



UAEU Alumni Survey

31st Cohort (2010-2011)

Analysis and key findings

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UAEU Alumni Survey – Objectives and findings

Objectives of the alumni survey are:

- To know the employment status of the UAEU **graduates** and sectors in which they are employed
- To examine the relationship between their current job description and their field of academic specialization
- To know about the activities which assisted them in successfully attaining employment
- To know their satisfaction with the UAEU provided services during their stay
- To know the most likely reasons of their un-employment
- To gather, analyse and disseminate information provided by the graduates in the survey

Key findings of the alumni survey:

- Of all the graduates who completed the survey (76%) were female and (24%) were male graduates
- Two in five of the UAEU graduates (46%) were employed, of these (26%) were female as compared to the male proportion of (20%) who were employed
- Of the employed graduates (80%) were UAE **nationals**
- Eight in ten of the **male** graduates (82%) were employed
- The majority of the UAEU graduates (69%) were employed in the “Government” sector
- Of the employed graduates (43%) of them almost took a period of three months to attain their current position
- Approximately (93%) of graduates who reported being unemployed indicated that **unavailability/lack** of job opportunities was a key element towards their unemployment status
- Graduates with the highest rates of **employment** were the holders of degrees in Medicine, Graduate Studies, Engineering and Business & Economics respectively
- Graduates with the highest rates of **un-employment** were the holders of degrees in Humanities & Social Sciences, Education and Sciences
- Nearly (66%) of the graduates were the residents of Abu Dhabi. The proportion of graduates from Abu Dhabi was significantly higher than the graduates of other Emirates
- Of all the graduates who completed the survey (83%) were nationals and of these (45%) were employed

1 Methodology

IEPSU designed and administered the survey questionnaire by posting the web based survey link to the email addresses of the graduates of the 31st cohort. The survey online link was not able to generate the satisfactory response rate. Considering low response issues and in-order to increase the response rates – a telephone interviewing method for the purpose of conducting an Alumni survey was used to contact the graduates. The UAEU Institutional Effectiveness and Planning Support Unit (IEPSU) staff was deputed to conduct the hard and tiring task of contacting and taking the interviews. The staff did their best possible efforts to make a successful contact and record the response of the respondents. The graduates who were contacted, and were not able to give the interview at that call time were also followed up, and call backs were set-up with them at their convenient time. The process of telephonic interviewing was a strenuous process as both parties need to have a considerable amount of patience to record a complete response.

A comprehensive questionnaire was designed, covering all the facets of the objective sought through the execution of this particular survey i.e. collection of a specific information pertaining to the UAEU graduates about their current employment status, perceptions about the quality of services provided to them and experiences they gained while staying at UAEU. The survey questionnaire was basically divided into six sections. Following is the detail of the six different sections of the survey instrument exercised.

1. DEMOGRAPHICS- (6 items) Id, Current address, Mobile no#, Email, Emirates of residence, Employment category i.e. Working, Studying and un-employed

2. EMPLOYMENT (7 items)

- i. Job type- **2 items** (Type of Employment, Full/ Part Time)
- ii. Job search period- **1 items** (Time taken to attain employment)
- iii. Employer details- **3 items** (Organization Name, Telephone No. of the Organization, Immediate Supervisor Email address)
- iv. Salary - **1 item** (Monthly Salary)

3. UNEMPLOYED- 2 items (Still searching Jobs, reasons of un-employment)

4. PROGRAM & SERVICES AT UAEU - 3 items

Satisfaction with program of study - **3 items** (Satisfaction with academic preparation, Satisfaction with student support services, Satisfaction with Teaching and academic facilities)

5. CONTINUING EDUCATION- 4 items (Continuing Studies, Institution, field of study, type of degree/course)

6. GENERAL INFORMATION- 4 items (Recommending UAEU, Recommending UAEU Graduates to Employers, Alumni Office Support, Ideas for events and activities)

1.1 Survey Population

The population for this survey comprised of UAEU graduates of the 31st cohort year 2010-2011, who had completed their program of study at the UAEU. One thousand eight hundred and eight (1,808) students graduated in 2010-2011. Ideally, the target was to reach each graduate for the survey purpose. Hence, this survey in particular, acquired uniqueness in terms of achieving a good response rate, as the survey method followed the process of complete enumeration.

