dubai (Hvidt, 2013).

The liquid wealth to the region grew after the crisis at an average growth rate of 17% annually. It doubles the government spending from US $1.1 to $2.2 trillion (Gemes, 2014). The development of sea ports, trading centers, technical services, tourism, and financial sectors revived the economy of Dubai (World Trade Organization, 2015). It circulates the foreign direct investments (FDI) particularly in mega real estate projects like Dubai Marina, Jumeriah Lake Tower, Business Bay, Skyline of Business Bay, Arabian Canal,

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Dubai Creek, Palm Jumeriah, and World Island, which strengthening the business hub of UAE and create the number of job opportunities in Dubai.

1.3 Wage Protection System (WPS) and Monitoring

In 2010, the Human Resources and Emiratization in coordination with International Labor Organization (ILO) introduced WPS to secure the labors rights, independent of its; color, race, or gender (Gulf Labor Market and Migration, 2015). The government bounded the employers to pay the labor salaries through WPS (Tong, 2010). It maintains the electronic record with the company. Those who do not clear, it's WPS; they could not renew their licenses (Government of Dubai, 2010).

It was the second reason after the oil prices, more than 12 million visas had been issued in 2014, out of which 5.14 million were tourist visas (General Directorate of Residency and Foreigners Affairs, 2014). It brought an increase of international migration towards Dubai, which enhances its population growth with an average rate of 7% and diversification 5.1% annually (Dubai Statistics Center, 2015).

1.4 Budget and Employment Ratio

The slowdown of the crude oil market over 100 to less than 30 dollars per barrel brought a budget deficit in all GCC countries (Bel-Air, 2015). Now, the surplus of oil revenues is utilized for a budget deficit. For UAE, it only reinstates them for fifteen years until 2031 (World Bank, 2016). However, the expected growth rate of the UAE would recover with an average rate of 2.5% from 2016 to 2018, respectively (Middle East and North Africa region Economic Monitor Report, 2016).

It has considered one of the reasons behind; government cut the state subsidies which slow down the development of private-sector jobs (Hertog, 2012). This brought a significant

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effect on levitation of pay. An average rate of rising salaries in 2014 was 6.7%, which fell to 5.7% in 2015 and estimated that 5.2% in 2016. It ultimately effects on Asian labors because most of the companies start its resizing procedures under the *Emiriatzation* policies of the UAE (Gulf Talent, 2016).

1.5 Median Annual Salaries & Allowances in Private Sector

The unskilled labors had earned an average of AED 1577, whereas, skilled workers earned AED 10,775 per month in UAE (Tong and Al Awad, 2010). It includes all the benefits and allowances. The total average salary as an employee is AED 3400. It shows that unskilled labors who were working in private sectors could not manage their family structure in Dubai because an average cost of living as a person in Dubai is AED 3,141 (NUMBEO, 2017). This brought a significant effect on the well-being of labors in Dubai.

1.6 Significance of the study

Since 2000, the organization has been continuously replacing the old tactics of work with the new strategies and technologies to enhance the productivity of Dubai. It enhances the modern values of work. To maintain the level of development, expatriates from Pakistan, India, Bangladesh, Philippine, and Local Emirati, was selected to fill the gaps in the labor market. These labors were comparatively cheaper than GCC Arabs and western national. This study helps to understand how social life of these labors influenced by the modern values of workforce diversity in Dubai.

Moreover, the history predicted that Dubai has always highlighted for its job opportunities in corporate sectors and there is no specific study have been conducted to highlight the social life of labors from Asia and Emirati together. This study helps to understand the influence of skills possesses by the labors, expertise, culture, and organizational policies which effects on worker's capabilities in a diverse working environment. It also measures

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the social wellbeing through; residence pattern, health and nutrition pattern, and remittance effects on families left behind in terms of children's education. This study also underlined the factors which developed the social inequalities and categorizing the labors in Dubai. This topic brings a key area for the new researches for the organizational strategic policies. It also highlights the required changes in the labor market to address the new recommendation about the impact of policies on the social life of labors and its residence and nutrition patterns to obtain the maximum level of productivity for the labor market in Dubai.

1.7 Objectives of the study

1. To measure the influence of wage difference and labor migration in UAE.

2. To study the influence of Asian skilled labors on workforce diversity.

3. To examines the influence of human resource management on labor's capabilities.

4. To examine the influence of the working environment on the social life of labors in terms of health and residence pattern.

5. To examine the impact of remittances on the family left behind in native country in terms of children's education.

1.8 Hypotheses

1. H_a = The wage difference between home country and Dubai pull the labors to migrate for a better job opportunity in the UAE.

H_o = The wage difference between home country and Dubai do not pull the labors to migrate for a better job opportunity in the UAE.

1.1. H_a = The manually trained labors have high wages as compared to professional trained labors in Dubai.

H_o = The manually trained labors have low wages as compared to professional trained labors in Dubai.

1.2. H_a = The workforce diversity minimizes the exploitation in the workplace.

H_o = The workforce diversity enhances the exploitation in the workplace.

2. H_a = The organizational policies significantly affect the labors health in Dubai.

H_o = The is no association between organizational policies and labors health in Dubai.

2.1. H_a = The is an association between working environment and labors residence.

H_o = The is no association between working environment and labors residence.

3. H_a = The organizational policies strengthening the labors capabilities.

H_o = The organizational policies do not strengthen the labors capabilities.

4. H_a = There is an association between remittances and children's education in native country.

H_o = There is no association between remittances and children's education in native country.

CHAPTER TWO

LITERATURE REVIEW

The literature review is a summary of multiple researches and developing the knowledge and information about the published reports. It focusses on the academic and non-academic issues. This chapter helps to identify the basic concepts and comparative analysis of reliable sources. The international reports help to understand; how social life of labors is influenced by the diverse forces of labors and working environment in Dubai.

2.1 Personal Expertise and Organizational Behavior

2.1.1 Diversity Enhance the Cooperative Environment

The demographic characteristics of labors show a significant influence over human resource management and policies. It influences the fundamental values of diverse working environment, the framework of the demographic composition, and the relationships between and within the team members (Joshi and Jackson, 2003). The social network theory and social identity theory also strengthening that cooperation within the team is a function of demographic individuality, team, and its members. It developed the working environment and countered the instantaneous changes within the organization. However, not a single model has been practicing in Dubai (Abdel Hakim, 2008). The emotional intelligence used as a substantial tool to control the multicultural working environment of Dubai. Moreover, the organizational policies help to understand how worker's attitudes and behaviors develop through diverse working environment.

2.1.2 Organizational Self Development

The organizational policies help the workers to centralized their attitude and learning of new administrative roles within the diverse working environment. The management finds

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a helpful role which suitcase the workers to learn new roles within the design terms of reference (Fuller and Unwin. 2004). In addition. the ethics of work learnt through;

a) Opportunities at multiple level.

b) The strategic development for competitive skills and attitudes.

c) Providing an opportunity to pursue the quality of related work.

However, the UAE rules enforced a unique culture in the management. The Arab holds the authoritative responsibility in the management. They do not tolerate the non-professional attitudes of the foreign workers. The one of the reasons behind the rigid belief of the Islamic religion as an ethics of work which resists the globalized trends in UAE (Baumann, 2007). These developed the unique skill of leadership in an alternative way of working in the UAE.

2.1.3 Leadership Developed the Working Structure

The effective skills, maintain the cross-cultural behaviors and explicit attitudes in a globalized world. The diversified cultural setting professionally known as a cultural quotient (Rockstuhl et al., 2011). These quotients are called international experiences which control the diversified forces of labor through effective leadership. The essential elements which were required to manage the quality of leadership in multi-cultural settings were; unified organizational policies, group dynamics, and controlled gender inequality at work place (Chuang, 2013). It developed the effective skills in controlling the self-consciousness, understanding stereotyping, self-assertion, global mindset, supportive roles, communication, and motivational techniques to take social responsibility as a leader. Although, the leader's roles are dynamic, especially in shifting global environment and policies (Cope & Waddell, 2001). This successfully develops the organizational working

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pattern (Rowe et al., 2005). In contrast to Arab's generosity, it was found that the decision-making styles of UAE leaders were consultative in nature (Ali, 1995). It shows the adequate behavior of Emirati leaders while managing the diverse ethnic groups in Dubai.

2.1.4 Ineffective Skills of Professional Labors

The disparity of skills management has a significant impact on the social life of the labors and economic development of Dubai. The frictions of labor market and employer demands create a difficult situation for both recruiters and immigrants (Klosters, 2014). The mismatch coexists in every labor market. It increasingly effects of a social life of labor and ultimately loss of human capital and investment, which leads to low quality of production in Dubai. The satisfaction of employers could not be achieved because of labor's attitude at a workplace (Armstrong, 2003). Along it, the fundamental values of TOR were related to skills, which meet the organizational challenges and developed a sense of responsibility (Cowin et al., 2008). However, the unskilled Asian labors with advanced technology, is a reasoned behind of low productivity in UAE (Hertog, 2005). In that situation, consultative leadership quality could not manage the labor market in Dubai.

2.2 International Migration and Development of United Arab Emirates

2.2.1 Socioeconomic Relation Among Asian and Arabs Labor

The diversified forces of labors ease the market pressure, reduce the unemployment, and accelerates the development of the UAE (Kapiszewski, 2006). Because, it enhances the rapid development of foreign affairs and policies at diplomatic level. This brought a significant change in the cultural and socioeconomic situation of Dubai.

On the other hand, it squeezes the labor market for Emirati because they were uneducated and limited skills to manage the workforce diversity. To avoid further differences, *Kafala*

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system was introduced by UAE, which maintain the source of income as well as the ownership of the investment in Emirates for local citizen (Middle East Institute, 2010). An estimated of 600,000 foreign workers has started their work in this manner (Gulf News, 2010).

Thus, in recent years the reformed policies of a sponsorship system accelerate the expatriate movement much faster than the previous years, an amount of 10.6 million in 2008, which is almost half of 1999 figures. The maximum settlers belong to India from *Kerala*, which was increasing at a rate of 7% annually (Zachariah & Rajan, 2009).

2.2.2 Economic Growth and Diversification

The rapid improvement in the economic development creates a diversified labor market of UAE, where the employment ratio for Emirati were significantly affected due to low level of education, skills, and experiences (Hertog, 2012). The reason behind, Emirati Sheikhs' recruit the cheap labors from an Asian country, since 1970 (BMET, 2010). The educated and semi-skilled immigrants were working on upgrading technology found more expensive and give low productivity of Dubai (Sonmez et al., 2011).

However, United Arab Emirates had faced less issues in the middle east region during the oil crisis of 2008, due to diversified forces of labor and limited religion conscious. Though, an emerging threat of GCC labor market was now threatening the Emirates labor market because every year 400,000 Arab reached the working age of 15 years (Gulf Labor Markets and Migration, 2015). To overcome the threats, the government of Dubai annually replaced the foreign labors with Emirati and GCC Arabs with an average rate of 4% annual (Toledo, 2006). It was found that 40-50% *Emiratization* program successfully increased the native participation in the UAE labor market. Furthermore, the median salary was AED 9,185 as

compared to AED 1,326 of South Asian workers (Tong, 2010). This brought a substantial discouragement for South Asian workers to join the UAE market in future.

Beside this, the statistics found that 262,000 Arabs were accounted and make 11%, sphere of workforce diversity in Dubai. The private sector has 70,000 Arabs, however, 192,000 were working in the public sector (Randeree, 2012). On the other hand, expatriates were estimated 91% in the private sector and accounted as 2,538,000, however, 200,000 were rendering their services in the public sector as well (Dubai Statistics Center, 2016).

2.2.3 Strategic Development of UAE Population

The population of Dubai has increased from 59,000 to 279,000 during 1960-80 (Bel-Air, 2015). The revolutionist movement fetches a central ingredient behind the recruitment of cheap labors. The Arabs were more conscious about *Nasserism* and *Baathism* ideologies. They cut the labor supply from GCC countries and preferred the progressive labor from Asian countries (GLLM, 2015). Mostly, these labors came from Pakistan, Philippine, Bangladesh, and India (Al-Jenaibi, 2012). In addition, these labors were cheaper for employers and have the same religious background.

Since 2000, the soaring of oil prices has brought a big reason of infrastructure development in UAE. Its impact, enhances the population growth due to the extensive relocation in the middle east from Asian countries, especially in Dubai (National Bureau of Statistics, 2013). At 2010, the expatriates were estimated 7,316,073 persons which were accounted two third of the total population and twenty times of 1975 population (Government of Dubai, 2010).

2.2.4 Inequalities of Private Sector

On average, the annual birth rate of Emirati is 3.5 and more than half of the population over the fifteen years of an age in Dubai (Dubai Statistics center, 2015). The studies

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explored that the women were more economically stronger as compared to men in the UAE (Labor Force Survey, 2015). Though, Emeriti men were 64% economically active than women who were just 36% on workplace and non-Emeriti men were 96% economically active as compared to 49% women, respectively (Dubai Statistics Center, 2016). The reason behind, women were more educated, highly encourage, and self-manage worker.

2.2.5 Good Governance Lead the Development of Dubai

The good governance of Dubai has based on ministerial decisions, which improve the infrastructure development of the UAE. Because, the *Emirs'* of Dubai hold the ministerial power and develop the real estate and tourism industry (Haryopratomo et al., 2011). Moreover, the surplus of oil revenue developed a series of projects and develop Dubai as a regional trading center in GCC (UNPD, 2013). Furthermore, the substantial location between Asia and Europe, the government of Dubai built international airports in 1960, port Rashid in 1971, port Jebel Ali in 1977, Jebel Ali Free Zone in 1985, and the Dubai International Financial Centre in 2002 which increased the investor's interests and foreign investment in Dubai (Al-Jenaibi, 2012).

2.2.6. *Kafala* - Sponsorship System

The *Kafala* (sponsorship) system has also played a central role in the rapid economic development of Dubai (Sara, 2015). The wage discrepancies established the multi-tiered societies, where Emiratis' situated on the top tier and immigrants consistently occupy the lowest stairs of the society (Gardner, 2010). The legal structure of the kafala system creates a system of favoritism, which provide the assistances of national Arabs in all areas of life, including business ownership, education, work, welfare benefits and various other rights (Dinkha & Dakhli, 2009). Due to *Kafala* system, 64% immigrants worked 48 hours per

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week and make less than AED 1,300 or $354. Though, two fifth legislators and senior officials of Emirati worked less than 48 hours and earned AED 8,000 to 18,000 or $2,178 to $4,901 in UAE (UAE Government; 2009: Table 41).

