

The Embodied Impact of Immigrant Guest Workers on the Urban Demography of Dubai City

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ABSTRACT

Dubai population growth is one of the fastest rate of the population growth of the world. The total population increased from less than 200 thousand in the first census of 1975, to more than 2.3 million persons according to the estimation of 2015. This population growth mostly caused by guest workers (foreigners) since they constituted 91% of the total population of the city, mostly from Asia (especially from India, Pakistan and Bangladesh representing two thirds of the total population of the city). Apparently, the foreign laborers are engaged in all fields of works. Further, they play a very significant role in the development of Dubai city.

There are many consequences followed that rapid growth of population as imbalance of age and sex structure. But in Dubai the sex ratio is the highest among all other emirates of the country reaching 298 males per 100 females for the total population and about 350 for immigrants. The sex ratio is quite high among Asian workers, especially those who work in construction perform and other arduous physical work, who tend to be of Pakistani, Indian, or Afghani origin. The rate declines slightly for servants and housekeepers, who tend to come from the Philippines, Ethiopia, or Sri Lanka. The majority of Dubai inhabitants (87%) are adults between 25-60 age groups, mostly males led to the occurrence of abnormalities in the population pyramid.

Foreign employees made up 89 percent of all managers and 99 percent of those in unskilled positions ,they dominate numerically at every occupational level, and made up 89 percent of all managers and 99 percent of those in unskilled positions. They are massively clustered in semi- and low-skilled occupations; foreign workers display a relatively diverse profile: the “blue-collar” categories (from “craft and related trade workers” to “elementary occupations”. The participation of nationals, especially females, in labor force has increased considerably, which, in turns, created a problem of national unemployment, mainly among the youth. The unemployment rates for nationals, have significantly increased from 5.7 and 7.1% in 1995 to 13.3 and 18% in 2005 for males and females respectively” In fact, the demographic composition of the UAE foreign labor force had a significant impact on the economic, cultural and even communication strategies of the city. All of that consequences resulting as Dubai became a global city. [Bul. Soc. Géog. d'Égypte, 2018, 91: 29-47]

Key Words: Key Words: Dubai, Population growth, Guest workers, Unbalanced sex and age structure, Labor force, Unemployment.

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Introduction

After the establishment of the United Arab Emirates in December 1971, the country began to receive large numbers of migrant workers whose presence dramatically changed the human and urban geography of the country. The recent economic boom which resulted from the immense oil revenues created a need for guest workers whose presence was necessary to support the development of the government's colossal projects which aimed at building the country's infrastructure. Dubai, Abu Dhabi and other large urban centres witnessed a great population and in urban development as a result.

The size of population of Dubai city was very small until 1975. The majority of population includes citizen who was engaged in fishing and trade activities. The total population has grown by 1000% over the last 40years alone. For example, in 1975 the total population was 183,000 inhabitants which increased in 2015 to more than 2 million. This increase makes Dubai population one of the fastest growing in the world.

This population growth mostly caused by guest workers (foreigners) since they constituted 91% of the total population. They came from many different countries but mostly from Asia and the Arab world. Asians, mostly Indians, constitute at least 70% of the total population. The immigrant population also involves small percentage of European and Americans. Apparently, the foreign labourers are engaged in all fields of works. Further, they play a very significant role in the development of Dubai city.

Dubai city is a good case of a rapidly developing urban centre. Until 1955 Dubai was characterized by its slow grow economy. Its population lived in traditional houses made of palm fronds with poor infrastructure. In 1957 Dubai municipality was established and the first master plan was formed which resulted into the appearance of a road system and a new town centre in addition to the construction of new modern buildings made of concrete blocks. These buildings started to emerge at that time. Nevertheless, the urban growth continued on a slow pace. From 1975 to present the urban area expanded enormously from the old city centre (Deira) to all directions particularly after Dubai government had invested more capital in improving harbours, trade as well as industrial and residential areas, in addition to many financial centres. The rapid development of the city transforms Dubai from a small regional business, financial and leisure hub into a global centre. During the urbanization process, more capital is being invested in several horizontal and vertical

buildings. Dubai's skyscrapers rise from the clusters, artificial islands rise from the sea and the neighbourhoods containing villas and other residential buildings and new suburbs rise from the desert. During the last two decades Dubai built up area expanded like never before, the economic growth accelerated and so did the investment level, more development projects were planned to support the urban growth. The total built up area increased from only 54 square kilometres in 1975 to 977 square kilometre in 2015, as Dubai (1700%) that high percentage makes Dubai one of the fastest growing cities in the world. In brief Dubai has undergone significant urban changes and great population growth over the past decades, which transformed it from a small desert trading centre to a global business hub and economic centre.

The main target of the study is to show how Dubai population increased to make the city the most populous city in the United Arab Emirates, and how its built-up area extended towards the east to constitute the great metropolitan area. The researcher applied the topical approach with the use of analytical and cartographic techniques to reach the aims.