1.2 Response Rate

The survey response rate was (77%) of the total¹ graduates of the 31st cohort. This has been computed as follows:

Completed surveys, eligible graduates	1,390 ²
Ineligible ³ graduates	418
Total graduates of the 31 st cohort	1,808

All calculations, cross-tabulations and frequencies have been conducted for the valid survey participants' response only. The survey respondents were classified into two groups:

- Employed graduates 634 (UAE nationals 510)
- Un-employed graduates 734 (UAE nationals 621)

1.3 Analysis

Analysis has been undertaken by job status of the graduates, (46%) of respondents identified themselves as employed and (54%) un-employed. Survey response data was imported into SPSS⁴ for cross-tabulation and analysis. The various categories of the different survey questions have been analysed by cross-tabulating them with the respondents job status. This has been done to know the difference between the two groups for every question (item) of the survey wherever applicable. Only valid responses have been included in the analysis. **No response (missing values) for any item of the survey questionnaire is excluded from the analysis.**

¹ There were 1808 eligible graduates

² The analysis has been conducted for the graduates who completed their program and participated in the survey

³ Ineligible participants were those who graduated in the 31st cohort but did not complete or submit their duly filled survey and were not successfully contacted for a telephone interview

⁴ Statistical tool/package for data analysis

2 Survey Response Analysis⁵

2.1 Employment Status

Overall, almost half of the respondents were employed, which is approximately (46%)⁶ of the respondents. Approximately (54%) of the graduates were un-employed, of those who were un-employed (93%) were the female graduates. Only (2%) of the graduates were involved in taking-up further studies.

Table 2-1: Graduates employment status by gender

Status	Female		Male		Total within Status		Overall
	n	%	n	%	n	%	%
Working	351	55.70%	279	44.30%	630	100.00%	45.42%
Working and Studying	3	75.00%	1	25.00%	4	100.00%	0.28%
Studying	16	72.70%	6	27.30%	22	100.00%	1.58%
Unemployed	679	92.90%	52	7.10%	731	100.00%	52.70%
Total	1049	75.60%	338	24.40%	1387	100.00%	100.00%

2.2 Nationality

Overall, (83%) of the respondents were nationals. Of all the nationals (45%) of graduates were employed but of the total *employed* respondents (80%) of the graduates were nationals, this alternatively suggests that about (20%) of the non-nationals were able to attain positions in the labour market as well. One in two of the total non-national respondents (52%) were able to find jobs.

Table 2-2: Graduates employment status by nationality

Nationality	Employed		Un-employed		Total within Nationality		Overall
	n	%	n	%	n	%	%
National	510	45.10%	621	54.90%	1131	100.00%	82.70%
Non-national	124	52.30%	113	47.70%	237	100.00%	17.30%
Total	634	46.30%	734	53.70%	1368	100.00%	100.00%

2.3 Residence

Overall majority of the respondents were residents of the Emirate of Abu Dhabi as indicated by them in the survey, which almost constitute four in six (66%) of the total respondents, followed by the respondents from Ras Al Khaimah (13%) and Fujairah (10%). About fifty three percent of the residents of Abu Dhabi were employed. Among the residents of Ras Al Khaimah (28%) were employed. The rate of employment was significantly higher in the residents of Dubai (65%) as compared to the graduates from the rest of the emirates. The residents of the Emirate of Abu Dhabi

⁵ Missing response wherever applicable has been excluded from the analysis

⁶ The rate has been computed by excluding the graduates who were identified as studying at the time of this survey

were significantly higher in number from the graduates who indicated their emirate of residence other than Abu Dhabi.