2.2.7 Wage Protection System (WPS)

Along this, several immigrants distract the labor migration and create an unequal payment in Dubai (Tong and Al Awad, 2013). These challenges introduced the electronic Wage Protection System (WPS) which help to monitor and transfer the salaries through electronic systems.

The Human Resource and Emiratization introduced a wage protection system with the collaboration of the International Labor Organization and Central Bank of UAE. The objective was to create an equal employment opportunity and monitored the transactions of amounts in the private sector (Tong, 2010). Furthermore, it allows the companies to pay the worker's salaries via approved financial institutions. It provides the secured financial transactions, which ensures the transparency and competitiveness, and proactive measures to reduce the labor disputes and inequalities (Government of Dubai, 2010).

2.2.8 *Emiratization* Policy

The government of Dubai is annually replacing the foreign workers with Emirati to develop the Emirates labor force. The statistics show that it was carried out 4% annually (Ahmed, 2005). Though, Arabs were still facing the challenges in the private sector due to;

1. Personal factors; such as low education, limited skills, inexperienced.

2. Organizational capital; multicultural employees, English language, and strategies.

3. Social capital; such as gender inequality, nepotism and lack of trust.

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These substantial issues hinder the Emiratis to work in diverse working environments due to limited career. low education. lack of trainings, and English language as a barrier. The other fences such as absence of a working attitude and gender issues increased the threats for Emirati to participate in workforce diversity in Dubai (Sara, 2015).

2.3 Demographics Population of Dubai, UAE

The foreign nationals occupied the two third majority of the total population in Dubai and mostly expatriates came from Asian countries (GLMM, 2015). It was accounted that Asian labors were occupied 96%, sphere of corporate sector in Dubai (Dubai's Employed Population, 2011). In 2013, it was estimated that non-Emirati labors have occupied the 40% portion of the public sector and 99% in private sectors, respectively (Gulf Labor Market and Migration, 2015). The expatriates were expanded during 2000, because of spectacular economic growth of the oil market and cartel of OPEC (Bel-Air, 2015).

The labor force survey exhibited that males were two third in the labor market as compared to one third ratio of female workers (DSC, 2016). More interestingly, 3,552,175 persons daily visited Dubai, during its peak working hours, from 6:30 am to 8:30 pm. However, 1 million workers were residing in other states of UAE (Yearly Population Estimates, 2016).

2.3.1 Demographic Changes and Growth Rate of Dubai

Dubai got its early diversification after the development of technical services, ports, trading centers, and financial institutions (World Trade Organization, 2015). The strategic plans of 2015, progressively develop the urban sectors of Dubai by; energy sectors, transportation system, and environmental control system in Dubai. Before 2008, the dependency on foreign direct investments, particularly in mega real estate projects like Dubai Mariana, Burj Khalifa, Dubai Canal, and development of business bay showed why the Emirate

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hardly hit in 2008's financial crisis (Bel-Air, 2016). To overcome such issues in the near future, the government of Dubai initiated multiple programs to cover the budget deficits by promoting tourism, technical services, reform *Kafala system*, shopping malls, and promoting the educational hospitality industry to attract maximum number of people around the world.

Moreover, 900 international companies actively start the operation in Dubai. It recovered the economic growth from 3.7-3.9% during 2014-15. Currently, the growth rate has improved to 5.4% due to the linkage of the world economic system, which made the improvement of 1.3-2.3% during 2013-15, respectively (IMF, 2015). During that period, state surplus recovered from $19 billion (equivalent to 5.4% of total GDP) to $28.8 billion (equivalent to 7.3% of total GDP) which hits the inflation rate to 0.2% in Dubai (National Bureau of Statistics, 2015). However, inflation has improved 20% as compared to base year of 2014.

2.3.2 Financial Crisis and Shielding of Abu Dhabi

When the global GDP growth rate fell from 5.2% to -2.2% in 2008, it brought the significant impacts on labor market of Dubai (Feklyunina and White, 2013). The projects put on hold, companies went bankrupt, and many expatriates left Dubai (Bel-Air, 2015). The General Directorate of Residency and Foreigners Affairs (GDRFA) of Dubai published a report, it highlighted that 224,548 sponsors complaint about the leaving of employees without their consent. At that moment, Abu Dhabi Investment Authority (ADIA) financially supports the Dubai government and solidified its socio-political power in the state (Gulf Labor Market and Migration, 2015).

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2.4 Residence Pattern and Income of Expatriates

2.4.1 Residence Visas

The official representative of Dubai government stated in the press that the first half of 2014, we had seen a 30 percent increase in the number of residence visas compared with the same period of 2013. There were 570,917 new residence visas had issued in the first half of 2014 as opposed to 436,993 in 2013 (GDRFA, 2014).

2.4.2 Foreign Domestic Female Worker

The foreign domestic female workers are facing a severe problem in the UAE. These workers were placed under the category of contract workers (Sabban, 2002). Officially, the authorized employment agency could engage the foreign female workers for domestic work. A contract was signed between the embassy and the agencies. This contract based on rights and responsibilities.

However, sometimes recruiter do not make such contracts. Though, they have a limited contract with the employers in terms of the guaranty, to replace the worker or attempt to reconcile the issues for just four months. When a recruiter was asked about the issues of the binding contract, he responds with that face saying, "The foreign female workers give their services on deciding salary structure and it includes all the rights and responsibilities". Most of the domestic workers signed these contracts, though, the issue was that it does not bind the employer or agency office in United Arab Emirates.

A Philippine domestic female worker said in an interview, "I just earn $250 a month without any holiday." She further said all the women fall under the category of contract workers and this contract does not bind any officials or employers. The unbinding official contract excludes the rights of protection, responsibilities, terms of reference, wage, official

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working hours, and relationship of employer. Their position was just a visiting worker, who was allowed a work permit valid for two years. This permit did not give them personally, which enforced its position under the migration laws (Gulf News General, 2014).

2.4.3 Diversity and Wage Inequalities of Dubai Labor Market

The diversified forces of labor in Dubai were facing a wage inequality. The very first reason, the labor market was full of overseas workers, which squeeze the bargaining power of the employees (Tong and Al Awad, 2014). The international migration not only generates the wage inequalities, it also disturbs the global forces of labor (Al-Jenaibi, 2012). However, UAE government design the labor laws in such a manner which control the social inequality through labor courts. They bound the employers to pay the worker through electronic system which ensured the transfer of the amount and electronic records of salaries (Tong, 2010). This ensures the government that they have taken the progressive measurements which minimizes the labor issues consecutively two-third in Dubai.

2.4.4 Gender Discrimination in Wage Structure of UAE

In 2008, the Human Resource and Emiratization and economic council conducted a survey of labor forces in Dubai. They found that female workers were only 7% of the total labor force. In which, 40% have post-secondary education as compared to 11% male (Tong and Al Awad, 2014). They earned an average of AED 2500 monthly and 80% of them had a high school degree as compared to 40% of male workers, respectively (Bel-Air, 2015b). The study shows that two-third majority had covered by the young Emirati in the labor force and less than 40 years of an age in Dubai. The median monthly income for Emiratis workers were AED 9185 and only 4% belongs to the Northern side of the Emirates.

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However, more than ninety percent workers earned an average of AED 1326 from South Asia and AED 2956 were others, who develop the diversified forces of labor in Dubai.

2.4.5 Immigration Towards Imperfect Labor Market

The Ramsey theorem highlighted the complications encountered by *Emiratization* policy in the UAE. It indicates that,

> "The optimal deviation between the wage rate and the marginal factor cost will be proportionate to the deviation between the marginal revenue product and the marginal factor cost."

The Dubai government has allocated more than four-fifth percent of GDP for Emirati workforce, which comprised 3% only in the labor market. They were less than one fourth at managerial or high posts in Dubai (Dubai Statistics Center, 2016). The *Emiratization* program was designed, initially to start the participatory roles of Emirati in workforce diversity. It was estimated that 40-50% Emirati had indulged in the productive sectors and developed the equilibrium to maintain competition. It was found that *Emiratization* policy annually replaced the foreign immigrant with a ratio of 4%, however, 4.1% Emirati left the job due to socio-cultural factors like lack of trust, language, and strategic policies of an organization (Nicola, 2005).

2.5 Health and Nutrient Pattern of Immigrants in Dubai

2.5.1 Human Rights and Health Disparities of Migrant Workers

The construction boom of United Arab Emirates, after the soaring of oil prices, increased the labor migration trends and enhance the number of ethnic groups in Dubai (GLMM, 2015). More than two-third construction and domestic workers were accounted 500,000 and 450,000, respectively (ILO, 2010). The elites of household dependent extensively sponsor the culture of domestic labors (Sonmez et al., 2011). The study shows that 150,000

Emeriti families employed 300,000 domestic workers and 150,000 non-Emeriti employed 150,000 workers in their household work (Salama. 2006).

After a couple of years, several complaints have been received by the domestic workers. The government of Dubai found in the investigation that the employer retained the worker's passport due to payable amount and forcibly engaged them at work, which violate the ILO laws on the abolition of forced labor to which the UAE was a signatory, since 2007 (ILO, 2010).

Furthermore, almost two-third construction companies were found guilty who ignored the precautionary measurements on the sites. The Emirates law bound the companies to give a break of one hour excludes from working hour, not a single company was fined until 2009 due to violation of this law. It increased the drastic conditions of medical cases; heat stroke, fever, and workplace injuries, which were cured by male nurses and give only *Panadol* (generic painkiller) to cure them. Though, in serious injuries or emergency, the given medical assistance is a debt for the labor until he repays upon recovery.

2.5.2 Public Health in UAE

The research center of UAE published a report about healthcare in Dubai. It was stated that Dubai's hospitals carry 1100 beds for patients, 600 monitoring doctors, and 2100 nurses who were rendering their services to treat the patients daily (Al Jalila foundation, 2012). In 2012, the government of Dubai elaborated that more than 1200 cases were clear. Moreover, 800 cases of cardiovascular, 400 cases of injuries, 380 cases of respiratory illness, and 300 cases of hypertensive/cerebrovascular disease cases has registered during a year in 2013-14.

2.5.3 Working Conditions in UAE

The number of injuries shows a drastic conditions of construction workers. The human rights watch reported that, annually 700 labors lost their lives during the working hours and 90 committed suicides in Dubai (Ali, 2010). However, this issue was ignored due to non-reporting to concern labor ministry and personal investigations of the company.

The *Construction Week* reported that 880 foreign workers have died during construction work which includes; 460 Indian, 375 Pakistani, and 45 Bangladeshis (Human Rights watch, 2006). Though, only Indian consulate in Dubai reported 971 deaths, 61 were on site accidents and rest have other issued (Human Rights Watch, 2006:11).

2.6 Youth and Entrepreneurship Report of UAE, 2015

The United Arab Emirate is the world 8th largest country in terms of GDP per capita (International Monitoring Funds, 2012). It categorized above all in the Middle East and North Africa region and placed under the 15th head in terms of quality of life in the world (Economist Intelligence Unit, 2009). The unemployment issue, particularly for Emirati is a significant threat to Dubai government, because ninety-five percent expatriates working in the private sector. The unemployment ratio gradually increase 14% annually. Moreover, the statistics show that 25% Emirati were territory educated and among them, 42% fall under the working age of 15 to 34 years who were unemployed. This drastic situation was more sever for women who were 62% unemployment in UAE.

2.7 Country Reports: United Arab Emirates in 2013.

The oil rich economy has refined the GDP growth from 3-4% during 2012 to 2013. It progresses through seaports, tax free zone, and strategic policies of corporate sector and develop the alternative revenues instead of the oil sector. The vigorous position of Dubai

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which were nearly collapsed in 2009, gradually recovers with an average rate of twelve percent inflation till 2012. Along with. the real estate investment secured the economic growth and strengthening the market structure in the UAE. Now, real estate sector contributed 11.4% share in GDP and maintain a budget deficits to control the inflation up to 2-3% annually (Matabadal, 2013).

2.8 World Bank Report: Global Economic Prospects 2016

The current fiscal policies of Dubai are strengthening the reserves of UAE which ultimately shielding the currency values, back 2009 crisis. Even though, UAE economy easily bears a low oil price slump because of a large surplus of reserves and low debts. It was considered as a fact of reason behind UAE is the 25th largest growing economy in the world (World Bank, 2016).

2.9 MENA Economic Monitor Report of UAE 2016

The consecutive slowdown of growth sectors significantly effects on real GDP of Dubai. The sustained growth rate over 6% had fallen to 4.6% during 2014 and still declining to 3.4% in 2015, respectively. It is expected that the growth rate will be recovered at a rate of 2.5% from 2016-18. Moreover, the substantial drop of revenues also hit the fiscal policies. It has strapped the economic balance. The surplus of GDP in 2013 was 10.4%, which decline to 5% in a year, and projected that deficit may touch the level of -4.3% at the end of fiscal year 2015. It just looks like the same financial crisis of 2009. The 2013 surplus cuts down from 18.4-13.7% in 2014 and projected to 0.2% of GDP at the closing end of 2015. The current deficits of 2016 are −1.7% of GDP, which will be better to -0.2% of GDP in 2018.

2.10. Theoretical Frame Work

The researcher used five approaches to highlight the study of social life of labors in Dubai, UAE. It includes;

1. Neo economic theory of labor migration.
2. Dual labor market.
3. Causation Analysis.
4. Organizational working pattern.
5. Labor policies by ILO.

The social life of labors from Pakistan, India, Bangladesh, Emirates, and Philippine were significantly affected by the UAE labor laws, corporate policies, technological advancement, competition, multicultural values, foreign relationships, health, nutrition, and residence pattern.

The drastic conditions in home country develop a push factor for the labors to migrate for better life opportunities, well-beings, and secured jobs in a country where living standards and social life is comparatively better from the native country. The neo-classical theory of labor migration highlights the rational choice of labor migration for better livelihood. The decision is to support the family structure such as children's education, health, and living style. The rational decision based on capital market failures, investors' interests, wage rates, opportunities, and personal capabilities. The purpose of the labor migration is social and financial to support the family left behind (Reich *et al.*, 1973).

Haris and Todaro in 1971 highlights that the wage difference is a basic factor behind the push and pull factors and market failures which leads to labor migration. They defined that,

"The wage distortions in the urban sectors cause unemployment, and that an equilibrium will be reached when the expected wage in urban areas equals to the wage of a rural worker."

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The failure of local market pushes the labors to migrate for better opportunities in different countries. These immigrants, mostly get the jobs in secondary spheres, such as administration, marketing, construction sites, domestic household maids, or low category jobs with high pay as compared to native country. The pulling of labors from different countries splits the market into two sectors. The primary and secondary sector.

