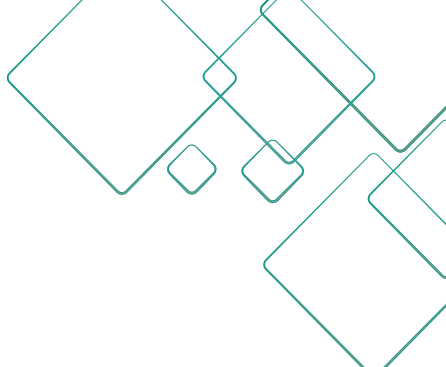




Research Relevance and Potential Impact

There were a number of global observations:

- Many UAE nationals are willing to gain experience in the private sector but typically see this as “a stepping stone to the public sector”. It was stressed nationals are usually more dependent on their given employer for their and their family’s livelihoods; “this doesn’t make them more effective as employees but does make them more dependable and less likely to petition for promotion or pay increases.”
- The practical/psychological consequences of the public/private sector pay and related benefits divide is and remains a key determiner.
- A labour market-wide monitoring system—seen as essential but hard to envisage (unlike “Western economies, there is no short term prospect of income tax/national insurance contributions” factors that make workforce monitoring feasible in the industrialised world)—was suggested.
- In terms of government-led Emiratisation interventions (i.e., top-down policies it was found that these were necessary but ran counter to free market principles, were seen as a taxation and ultimately difficult to meet. Many interviewees argued that it is simply not possible to find UAE nationals willing to apply, let alone qualify for a wide range of posts.
- Much more focus should be given to the quality of English at Federal HEIs. As one EPE stated, “to access the UAE’s HEIs requires a level of English far, far lower than would be the case of any HEI in the West.”

Relevant Publications

N/P

Career Aspirations

My Future Goal is to continue in the academic research in Emiratisation and workforces in the Arabian Gulf.