Table 2-3: Graduates employment status by residence

Emirate	Employed		Un-employed		Total Within Emirate		Overall
	n	%	n	%	n	%	
Abu Dhabi	483	53.30%	424	46.70%	907	100.00%	66.30%
Dubai	31	64.60%	17	35.40%	48	100.00%	3.50%
Fujairah	32	24.60%	98	75.40%	130	100.00%	9.50%
Sharjah	29	40.80%	42	59.20%	71	100.00%	5.20%
Ras- Al- Khaimah	47	27.50%	124	72.50%	171	100.00%	12.50%
Ajman	9	32.10%	19	67.90%	28	100.00%	2.00%
Umm ul Quwain	2	40.00%	3	60.00%	5	100.00%	0.40%
Out Of U.A.E.	1	14.30%	6	85.70%	7	100.00%	0.50%
Total	634	46.40%	733	53.60%	1367	100.00%	100.00%

2.4 Gender

Overall, three in four of the graduates (76%) were females. Of the female graduates (34%) were employed. Male graduates represented a significant lower proportion of the respondent population but their success rate, in attaining the employment was significantly higher as compared to the female respondents. Almost eight in ten of the male respondents (84%) indicated being employed.

Table 2-4: Graduates employment status by gender

Gender	Employed		Un-employed		Total Within Gender		Overall
	n	%	n	%	n	%	
Female	354	34.20%	680	65.80%	1034	100.00%	75.60%
Male	280	83.80%	54	16.20%	334	100.00%	24.40%
Total	634	46.30%	734	53.70%	1368	100.00%	100.00%

2.5 College

Overall, one in four of the respondents approximately (27%) was from the Humanities & Social Sciences and represented a significantly high proportion as compared to the respondents from rest of the colleges. Contrary to this the un-employment rate **among** the graduates of Humanities was high only (26%) of the graduates were employed thus making the un-employment rate to (74%). The **employed** percent of graduates from Master's degree program under the faculty of Graduate Studies (95%), College of Medicine & Health Sciences (96%), Engineering (78%), was an exception and significantly higher than the College of Law (44%), Humanities and Social Sciences (26%), Education (24%), Sciences (37%) and Food and Agriculture (40%). College of Information Technology graduates rate of employment was exceptionally lower and was (40%) only. Although, the rate of employment among the graduates of Business & Economics (55%) was satisfactory but not up to the mark – the lower employment rates in the arena of Humanities, Education and Sciences are worrying signs though in spite of this, one can reckon that female graduates would be accounted for these low

rates as not being able to achieve the employment.

Table 2-5: Graduates employment status by college

College	Employed		Un-employed		Total Within College		Overall
	n	%	n	%	n	%	%
Business & Economics	153	54.80%	126	45.20%	279	100.00%	20.40%
Education	29	24.20%	91	75.80%	120	100.00%	8.80%
Engineering	124	77.50%	36	22.50%	160	100.00%	11.70%
Food & Agriculture	21	39.60%	32	60.40%	53	100.00%	3.90%
Graduate Studies	81	95.30%	4	4.70%	85	100.00%	6.20%
Humanities & Social Sciences	95	25.50%	278	74.50%	373	100.00%	27.30%
Information Technology	41	39.80%	62	60.20%	103	100.00%	7.50%
Law	21	43.80%	27	56.30%	48	100.00%	3.50%
Medicine & Health Sciences	24	96.00%	1	4.00%	25	100.00%	1.80%
Sciences	45	36.90%	77	63.10%	122	100.00%	8.90%
Total	634	46.30%	734	53.70%	1368	100.00%	100.00%

3 The Employed Graduates

In this section the response analysis has been reported and presented for the **employed** graduates only.

3.1 The Employed Graduates – Employment sector

The government sector was a major employment provider to the graduates of UAEU. Almost three in four of the employed graduates approximately (70%) were employed in this sector and this percentage was significantly higher, as compared to the graduates employed in the other sectors of the labour market. Only (16%) of the graduates were employed in the private sector. Of the total employed graduates (56%) were females.