The primary or formal sector which has secured jobs due to high wages, professionalism, and minimum disappointment. However, secondary or informal sector; filled by women, ethnic minorities, and people from disadvantage backgrounds, or upbringings lead to low wages, unskilled jobs, and maximum disappointment (Doeringer and Piore, 1971).

Those immigrants who were uneducated fall under the category of blue collar workers. They get more involved in marketing and selling door to door activities. These labors try to minimize the gap between secondary and primary sectors for their secured job. To meet the gap between them, labors put an extra effort which has a substantial effect on health and nutrition, living style, personal capabilities, and income which have a direct influence on social life.

After the soaring of oil prices, the foreign investors find Dubai as a suitable place for their investment. It develops the economic infrastructure for international companies in Dubai i.e. business bay (World Bank, 2016). Similarly, it attracts skilled, semiskilled, and unskilled workers for multiple jobs. The unrestricted access of Emirates visa increased the labor supplies and decrease the bargaining power, wages, facilities, allowances, and effective working environment in Dubai (GLMM, 2015).

Moreover, the blue-collar labors mostly came from the rural areas of Asiatic region. The wage difference brought a major factor in pulling the labor out of their country and join the

urban sector of UAE. The flow of investment (FDI) as compared to other states, increased the hourly wage rate due to limited supply of labor in Dubai (Dubai Statistics Center, 2016). On the other hand, abundant supply of labors and limited flow of capital, could not have a high wage rate in other states of UAE. These differences significant effects on the geographical regions. It attracts the number of labors from Pakistan, India, Bangladesh, and Philippine to fill the gaps in the labor market in Dubai.

Moreover, the labor laws of UAE bound the employees to work an eight hour a day. However, number of laborious work more than twelve hours to meet the social needs in Dubai because of expensive residence, food, and health (NUMBEO, 2016). The irrational workers significantly affected due to limited knowledge about laws and policies of the UAE, which ultimate effects on social life due to personal capabilities, working environment, strategic policies of organizations, foreign policies, cultural influences, health and nutrition, family structure, and residence patterns in UAE. These effects also influence on the family left behind in native country in terms of children's education due to remittances.

While, the designed policies of corporate sectors are to earn a profitable customer and its satisfaction. To achieve its goal, an organization needs those labors, who can manage itself by following the design rules of UAE. It enhances the personal skills and dynamic infrastructure of human resource management. It includes; emotional stability, management, awareness, interpersonal skills, sympathy, time pressure, self-esteem, and life purpose. Moreover, the working environment includes mangers support, goal clarity, role clarity, value of contribution, job challenges, and freedom of expression. These collectively made the personal qualities of a worker. It assists the organization to

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framework the personal quality, positive outlook, gratitude, motivation, calmness, fatigue, anger management. anxiety. depression. and resentfulness. These qualities developed through rules and regulations which includes; working attitudes, strategic understanding, confidence in the organization, effective communication, work intensity, productivity, time pressure, moral issues, and intention to quit.

The collective self-management and organizational climate not only motivate the labors to work under pressure it also controls the cell which called personal and organizational rules. It develops a structure which creates new opportunities, increase reliability, and maintain the marginal utility of labor. This is the basic infrastructure behind the rules and working environment of an organization to regulate the foreign workers on workplace.

Those who developed the strategic positions in organization motivates the rest of their family members, friends, relatives to initiate the migration from the native country. It carried out like an engineer's chain which hold them like a strong community at work place and generate opportunities for them. This made them a profitable source for the employers and in return the employer protects these labors in a separate rules and regulations which further assists the new rules for new communities.

The above framework shows the impact of advanced working environment of workforce diversity in Dubai. It shows that different ethnic groups enhance the workforce diversity which significant effect on the social life of labor. Moreover, the *Emiratization* policies annually replace the old tactics of Asian workers with the emerging demands of developing sectors through educational reforms in UAE. Moreover, skilled manpower frequently replaced by the unskilled workers due to the influence of foreign interests. Because, the

foreign investment enhances the job opportunities in corporate sector such as; construction, marketing, advertisement, security, finance, and technical services.

To equalize the equilibrium between supply and demand for labor, Arabs preferred Asian workers from Pakistan, India, Bangladesh, and Philippine to work in UAE. The wage difference, international exposure, better living conditions, international experience, and foreign policies attract them, which significantly influence on livelihood, earning, and family left behind in native country.

CHAPTER THREE

RESEARCH METHODOLOGY

This chapter shows a procedural system of rules and principles that highlight the aspects of research method. The methodology is compiling the study designs, Dubai as a research area, Taro Yamane formula to calculate the sample size, strategic ways of research instrument, and pre-testing procedures to conduct research. It also includes the field experiences by the researcher and ethical consideration during the study.

3.1. Research Design

The study is based on quantitative research. The survey has been conducted to collect data from the field. The researcher took those employees who had minimum two years of working experience in Dubai. The reason for selecting these employees was to retrieve the challenges in a diverse working environment, settled, minimum debts, and awareness about the rules and regulations in Dubai.

3.2. Universe of the Study

The universe of the study was United Arab Emirate. The researcher conducted a study on the social life of the labors of Pakistan, India, Bangladesh, UAE, and Philippine nationals.

3.3. Area of Study

The research area of the study was Dubai. It is a state of UAE among the seven states. It is a business hub of United Arab Emirate.

3.4.Sampling Procedures

W1. Indian = 620,275
W2. Pakistan = 297,732
W3. UAE Arabs = 223,299
W4. Bangladesh = 173,677
W5. Philippine =124,055
R= W1+W2+W3+W4+W5 = 1,439,038

Formula:
$$n = N/1+N (e)^2$$
n=530

For Indian, 43% of 530	=	228 respondents
For Pakistani. 21% of 530	=	111 respondents
For Emirati, 15% of 530	=	80 respondents
For Bangladeshis, 12% of 530	=	63 respondents
For Filipinos, 9% of 530	=	48 respondents
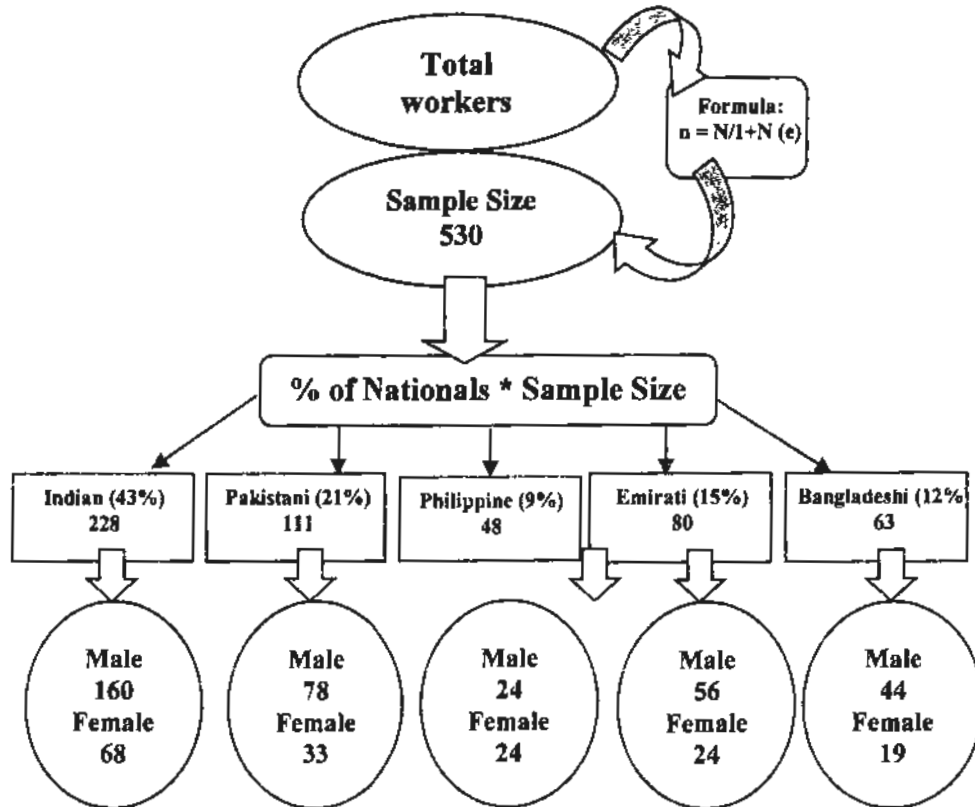
3.5. Sample Size

The total populations of the universe were 2,481,100 (Dubai statistic Center, 2015). The sample size will be measured by using Taro Yamane formula. The calculated sample size was 530.

3.6. Tools for Data Collection

A questionnaire was used as a tool to collect the information for the study. The questionnaire consisted of twelve portions. The first section deals with demographic variables, second highlights the personal expertise, third about professional experience, fourth about working environment in an organization, fifth about residence pattern, sixth

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shows the level of organizational policies, seventh about the embassy policies, eight about daily routines of employees, nine about aspiration for family, tenth shows the satisfaction level of wellbeing, eleventh about organizational policies during emergency situation, and twelfth about health and nutrition pattern of employees in Dubai.

3.7. Techniques for Data Collections

The survey research technique was used in this study. The same questionnaire was distributed among the purposive respondents and recorded their opinion in SPSS 16th version.

3.8. Pre-Testing

The questionnaire tested before to circulate among the respondents. In pre-testing, 50 respondents were selected. The mistakes had considered and found the best possible solution to get the information from the employees.

3.9. Data Analysis

The data analyzed through SPSS software. The statistical analysis includes univariate, bivariate, and multivariate. The study revealed those factors which influence on employee's health and nutrition, residence pattern, and working environment in Dubai.

3.10. Conceptualization

The study about the social life of skilled and semi-labors were comprised of independent and dependent variables.

3.10.1. Independent Variables

A type of variable that produces an effect or results on a dependent variable in a causal hypothesis (Neuman, 2014). In this research the strategic policies of organization, types of

working environment, level of income, job sectors, personal expertise, and level of cultural influence. are independent variables.

3.10.1a. Strategic Policies of Organization

The strategic policies are the process of an organization which determine its aim, what's to be done in the future, and how the organization will achieve its goal within a specific period (McKay, 2001). The process of self-examination, the confrontation of difficult choices, and the establishment of priorities set by the organization to set its goals of success (Pfeiffer et al., 1992). The sub-variables which were measured in the study include; social inequality, capacity building, cultural influence, technological influence, and policies to control diversified forces of labor at work place.

3.10.1b. Working Environment of an Organization

There are different forms of working environment within and outside the organization. Though, the corporeal working environment for the employees include; strength and safety at recognizable workplace, roots of fortunes, and sickness (Foldspang, 2014). Moreover, the social settings for the workers comprises of job issues and related interaction between people, their exertion, and working pattern (Mark, 2013). The well-being of the staffs is intellectualized as the more overt outcomes in situational work which is related to injuries, diagnoses, and illness. This could be addressed by the job sectors of the employees. The variables which help to assist the study area were; roles, performance, working tasks, salaries, opportunities, discipline, competition, physical abilities, and cultural influences.

3.10.1c. Personal Expertise

The personal expertise is helpful to control the situational interaction and performances in an organization (Eraut, 2000). The professional employees are confident and trustworthy

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because they were empowered by self-esteem, worth-values, management of social insertion and engagement (Repper & Carter, 2010). Collectively, it describes that personal expertise means a competent, skilled employee who have professional knowledge and information about the area. The variables which were used in this study were; area of specialization, experienced, IT skills, language proficiency, and management skills.

3.10.2. Dependent Variables

The effect or result variable that is caused by an independent variable in a causal hypothesis (Neuman, 2014). The dependent variables in this research are social activities of employees in daily life which includes the food pattern, residence pattern, and living pattern. Furthermore, this study also measured the impact of remittances on the child's education in the home country.

3.10.2a. Social Activities

The activities which are performed in a daily life. The Karl Marx stated that,

> "Labor developed the true human powers and potentials and labor is a social activity. The work involves others, directly in joint productions, or because others provide us with the necessary tools or raw materials for our work, or because they enjoy the fruits of our labor.

The variables which were measured in this research were; labor's dressing pattern, residence pattern, health and nutrition. The well-being of labors gives a resourceful skill over advance technology (Drewnoski, 1974). The variables which have been accounted to demonstrate the results of well-being through level of satisfaction in living standards, health, activities, wages, and communal relationships. The social wellbeing was further acknowledged through the residence pattern of labors in Dubai.

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3.10.3b. Residence Patterns

There are five types of residence patterns which has been practiced around the world (Ferraro and Andreatta, 2014). The patrilocal, matrilocal, avunculocal, ambilocal, and neo-local residence, respectively. In this study the residence measured through sub variables of family pattern in the native country and the type of accommodation in Dubai.

3.10.3c. Livelihood of Children, Education and Aspiration

The article 28 of the United nation stated that every child has a right to get an education. The studies show that migration has a significant effect on children's education (UNESCO, 2008). This study highlights the impact of labor migration on their children's education who was left behind, educational expectation, and aspiration for a professional career.

3.10.3d. Types of Labors

There are three types of labors in Dubai; professionals, white collar workers, and blue collar labors which were further categories into unskilled, semiskilled and skilled labors. Those workers, which have organizational expertise are categorized as a skilled worker and those who has not trained in occupational structure, but specialized training is placed into semi-skilled labors, respectively (Hasselbalch, 2010). Moreover, the professional includes; doctors, engineers, CEO, and architect and they were highly qualified, having prestige in society, professional degree, practical experience, and professionally trained. While, workers or functionaries who have graduation degree, having fixed salaries, and legal status were further categories into four subdivisions; clerks, technical service provider, supervisor, and both of all. The labors who hired for daily wages, manual works, under supervisions, and order followers are blue collar labors (Beeghley, 2016).

3.11. Operationalization

The study of social life of skilled and semi-skilled labors was operationally defined, based on the understanding developed by reviewing of researches and literature.

3.11.1. Asian Skilled Labors in Diverse Working Environment

The Asian labors from Pakistan, India, Bangladesh, and Philippine occupied the two-third sphere of private sectors and one-third of public sectors, respectively (Randeree, 2012). Though, Emirati has 9% share in capital market (DSC, 2016). The personal competences enhance the labors to compete in diverse ethnic groups to secure the position. The specialization, workshops, trainings, IT expertise, and language command over English and Arabic, developed a strengthening position in a labor market. It develops the professional infrastructure qualities like; cooperation, leadership, administration, and influential personality over labor market. However, the working environment such as; strategic policies of human resource management and cultural aspirations for better roles, are the self-developer in Dubai. These processes assist the labors to predict the upcoming development within the procedural design to achieve the successful promotion.