The research will throw lights on:

- * Population Growth of Dubai city
- * Consequences of the rapid population growth on affecting the unbalanced population composition and analyse the unique composition of Dubai's labour force, drawing the attention to some of the opportunities and challenges.

Population Growth

Historically, the UAE has suffered a scarcity of demographical data, especially before 1975. Most estimates from that period were based on personal assessments and exhibited high variations. The first accurate census was conducted in 1975 followed by multiple studies in 1980, 1985, 1995 and most recently in 2005 census (Elessawy, 2014).

In observing various statistic figures and derivations, we notice that the size of the population of Dubai was very small until the 1950's period and they mainly realized on personal trade and basic professions as source of income in addition to fishing and pearl collecting. The role of immigrant guest workers in population growth was not evident until the 1950s, therefore we describe or label this period by the "slow growth" stage. In fact, an estimation of the population in 1930 indicated a population of 20000 inhabitants doubled to be 40000 in 1960.

Table 1. Population Growth of Dubai city (1975-2015).

Year	Inter census Period	Population		% of The Total Population of UAE	Annual Rate of Growth %
		Dubai	U.A. E		
1975	–	183,187	557,887	32.8	–
1980	5	276,301	1,042,990	26.5	8.2
1985	5	370788	1,379,303	26.7	5.9
1995	10	674365	2,410,841	27.9	5.9
2005	10	1,221,453	4,106,427	29.8	6.4
2015	10	2,317,000	9,400.000	24.6	6,5

Source: Computed by the researcher according to census data (Ministries of Planning and Economy, UAE) and world population data sheet 2015.

It is worth noting that the last three decades witnessed exceptional population growth following economic and social progress. The discovery of oil and the increase in its price provided large source of revenues encouraged the government of Dubai to Establish a good infrastructure in the city at the same time encouraged money investors from all countries of the world to come to invest in Dubai by following an economic and stimulating policy of tax free investment. As a result, we witness some of the large infrastructure and construction projects in the city which also demanded higher work force. The national workforce was not qualified to meet the demands of these projects and in different areas the UAE had to rely on skilled foreign workers from many countries especially Asians. Such dedication of oil revenue to economic and infrastructure development also provided a better ground for all other sectors to flourish and hence the need for continuous stream of foreigner workers to carry on that projects. This fast increase, therefore, results in unparalleled population growth of around 600% in only 30 years from 1985 to 2015.

At present time Dubai is a bustling centre of excellence; and in addition to being the commercial capital and tourism centre of the region, it is one of the most cosmopolitan cities in the world., Dubai is where you can see outstanding modern architecture and soaring skyscrapers stand alongside suburban villas. Though relatively a new tourist destination, this number of international overnight visitors to Dubai from in 2013, there were 12.18 million increased to 14.9 in 2016 (Go-Gulf, 2017).

Dubai has gained popularity in recent years as one of the great international money investment centre. Its international taste and unmatched

blend of history, tradition and culture, are well known throughout the world. Dubai has rated as one of the best places to live, and one of the fastest growing economies which offer increasing number of jobs for people from many countries (Elessawy, 2017, p. 28).

In general, based on Table (1), the population of Dubai increased sharply during a short period, it was around 183000 persons in 1975, and grew to 1.2 million in 2005. The estimated total number of the city was nearly 2.3 million persons in 2015, which implies that the size of population has doubled four times in only 30 years. Therefore, we can label this period as “population explosion” stage. Figure (1) shows that incremental growth in population. We note that the largest increase was over the years 2005/2015 as 1090000 people were added annually to the size of population of the city.

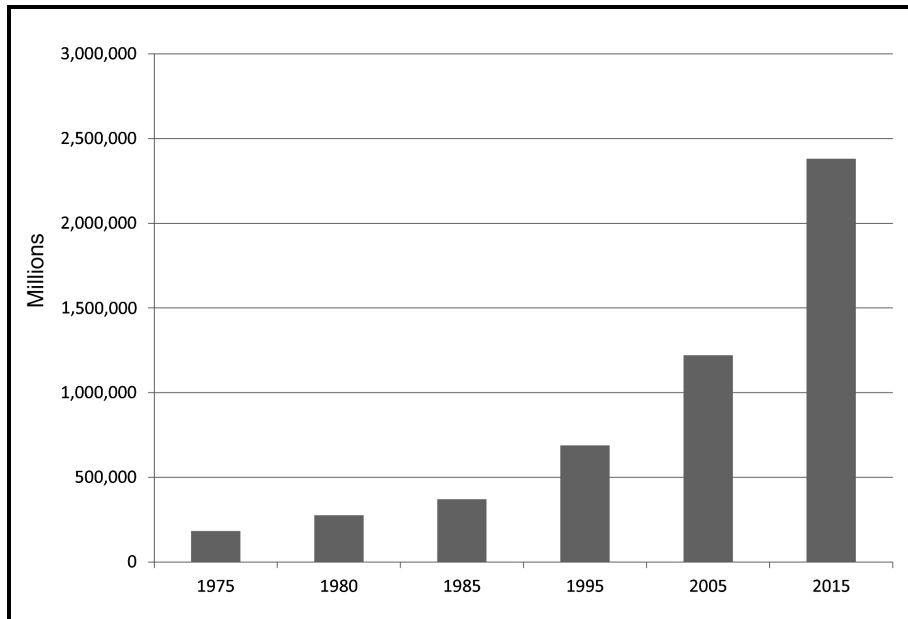


Figure 1. Growth of the Population of Dubai city between 1975-2015.