Table 3-1: Employed graduates by employers

Employment Sector	Female		Male		Total within Sector		Overall
	n	%	n	%	n	%	%
Government	257	58.70%	181	41.30%	438	100.00%	69.30%
Semi-government	39	43.30%	51	56.70%	90	100.00%	14.24 %
Private	56	53.80%	48	46.20%	104	100.00%	16.45 %
Total	352	55.70%	280	44.30%	632	100.00%	100.00%

3.2 The Employed Graduates – Nationality and employment sector

Of all the employed graduates almost eight in ten of the employed graduates (81%) were UAE nationals. The proportion of graduates in different employment sectors was significantly diverse, across their citizenship status. About (94%) of the national graduates reported being employed in Government and Semi-Government sector respectively. In Private sector the non-nationals employment rate was (59%) and proportion of nationals was only (6%). A significant number i.e. four in five of the employed graduates secured positions in the Government sector and Semi-Government sectors respectively.

Table 3-2: Employed graduates by nationality and employment sector

Nationality	Government		Semi - Government		Private		Total Within Nationality		Overall
	n	%	n	%	n	%	n	%	
National	400	78.60%	78	15.30%	31	6.10%	509	100.00%	80.53%
Non-National	38	30.90%	12	9.80%	73	59.30%	123	100.00%	20.88%
Total	438	69.30%	90	14.20%	104	16.50%	632	100.00%	100.00%

3.3 The Employed Graduates – College and employment sector

Overall, of the employed graduates almost three in four of the graduates (70%) were working in the Government sector. Government sector was a major contributor towards providing employment and also attracting the graduates for a prospective employment. The contribution of Semi-Government and Private sector was (17%) respectively where UAEU graduates reported being employed. Business & Economics, Sciences, Humanities and Food & Agriculture graduates were an exception to the graduates of all other Colleges, as almost one in four of them were working in the Semi-Government sector. Apart from Business, Information Technology and Food & Agriculture graduates more than (80%) the graduates from all other disciplines were employed in the Government sector. Similarly, one in four of the graduates from Engineering, IT and Sciences were also employed in the Private sector as well.

Table 3-3: Employed graduates by college and employer

College	Government		Semi - Government		Private		Total Within College		Overall
	n	%	n	%	n	%	n	%	
Business & Economics	88	57.50%	42	27.50%	23	15.00%	153	100.00%	24.21%
Education	28	96.60%	1	3.40%	0	0.00%	29	100.00%	4.59%
Engineering	81	65.30%	10	8.10%	33	26.60%	124	100.00%	19.62%
Food & Agriculture	16	76.20%	5	23.80%	0	0.00%	21	100.00%	3.32%
Graduate Studies	62	76.50%	7	8.60%	12	14.80%	81	100.00%	12.82%
Humanities & Social Sciences	66	69.50%	23	24.20%	6	6.30%	95	100.00%	15.03%
Information Technology	31	75.60%	3	7.30%	7	17.10%	41	100.00%	6.49%

Law	18	85.70%	2	9.50%	1	4.80%	21	100.00%	3.32%
Medicine & Health Sciences	24	100.00%	0	0.00%	0	0.00%	24	100.00%	3.80%
Sciences	24	55.80%	11	25.60%	8	18.60%	43	100.00%	6.80%
Total	438	69.30%	104	16.50%	90	14.20%	632	100.00%	100.00%

3.4 The Employed Graduates – Emirate of residence and employment sector

Overall, three in four of the employed graduates (76%) reported being a resident of the Emirates of Abu Dhabi followed by Ras Al Khaimah which was reported by only (7%) of the employed graduates. The graduates who were living in Abu Dhabi (68%), Fujairah (74%), Sharjah (83%) and Ras Al Khaimah (83%) respectively were employed in the Government sector. The proportion of graduates working in the Private sector was significantly high, among those who were the residents of the emirates of Dubai (16%), as compared to the graduates who reported being living in other emirates.