3.11.2. Social Life of Labors and Aspiration for Children

The social life of Asiatic and Emirati labors in Dubai is significantly affected by the organizational policies, cultures, facilities, remittances and labor laws. The substantial number of Asian labors in the Dubai market, reduce the opportunities not only for itself, but also for Emirati workers. To overcome the issue, the Emirati government initiated the *Emiratization* policy, it shifts the market trend, particularly the private sector where more than ninety percent labors were expatriates from Asian or western region.

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The design policy is annually replacing the Asian labors with Emirati workers and developing the Emirati workforce in Dubai. The replacement based on level of skills possesses by the labor, languages, education, age, ethnicity, and experience. The Asian labors were mostly uneducated, limited command over Arabic and English language, and non-professional. The employers of UAE are now replacing the unskilled Asian labors with the semiskilled Emirati workforces. This developed a significant competition in the labor market.

Moreover, technological advancement is the second factor of Dubai's development and Asian threat. The uneducated labors could not deal with the upgraded technology and nonprofessional labors were continuously replacing with fresh graduates of the Emirates and Asian country. This substantially affects the social life of Asian labors because most of them and family who were left behind were dependent on the only source of income in Dubai as a remittance.

The advance technology, *Emiratization* policy, and human resource management shift the market trends towards the Emirati workforce. The Asian labors are squeezing day by day. To develop a shield against competition, skilled labors start a small business, enrolled in universities, shifting job sectors, and talking professional trainings to adjust in competitive challenges. They cut the living expenses and food consumptions two times a day, which ultimately affect their health, living style, and remittances for family left behind.

3.12. Opportunities and Limitation of the Study

The study found that the working environment, organization policies, culture, remittances and demographic variables influence on the social life of Asiatic and Emirati labors in Dubai. The limited budget bound the researcher to concise the study in Dubai only.

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Although, the comparative analysis of labor force among Abu Dhabi and Dubai gives more important facts and findings. Secondly, the sample size was the limitations of this study. Previously, multiple researches have been conducted on workforce, however, for one nationality at a time. The comparative analysis of social life among Pakistani, Indian, Bengali, Filipino, and Emirati labors has not done before 2016 in UAE.

3.13. Ethical Concerns and Techniques

The ethics of research has taken followed during the study. The collected data was used for research purpose only and element of confidentiality was maintained. The questionnaire was delivered to each respondent by the hand and guided them about the research purpose. The ethical values such as trust, respect, and fairness was considered during field work and its subsequent stages.

CHAPTER FOUR

RESULTS AND DISCUSSIONS

This chapter is divided into three parts with respect to the variable results. The first part of the chapter is based on univariate analysis. The second part enclosed the bi-variate analysis and third part illustrates the multi-variate analysis of the survey. The results have enclosed in the tables with respect to frequency, percentages, t-test, z-test, chi-square, regression, correlation, and coefficient of regression and correlation.

Part I:

4.1 Univariate Analysis

In this analysis, only one variable is measured and elaborated through tables. The two or more results compiled together in one table to comparatively elaborate the study. The researcher measured the frequency and percentage in this part.

Table No. 4.1.1 Nationality, Gender, Religion, and Job sector of labors

Nationality of labors in Dubai	Frequency	Percent
Pakistan	108	20
India	242	46
Philippine	53	10
UAE	52	10
Bangladesh	75	14
Gender ratio in Dubai		
Male	344	65
Female	186	35
Religious ratio in Dubai		
Muslim	279	52
Christian	64	12
Hindu	169	31
Others	18	5
Sector of employment		
Government	30	6
Business	290	55
Private	210	39

The table 4.1.1 shows the analysis of demographic variables. The first portion of the table shows the respondent's nationality, the second demonstrates the gender distribution on the workplace, the third describes the religious belongings, and fourth explains the job sectors in workforce diversity of Dubai. The first portion of the table shows that Indian nationals were occupying the larger portion of the jobs of 46% in the labor market. Pakistani labors were 20%, Bengali 14%, Philippine and UAE Arabs were sharing 10% each of the Dubai labor force.

The second portion of the table shows the gender distribution. The researcher found that there were 65% male and 35% female were rendering their services in the labor market. The analysis showed that male to female ratio were, 3:1 in the workplace. It means three males to one female worker participation or share in the labor market, which shows the unequal distribution of jobs among gender on work place.

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The third portion of the table shows the religious belonging of the employees who are working in Dubai. The researcher found that Muslim employees were higher in numbers as compared to the other's religion employee. It was accounted that 52% employees were Muslims, 31% were Hindu, 12% Christian, and others 5%, which includes; 4% Sikh and 1% Buddhist, respectively.

The fourth portion of the table shows the economic infrastructure of Dubai's market. This table shows the job sectors in Dubai. The researcher found that 55% of the employees were working in the corporate sector. In this category, the statistics had enclosed all the businessmen and workers engaged in business activities. The succeeding table 4.1.3 indicated there were 7% businessmen in the research data and 48% were working for them. The table 4.1.3 further highlighted the categories of the respondents.

Table No. 4.1.2 Work Experience and Marital Status of the respondent

Year of arrival	Frequency	Percent
2014	125	24
2013	118	22
2012	70	13
2011 or after	218	43
Professional experience (years)		
2	125	24
3	118	22
4	70	13
5 or more	218	43
Marital status		
Single	209	39
Married	301	56
Others	20	5

The table 4.1.2 based on three portions which shows the arrival year of the respondents in Dubai, the number of professional experience, and marital status of the respondents in Dubai. This study, based on those employees which have minimum 2 years of experienced in Dubai. The researcher found that 24% respondents arrived in 2014 having 2 years of

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experience, 22% have 3 years of experience and arrived in 2013, 16% had 5 years of experience and arrived in 2011 and 13% had more than 8 years of experience and arrived in 2012 and above. Furthermore, 9% have 6 years, 5% have 7 years, and 13% have 8 or more experience, and 9 years' experienced were 4% only found in this study. The researcher came to know that 56% of the employees were married, 39% were single, and 5% were others who were working in Dubai. The 5% others include; 2% widower, 1% divorced, and 2% separated respectively in the study.

Table No. 4.1.3 Occupational category

Occupation	Skilled Labor	
	Frequency	Percentage
Professionals	50	9
White Collar Workers	132	25
Blue Collar Workers	348	66

The table 4.1.3 highlights the occupational categories of the respondents. The respondents were categorized into three types, the professional labors which have at least postgraduate degree, prestige in society, experienced, second was white collar workers who have post-secondary education, limited allowances, and office worker. The third portion deals with blue collar labors and do not have possessed any degree or diploma and they were engaged because the nature of work has low prestige, low wages, and no professional skills are required to do that job at sites.

This research found that 66% blue collar labors in the field. It includes; 11% marketing representatives, 5% each includes receptionist, sales agents, and supervisors, 4% each includes technicians and masons, 3% each includes helpers, and drivers, 2% each includes plumber, carpenter, painter, cleaner, delivery boy, hair dresser, and maid, 1% each includes

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office boy, mechanic, waiter, junior accountant, logistic agent, security guard, massage girl, prostitutes, chef bakers, and internee, and 2% collectively made from content analytical officer, guest service agents, listing agents, driller, fuel pump helper, car washer, surveyor, welder, laundry boy, coffee maker, bartender, glass fixer, tailor, and gardener respectively.

Moreover, 25% white collar workers include; 7% businessmen, 4% administrative assistance, three percent each includes accountant, sales manager, and operational manger, two percent managing director, five percent collectively includes mangers/head of branch, seniors charter sales, assistant manager, commercial writer, security head manger, art director, HR manger, graphic designer, teacher, quality insurance analyst, account officers, business consultants, journalist, and event manger respectively.

Furthermore, researcher found 9% professional employees, which include; two percent each includes doctors, engineer, and architect, 3% collectively made from CEO, dentist, psychologist, surgeon, physician, lawyer, professors, IT experts, charter accountant, director, and CID director. The forthcoming table 4.1.4 further highlighted the number of workshops/training attended who was working in Dubai workforce.

Table No. 4.1.4 Number of Workshops / Trainings Experienced

Number of workshops or training duration (years)	Self		Professional	
	Frequency	Percentage	Frequency	Percentage
Less than 1	125	24	62	11
More than 1 - 2	81	15	72	14
More than 2 – 3	43	8	22	5
4 and above	63	12	62	11
Total	312	59	218	41

The table 4.1.4 shows the number of training or workshops attended by the employees before to start their career in Dubai. The table was divided into two parts. The first portion

describes the training based on self-experiences from day to day marketing, public dealing, administration, coordination, management, and rational choice decisions in competing for their survival. The second part explores the professionally trained labors. It describes the training received by the employees within the organization, special sessions in training institutes, and professional learning in projects under the expert supervision.

The researcher found that minimum 3 months trained employee was taken for the initial startup of career in Dubai. However, professionally trained labor has less than three months could not be preferred because the low market exposure, ambitious, and need more assistance as compared to a market learner by itself. The results show that self-experienced employees were 15% and 14% were professionally trained by one to two years. Furthermore, employees who were self-trained for 6 months to one year were 14% and 6% professionally trained, two years to three years self-trained, were 8% and 5% professionals, four years to five year self-trained we're, 8% and 6% professionals, and three months to six month self-trained were 6% and 5% professionally trained employees respectively. Those employees who got training for less than 3 months were four percent and it is the least training duration measured in this research.

The results show that self-experienced employees do not prefer to take training assistance after achieving the position. The statistics showed that 2% employees took the training who have five to ten years' experience. Although, the results illustrated that five percent employees took the professional training who have five to ten years of experienced.

While comparing the statistics of professionally trained employees, it showed that professional employees still involved in the training after getting older as to meet the needs of advancement in technology. The table 4.1.3 showed that 9% professionals were running

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the Dubai's system and they need the professional training for their smooth functioning of job. The study highlighted that five percent specialized trainers were delivering their services to maintain the organization decorum. While two percent employees had continually trained themselves from own platform/business.

Table No. 4.1.5 Quitting Jobs After Getting the Experience

Number of years	Frequency	Percent
2 - 3	125	24
More than 3 - 4	118	22
More than 4 - 5	70	13
More than 5 - 6	87	16
More than 8 and above	130	25
Total	530	100

The table 4.1.5 shows the number of professional experience the employees have, those who were working in Dubai. The statistics show that 24% employees had a minimum 2 years of experience, 22% employees had 3 years, 13% had 4 years, 16% had 5 years, 9% had 6 years, 5% had 7 years, and 11% had 8 years or more, respectively. The study highlighted that the employees were quitting jobs after they get more experience in Dubai. The reason was justified through table 4.1.6, 4.1.7, and 4.1.9.

Table No. 4.1.6 Collogues Issues Resolved During Working Hours

Strategy	Frequency	Percent
Diplomatically	142	27
Strictly	76	14
Listen to their problems	146	27
Take suitable decisions that both get benefits	68	13
Others	98	19
Total	530	100

The table 4.1.6 shows the employee behavior to resolve the college issues during official working hours. The researcher came to know that 27% employees said that they

diplomatically handled the problems. However, the same portion of the employees tries to listen and find emerging caused behind that issue. Moreover, 14% had strict attitudes towards resolving the issue, 13% were interested to take a suitable decision that both get benefits and the same ratio of employees did not take any interest, and 6% only give the suitable suggestion to the best possible solution.

This shows that cultural diversity in work place change the person's attitude towards emerging issues on the workplace. The employee preferred diplomatic solutions while listening them and aggressive attitude was also found among workers who strictly control the colleague's problem. The low percentage of negative behavior shows a positive aspect of cultural diversity in Dubai.

Table No. 4.1.7 Internal and External Problems on Employees' Skills

Internal and External Problems	Frequency	Percent
An overload of work	116	22
Irrelevant task	113	21
Dissimilar partner	148	28
Limited trust	70	13
Others	83	16

The table 4.1.7 shows the impact of internal and external threats, issues, or problems on employees' skills. The statistics show that 28% were affected by dissimilar partner, 22% lost their strength due to work overload, 21% were hurdled by irrelevant task, 13% felt they have limited trust that's why they were not showing their proper strength, and 5% said Dubai's weather affects their skills. However, 11% of others category includes; abusive words reported by 3%, abrupt shifts or timing of jobs by 3%, management hidden rules and regulations by 2%, delay of payment of 1%, harassment by 1%, Dubai financial crisis reported 1%, and less than 1% said client's dissatisfaction affects their skills. The

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researcher came to know that mismanagement negatively influence on employee strength. Though same of them are the strategies of the organization to develop the professional attitude among employees. However, this brought negative effects on their skills rather development.

Table No. 4.1.8 Influential Diverse Working Environment

Diverse working experiences	Frequency	Percent
Mind own business	178	34
Professional Experiences	120	20
Strong social bonding	94	18
Others	109	22
Total	530	100

The table 4.1.8 shows the influential gestures or knowledge of different ethnic employees who were working together. The researcher found that 34% employees do not prefer to take any interest in making social relationships with colleagues, 20% found diversity is a zone of professional learning and 17% learnt professional expertise, and one percent each learnt new languages, professional dealings and communication, coordination and teamwork, professional marketing strategies, marketing tactics, exploitation, and less than one percent each learnt leadership and idea development.

Moreover, 18% had learnt how to develop strong social relations with employees, colleagues, boss, and worker, 6% learnt that Asian bluff was the reason behind their low prestige and values, 5% got a new taste of foods, languages, dressing, and new norms and values, 5% were very excited due to rides of luxury sports cars and adventure places in Dubai.

However, 6% of others category includes; three percent maintained learnt fittest to survive, one percent each found Dubai's laws exploited the labors, artificial relationships, and

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insane Arabs attitudes, and less than one percent each had found the Arabic language as a barrier of communication. Iranian made hurdles in Dubai's business, and Asians were the hard workers.

Table No. 4.1.9 Challenges in Diverse Working Environment

Challenges	Frequency	Percent
Stigmatize ethnicity	111	21
Communication gap	100	19
Status conscious	75	14
Ideological conflict	58	11
Others	186	35
Total	530	100

The table 4.1.9 shows the number of challenges faced by the employees in a diverse working environment. The statistics showed that 21% found stigmatization was the biggest challenge for the employees in the Dubai market. It was based on nationality, ethical values, foreign relationships, educational structure, political system, and diplomatic policies. The study shows 19% employees found a communication gap between the owners and employees, among colleagues, with customers, or workers on sites as a second big challenge for Dubai's labor force. This brought a significant impact on labor work and efficiency, contractor relations, delaying projects, overstated budget, and loss relational bonds in the future.

Moreover, 14% faced status consciousness among the Arabs owner and Asian or Philippines employees, 11% faced ideological challenges like languages, norms and customs, beliefs, and dressing, 9% of the employee's idea do not consider due to organizational politics, rules and regulation, or inefficiency, 7% employees faced racism based on color, ethnicity, or nationality.

