

INDIAN MIGRANT WORKERS IN WEST ASIA

**Report on a survey of Emigrant workers in
UAE and Kuwait**

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Preface

The Ministry of Overseas Indian Affairs, Government of India, has granted financial assistance to set up a Research Programme on International Migration at Rajiv Gandhi Institute of Development Studies (RGIDS), Thiruvananthapuram. The objective is to conduct research relating to various issues and problems of emigration from Kerala as well as India, to organise discussions with emigrants and return emigrants and suggest measures to improve their socio-economic conditions. As part of the Research Programme, RGIDS has conducted a study on return emigration from the West Asia and published its first report during 2013.

During the second year, RGIDS conducted a research study on Indian Migrant Workers in UAE and Kuwait and prepared this report. The study has examined the profile of Indian emigrants, employment, wages and working conditions, expenditure, savings and remittances and problems of emigrants in UAE and Kuwait. For collecting primary data, we have conducted a sample survey of 200 Indian emigrant workers in UAE and 165 persons in Kuwait. The study gives an overall situation about the issues and problems of Indian emigrant workers in UAE and Kuwait. Based on the findings of the study, we have given a few recommendations. This research project has been undertaken by Prof. B.A. Prakash, Project Director of the Programme.

We are grateful to Shri. Vayalar Ravi, Hon. Minister for Overseas Indian Affairs, Government of India, for helping us to start the Research Programme. We have also benefited much from the suggestions of Shri.Parvez Dewan, Secretary; Shri. Atul Kumar Tiwari, Joint Secretary and Shri. Shiv Ratan, Director, MOIA on the Research Programme. I am thankful to Shri. R.Buhril, Protector General of Emigrants and Chairman of the Advisory Committee and its members for their advice and suggestions relating to the Research Programme.

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Chairman

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Executive Summary

Objectives and Sources of data

- The study has examined the profile of Indian emigrants, employment, wages and working conditions, expenditure, savings and remittances, immigration policies pursued and problems of emigrants in UAE and Kuwait.
- For collecting primary data, we conducted a sample survey of 200 Indian emigrant workers in UAE using a structured interview schedule. Similarly, a sample survey covering 165 Indian emigrant workers was conducted in Kuwait.
- As the migrants are "contract type of migrants", the framework used to study the migration was contract category of migration.

Labour market situation in UAE

- The United Arab Emirates (UAE) is a federation of seven emirates viz. Abu Dhabi, Ajman, Dubai, Fujairah, Ras al-Khaimah, Sharjah and Umm al-Quwain.
- The energy rich Abu Dhabi accounts for more than 60 percent of the UAE's output and diversified its activities to cultural tourism, aviation, manufacturing, media, healthcare, financial services and renewable energy. Dubai accounts for 30 percent of the output of the UAE and the major activities are external trade, transport, logistics, retail tourism and banking. Sharjah is the third biggest emirate and is a centre of manufacturing, green business and sustainable tourism.
- As oil and gas resources are being concentrated in Abu Dhabi, the other emirates have been focusing on tertiary and service sector activities. Though the UAE economy faced a severe recession due to Global Economic Crisis of 2008, the economy began to get revive due to the increase in oil prices in 2009 and 2010.
- The UAE has a total population of 82.64 lakh persons consisting of 9.47 lakh UAE nationals and 73.17 non-nationals. The migrants account for nearly 89 percent of the total population. According to one estimate, the total stock of Indian emigrants was 21.85 lakh.
- The UAE heavily relies on the migrant workers for the production of almost all goods and services in the primary, secondary and tertiary sectors. Only a small share of UAE nationals are engaged in the economic activities.
- Except a few non-workers, the entire expatriates in UAE consist of single migrant workers, married migrant workers living with their family and their

dependents. The dependents of migrant workers consist of wife, children and old parents.

- The major occupations in which migrants are working are trade and repair services, domestic services, construction and maintenance, manufacture, transport and storage, real estate and business services. The unwillingness of UAE nationals to undertake jobs in private sector is the main factor which compels large scale migration.

Immigration policy in UAE

- The UAE government has been following a policy to restrict and regulate the migration of foreign workers. The government gives highest priority to emiratization to replace expatriates with UAE nationals particularly in the private sector establishments.
- Emiratization measures include the creation of work environment which goes beyond financial matters and takes regard of Islamic and cultural issues support of skill development and professional advancement.
- The strategy of localisation consists of (1) Increasing skill relevance and standards by improving education and vocational training for nationals (2) incremental localisation through private sector industry groups (3) controlling public sector wage differentials and limiting the growth of public employment (4) Implementing social benefits for all working nationals, and (5) decreasing the disparities in labour mobility of GCC nationals.