Obviously, as shown in Figure (1), the size of population has increased sharply from 183,187 person (in 1975) to 2,381 million in 2015 with an annual rate of increase of almost 6% that is mean the total population could be doubled numerically in short time (about 12 years), therefore we could call this period the (boom stage of population growth).

In fact, Dubai city population growth remains among the highest rates of the whole world but what are the main factors that contribute to that? Is this growth a result of natural increase? Is it the result of immigration flows? We can answer these questions by studying the components of the population growth in the following investigation of the natural increase and immigration.

Table 2. Birth and death rates and natural increase in Dubai (1985-2015).

Year	Birth	Death	Natural increase
1985	29.1	2.9	26.2
1990	21.6	1.7	19.9
1995	21.0	2.0	19.0
2000	17.8	1.6	16.2
2005	13.8	1.3	12.5
2015	13.1	1.01	12.1

Source: Dubai Statistics Center.

Natural increase is the key factor of population growth in most countries. However, in Dubai, the case is different. Statistics showed that natural increase of population has been declined sharply from 26.2 in 1985 to 12.1 per thousand in 2015. As such, these declining and low rates of natural increase impossible to be responsible for that great increase of population of Dubai city.

Data of Table (2) and Figure (2) show that the rates of natural increase for the entire population of Dubai has declined clearly ,the rate of death has dropped to less than 1 per thousand due to the economic and social development and the improvement in living standards along with good healthcare and education among the Emiratis people, in addition most of the non-nationals are adults in the age groups (20-60) The mortality rate has declined currently to less than 1.0 per thousands in 2015 and it is considered the lowest death rate in the world

The decreases in birth rates and natural increase is resulted from the increase percentage of the foreigners in Dubai compared to the local citizen's emirates, most of the immigrants to Dubai are singles and small numbers of them are married but have small families.

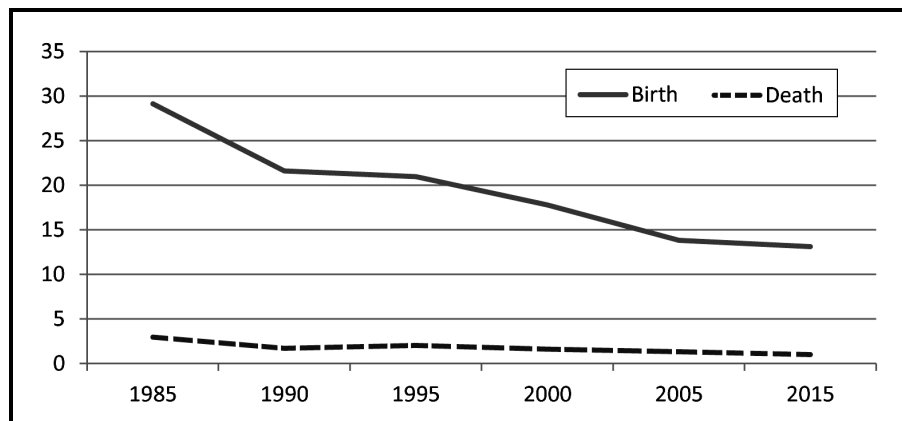


Figure 2. The Declining Birth and Death Rates of Dubai City (per thousands).

It is worth mentioning that guest workers play a significant role in population growth of the city and has a great influence on demographic composition than natural increase. Natural increase results in an increase in newly born citizen a specific age group or decrease due to death at certain age group, both cases happen only once in person life time. On the other hand, immigration can be of any age group of immigrants who are with very diverse characteristics which in turn has difference influence on population size, age structure, population redistribution, nationality, ethnicity, and culture. Most immigrants are males in middle age who come to meet requirements of the labour market and to fill the need for dynamic and young workers. These young workers who flow in large numbers to Dubai have certain demographic, economic, and social characteristics, which had significant impacts on the total demographic structure and characteristics of the population. From quantitative and qualitative perspectives, incoming immigrants have certainly played a key role in pushing forward the wheel of economic development and prosperity across the UAE.