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However, 7% faced gender inequality due to sexual harassment, low wages due to fewer jobs in markets like recipients, administrative assistant, secretary, sale or marketing agents and 5% challenge of Dubai's law or inappropriate rules and regulations or over check on immigrants. Though, 7% in others category includes; 2% reported low wages as a challenge due to competition in the market and overload of work, 1% each found sexual harassment, no respect of blue collar workers, and inefficiency of workers, less than 1% each found Indian monopoly over job sectors, over ambitious attitudes, impartial commitment of work, seasonal Dubai's market, Asians as the problem makers, and no leadership or democracy as the challenging aspects in Dubai's work place diversity.

Table No. 4.1.10 Number of Dependents and School Going Children

Number of male dependents			School going male children		
No. of males	f	%	No. of male child	f	%
1	13	2	1	190	36
2	70	13	2	227	43
3	294	56	3	81	15
4 or more	136	26	4 or more	11	3
Total	513	97	Total	509	97
Number of female dependents			School going female children		
No. of females	f	%	No. of female child	f	%
1	61	11	1	270	51
2	183	35	2	107	20
3	94	17	3	73	14
4 or more	181	34	4 or more	18	3
Total	519	97	Total	468	88

The table 4.1.10 shows the number of male and female school going children and dependents on labors who were working in Dubai. The table has two parts. The first portion of the table shows the number of school going male dependents. The second portion shows the number of female dependents and school going female in native country or Dubai.

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The researcher found that 56% employees have three male dependents, 13% have two males and five male dependents each, 9% have four male dependents respectively. Moreover, 43% have two male schooling dependents, 36% have one, 15% have three, and 2% have four male school going children. Furthermore, the statistics show that 35% employees have two, 18% have three, 17% have four, 12% have one, and 9% have five and six female dependents respectively. In addition to, 51% have one, 20% have two, 14% have three, and 2% have four female school going children.

Table No. 4.1.11 Income of the Employees and Transport Usage

Respondent Income (AED)	Frequency	Percentage
Less than 1000	37	7
1001 – 3500	246	48
3501 – 5500	68	13
5501 or more	179	32
Total	530	100
Transport Usage		
Office Transport	276	52
Personal Car	148	28
Metro train	80	15
Others	27	5
Total	530	100

The table 4.1.11a shows the total income of the respondents from all the resources which includes additional work, part time jobs, freelancing, and services and transport usage during working hours. The statistics show that 20% employees were earning AED[1] 2,501 to 3,500, 16% earned AED 2,001 to 2,500, 11% were earned AED 1,501 to 2,000, and 7% earned in between AED 1001 to 1,500 respectively.

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[1] Arab Emirate Dirham

However, while comparing the statistics of transport usage during working hours with employee's salaries, the researcher found that 52% preferred office transport, which was nearly equal to all the employees who earned in between AED 1001 to 3,500 which accounted 54% respectively. Moreover, the table shows that 8% were earning in between AED 3,501 to 4,500 and 5% were grazing in between AED 4,501 to 5,500 which is almost equal to 15% of those employees whom use metro train.

Furthermore, 10% were earning in between AED 5,501 to 12,500 which includes earning AED 5,501 to 6,500 by 3%, AED 6,501 to 7,500 by 2%, AED 7,501 to 10,000 by 4%, and AED 10,001 to 12500 by 1% respectively. Also, 6% earned AED 12501 to 17,500 and AED 17,501 to 25,000 each which includes AED 17,501 to 20,000 by 4% and AED 20,001 to 25,000 by 2%, and 5% earned in between AED 25,001 to 70,000 which includes AED 25,001 to 30,000 by 1%, AED 30,001 to 40,000 by 1%, AED 40,001 to 50,000 by 2%, and AED 50,001 to 70,000 by 1%, and AED 70,001 to 300,000 by 5% in Dubai.

However, those employees whom used their own car were 28% and 4% used bike during working hours, which was nearly equal to 32% employees whose salaries ranged in between AED 5,501 to 300,000. The 1% remaining of the employees earned in between AED 500 to 1,000. Though, 1% of the employees used taxi while travelling in Dubai. The statistics predicted that transportation is also expensive like residing in Dubai and number of employees preferred office transport for their travelling. Although, the AED 5500 is the median income of the employees.

Table No. 4.1.12 Living, Dressing, and Consumption Pattern

Residence of living	Frequency	Percentage
Bed space	267	50
Sharing 2 > person	85	16
Separate room (rent)	50	9
Own House and rented	38	7
Sharing with one person	35	7
Own flat (rent)	54	10
Dressing Pattern		
Jeans and T-Shirts	276	52
Dhoti and banyan	78	15
Dress pent & shirt	56	11
Three-piece suit	52	10
Trouser and Shirt	27	5
Others	41	8
Food pattern		
Asian Food	174	33
Fast food	141	27
Vegetable and rice	64	12
Shawarma & drink	53	10
Baryani	34	6
Others	61	11

The table 4.1.12 shows the daily routine of the employees, their residence, dressing, and consumption pattern. The first part of the table describes the employees' residential pattern in Dubai. The second part of the table shows the dressing pattern of the employees after duty hours. The third part of the table defines the food pattern of the labors. It describes which food they mostly prefer to eat.

The statistics show that half of the employees preferred to live on bed space and 52% preferred jeans and shirts to wear after working hours, though 33% and 27% liked Asian food and fast food respectively. Moreover, the researcher found that 16% labors compromised to live with two or more persons and 15% of the respondents wear *dhoti* and *banyan,* 12% like to eat vegetables and rice. Furthermore, 9% employees had separate

rooms, 11% preferred to wear dress pant and shirt after duty hours, and 10% preferred to take *a shawarma* and a cold drink.

The table shows that 7% employees have their own house in which 3% have own and 4% have rented. Though, 7% sharing with one person, and 10% live in separate flat which includes; 6% have own flat and 4% have rented respectively. Moreover, the statistics showed that 10% preferred to wear three piece suits, 5% preferred trouser and shirts, and 8% include in others category; 2% who wear *Abaya*, 3% *Kandura and Toop,* and 3% shorts and vest respectively. However, 6% like *Biryani* and Arabian food each, 4% Filipino Food, and 1% liked to eat Italian food compatibly.

Part II

4.2. Bivariate Analysis

This part shows the measurements of two variables and its analysis. The results are shown in table to analyze the comparative analysis, among five different nationals from Pakistan, India, UAE, Bangladesh, and Philippine who were working in Dubai, which help to understand the comparative analysis of social life. This analysis is based on cross tabulation and comparisons. The researcher measured the correlation, regression, chi-square, and f-test (z-test and t-test).

Graph No. 4.2.1 Before Migration (Monthly Income in Home Country)
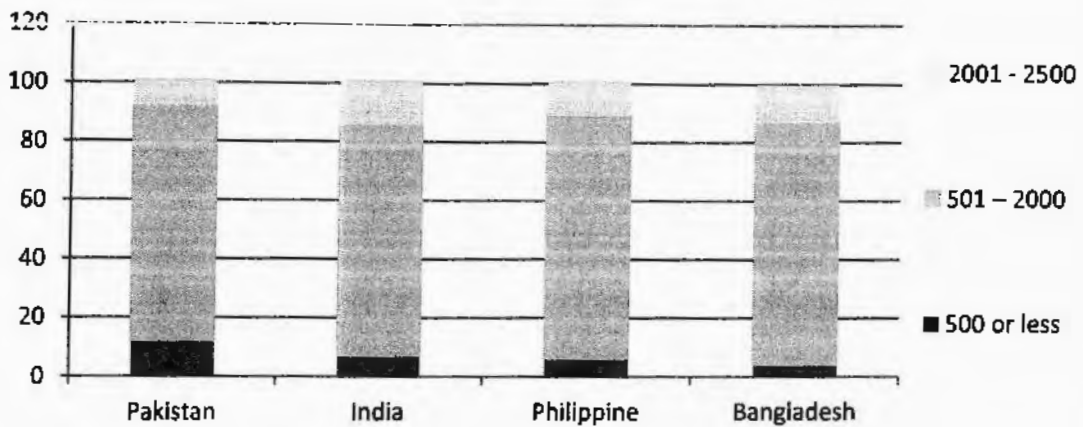
The graph 4.2.1 shows the monthly income of the respondents before the migration in the home country. To minimize the issue of measuring the currency value, the researcher took Arab Emirati Dirham (AED – UAE currency) to give the possible results. In addition, percentage statistics are used to justify the results and bracket figure shows its frequency. The graph is used to show the result because the table is unable to give a proper understanding due to its length.

The researcher found that two third of the respondent were earning around AED 501 to 2000 in the home country before the migration, which includes; 83% Philippine, 83% Bangladeshi, 80% Pakistani, and 79% Indian respectively. Moreover, 15% Indian, 13% Bangladeshi, 12% Philippine and 9% Pakistani earned AED 2001 to 2500 and 12% Pakistani, 7% Indian, 6% Philippine and 4% Bangladeshi earned AED 500 or less, respectively.

These results show that Pakistani labors were less earning as compared to other nations, before the migration. Though, Bangladeshi labors have comparatively high wages as compared to Pakistani nationals who earned in the category of AED 500 or less. It has statistically found that Indian nationals have the highest level of income in the home

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country after that Philippine than Bangladeshi and then Pakistani labors in the home country. This result proves the hypothesis 1.2 that the wage difference in home country and Dubai pull the labors to migrate in UAE.

Graph No. 4.2.2 Immigrant's Current Income and Nationality
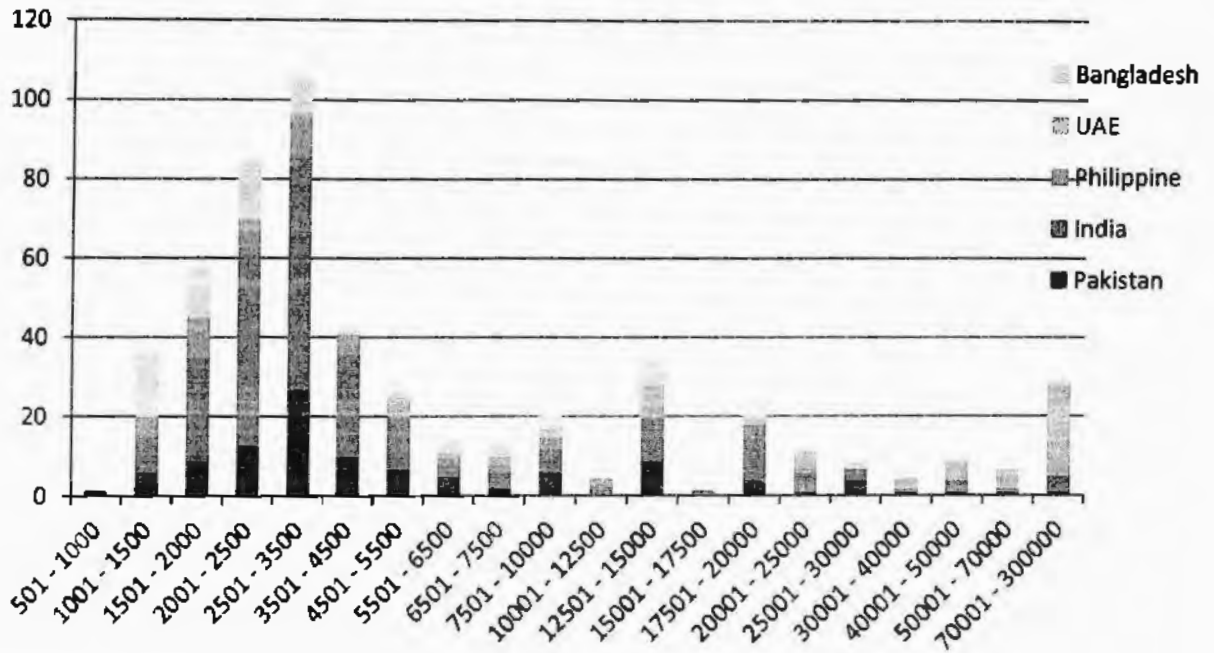
The graph 4.2.2 shows the current monthly income of the labors after immigration. The percentage statistics has been used to demonstrate the analysis. The above graph shows the frequency distribution of the income, 20% of the labors were earning in between AED 2501 to 3500, 16% were earning AED 2001 to 2500, 11% were earning AED 1501 to 2000, and 7% were earning AED 1001 to 1500 respectively. The graph shows that Emirati has earned more than as compared to other nationals in Dubai, UAE.

While comparing the graphical analysis of income between before and after migration, the researcher came to know that 72% of the immigrants were earning in between AED 1501 to 2000, 16% were earning less than AED 500, and 4% earned in between AED 2001 to

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2500, and 8% earned more than AED 2501. However, comparing with graph 4.2.2 the results showed that 20% immigrants earned more than AED 2500. These statistics show that the financial position of labors was getting strong after migration to Dubai. This result helps to strengthen the hypothesis 5.1 there is an association between level of remittances and social development of family left behind in the native country because remittances enhances the child's education in the home country.

Graph No. 4.2.3 Aging of Workforce Diversity
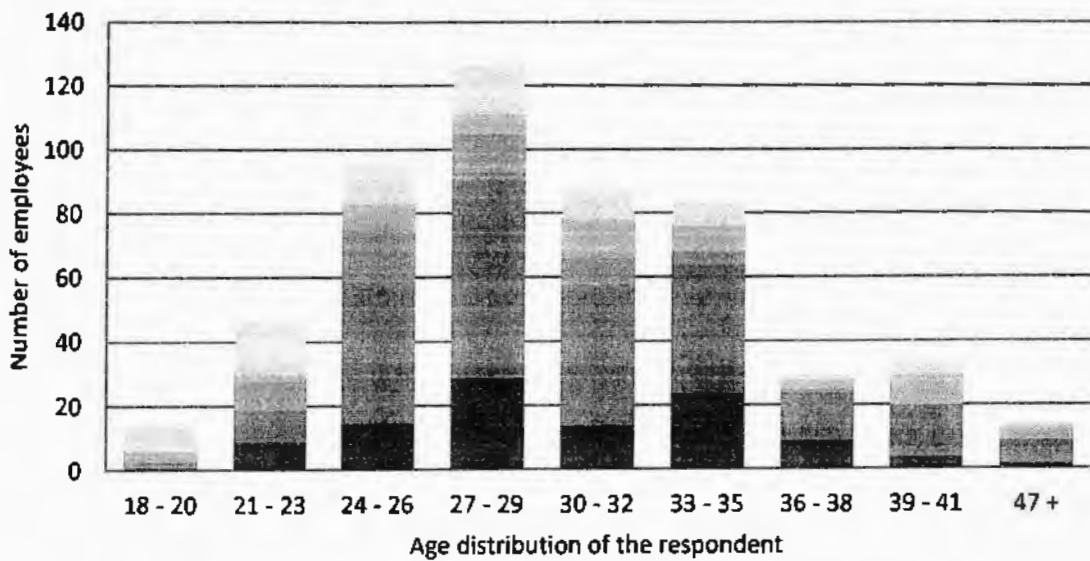
The graph 4.2.3 shows the workforce aging in Dubai from Pakistan, India, Bangladesh, Emirati, and Philippine. The researcher found that 24% workforce has an age of 27 to 29, 18% were 24 to 26, 16% were 30 to 32, 16% were 33 to 35, 9% were 24 to 26, and 5% were in between 36 to 38 years of an age respectively in Dubai.