Table 3-4: Employed graduates residence by employer

Emirate	Government		Semi - Government		Private		Total Within Emirate		Overall
	n	%	n	%	n	%	n	%	
Abu Dhabi	328	68.00%	76	15.80%	78	16.20%	482	100.00%	76.27%
Ras- Al- Khaimah	39	83.00%	5	10.60%	3	6.40%	47	100.00%	7.44%
Sharjah	24	82.80%	3	10.30%	2	6.90%	29	100.00%	4.59%
Fujairah	23	74.20%	7	22.60%	1	3.20%	31	100.00%	4.91%
Dubai	17	54.80%	9	29.00%	5	16.10%	31	100.00%	4.91%
Ajman	6	66.70%	2	22.20%	1	11.10%	9	100.00%	1.42%
Umm ul Quwain	1	50.00%	1	50.00%	0	0.00%	2	100.00%	0.32%
Out Of U.A.E.	0	0.00%	1	100.00%	0	0.00%	1	100.00%	0.16%
Total	438	69.30%	104	16.50%	90	14.20%	632	100.00%	100.00%

3.5 The Employed Graduates – salary and employment sector

Overall, two in five, approximately (43%) of the graduates reported being earning salary AED 30,000 and above, of these almost three in five were employed in the Government Sector. The Government sector offer attractive salaries as compared to the Private sector. The median salary range for all the graduates was AED 20,000-24,999 across all the three employment sectors. The median salary range for Government and Semi-Government sectors was AED 20,000-24,999 respectively. The median salary range for Private sector was AED 5,000-9,999 and was significantly lower than the other two employment sectors.

Table 3-5: Employed graduates - salary and employment sector

Monthly Salary (AED)	Government		Semi - Government		Private		Total Within Salary		Overall
	n	%	n	%	n	%	n	%	%
Less than 5,000 AED	5	15.60%	1	3.10%	26	81.30%	32	100.00%	5.18%
5,000 to 9,999 AED	36	46.20%	4	5.10%	38	48.70%	78	100.00%	12.62%
10,000 to 14,999 AED	30	58.80%	6	11.80%	15	29.40%	51	100.00%	8.25%
15,000 to 19,999 AED	53	77.90%	6	8.80%	9	13.20%	68	100.00%	11.00%
20,000 to 24,999 AED	68	85.00%	8	10.00%	4	5.00%	80	100.00%	12.94%
25,000 to 29,999 AED	31	75.60%	7	17.10%	3	7.30%	41	100.00%	6.63%
30,000 AED and above per month	205	76.50%	56	20.90%	7	2.60%	268	100.00%	43.37%
Total	428	69.30%	88	14.20%	102	16.50%	618	100.00%	100.00%

3.6 The Employed Graduates – Time spent on job search and employment sector

Overall, (43%) of the respondents' attained positions within three *months*, Government sector was a dominant employment provider to the graduates of the UAEU. Of those employed in this sector, approximately (74%) of the graduates took 0-3 *months* to find a job in this sector as compared to the (13%) in the Semi Government sector. Overall (27%) of the respondents were successfully able to secure positions within 4-6 months. Of those who took four to six months to find a job (63%) were employed in the Government sector as compared to the (15%) employed in the Semi-Govt. sector. Almost, one in three (30%) of the respondents struggled for more than a period of six months in exploring employment opportunities. Overall, it takes on a period of one to six months for (70%) of the UAEU graduates to be employed.

Table 3-6: Employed graduates employer by time to employ

Time Spent	Government		Semi - Government		Private		Total Within Time		Overall
	n	%	n	%	n	%	n	%	%
0-3 months	203	74.10%	35	12.80%	36	13.10%	274	100.00%	43.49%
4-6 months	107	63.30%	25	14.80%	37	21.90%	169	100.00%	26.82%
7-9 months	65	67.70%	14	14.60%	17	17.70%	96	100.00%	15.23%
10-12 months	41	65.10%	12	19.00%	10	15.90%	63	100.00%	10.00%
13 months and above	21	75.00%	4	14.30%	3	10.70%	28	100.00%	4.44%
Total	437	69.40%	90	14.30%	103	16.30%	630	100.00%	100.00%

4 Graduates Preparation

4.1 Graduates satisfaction with skills and preparation

In this section of the survey alumni were asked to evaluate their educational experiences from an institutional point of view. A huge proportion of respondents expressed their robust satisfaction with the skills they learnt and education/training which was given to them at UAEU, to prepare them to be an effective entity of the competitive labour market. The magnitude of satisfaction mentioned by the respondents' was almost (94%) for this survey item and takes into account both employed and un-employed segments of the graduates, which raises the significance of this important finding.