Nevertheless, this flow of immigrants and its resultant demographic influence on the population is not recent; in fact, the City has always welcomed immigrants throughout history specially from Iran and India. However, increasing oil revenues and ongoing development in industry and services has attracted much more diverse workers. Table (3) shows increase from around 132 thousand in 1975 to over one half of a million in 1995, and doubled within the next ten years to reach a million in 2005. The flow continues to increase to reach over 2.212 million in 2015 representing 91% of the total population of the city. Table (3) and Figure (2) show the enormity of the growth in the foreign worker population over the last four decades. The increase of the non-national citizens mostly in young men led

to a clear demographic, economic, cultural and social features, so the effect of foreign immigration with great numbers to the city has left a noticeable unbalanced population composition (85% of Dubai city population are adults and the sex ratio is high as 315 males per every 100 female), but the positive face of immigration is pushing the development wheel and hurry up the growth of its urban built up area.

Table 3. The Increasing Number and Percentage of Non National Population in Dubai (1975-2015).

Years	Number of Non National	% of the Total Population
1975	132,371	72.3
1980	213,785	77.4
1985	294,096	79.3
1995	581,679	84.4
2005	1,183,880	89.6
2015	2,122.372	91.6

Source: Computed from different censuses of Dubai.

It is worth noting that Immigration to Dubai is considered as the largest factor affecting population increase. The role of immigration differs than the role of natural increase in level of influence of size of people, natural increase means adding new births to population size and they are from a specific category, and they are children newly born, or due to the death of someone. This fatale matter occurs once in someone's life. Immigration is a phenomenon that could occur multiple times and at any age stage to any individuals with obvious features, relying on that the immigration to UAE has an important effect in changing the size of population and their features, this is a change from the population size in addition to huge numbers and most of them from males. Immigration has an influential role in causing changes in characteristics and redistributing the population within the city.

The majority of the immigrants to Dubai are male, although the share of women — especially in the cases of Bangladesh, Indonesia, and the Philippines — has increased over the past few decades. The vast majority of foreign-born working men are employed in low-skilled service sectors, while women are most often employed in domestic services and retail jobs. The City also attracts large numbers of high-skilled migrants from many European and Western countries, particularly in the oil and gas, education,

finance, and investment sectors. Figure (4) shows the dominance of the Asians labour force in the city.

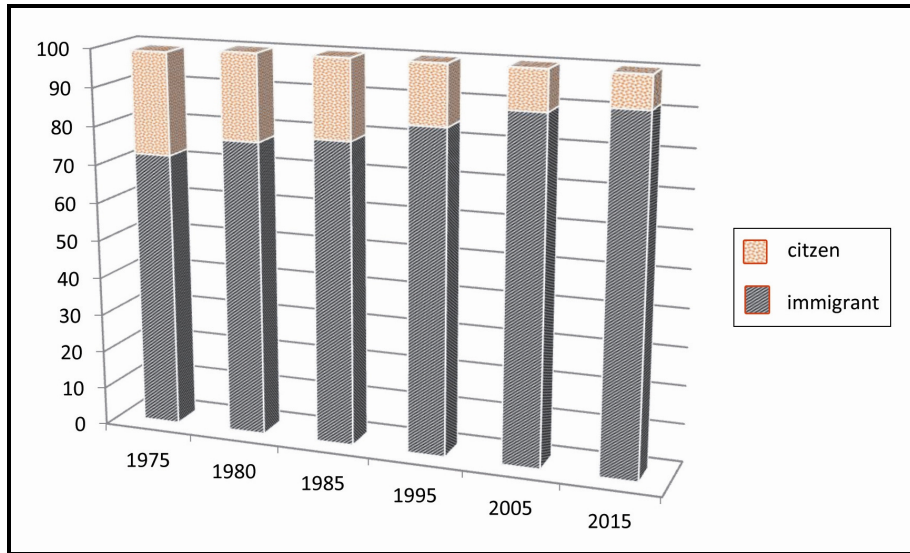


Figure 3. The Increasing Role of Immigration in Population Growth of Dubai.

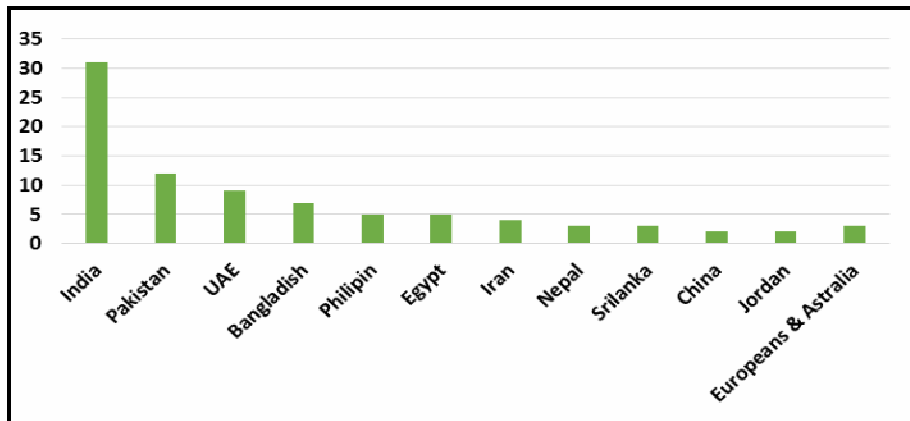


Figure 4. Percentage of Foreign Nationalities in Dubai City 2015.