The figures showed that 26% Indian were in the age of 27 to 29, 18% were 24 to 26 and 30 to 32 each, and 16% were in between the age of 30 to 35. Similarly, 27% Pakistani labors were in the age group of 27 to 29, 22% were 33 to 35, 14% were 24 to 26, and 13%

were in between the age group of 30 to 32. Furthermore, 30% Filipino workers were in the age of 24 to 26. 23% were 27 to 29. 17% were 21 to 23. and 15% were 30 to 32 respectively. Moreover, 23% Emirati belonged to 30 to 32 years of an age group, 17% were 39 to 47, 15% were 33 to 35, 11% were 27 to 29, and 6% were in between 36 to 38. Likewise, 21% Bengali labors were in between the age of 21 to 23, 20% were 27 to 29, 17% were 24 to 26, and 13% were in between the age of 30 to 32 years respectively.

Table No. 4.2.4 Gender Equality in Terms of Salary Structure

Do the organization timely pay you the salary		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
Male	f	23	89	33	167	32	344
	%	68	65	67	66	56	65
Female	f	11	47	16	87	25	186
	%	32	35	33	34	44	35

The table 4.2.4 shows the labor response when they were asked about the salary process, that their organization timely pay them monthly or delay. The researcher came to know that 48% employees agreed that their organization timely pay them, which includes 66% male and 34% female. Moreover, 26% disagreed that their organization does not pay them on time, which includes; 65% male and 35% female, who complain about late salary. It has shown that 26% labors are a challenge for the government of Dubai because they were still exploited, although, WPS is effectively working in Dubai.

The labors told during the survey that their owner itself clear the WPS by passing the mount from their account and withdraw them after a day. It shows in the WPS that the company has cleared all the amount and legally no one can challenge them. Mostly, small businesses

or companies were doing these activities. This is the challenging issues in the UAE to secure the labor wages in Dubai.

Table No. 4.2.5 The Supervision Style in Dubai Workforce [% (ƒ)]

Question	Nationality	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The supervisor supports me in the working task	Pakistan	12 (1)	29 (25)	22 (35)	19 (42)	8 (5)
	India	38 (3)	27 (23)	45 (71)	49 (108)	60 (37)
	UAE	0	8 (7)	5 (8)	13 (13)	13 (29)
	Philippine	0	7 (6)	17 (27)	5 (12)	11 (7)
	Bangladesh	50 (4)	29 (24)	9 (15)	13 (29)	5 (3)
Total		100 (8)	100 (85)	100 (156)	100 (220)	100 (61)

The table 4.2.5 shows the employees response when they were asked about their supervisor's supports in their working task. The results show that 41% employees agreed in which 41% male and 59% female that their supervisor support them, however, 29% do not response. The table 4.1.4 helps to illustrate the reason behind the neutral responses.

The researcher came to know that 50% Bengali and 37% Indian strongly disagree that their supervisor did not assist them during the task. Moreover, 29% Pakistani, 27% Indian, and 28% Bengali also disagree that their supervisor did not support them in the working task. However, 49% Indian, 19% Pakistani, 13% Emirati and Bengali each agree that supervisor support them because Emirati were working in these organization. This results proof that diversity minimizes the exploitation on the workplace. It strengthens the hypothesis number two that workforce diversity minimizes the exploitation on workplace.

This statistic helps to understand that supervision is the key element in the working task. The result shows that 29% labors do not answer the question. It shows that most of the organization did not place the supervisor who guide them in the working task. It was further found that 59% workers were manually trained who were working in Dubai (Table 4.1.4). This predicts that companies in Dubai mostly hires the trained or experienced workers,

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however, they do not place a supervisor on them. This is the reasons behind the low productivity of the Asians workers.

Graph No. 4.2.5.1 Types of Trained Manpower in Dubai Market
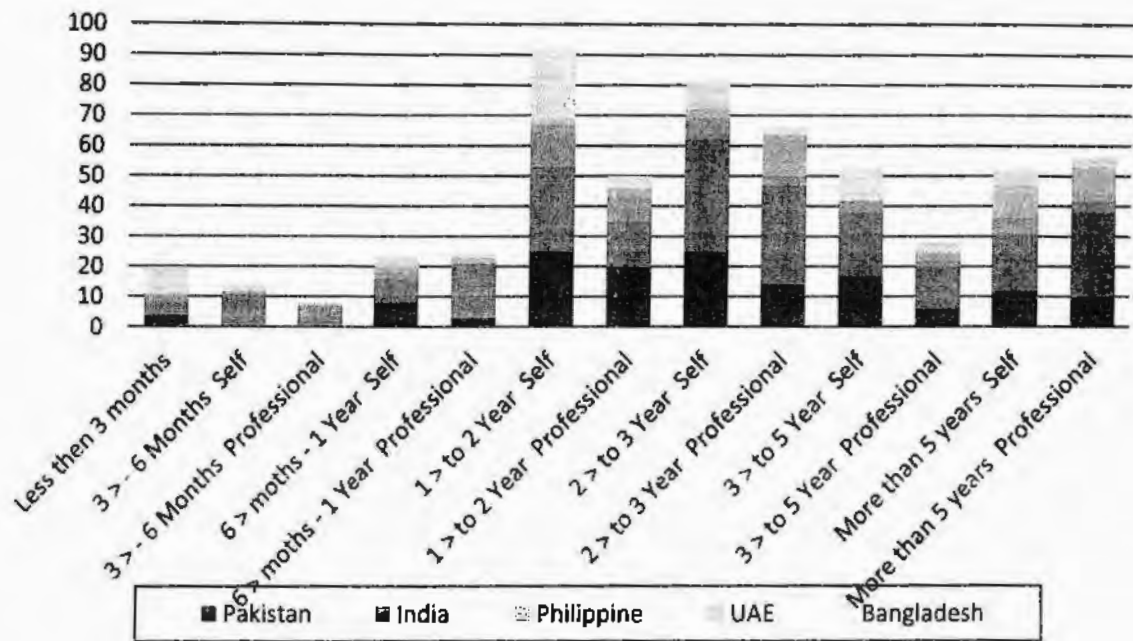
The graph 4.2.5.1 shows the types of manpower in the labor market. It shows that there were two types of skilled labor, one is professionally trained and other self-trained in Dubai. The statistics show that a minimum three-months trained labor were working in Dubai, who have at least two years of stay. It further shows that 17% labors are one year self-trained, 15% two years, 10% five years, and 9% more than 5 years self-trained, respectively. Collectively, 59% were self-trained labor and 41% professionally trained labor in the market.

It shows that Dubai market was controlled by the manually trained manpower and ruling over the professionally trained employees. This result strengthens the null hypothesis that workforce diversity enhances the exploitation on work place in Dubai. The statistics further shows that 63% (247) male was self-trained and 37% (145) professionally trained were

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working in Dubai. Though, 64% (89) self-trained female employees and 36% (49) professionally trained were rendering their services. The figures showed that more than half of the employees in Dubai were self-trained. Additionally, it shows the reason why women have a strong financial position as compared to male in Dubai (DSC, 2016).

Table No. 4.2.6 Trainings for Diversified Working Environment [% (f)]

Question	Nationality	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My organization arranged the training sessions.	Pakistan	8 (8)	25 (63)	25 (3)	21 (34)	0
	India	38 (38)	51 (131)	25 (3)	44 (68)	29 (2)
	UAE	16 (16)	5 (14)	17 (2)	12 (19)	29 (2)
	Philippine	3 (3)	11 (28)	25 (3)	11 (17)	14 (1)
	Bangladesh	35 (35)	8 (19)	8 (1)	12 (18)	29 (2)
Total		100 (100)	100 (255)	100 (12)	100 (156)	100 (7)

The table 4.2.6 shows the employee's response about organizational training session. The study shows that 48% respondent disagreed that their company do not arrange any training for their skill development. Though, 19% strongly disagreed, which include; 15% male and 4% female. The result shows that one third organization in Dubai arranged the training sessions. Though, 19% did not consider that training is essential for the diverse working groups, especially for Asian and Emirati workers. This is the reasons behind 59% manually trained labors were working in Dubai. This result, rejects the four hypotheses that organizational polices strengthening the labors capabilities.

Table No. 4.2.7. The Residence Facility for Company's Employees [% (f)]

Question	Nationality	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My organization arranged the training sessions.	Pakistan	56 (5)	22 (24)	0	20 (79)	0
	India	11 (1)	20 (21)	31 (4)	54 (214)	29 (2)
	UAE	0	12 (13)	54 (7)	8 (32)	14 (1)
	Philippine	11 (1)	30 (32)	8 (1)	4 (16)	28 (2)
	Bangladesh	22 (2)	16 (17)	8 (1)	13 (53)	28 (2)
Total		100 (9)	100 (107)	100 (13)	100 (394)	100 (7)

The table 4.2.7 shows the employee's response who were availing the organization residential facility in Dubai. The result was found that two third employees were availing the organizational residence facility and 20% did not facilitated by the company. Furthermore, the table No.4.1.12 shows that half of the employees live on bed space, 16% share a room with 2 or more persons, and 7% compromised to live with 1 person. Moreover, the researcher found that 74% of the employees agreed that they lived near to their duty places and 21% disagreed as they live far away. It indicates that most of the employers preferred to engage those employees who were living near to work station (Table 4.1.12).

More than half of the employees disagree that they were not satisfied from the residence pattern, in which 37% male and 15% female, 8% strongly disagreed comparing 6% male to 2% female, and 35% agreed, comparing 18% male to 17% female that they were satisfied from the residence (Table No. 4.1.12). These results prove that there is an association between working environment and labor residence.

Table No 4.2.8 Organizational Health Policies [% (f)]

Question	Nationality	Strongly Unsatisfied	Unsatisfied	Moderate	Satisfy	Strongly Satisfy
I am satisfied with the health policy.	Pakistan	25 (45)	19 (30)	27 (25)	8 (6)	12 (2)
	India	52 (94)	36 (59)	61 (57)	37 (28)	25 (4)
	UAE	4 (7)	10 (17)	4 (4)	28 (21)	25 (4)
	Philippine	6 (10)	16 (26)	3 (3)	13 (10)	19 (3)
	Bangladesh	13 (24)	20 (32)	5 (5)	14 (11)	19 (3)
Total		100 (180)	100 (163)	100 (94)	100 (76)	100 (16)

The table 4.2.8 shows the level of medical facility giving to five nationals who were working in Dubai. The data show that 34% nationals were strongly unsatisfied from the medical facility in which 20% were male and 14% were female, 31% were unsatisfied

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which includes 20% male and 11% female, and only 14% employees were satisfied which includes 9% male and 5% female from the health facilities respectively.

Moreover, when researcher asked about their paid leave in working days due to sickness, the researcher found that 60% of the employees had not taken any leave in a month. Further, 26% took one unpaid leave other than holidays in a month. It includes 39% Indian, 15% Pakistani, and 2% Bangladeshi labors respectively. These results show that the working environment and social life of labors have significant relationships, because healthy is a part of social life. Moreover, it proofs the hypothesis number three that organizational policies significantly affect the labors health in Dubai. The Asian laborious work more than eight hours a day without paying leave and overload of work exhausted their body to work effectively (Table No. 4.1.7). Moreover, the results show that labors could not avail the medical leaves because it was considered unpaid due to business sectors hold the workforce of Dubai (Table No.4.1.1), and only one paid leave in a month if they get sick due to the working environment. This significantly affects the labors health in Dubai.

Table No. 4.2.9 Medical Assistance for Emergency [% (*f*)]

Question	Nationality	Strongly Unsatisfied	Unsatisfied	Moderate	Satisfy	Strongly Satisfy
Company's allowance for medical assistance in emergency.	Pakistan	36 (6)	24 (28)	11 (5)	22 (69)	0
	India	6 (1)	48 (57)	51 (23)	41 (128)	85 (33)
	UAE	29 (5)	13 (15)	20 (9)	7 (22)	5 (2)
	Philippine	0	3 (4)	4 (2)	14 (43)	8 (3)
	Bangladesh	29 (5)	12 (14)	13 (6)	16 (49)	3 (1)
Total		100 (17)	100 (118)	100 (45)	100 (311)	100 (39)

The table 4.2.9 shows the employee's response about medical allowance in case of any emergency in home country or in Dubai. The result shows that 34% strongly unsatisfied and 31% unsatisfied from the low standard of health facility for the emergency. The data

show that a number of employees were unsatisfied because this violates the ILO laws to which UAE is a signatory to restore the labor's health in case of emergency in work. Moreover, 34% were strongly unsatisfied, 31% unsatisfied, 18% were moderately satisfied, 15% were satisfied, and 3% were strongly satisfied respectively.

Table No. 4.2.10.1 Remittance Improved Male Children Education

Nationalities		No child	1 child	2 children	3 children
Pakistan	f	22	59	23	4
	%	30	18	22	36
India	f	34	147	55	4
	%	45	44	52	36
UAE	f	0	47	6	0
	%	0	14	5	0
Philippine	f	15	23	11	2
	%	20	7	10	18
Bangladesh	f	5	59	10	1
	%	7	18	9	9

The table 4.2.10.1 shows the impact of remittances on male child education. The study shows that 63% employees have one male child who started his education after the migration of to Dubai, in which; 44% Indian, 18% Pakistani, 18% Bengali, 14% Emirati, and 7% Philippine, respectively. The 20% employees have two male children who started their education after the migration; 10% Indian and 10% Pakistani.