Problems of Indian Emigrants in UAE

- The migrant workers are facing serious problems in UAE due to the unhealthy labour laws, practices and environment. The 'Kafala System' which has been described as modern-day slavery, leaves migrant labourers vulnerable to human trafficking and forced labour practices, and has resulted in gross human right abuses.
- The system is described as a form of 'structural violence' by which employers confiscate passports and report on workers as "absconding" to authorities to avoid punishment for themselves. The workers are forced to sign contracts written in Arabic or English, without understanding what they are signing – some provide only a fingerprint as a signature. As domestic servants are not covered by the UAE labour laws, they face acute labour problems and severe exploitation. The domestic servants are not considered employees; households where they work are not considered work places, and private persons who hire them are not considered employees and so labour inspectors are forbidden from visiting private households.

- Their isolation inside private homes leaves them more vulnerable to abuse and exploitation. Laws also render running away from a sponsor's home and hiding or protecting run away domestic workers as illegal. The labour laws are always biased in favour of the employer, the UAE citizen, over the foreign migrant.

Employment, wages and working conditions in UAE

- UAE is the principal destination of Indian emigrant workers especially the migrants from the State of Kerala. A survey of the Keralite emigrant workers in UAE reveals that except 11 percent, all of them have an educational level of secondary and above. More than one-third has an educational level of degree and above. Due to better educational level, the emigrants are mainly engaged in non-manual category of jobs in secondary and tertiary sectors.
- The survey results suggest that the largest share of emigrant workers are engaged in production and transport-related activities followed by service, administrative and executive categories. Except a few percent of the casual workers and self-employed, the rest of the workers are regular employees getting monthly wages. The places of work of the emigrant workers are offices, shops and trading centres, construction sites, factory and workshops. An examination of the wage rate of the workers reveals that the unskilled construction workers, household workers and other low-paid categories of workers receive a monthly wage below 600 UAE Dirham.
- Emigrant workers such as house maids, house servants, cooks, construction workers, cleaners, sweepers, watchmen, salesmen in small shops etc, receive a monthly wage between 600 and 1200 Dirham. On the other hand, only a small share (about 10 percent) receives a monthly wage more than 10,000 Dirham. Doctors, engineers, IT professionals, top executives and businessmen having medium to large business etc belonged to this group.
- Though the working hours per day is 8 hours, majority of the migrants are working 9 to 12 hours per day. As per UAE labour laws, workers are entitled to get non-wage benefits such as free or subsidised food, accommodation, free transport to work place, medical benefits and air ticket to return home on vacation. But the study reveals that majority of the migrant workers are not getting these benefits.

Savings and Remittances in UAE

- It is reported that nearly one-fourth of the emigrants living alone are sending an amount between 501 and 1000 Dirham. Another one-fourth sent an amount ranging between 1001 and 2000 Dirham. On the other hand, 11

percent of the emigrants living with family send an amount below 500 Dirham and other 24 percent between 501 and 1000 Dirham. The mode of remittances is mainly transfer through, money transfer agencies and banks.

Custody of passport and contract violence in UAE

- Custody of the passport by the employers and changing the terms of contract are the two major problems faced by the emigrant workers. Of the total workers, passports of 73 percent are kept by the employer. In many instances, the employer refuses to release the passport to the workers, and this creates very serious problems to the emigrants. Changing the terms of contract and cutting down the wages and non-wage benefits of the workers is also common practice followed by the employers.

Stagnation of Wages in Post-global Crisis period in UAE

- The Global Economic Crisis of 2008 has resulted in decline in employment opportunities, fall in wages, reduction in non-wage benefits and reduction in income and savings of the emigrant workers. A major result of the global crisis was the stagnation of wage rate since 2008. On the other hand, there has been a steady increase in the cost of living due to continuous high inflation during the post-global crisis period. This has resulted in the depletion of savings of all categories of workers.

Labour Supply Companies in UAE

- A recent development in the labour market in the UAE is the spurt in labour supply companies, supplying labour to employers on a daily or temporary basis. Though the labour supply companies charge market wage rate on employers, the actual wages paid to the workers is very low. In many instances the actual rate wages paid to the worker is half the amount collected by the company.
- The recent measure of the UAE government to restrict the practice of sharing flat by more than one family is creating hardships to the migrants living with family. Majority of the families, living by sharing the rent cannot afford to pay the full rent of a flat. In order to restrict the inflow of family members to UAE, the government has been following a policy to enhance the income limit eligible to bring family, reject the family visa applications on flimsy grounds, and deliberately to delay the issue of family visa.