Indian ranks first as an exporter of workers to Dubai with nearly one third of the labour force. For instance, Indian, Pakistan and Bangladesh represent 60% of the overall foreign worker population. The rest comes from Egypt, Jordan, Iran, Sri Lanka, Philippines, Nepal, Afghanistan and other Asian nationalities. Workers from the USA, UK and Europe have increased to reach 3% of the overall labour force, at the same time the number of the

Emiratis is too little as 9% only of the total population of Dubai (Elessawy, 2017, p. 32).

Consequences of Rapid Population Growth of Dubai City

It is relevant to argue that the increasing numbers of Dubai population have contributed to increased urbanization and the built up area of the city, at the same time the increased percentage of the foreigners to total population of the UAE is creating many positive and negative impacts on Emirati society. This study investigates some of these changes to the demographic characteristics of Emirati society; particularly, creating an imbalance of age and sex ratios and unique composition of labour force will be shown in the following sections.

1) Imbalance in the Sex Ratio and the Population Pyramid:

Even with the equal role both genders play in UAE society, the distribution has become imbalanced. Sex ratios are important in describing balance in a society and are often measured as the number of males for every 100 females. Such a ratio can contribute to various social conditions and influence the demographics, marriage ratios, and population growth in general. It can also represent factors such as death and birth rates as well as migration trends to and from the area. As mentioned earlier, foreign workers contribute to 90% of the population growth in Dubai. Since foreign workers are mainly men, this will certainly lead to an imbalance. For instance, in 2005 the overall ratio was 216 males per 100 females, which is considered quite high. In fact, for the past three censuses the count was always more than 200 males, and that is considered the highest among most countries. The rate is even higher among immigrants; about 255 and 267 in 1995 and 2005, respectively.

It is concluded from the data in Table (5) that the sex ratio of the entire population was 216 males per 100 females in 2005; the ratio increased to 267 males per 100 females for immigrants. But in Dubai the sex ratio is the highest among all other emirates, reaching 298 males per 100 females for the total population and about 350 for immigrants. In Abu Dhabi the sex ratio is 186 males per 100 females, which is the highest among the foreigners (294 males per 100 females). The sex ratios are also different between urban and suburban areas with the latter being higher. The ratios are higher in more poor and industrial suburbs as Al Quiz and Madinah (more than 600 males per 100 female) compared to low sex ratio (105 Male per 100 Female) in the residential areas inhabited by Emiratis citizens as Mizar, and Al-Sheba and Shawnee.

Table 5. Sex Ratio Rates of Dubai City (Number of Males per 100 Females).

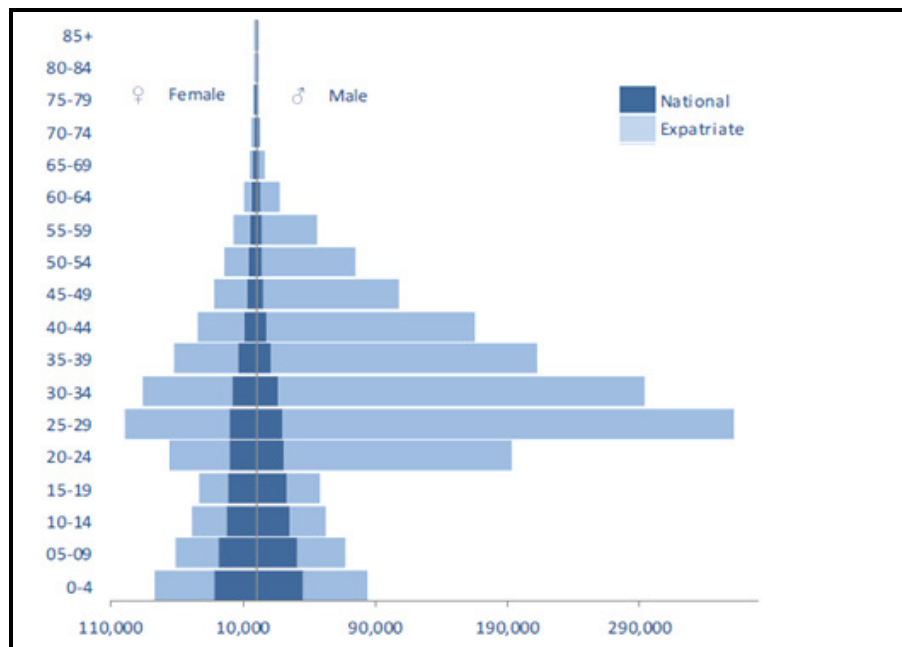
Emirates	1985		1995		2005	
	Foreigners	Total	Foreigners	Total	Foreigners	Total
Dubai	241	200	268	226	348	298
UAE	249	185	255	200	267	216