Table No. 4.2.10.2 Remittance Improved Female Children Education

Nationalities		No child	1 child	2 children	3 children
Pakistan	f	42	45	13	7
	%	8	8	3	1
India	f	112	90	30	4
	%	21	17	6	1
UAE	f	14	28	11	0
	%	3	5	2	0
Philippine	f	21	25	5	1
	%	4	4	1	0
Bangladesh	f	21	43	11	0
	%	4	8	2	0

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The table 4.2.10.2 shows the number of female children who started their education after the migration of respondent in Dubai. The study shows that 44% employees had one female child who started her education, it includes; 17% Indian, 8% Pakistani and Bengali each, 5% Emirati and Filipino labor's child. Moreover, 13% employees had two female children who started education in which; 6% Indian, 3% Pakistani, Bangladeshi, Philippine each, and 1% Arabs respectively. While 40% expatriate had no female child. The statistical table 4.2.10.1 and 4.2.10.2 have strengthened the hypothesis that remittances have a significant effect on children's education. It proofs that child's education has enhanced due remittances from the Dubai.

Part III

Multivariate Analysis

In multivariate analysis, more than one variable is measured, its analysis based on their mutual correlation, regression, and test which elaborates the influence of the variables. The predicate with multiple outcomes or criterion describes the situation, level of influences, and observation based on analysis of more than one variable.

Table 4.3.1 Comparative Analysis of Job sectors, Nationality, and Professions

Multiple Variables Analysis		Professional employees	White collar workers	Blue collar labors	Five Nationals
Job Sectors	Correlation	-0.120	-0.194	0.189	-0.055
	Significance	0.006	0.000	0.000	0.206
Nationality	Correlation	-0.009	0.108	-0.020	1
	Significance	0.845	0.013	0.652	0

The table 4.3.1 elaborates the correlation among job sector and nationality with respect to the respondent professions, which includes; professional, white collar, and blue collar jobs. The researcher came to know that there is a significant relationship exists between job

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sectors and professions. Moreover, the significant correlation shows that only white collar workers were recruited from Pakistan. India. UAE. Bangladesh, and Philippine. In addition, professionals and blue collar labors were independent of nationality. However, nationality is independent from job sector which shows that employee recruitment has not based on nationality in Dubai. Though, the relationships among variables was very weak. This notion rejects the first hypotheses that there is an association between labor migration trend and workforce diversity.

Table No. 4.3.2 Relationship Among Religion, Profession, Experiences

Multiple variables		Professional employees	White collar workers	Blue collar labors	Professional experience
Religion	Correlation	-0.078	-0.119	0.063	-0.023
	Significance	0.072	0.006	0.148	0.600
Professional experience	Correlation	0.197	0.017	-0.20	1
	Significance	0.000	0.704	0.000	0

The table 4.3.2 shows the relationships among religion of the employees and its professional experiences with respect to professional categories. The researcher found that only white collar workers have a significant relation with religion. It shows that employers in Dubai, where religion conscious and independent from their professional experience. Moreover, professional employees and blue collar labors were only recruited based on their market experiences. Though, the maximum experience of blue collar workers has a low possibility of being recruited because the negative correlation exists between them.

Table No. 4.3.3.1 Relationship between Age, Professions, and Qualifications

Multiple variables		Professional employees	White collar workers	Blue collar labors	Qualification
Age	Correlation	0.287	0.102	-0.34	0.280
	Significance	0.000	0.019	0.00	0.000
Qualification	Correlation	0.258	0.298	-0.34	1
	Significance	0.000	0.000	0.00	0

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The table 4.3.3.1 shows the relationship between age and qualification of the respondents with their professions. The researcher found a significant relationship among the variables, and found that with the increasing age, the possibility of getting involved in the professional category of white collar workers also increase, though, the blue-collar labor lost the jobs after getting older. It was further found that higher the quality, higher will be the chance of getting recruited for professional positions and white collar jobs. However, the negative correlation of blue-collar labors with qualification shows that the higher the level of education, lower is the possibility of being recruited for blue-collar jobs.

This indicated that Dubai's *Emiratization* policies not only replacing the Asians with Emiratis, they were also placing experienced employees in better positions to increase the productivity of Dubai. It proofs the first hypothesis that the wage difference between home country and Dubai pull the labors to migrate to UAE.

Table No. 4.3.3.2 T-test among Qualification and Professions

t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
					Lower	Upper
16 years and above of Qualification w.r.t. Professionals						
-8.8	245	0.00	-3.192	.363	-3.906	-2.477
14 years and above Qualification w.r.t. White Collar Workers						
-3.1	219	.002	-3.68	1.189	-6.02	-1.34
12 years or less Qualification w.r.t. Blue Collar Workers						
0.2	227	0.840	0.386	1.905	-3.37	4.14

Table 4.3.3.2 shows the independent t-test between qualification of the employees with profession in Dubai. The researcher came to know that the professionals were post graduate and PhD's in the professional job structure of Dubai. Moreover, 14 years of qualification were the minimum required for a white-collar job in Dubai. It was also found that white-collar workers were market experienced workers (Table 4.3.3;4.3.4).

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Furthermore, blue collar workers do not need any qualification to be a part of workforce labor in Dubai. This was the reason behind low productivity in markets and emerging issues in near future. These results reject the hypothesis that workforce diversity minimizes the exploitation on workplace and accept the null hypothesis that workforce diversity enhances the exploitation on workplace because 66% labors were blue collar workers.

Table No. 4.3.4 Supervision of Employees in an Organization

	R	R^2	Sum of Squares	Sig.
	0.049	0.002	0.446	0.263
Regression	Un-standardized Coefficients			
		B	Std. Error	
	Constant	3.739	0.078	
	Gender	0.061	0.054	

The table 4.3.4 shows the regression analysis between the supervision of employees and gender in an organization. The data show that supervisors do not support the employees based on its gender at work place in Dubai. Moreover, table 4.3.2, 4.3.3, and 4.3.4 helped to illustrate that professional and qualified employees do not need supervision because of well-trained experience in the Dubai market.

The positive value of B=0. 06 shows that, in every increased of gender in the organization, the supervisor supports will have increased in the value of 6% only. This shows that manually trained employees survived in the diverse working environment of Dubai. This proofs the hypothesis that manually trained labors have high level of income as compared to professionally trained labors in Dubai.

Table No. 4.3.5 Relationship Among Profession, Training, Languages, and Ethnicity

Multiple Variables		English Language	Feeling respect	Training	Ethnic Competition
Job sector	Correlation	-0.09	-0.14	-0.18	0.07
	Significance	0.03	0.001	0.00	0.12
English Language	Correlation	1	0.24	0.19	0.04
	Significance	0.00	0.00	0.00	0.43
Arabic Language	Correlation	0.3	0.21	0.20	0.11
	Significance	0.00	0.00	0.00	0.09
Ethnicity	Correlation	0.04	0.14	0.08	1
	Significance	0.4	0.001	0.07	0.00

The table 4.3.5 shows the correlation among job sectors, languages, trainings, ethnicity, and job satisfaction in the organization. The researcher found that job sectors are dependent on language skills, particularly English speaking employees, and they were comparatively satisfied with the job. However, job sectors were independent from the ethnicity which means Asian do not create the competition in the Dubai market. It rejects the four hypotheses that organizational policies strengthening the labors capabilities.

The data show that English and Arabic speaking employees had a respectful figure in Dubai. These employees have high status in the job sectors, respectful role, engaged in multiple-trainings, and these workers have competitive influence over labor market. This proofs the hypothesis that there is an association between human resource management and employee's capabilities.

Table No. 4.3.6 Relationships Among Wellbeing, Nationality, & Income

Multiple Variables		Living Standard	Health	Leisure time	Paid work	Social Relations
Nationals	Correlation	0.32	0.04	0.12	-0.04	-0.04
	Sig.	0.00	0.31	0.01	0.40	0.40
Income	Correlation	0.14	0.27	0.19	1	0.22
	Sig.	.001	0.00	0.00	0.00	0.00

The table 4.3.6 shows the relationships among wellbeing of employees, nationality, and income. The researcher found that income and social well-being variables are dependent

on each other. Those employees who were highly paid jobs were enjoying the social life in the community because they have strong relationships, availing medical facilities, and maintained health.

On the other hand, results show that nationality is independent from social wellbeing. It was found that Asian labors and Emirati did not satisfy from the social relations in community and facility, such as health, because low wages. The low income and expensive health did not allow them for social bonding in Dubai. It creates the communication gap between the Asian labors in Dubai with foreign expatriates. It proofs that there is an association between working environment and social life of labors in Dubai. The organizational policy for recruiting cheap labor from an Asian country significantly affect their social wellbeing in Dubai.

Table No. 4.3.7 Relationship Among Training, Discipline, and Diversity

Multiple Variables		Equal Employment Opportunity	Discipline	Professional Organization	Diverse Employees
Special Trainings	Correlation	0.10	0.21	0.24	0.10
	Significance	0.04	0.00	0.00	0.10

The table 4.3.7 shows the relationship between training sessions attended by the employees and opportunities to gain equal opportunities among all workers in the organization. The researcher found that those employees who attended the training sessions can avail the opportunity to equally participate in different groups who were working together.

Moreover, it was found that organizational infrastructure and rules, discipline the employees to protect the racism, ethnicity, and sexual assaults. Moreover, these organizations provided the equal employment opportunities to all nationals, independent of their color, creed, race, or religious belongings. These rules and regulations promote not only the diversified position in the market, it also gave higher level of productivity in

competitive markets. This proofs the fourth hypothesis that there is an association between human resource management and worker's capabilities and supported that organizational policies strengthening the labors capabilities in Dubai.

Table No. 4.3.8 Paid leave and Unauthorized Leave Relationship

Multiple Variables		Country	Paid leave	Medical facility	Morally support	Daily overtime
Gender	Correlation	-0.03	-0.08	-0.11	0.03	-0.12
	Significance	0.44	0.05	0.01	0.43	0.01
Paid leave	Correlation	0.06	1	0.33	0.45	-0.16
	Significance	0.16	0.00	0.00	0.00	0.00
Unauthorized leave	Correlation	0.23	0.08	0.02	0.12	-0.18
	Significance	0.00	0.07	0.66	.02	0.00

The table 4.3.8 shows the relationship among paid and unauthorized leaves of the workers in relation to their gender. The data show that, it is independent of which country the labors belong and its gender, an employee could avail the medical paid leave and facilities because of overtime incentives and moral support of the company. The relationship between paid leaves and nationality means Asians can avail these facilities. However, those who took an unauthorized leave independent of overtime shift could not avail the medical facility.

The results show that those Asian and Emirati employees who were working in Dubai, if they get ill during the working days and need some rest for a day, they could not avail the medical facility from the organization. On the other hand, those employees who got the paid leave can only avail the medical facility. This gives the violation of human laws placed under ILO sections. These results prove the fourth hypothesis that organizational policies significantly affect the labors health in Dubai. It shows that there is an association between working environment and social life of labors in Dubai

CHAPTER FIVE

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

The study highlights the impact analysis of work advancement due to global technology and diversified forces of labors in Dubai on the social life of labors from Pakistan, India, UAE, Philippine, and Bangladesh. This research analyzes the impact of professional expertise of employees on workplace, it measures; specialization of labors and expertise, skills, organizational policies, cultural influence, and demographic variables. The influence of diverse working environment measured through strategic policies of human resource management, cultural values, aspiration, health, and well-being of labors in Dubai.

The study found the effects of social life in terms of residence pattern, level of income, daily routines, health, medical facilities, organizational allowances, and social wellbeing of labors in Dubai. It also elaborates the impact of remittances on children's education and health facilities of the family left behind in the native country.

5.1. Major Findings

The research revealed some astonishing facts, which are as follows;

5.1.1. Dubai Under the Influence of Manual Labors

The researcher found that 66% respondents were blue collar labors, 25% white collar workers, and 9% were professional employees (table 4.1.3). These labors were 59% manually trained and 41% were professionally trained labors. It shows that the governing system of Dubai was under the influence of manually trained employees rather professionally trained. Moreover, those employees who once got the jobs, could not prefer to take any formal trainings by the organization (Table 4.1.4).

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5.1.2. Residence, Dressing, and Food Patterns of Labors in Dubai

The results show that 50% employees preferred to live on bed space and 52% preferred jeans and shirts to wear and 33% like Asian food and 27% fast food, respectively. Moreover, 16% labor lived with two or more persons together, among them, 15% wear *dhoti* and *banyan* and 12% eat vegetables and rice daily. Furthermore, 9% employees had separate room and 11% preferred to wear dress pent and shirts and 10% took *a sauna* and cold drinks for food on a regular basis (Table 4.1.12).

5.1.3. Comparative Level of Income with Home Country and Dubai

The comparative analysis between income before and after migration shows that the financial position of the labors was well off after relocation. Before, 79% labors were earning less than AED 2000 in home country and after migration 47% was earned minimum AED 1500 to 3500 and the rest of them have more than AED 3500, respectively.

5.1.4. Workers Work with Selective Nationality

The selective working pattern was found in this research. The Pakistani labors do not prefer to work with Indian, Emirati has not preferred Bengali, and Indian has not preferred Bengali and Pakistani labors together (Table 4.3.7). The research shows that Pakistani workers preferred to work only with Emirati and Filipino together and Emirati workers were working with Indian, Pakistani, and Filipino labors together.

5.1.5. Diversity of Labor Market is Independent from Asian Labor

The research found that, employers prefer to recruit those labors who have bilingual command in English and Arabic. They have respectful roles and avail the training facilities. Further, it was found that job sectors were independent of ethnicity of employees, which

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means five nationals from Pakistan, India, Bangladesh, Emirates, and Philippine have no influence on the competitive market of Dubai.

5.1.6. Significant Loss of Labors After Getting 4 Years Experienced

The negative correlation exists between income and social wellbeing of the labors. The study shows that, in every 4 years, mostly foreign workers quit the jobs because they could not receive the equal benefits of the work (Table 4.3.4). Moreover, it was found that two third Asian labors could not take any unauthorized leave and most of them doing overtime work daily.

5.1.7. Medical Facility for Emergency (Home Country/Dubai)

The statistics show that 59% were satisfied from the medical facility and 22% were unsatisfied because 60% got paid leave and 40% could not avail them in case of any emergency (Table 4.2.9). Moreover, it was found that independent of nationality and gender any employee gets the medical facility. However, those employees who took an unauthorized leave even they were working overtime daily could not avail the medical facility (Table 4.3.11).

5.2. CONCLUSION

The social life of the labors of Pakistan, India, Emirates, Bangladesh, and Philippine in Dubai are controversial in nature. Among the immigrants, Emirati holds maximum job opportunities, allowances, and high paid wages. While, 66% blue-collar labors belong from Asian countries and earn less than AED 3500 in Dubai. These labors were continually developing the infrastructure of Dubai without pay leave, medical facilities, standard accommodation, and standardize food.