Table 4-1: Graduates satisfaction with skill and preparation

	Employed		Un-employed		Total	
	n	%	n	%	n	%
Agree ⁷	566	43.70%	647	49.90%	1213	93.60%
Disagree ⁸	42	3.20%	41	3.20%	83	6.40%
Total	608	47%	688	53%	1296	100%

4.2 Graduates satisfaction with student support services

The survey asked alumni to rate their experiences with the student support services provided at UAEU by means of a five step ordinal scale, ranging from “strongly agree” to “strongly disagree”. The ratings were sought from the respondents at the five point ordinal scale and then further combined into two categories i.e. “agree” and “disagree” and then segregating the response by employed and un-employed respondents. For all the services both segments (whether employed or un-employed) overwhelmingly expressed their satisfaction, the rate of satisfaction expressed was almost (94%) for all the services UAEU offered to its students. Interestingly, the magnitude of satisfaction levels expressed by the un-employed graduates was slightly higher than that of the employed graduates. These ratings clearly indicate the robust satisfaction of UAEU graduates with the quality of student support services (such as residential facilities, transportation and food services etc.).

Table 4-2: Graduates satisfaction with quality services

	Employed		Un-employed		Total	
	n	%	n	%	n	%
Agree	541	41.80%	670	51.80%	1211	93.60%
Disagree	66	5.10%	17	1.30%	83	6.40%
Total	607	47%	687	53%	1294	100%

⁷ The percentage of “agree” comprises of the combined proportion of response for the item categories where respondents indicated either “strongly agree” or “agree”

⁸ The percentage of “disagree” comprises of the combined proportion of response for the item categories where respondents indicated either “strongly disagree” or “disagree”

4.3 Graduates satisfaction with the UAEU teaching/academic facilities

In this section respondents showed a supreme level of satisfaction with the quality of teaching, helpfulness of faculty, degree programs curricula offered at UAEU and the overall satisfaction with the quality of education which they gained at UAEU. This alternatively aid to the fact that quality of teaching and education offered at UAEU did enhance students' abilities and skills, of these skills mostly were acquired and refined while the respondents were studying at UAEU. Again, both segments of the respondents (employed/un-employed) articulated their strong satisfaction (95%) with the teaching and academic facilities at UAEU.

Table 4-3: Graduates satisfaction with their abilities

	Employed		Un-employed		Total	
	n	%	n	%	n	%
Agree	359	43.60%	424	51.50%	783	95.02%
Disagree	31	3.80%	10	1.20%	41	4.97%
Total	390	47%	434	53%	824	100%

5 Graduates future plans

5.1 Pursuing further studies

Almost five in seven (71%) of the respondents expressed their intent of pursuing further studies. Of those who wanted to pursue further studies half of them (56%) were employed. One in four (28%) of the respondents were not interested in further studies, of these (22%) were employed and (78%) were un-employed.

Table 5-1: Graduates pursuing further studies

	Employed		Un-employed		Total		Overall
	n	%	n	%	n	%	%
Yes	546	56.00%	429	44.00%	975	100.00%	71.48%
No	86	22.10%	303	77.90%	389	100.00%	28.51%
Total	632	46.30%	732	53.70%	1364	100.00%	100.00%

5.2 Graduates continuing education

Of those who expressed their intent to pursue further study about (58%) indicated that they would go back to UAEU and roughly (50%) of them were employed. (5%) were not sure about the choice of institution and of these (61%) were employed. (24%) opted for other institutions other than UAEU. Twelve percent of the respondents expressed their desire that they would probably apply to the institutions outside UAE to pursue further studies, of these (72%) were employed.