Employment of Indian Emigrants in Kuwait

- In order to study the employment, wages, working conditions and problems of Indian emigrants in Kuwait, we conducted a sample survey of 165 Indian emigrants currently working in Kuwait. An examination of the profile of emigrants, reveals that 73 percent of the total sample emigrants are married and 24 percent are single migrant workers. Except 13 percent of the sample emigrant workers, all are educated and have an educational level of secondary and above. One-third of the sample workers have an educational level of Degree and above. Due to this better educational background, more than 75 percent of the workers are employed in non-manual, semi-skilled and skilled categories of employment.
- Data on the occupational distribution of the sample emigrants show that nearly half of the workers are engaged in production, transport and related jobs. Sales, clerical and related work, jobs in the households and paramedical are the other important occupations in which Indians are employed. Nearly 84 percent of the workers in private sector are getting monthly salary. A notable aspect is that nearly 12 percent of the workers are engaged in government or public sector jobs having better wages and non-wage benefits.
- An examination of the wage rate of the workers reveals that the unskilled construction workers, housemaids, house-servants, cooks, drivers, cleaners, watchmen etc receive a monthly wage ranging between 50 to 150 Kuwaiti Dinar . The second category of workers who get a monthly wage between 150 and 400 Kuwaiti Dinar are skilled workers such as technicians, masons, welders, foremen, mechanics heavy vehicle operators, sales assistants, sales executives, office assistants, accountants, clerks, lab technicians, nurses, junior managers etc.
- In Kuwait, the average hours of work per day is 8 hours and two thirds of the workers work for 8 hours. The workers engaged for more than 10 hours are only a few in number. As per the Kuwait labour laws, the migrant workers are entitled to get non-wage benefits such as free or subsidised food, accommodation, free transport to work place, medical benefits and air ticket to return home on vacation. But the study reveals that majority of the emigrant workers are not getting these benefits.

Savings and Remittances in Kuwait

- The study has examined the consumption, savings and remittances of the two categories of emigrants viz., those living alone and those with family. The study reveals that one-fifth of the emigrants are sending an amount less than 50

Kuwaiti Dinar to their households per month. Another 33 percent send an amount ranging between 51 and 100 Kuwaiti Dinar.

- On the other hand, 33 percent of the emigrants living with family send an amount below 50 Kuwaiti Dinar and another 21 percent, 51 to 150 Kuwaiti Dinar. The mode of remittances of the money is transfer through money transfer agencies and banks.

Custody of passport

- Custody of passport of the emigrants is a serious problem faced by the emigrants. Of the total workers, passports of 66 percent are kept by the employers. In many instances, the employers refuse to release the passport, when they need it to return home. Making alterations in the terms of work contract and cutting down the wages and non-wage benefits of the workers are common practices followed by the employers.

Global Economic Crisis and Kuwait Economy

- The global economic crisis of 2008 has resulted decline in employment opportunities, fall in wages, reduction in non-wage benefits and income and savings of emigrant workers. However, the survey suggests that Kuwait economy has survived from 2008 crisis and has reached a stable position in 2013. It is reported by 78 percent of the sample emigrants that the employment situation has improved.

Problems of Indian Emigrants in Kuwait

- A common problem faced by the emigrants living with family is the frequent increase in the rent rates of flats. Higher cost of education of children is cited as another major problem of the emigrants living with family. For medical treatment, the Indian emigrants are visiting hospitals, dispensaries and private doctors. High cost of medical treatment is a major problem cited by the emigrants.
- Other major problems faced by the Indian emigrants in Kuwait are low salary and high cost of living, anxiety about job security, strict traffic rules and penalties imposed for traffic violation, custody of passport, exploitation of workers by labour supply companies, alteration in work contract, restriction in bringing families on resident visa, bad behaviour of employers and co-workers, poor and unsatisfactory services of the Indian Embassy, restriction imposed on the mobility of workers from one employer to another and the inaccessible labour courts.