Computed after: Dubai Statistic Centre, Population and Vital Statistics. www.dsc.gov.ae

The sex ratio is quite high among Asian workers, especially those who work in construction perform and other arduous physical work, who tend to be of Pakistani, Indian, or Afghani origin. The rate declines slightly for servants and housekeepers, who tend to come from the Philippines, Ethiopia, or Sri Lanka. As such, immigration had a remarkable influence on the age and sex structure of the population of Dubai. The imbalance is more obvious in the 25-60 age group; the highest sex ratio is among those in the 30-55 age group. As such, immigration in general influences the shape of the population pyramid. The increase in male immigrants at the expense of female immigrants leads to the occurrence of abnormalities in the population pyramid, with clear irregularities between the male and the female sides of the pyramid, as show in the Figure (5).

The accumulation, as evident in Figure (8), in most middle-age groups results in an imbalance in the remaining age groups. As such, birth rates decline. Also, seniors (65 years and older) were only 1% of the population, which is among the lowest internationally, even with the declining of death rates.

This is all caused by selected temporary worker immigration, which tends to be mostly of male immigrants, especially in the 25-59 age group, which creates a noticeable imbalance of the population pyramid, as shown in Figure (5). At the same time, as a result of high birth rates and low death rates the shape of the citizen population pyramid tends to be progressive pyramid with a wide base. This implies high fertility and declining death rates. Lastly, the population pyramid of immigrants shows inflation in the number of young people of working age, specifically males. The figure also shows how the numbers decrease substantially in the older age groups as these young workers withdraw from the labour market.



Source: Dubai Statistic Centre, Population and Vital Statistics. www.dsc.gov.ae

Figure 5. The Population Pyramid of Dubai City.

2) Unique Composition of Dubai's labour force:

The rapid growth in labour force in Dubai was accompanied by a similar, but slightly slower, growth in population. The average annual exponential growth in labour force during the census period 1975-2005, the total number increased from about only one hundred thousand in 1975 to reach one million in 2005, with an annual rate of growth 7.6% which exceeded that of the population (6.6%) by around 1%. Nevertheless, during the last period (1995-2005) the difference between the two growth rates has widened to around 2% which can be explained by the high and rapid economic growth especially in sectors that require larger numbers of unskilled workers such as construction and domestic trade. While the native population continued to increase, the growth rate was not as fast as the growth rate of the guest workers in the country. "Nationals labour force grew by 2.8% annually on average, while foreign residents' rates of growth reached 16%, which is an increasingly high figure. Percentage of guest workers' participation in labour force increased from 91% in 1975 to 96% in 2005. By contrast the percentage of national workers' participation in labour force decreased from 9% in 1975 to only 4% of the total labour force.

The increase in number of guest workers accompanied with several challenges, particularly the challenge of managing employment opportunities. The country aimed to find a balance between attracting the labour needed to build the economy while maintaining a high employment rates among its national population.

The unemployment rates for nationals, have significantly increased from 5.7 and 7.1% in 1995 to 13.3 and 18% in 2005 for males and females respectively” (Al-Awad & Chartouni, 2008, p. 25). They differentiated between the rates of unemployment according to gender and reflected the government’s methodology of calculating unemployment rates. “Rising unemployment rates were accompanied by a raise in the employment of national females and no variation for males. Employment in this section will be measured by the employment to population indicator which measures the proportion of people who are actually working to those who could potentially be working. It is an indicator independent of the changes that occur in the labour force; i.e. It even takes into account discouraged workers who could erroneously suggest an improvement in the labour market” (Ibid, p. 21).

According to the composition of the labour force; the variation and stratification within the labour force. Demographic factors such as age, gender, nationality, education and specialized skill are taken into consideration. Regarding gender, sex ratio is very high ,the dominance of males within the labour force of Dubai has been widening over the years. In 1995, females in the labour force comprised 11.5% of the total labour force. After ten years, this share had slightly increased to 11.6%. As for nationality, the major increase in the females’ share of the labour force has been witnessed among nationals, increasing from 16.4% in 1995 to 27.8% in 2005 as a result of their increasing number of university graduates, which affect on female expatriates, the share has decreased from 11.2% in 1995 to 10.9% in 2005.

The study of labour force according to nationality, expatriates constitute the major share of the labour force. In 2005, nationals only represented 4.3% of the labour force, a decrease from a share of 6% in 1995. However, when broken up by gender, the share of national females out of the total female labour force increased from 8.5% in 1995 to 10.3% in 2005. Males, on the other hand, witnessed a decrease by 2.2% during the last 10 years, reaching only 3.5% in 2005 (Ibid, 23).

Concerning education, about 55.8 percent of non-Emiratis labour force held below-secondary education in 2005 (a level similar to that of Emiratis).