Table 5-2: Where graduates will study

Where graduates study	Employed		Un-employed		Total		Overall
	n	%	n	%	n	%	%
I am currently enrolled in a college other than UAEU	1	100.00%	0	0.00%	1	100.00%	0.10%
I am enrolled at UAEU	3	100.00%	0	0.00%	3	100.00%	0.20%
I am not sure which college I will attend.	37	60.70%	24	39.30%	61	100.00%	4.50%
I think I will go back to UAEU	278	49.60%	283	50.40%	561	100.00%	57.71%
I will apply to institutions in the UAE other than UAEU	142	61.50%	89	38.50%	231	100.00%	23.76%
I will apply to institutions outside the UAE	83	72.20%	32	27.80%	115	100.00%	11.83%
Total	544	56.00%	428	44.00%	972	100.00%	100.00%

5.3 Graduates continuing education field of study

Of those who expressed their intent to pursue further study, almost nine in ten (91%) of the respondents indicated that they would like to study for Master's Degree Program, of these (53%) were employed. Seven percent of the respondents also expressed that they would like to pursue postgraduate studies leading to a degree of Doctor of Philosophy, of these (97%) were employed.

Table 5-3: Graduates further study areas

	Employed		Un-employed		Total		Overall
	n	%	n	%	n	%	%
Courses for personal interest	0	0.00%	2	100.00%	2	100.00%	0.21%
Courses related to my major	7	58.30%	5	41.70%	12	100.00%	1.23%
Diploma	1	33.30%	2	66.70%	3	100.00%	0.31%
Master's Degree	469	52.90%	418	47.10%	887	100.00%	91.07%
Doctorate (Ph.D or Ed.D.)	66	97.10%	2	2.90%	68	100.00%	6.98%
Other	2	100.00%	0	0.00%	2	100.00%	0.21%
Total	545	56.00%	429	44.00%	974	100.00%	100.00%

5.4 Graduates recommending UAEU to employers

Almost (99%) of the graduates indicated that they will recommend UAEU graduates to the employers, as a prospective candidate for the positions, of these (46%) were employed. Only (1%) said that they won't recommend UAEU graduates to the employers for any prospective positions at their organizations, of these (33%) were un-employed.

Table 5-4: Graduates recommending UAEU to employers

	Employed		Un-employed		Total		Overall
	n	%	n	%	n	%	%
Yes	621	46.10%	725	53.90%	1346	100.00%	98.40%
No	6	66.70%	3	33.30%	9	100.00%	0.70%
Total	627	46.30%	728	53.70%	1355	100.00%	100.00%

5.5 Graduates recommending UAEU to friends/family

Nine in ten (95%) of the graduates indicated that they will recommend UAEU graduates to the friends and family, as a best academic organization for pursuing education, of these (46%) were employed. Only (5%) said that they won't recommend UAEU graduates to the friends/family, of these (39%) were un-employed.

Table 5-4: Graduates recommending UAEU to friends and family

	Employed		Un-employed		Total		Overall
	n	%	n	%	n	%	%
Yes	590	45.60%	703	54.40%	1293	100.00%	94.50%
No	43	60.60%	28	39.40%	71	100.00%	5.20%
Total	633	46.40%	731	53.60%	1364	100.00%	100.00%

6 The Un-employed Graduates

This section briefly presents the reasons or major obstructions towards the unsuccessful job hunt of the un-employed graduates. This was the only question asked in the survey about the major causes of their un-employment. This section pertains to the response of the un-employed graduates only.

6.1 Un-employed Graduates – seeking employment

Overall (95%) of the un-employed graduates were seeking employment, which eventually becomes the nine of ten un-employed graduates looking for the jobs in the market, almost (93%) of these were female graduates. Only (5%) of the graduates said that they were not looking for the jobs.