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The study highlighted that Asian labors has not recruited based on their technical education rather soft corner to take the hard jobs at the sites. Moreover, 25% white collar workers in the workforce had recruited because of their nationality and 9% professionals running the system of Dubai. Furthermore, 59% self-trained and 41% professionally trained workers were occupying the job sectors of Dubai, which comprises about 46% Indian, 20% Pakistani, 14% Bengali, and 10% each Filipino and Emirati in labor force. The Dubai state found as a secular state where 52% Muslims, 31% Hindu and 12% Christian employees giving their services and occupied 94% share in corporate sectors.

The businessmen have 55% (290) labors and private sector have 39% (210) workforce, among them, 52% used office transport and 50% live on bed spaces and took Asian food because it is cheap as compared to fast food and Arabian food. The male to female ratio on work place was 3:1.

The diverse working environment could not enhance the labors abilities neither help in making the strategic planner, rather, it is a self-learning process in Dubai. The organization does not engage the manual labors in training session rather engaged them directly to the field for effectively adjust itself in a competitive market. This not only slow down the production level of Dubai, it also affects the labor strength which ultimately affects its health.

However, immigrants found Dubai at better earning position as compared to their home countries. However, the level of exploitation has not stopped here; 66% have less than AED 2500 income, 32% employees could not get the pay at time, 48% do not be guided about rules and working pattern, 52% do not satisfied from their residence, 64% were not satisfied from their health facilities, 60% were not satisfied from the medical allowance for

emergency, 41% could not avail the medical paid leave, 60% do not take the leave when they get sick, and 90% workers giving unpaid services to their organization. The worker remittances found the primary concern which bound them to stay in Dubai.

The study shows that 63% worker's one male child and 44% one female child have started its education after the migration. These labors preferred that their children should get the post graduate degree and expected the prestige's career paths which they could not achieve. The remittance is the only cause of staying in the ruthless working environment because no jobs or low pay jobs in the native country and responsibilities. The research found that 57% workers were married and 39% single, and both have at least three male dependents and two female dependents because 55% have joint family structure and 38% have single family structure.

The Asian workers have a tough life in Dubai. The manual labors worked in 50°C temperature and get the paid leave one in a week. There is no social life for labors in Dubai because 70% salary had sent back to home country for social development of family and children's education. The labors from Asia is a cheapest machinery for advanced developers in Dubai.

5.3. RECOMMENDATION

The following recommendations have been proposed for the strategic development of UAE for Emirati, Pakistani, Indian, Bengali, and Filipino nationals who were working in Dubai.

Workforce Policies

- The nationalization policies should be designed to create more jobs and provide them on equality basis to Emirati and Asian immigrants as per their skills, education, and working experiences.

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- The manual labors could not get the wages on time. It needs to reform the wage structure to maintain the productivity levels.

- It is needed to change the *Emiratization* pattern because immigrant workers could not avail the government jobs on priority basis.

- The policies are needed to maintain the equality on the workplace because the number of educated women are residing in Dubai who could not avail the job opportunities.

Labor Markets Reforms

- The unskilled labors should have achieved a status of excellence in two years. If they were still a threat to the development of Dubai, make the limit to stay not more than 3 years for them.

- The organization could not arrange the special training session for different ethnic manual labors. It is recommended that labor policies should be reform, which help the labor market.

- To increase the Emirati skilled manpower in Dubai, it is suggested that engaged the professional students in the labor market, which helped them to understand the requirements of the development sectors.

Protective Policies for Asian Labors

- Immigration policies need the reforms along with, new security concerns and protection of human rights policies which must be designed to control the exploitation of foreign skilled labors in Dubai.

- To increase and control the manpower and skilled workers in Dubai, allow them to change the visa status after giving the examination and tries to prove their strength. Those who pass the exam, their visa extended for two years. It will maintain the check

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and balance of skills of workers, educational potentials, competition among skilled manpower to use the latest technology which increase the productivity of UAE.

- It is recommended that the government of UAE design the diplomatic policies for labor demands. This will protect the employer rights, labor rights, and enhance the skilled manpower.

- To impose penalties on those companies who violates the workers' rights because these increases the unskilled manpower in Dubai.

- It is recommended that policies for recruitment needed to be revised to control the unskilled labors by placing technical education as compulsory in Dubai.

- It is found that ministerial decisions bound the employees for family reunification because of below income AED 3000. The family reunification strengthens the social life of labors which maximize the productivity of Dubai because mostly foreigner wife/spouse are educated which is helpful for Dubai development.

- It is suggested that to provide the safety materials and healthy conditions to labor work because it effects the labor's health and dangerous due to untrained employees are working on sites.

- It is suggested that prescribed warnings or pasted letters at work sites door should be written in all languages which is helpful to read the safety measurements and precautions.

Social Wellbeing Policies

- It is suggested that labors allowances, facilities, leaves, and the income needed to be checked on a daily basis to minimize the exploitation of labors. The electronic system

like WPS for wage needed to be designed to check the standard hygienic food, residence, and health facility to the employees.

- The future research should be conducted to investigate the nature and consequences of diversity in employment.

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APPENDIX

QUESTIONNAIRE

Demographic Information

1. May I know from which country you belong?

| i. Pakistan | ii. India | iii. Philippine | iv. UAE | v. Bangladesh |

2. Kindly specify your gender: | i. Male | ii. Female |

3. May I know your religion? | i. Muslim | ii. Christian | iii. Hindu | iv. Please Specify: |

4. What is your age? *(In completed years)* _____

5. What is your academic qualification (years of schooling completed)?

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 16+ |

6. From which professional sectors of employment you belong?

| i. Government | ii. Multinational Company | iii. Business | vi. Private Sector |

7. In which of the following professional category you belong?

7.1 – Category I	i. Doctor	ii. Engineer	iii. Architecture	iv. Please Specify:
7.2 – Category II	i. Director	ii. Accountant	iii. Businessman	iv. Please Specify:
7.3 – Category III	i. Technician	ii. Plumber	iii. Carpenter	iv. Please Specify:

8. In which year you arrived in Dubai: _____

9. How much professional experience you earned in Dubai: *(Years)* _____

10. May I know your marital status?

| i. Single | ii. Married | iii. Widower | iv. Widow | v. Divorced | vi. Separated |

11. What type of family you are living in native country?

| i. Parents and children | ii. One parent and children | iii. All – Grandparents, Uncles & Aunts, Parents |

12. How many dependents you have? Male_____ Female_____

13. How many children are school going? Male_____ Female_____

14. What is your monthly income from all the resources? AED_____

15. Which mode of transportation you mostly prefer to take while travelling in Dubai?

| i. Metro train | ii. Personal car | iii. Taxi | iv. Office transport | v. Please Specify: |

16. In which state are you living?

| i. Dubai | ii. Abu Dhabi | iii. Ajman | iv. Sharjah | v. Fujairah | vi. Umm al-Qaiwain | vii. Ras ul Khaimah |

I would like to know about your personal expertise.

17. May I know your area of specialization? _____

18. How many workshops have you attended in specialized area? *(Number)* _____

19. Which of the following computer skills you are familiar with? *(Please tick all that apply)*

| i. MS Office | ii. Quick book | iii. Excel sheet | iv. Peach tree | v. AutoCAD | vi. EMR / EHR |
| vii. OTRAMS | viii. ELOQUA | ix. Word Web | x. ERP | xi. Please Specify: | |

I would like to know about your professional expertise in the organization.

20. What was your monthly income when you left the home country? *(AED)* _____

21. Which of the following services are providing by your current organization?

| i. Consultancy | ii. Banking | iii. Construction | iv. Education | v. Transportation | vi. Law & Enforcement |

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vii. Health Care	viii. Tourism	ix. Marketing	x. Interior	xi. Restaurant	xii. Real Estate
xiii. Hotel	xiv. IT	xv. Packing	xvi. Technical Services	xvii. Please Specify:	

22.1. How you manage the employee's issues during working hours?
i. Diplomatically   ii. Strictly   iii. Listen their problems iv. Unbiased decisions   v. Please Specify:

22.2. Would you like to share people of which nationality are more in numbers in your organization?
i. First_____   ii. Second_____ iii. Third_____   iv. Fourth_____ v. Fifth_____

23. What do you think, which one of the following effects on your skills?
i. Overload of work ii. Irrelevant task iii. Incompetent partner   iv. Limited trust v. Please Specify:

24. May I know which languages you speak well? *(Please tick all that apply)*
i. English   ii. Arabic   iii. Urdu   iv. Bengali   v. Filipino   vi. Hindi

25. I would like to know about the working environment of your organization.

	1	2	3	4	5
1. My organization encourages me to equally participate in the task.	1	2	3	4	5
2. I feel respectful with the role I am performing within the organization.	1	2	3	4	5
3. My supervisor supports me in the working tasks.	1	2	3	4	5
4. The organization timely pays the salary.	1	2	3	4	5

26. I would like to know about your residence pattern.

	1	2	3	4	5
1 My company arranged a furnished room for me.	1	2	3	4	5
2. The room is near to my duty place.	1	2	3	4	5
3. There is no disturbance near to my room.	1	2	3	4	5
4. I am satisfied with my accommodation.	1	2	3	4	5

27. I would like to know about your organizational strategic (HRM) policy.

	1	2	3	4	5
1. My organization arrange the special training sessions for different ethnic employees.	1	2	3	4	5
2. It offers an equal employment opportunity to all the nationals.	1	2	3	4	5
3. They daily monitor all the employees.	1	2	3	4	5
4. My organization never compromise on discipline.	1	2	3	4	5
5. My company has a professional background.	1	2	3	4	5

28. I would like to know the advancement level in your working environment.

	1	2	3	4	5
1. The diversity of employee enhances the competitive nature of my organization.	1	2	3	4	5
2. My organization does not discriminate on the basis of nationality.	1	2	3	4	5
3. It provides me an equal career opportunity regardless of my gender.	1	2	3	4	5
4. It does not discriminate on the basis of physical disability.	1	2	3	4	5

29. I would like to know about how your embassy deals with you.

1. Have you ever visited your embassy?	Often	Rare	Never

2. What was the purpose of your visit your national embassy?

i. Visa consultation	ii. Power of attorney	iii. Dead body claim	iv. Attestation	v. Passport renewal
vi. Documentation	vii. Business consults	viii. Marriage certification	x. Please Specify:	

3. In how many visits your issue was resolved? *(Specify the number)*_____
4. How the embassy staff deals with you, when you bring the problems for consultation?

i. Visit tomorrow	ii. No attendant	iii. Attend properly	iv. Timely respond	v. Please Specify:

30. I would like to know about the influence from different ethnic employees which are working with you.

	1	2	3	4	5
1. I equally participate like other ethnic employees in my organization.	1	2	3	4	5
2. The existence of cultural diversity enhances my performance within the organization.	1	2	3	4	5
3. Gender diversity in organization enhances my personal capability to work hard.	1	2	3	4	5

4. What kind of experiences you learnt while working with different ethnic people?
1. Freedom of expression 2. Strong social bonding 3. New taste develops 4. Mind own business
5. Full of adventures 6. Learn new languages 7. luxurious cars 8. Please Specify: _____

5. What do you see as the most challenging aspects of a diverse working environment?
1. Racism 2. Gender inequality 3. Stigmatize ethnicity 4. Ideological conflict
5. No acceptance 6. Status conscious 7. Communication gap 8. Please Specify: _____

I would like to know about your daily routine after working hours.

31. In which of the following residence are you living?
1. Own House 2. Separate room *(rent)* 3. Sharing with one person 4. Sharing more than two person
Bed space 6. Relatives house 7. Take hotel room 8. Please Specify:

32. Which dress you mostly prefer to wear after duty hours?
1. Shalwar kameez 2. Dress pent & shirt 3. Jeans and T-Shirts 4. Dhotti and kameez
5. Abaya 6. Gishwa 7. Kandura 8. Please Specify: _____

33. Which food you mostly prefer for eating?
1. Stuffed Camel 2. Al Harees 3. Falafel 4. Baryani 5. Indian Thali
6. Mutton achar handi 7. Shawarma & drink 8. Matchbous 9. Adobo 10. Please Specify:

	1	2	3	4	5
33.1. How satisfy are you of the meal's hygienic level from the restaurant you mostly prefer to take.	1	2	3	4	5

I would like to know about your aspiration for family life, through your response on some question.

34. 1. Which of the following family members are living with you?
i. Wife ii. Children iii. Both iv. None

35. How long are they accompanying you? i. One year ii. Two year iii. Please Specify:

36. How many children start their education after you emigrate in Dubai? *(If any)* Male _____ Female _____

37. In your opinion up to which level your children should be educated?

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16+

Boy: [ ] Girl: [ ]

38. Which type of schooling are they attending?
i. Government Schooling ii. Private Schooling iii. Please Specify:

39.1. In your opinion what type of profession your boy should adopt in his career?
i. Engineer ii. Doctor iii. Banker iv. Business v. Architect vi. Teacher vii. Please Specify:

39.2. In your opinion what type of profession your girl should adopt in her career?
i. Teacher ii. Doctor iii. Banker iv. Artist v. Architect vi. Engineer vii. Please Specify:

40. I would like to know about your satisfaction level about social wellbeing in Dubai.

	1	2	3	4	5
1. How satisfied are you with your standard of living?	1	2	3	4	5
2. How satisfied are you with your health?	1	2	3	4	5
3. How satisfied are you with the activities you do in your leisure time?	1	2	3	4	5
4. How satisfied are you with your paid work or job? *(if appropriate)*	1	2	3	4	5

5. How satisfied are you with your relationships with other people in the community you live in?	1	2	3	4	5

41. In case of any emergency in home country or in Dubai, how your organization facilitate you?					
I get the paid leave.	1	2	3	4	5
2. My organization allows me to avail the medical facility.	1	2	3	4	5
3. It morally supports me in case of any emergency.	1	2	3	4	5

42. I would like to know about your health and nutrition pattern.						
1. My official working hours are: *(Kindly give exact number)*						
2. My daily overtime hours are: *(Kindly give exact number)*						
3. Do you take unauthorized leave due to sickness? *(If yes, how many days?)*						
4. I consult a doctor personally when I need the medical assistance.	Often	Rare		Never		
5. Most of the time I took the generic medicine without consulting a doctor.	Often	Rare		Never		
6. My company annually arranges a complete medical checkup of my body.	Often	Rare		Never		
7. I take fruits.	Often	Rare		Never		
8. I cooks my own food.	Often	Rare		Never		
9. I am taking proper diet for my healthy life.	1	2	3	4	5	
10. My company provides me the standard hygienic food.	1	2	3	4	5	

Please feel free to comment on the above questionnaire or on Please Specify diversity/equal

opportunity issues