Nevertheless, the share of tertiary educated (holding university degrees) was higher among foreign nationals (15 percent), than among Emiratis that year (11.8 percent). The spectacular levels of economic growth experienced by the UAE over the 2000s gave an impetus to the settlement of a very diverse foreign population. The proportion of nationals with high educational attainment has been increasing over time. The share of nationals with tertiary education has risen from 25% in 1995 to 35% in 2005. Equivalently, the percentage of nationals with basic education (primary school or less) decreased by 19% during the period 1995-2005, reaching 13%. The pool of skilled expatriates has also risen over the same period of time but on a smaller scale. The percentage of all Emirati labour force increased from 66 in 1975 to 74 in 2005. The percentage of non-nationals labour force with tertiary education increased only from 18% in 1995 to 20% in 2005. Dubai currently receives a large number of unskilled workers and their share out of the total expatriate labour force is still relatively large therefore no wonder to find the rate of foreigner labour force increased to more than 96 % during the censuses time as mentioned before.

The age structure of the national labour force did not change significantly during the period of 1995 to 2005. The age cohort of 25-29 still constitutes the largest share for both genders (7.9% for females and 14% for males in 2005). However, for all age groups, the percentage of local women in the labour force has increased from 2.6% in 1975 to 27% in the latest census of 2005. Female expatriates, on the other hand, increased from 17.7 to 54% during the period. In terms of Emiratization, the study of Françoise De Bel-Air in 2015 shows that “the UAE resident foreign population is imbalanced demographically like in all other GCC states. Men outnumbered women by 1 to 3.5 in 2010 in the total population aged 15 and above. Within the foreign population alone, there were four men for every woman”. Mouawiya Al Awad and Corole Chartouni argue that “national labour force participation rates are relatively low when compared to those of expatriates, given a particular gender. Male expatriates are characterized by almost 98% participation rates for all years as opposed to local males, at 10%. Visa regulations impose that expatriates be either sponsored by their work (i.e. that they are employed) or by their families (mostly females), and thus, it is not possible for non-locals to be defined as out of the labour force unless they are considered as dependents. De Bel-Air maintains that in Dubai, the sex ratio is 308 men for 100 women and in Abu Dhabi, 380 men for 100 women, in the non-national population. Those in working age groups made up as much as 85 percent of foreign residents in 2005, around 88 percent in Abu Dhabi in 2013 (De Bel-Air, 2015, p. 9).

In 2009, the public sector (federal and local) employed 90% percent of the working nationals and 15 percent of the foreign employees. Another 15 percent of the foreign workers worked in the domestic sector but most of them (65 percent) were in the private sector. Emiratis comprised 60 percent of the total workforce in the public sector in 2013, but only 0.5 percent of the private sector's workforce, a matter of great policy concern in the country. Due to the "demographic imbalance" characterising the country, and especially its workforce, foreign workers indeed dominate numerically at every occupational level. A 2008 survey of establishments indicated that foreign employees made up 89 percent of all managers and 99 percent of those in unskilled positions . In the UAE, unlike in other GCC states where they are massively clustered in semi- and low-skilled occupations, foreign workers display a relatively diverse profile: the "blue-collar" categories (from "craft and related trade workers" to "elementary occupations").

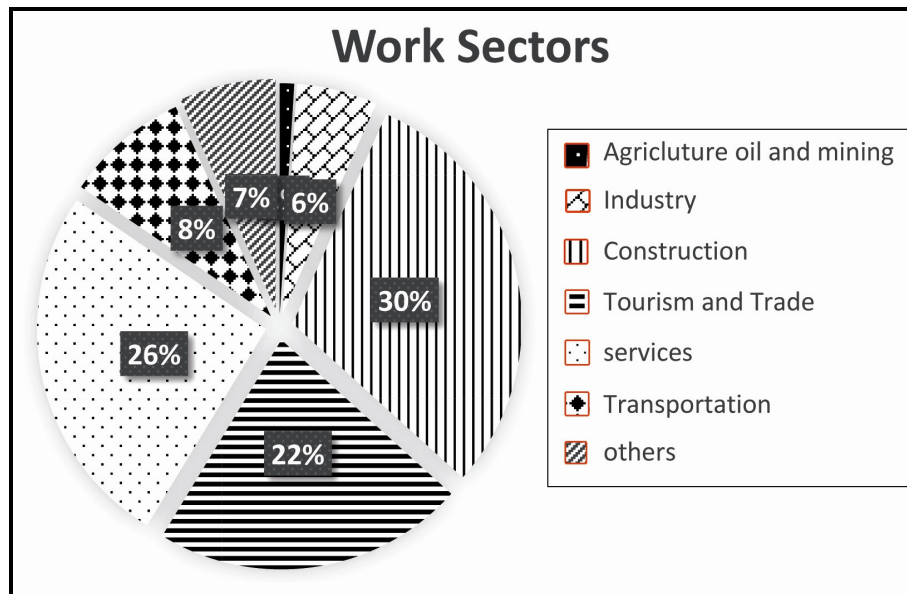


Figure 6. Employees by Economic Activity in Dubai City.