Table 6-1: Graduates seeking employment

	Female		Male		Total within Gender		Overall
Seeking Employment	n	%	n	%	n	%	%
Yes	643	92.50%	52	7.50%	695	100.00%	95.34%
No	34	100.00%	0	0.00%	34	100.00%	4.66%
Total	677	92.90%	52	7.10%	729	100.00%	100.00%

6.2 Causes/reasons of un-employment

The survey respondents were asked to identify the main possible causes of their un-employment. Almost nine in ten of the un-employed graduates (93%) reported unavailability of job opportunities. Only (2%) of the graduates reported mentioned that unavoidable personal circumstance and resulted in their un-employed status and (1%) mentioned that jobs were not available in their field of study. It is obvious from the survey responses that of the total un-employed graduates about (93%) were female graduates, and were un-employed at the time when the survey was executed. As a significant domination of the graduates who were un-employed constitutes females, the possible causes of their un-employment also link to their social, cultural and domestic circumstances. Almost (2%) of the un-employed graduates find it hard to cope with the jobs or not interested in working, because of the family commitments and childcare problems.

Table 6-2: Graduates causes of unemployment

	Female		Male		Total within Gender		Overall
Un-employed reason	n	%	n	%	n	%	%
There are no jobs available this time	630	92.50%	51	7.50%	681	100.00%	93.29%
Personal Reasons	14	100.00%	0	0.00%	14	100.00%	1.92%
Family commitments	13	100.00%	0	0.00%	13	100.00%	1.78%
There are no jobs available in my field of study	9	90.00%	1	10.00%	10	100.00%	1.37%
Other	7	100.00%	0	0.00%	7	100.00%	0.96%
I am out of UAE	2	100.00%	0	0.00%	2	100.00%	0.27%
I am studying full time	1	100.00%	0	0.00%	1	100.00%	0.14%
There are no jobs available where I live	1	100.00%	0	0.00%	1	100.00%	0.14%
There are no jobs available which require me to work in a mixed male/female environment	1	100.00%	0	0.00%	1	100.00%	0.14%
Total	678	92.90%	52	7.10%	730	100.00%	100.00%

7 Discussion

The survey response was basically analysed by dividing the respondents into two groups with respect to their employment status i.e. employed and un-employed. The majority of the employed graduates were UAE nationals. Overall, the significant proportion of both segments of graduates whether employed or not, expressed their strong satisfaction, towards the services and support provided by the UAEU, from its core academic and administrative ends. Majority of the graduates were employed in the Government sector, and almost took a period of three months on average in successfully attaining a position in the labour market.

As indicated from the survey response that almost half of the respondents (46%) were employed, most of the female graduates were un-employed, the rate of successfully attaining the job was much higher in the male graduates. More than eighty percent of males were employed.

Of the un-employed graduates majority of them reported lack of job opportunities, as a vital hindrances towards their un-employed status. This risk factor has been consistently and continuously identified by the un-employed graduates in the Alumni surveys. This issue might be addressed by regularly sending emails to the graduates on the jobs that are available and also by conducting regular annual career/job fairs, which enables the graduates to interact with different employers and also using social networks like (Face book, Twitter etc.) to keep posting graduates about the job opportunities in addition to referring the graduates to the UAEU Alumni Affairs online resources. UAEU might also offer training courses to the graduates on improving computing, communication and English language proficiency skills. Also, conducting employed alumni and expected to graduate students meetings, where employed graduates can share their job experience. Inviting different organization for workshops on the market trends and future manpower needs and providing details of unemployed graduates to the Abu Dhabi Tawteen Council would substantially reduce the unemployment rates.

Both segments of the graduates considerably expressed their satisfaction with the UAEU provided services and standard of education, the respondents did not limit themselves up to the services only, but they significantly showed their confidence towards what they learnt and how the education and training which they experienced during their stay at the UAEU impacted and transformed their personalities.

The survey provides valuable information on graduates employment status, and their views and perceptions about the effectiveness of education and training they received at UAEU and also about their current employment. The regular monitoring of the UAEU graduates survey response and dissemination of its key findings, provides UAEU community awareness about the standing of their graduates in the labour market and their views about the quality of education at UAEU.