The study of employees 15 years and above by economic activity as shown in Figure (6) emphasize that a large percentage of Dubai's labour force are working in the construction sector (30%), another 26 percent were in "trade and services" occupations, and 22 % are working in transportation, storage and communication. These figures also cover up for important variations between nationality groups. "Western" nationalities are overwhelmingly in the upper echelons of occupations. By contrast, 61

percent of Asians are “blue collar,” even though around 15 percent of them also perform managerial and professional occupations.

Emirati nationals were also mostly concentrated in the “Public Administration, Defence and Social Security” sector of activity (51 percent of the total Emirati labour force mostly from males). Females activities are concentrated in banking and brokerage 15%, education 10 %storage and communications by 10%. As for non-Emiratis, their activity sectors were rather diverse. They were found in retail trade and tourism activities (22 percent), in construction (30 percent), in the domestic services sector (26 percent) and in manufacturing as well as transport sectors (9 percent each). The “real estate and business” as well as the “public administration” sectors each also employed 7 percent of foreign labourers. This further highlights the scale of expatriates’ participation in the UAE economy in the private and public sectors, as well as the diversity of the non-national population, in terms of skills and areas of specialisation. according to the Ministry of Labour. In the private sector, the construction industry topped the list of the three major employers, where the number of workers reached over 1.50 million or 34 percent of the total workforce (Dubai Statistic Center, p. 14).

The public sector (federal and local) employed 90 percent of the working nationals and 15 percent of the foreign employees. Another 15% percent of the foreign workers worked in the domestic sector but most of them (65 percent) were in the private sector. Emiratis comprised 60 percent of the total workforce in the public sector in 2013, but only 0.5 percent of the private sector’s workforce.

A matter of great policy concern in the country. Due to the “demographic imbalance” characterising the country, and especially its workforce, foreign workers indeed dominate numerically at every occupational level. A 2008 survey of establishments indicated that foreign employees made up of more than 90 percent of all managers and 99 percent of those in unskilled positions. They are massively clustered in Semi- and low-skilled occupations; foreign workers display a relatively diverse profile: the “blue-collar” categories (from “craft and related trade workers” to “elementary occupations”. These figures also cover up for important variations between nationality groups. The “Western” nationalities are overwhelmingly in the upper echelons of occupations. By contrast, 61 percent of Asians are “blue collar,” even though around 15 percent of them also perform managerial and professional occupations. Arab workers, like elsewhere in the Gulf, are more evenly distributed across the occupation scale.

Finally, unemployment rates for nationals have significantly increased from 5.7% and 7.1% in 1995 to 13.3% and 18% in 2005 for males and females respectively. The main reason for the existence of unemployment among nationals is the segmentation of the labor market according to sector whereby locals are concentrated in the public sector and expatriates in the private sector. The wage differential between the two sectors and the better benefits offered in government occupations encourage national workers to wait and stay unemployed until they match with a public sector job. The rise in the labor force participation rates of females has also been contributing to the unemployment problem. The demographic composition of the UAE foreign labour force had a significant impact on the economic, cultural and even communication strategies of the Emirates.

Conclusion

According to the domestic and international statistics, at present the Dubai population growth as well as population growth in other Emirates of UAE is one of the fastest and the country is one of the international leaders in the rate of the population growth. The total population increased from less than 200 thousand in the first census of 1975, to more than 2.3 million persons according to the estimation of 2015. Dubai annual population growth rate and the growth of the population of the UAE as a whole in recent years is on average of 5.9 to 8%, which is one of the highest rates in the world. The population growth is mainly achieved through the foreigners coming to the country to live and work from countries all over the world. There are many consequences followed that rapid growth as, imbalance of age and sex structure in addition to the decline of the percentage of Emirati people to the total population of The city to be less than 10% only. The majority of Dubai inhabitants (87%) are adults between 25-60 age groups, mostly males led to the occurrence of abnormalities in the population pyramid. The participation of nationals, especially females, in labor force has increased considerably, which, in turns, created a problem of national unemployment, mainly among the youth. This problem requires the design of a dynamic labor policy to absorb this large outflow of national young graduates. Over the short run, the "Emiratization" of the labor force in some sectors is solving part of the problem. This program aims at maximizing local employment in banking, insurance, and trade sectors in addition to federal and local government and, reducing dependence on expatriate.

The majority of the expatriate labor force is illiterate or with minimal education., it is important for the policy makers in Dubai, and UAE in general, to stress the importance of shifting towards higher capital intensive technologies and to encourage businesses towards hiring more skilled

expatriate laborers especially after completion of most of city infrastructure that will help build the modern economy. Another way to do that is to impose higher fees designed to discourage a further influx of foreign unskilled manpower. Despite the increase in the females' labor force participation rates, their integration in the labor market is still fairly limited.

In fact, the demographic composition of the UAE foreign labour force had a significant impact on the economic, cultural and even communication strategies of the city. All of that consequences resulting as Dubai became a global city.

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