Recommendations

- The Kafala system, which has been described as modern-day, slavery, leaves migrant labourers vulnerable to human trafficking and forced labour practices and has resulted in gross human right abuses. The practice of keeping the passport of the emigrant workers by the employer is one way to have absolute control over the worker. The Government of India has to take-up the matter with the governments in the countries in West Asia to stop this practice. The emigrants should be given freedom to keep their passports by themselves.
- In order to protect the Indian emigrants from the abuse of employers and nationals of UAE and Kuwait, a new registration system of the Indian emigrants should be started. Each Indian emigrant who migrates for work in a Gulf country should be given an Identity number by the Embassy. Copies of passport, visa, work contract, contact address etc should be sent to Indian Embassy by e-mail by the migrants. In case of abuses by the employer, the Embassy may issue new passports and other travel documents based on the register.
- The workers are forced to sign work contracts written in Arabic or English, without understanding anything. Harsh work conditions, poor pay, heavy debt and threat of severe fines, which they do quitting and jail or deportation for striking are included in the contracts. In order to protect the emigrant workers from such abuses, the UAE and Kuwait may be requested to prepare model work contracts specifying the wage and working conditions. The Indian Embassy may be given freedom to interfere in such work contract violation.
- Domestic workers are not covered by labour laws of UAE and Kuwait and are not entitled for labour protection. They are not considered as employees and the household in which they work are not considered work places. The labour inspectors are forbidden from visiting private households. Laws also render running away from a sponsor's home and hiding or protecting runaway domestic workers as illegal. Government of India may take up the issue with all the countries in West Asia to give protection to domestic workers as per labour laws. The government should ban the migration of domestic workers to those countries in the Gulf which are not prepared to accept this.
- Currently no action is being taken on those sponsors who bring migrant workers and are unable to provide job to them. In many instances, the sponsors allow the workers to work with other employers and collect an amount as their share. When the workers are caught by the labour officers, they became illegal

workers and the sponsor takes a position that they are run-away workers. The government of India may take up this issue with UAE and Kuwait Governments to protect the emigrants from sponsor's abuse. Punishment should be given to the sponsors who resort to this practice and the emigrant workers should be given adequate compensation.

- The labour supply companies are recruiting migrant workers and supply them to employers on a daily or piece-wage basis. It is reported that the companies are paying a wage rate equivalent to half of the market rate to emigrants. In order to save the workers from severe exploitation, the Indian Embassy may request the UAE government to fix daily wage to the various categories of casual workers.
- The Government of UAE and Kuwait have been following a policy to restrict the issue of family visa to Indian emigrant workers through various measures. The Indian Embassies may request the authorities in UAE and Kuwait to liberalise the issue of family visa to Indian emigrant workers.
- The UAE Government has imposed restriction on sharing a single flat by more than one Indian emigrant family. Nearly half of the Indian emigrants who have their family with them are sharing the flats. The Indian Embassy may request the UAE Government to withdraw this measure.
- There is a general complaint that Indian Embassies in UAE and Kuwait are not sympathetic towards the problems of Indian emigrant workers. It is pointed out that the services provided by Indian Embassies are poor and unsatisfactory.

Chapter I

Introduction

Introduction

The post-independence period marked two major phases of emigration of Indian workers. During the first phase, i.e. from 1950s to mid-1970s, persons with administrative, technical and professional qualifications and experience migrated in search of better jobs and prospects. The principal destinations were United Kingdom, United States, Canada, Western Europe, Australia and African countries. The migrants included, among others, teachers, nurses, engineers, doctors, scientists and technicians and majority of them settled in the host countries. The skill composition of migrants to the UK was an exception to the rule, so far as there was a mix of unskilled labour, skilled workers and professional persons. It was a traditional type of settlement migration where people from developing countries were migrating to developed countries to secure better jobs, opportunities, living facilities and to settle there. The emigration increased at a higher rate since 1991 with the implementation of economic reforms of liberalization and globalization in India.

1.1 The second phase of migration began in the mid-1970s towards the oil-rich Gulf countries. The price hike of oil in 1973 and the consequent earnings of large revenue have accelerated a process of industrialization and social change in the Gulf countries characterized by massive investment in social and economic infrastructure. This had necessitated the services of a large number of foreign workers in the Gulf countries. The major destinations of Indian workers in the Gulf countries were United Arab Emirates, Saudi Arabia, Oman, Bahrain, Kuwait, Qatar, Yemen and Iraq. Compared to the earlier migration, the type of migration and category of migrants were different this time. Labour was recruited for work in Gulf strictly limited contract terms and they were expected to return home at the end of the contract period. Majority of the migrants to the Gulf belonged to the category of unskilled workers, semiskilled or skilled workers in manual or construction-related occupations. The number of Indian migrants in the Gulf region increased from 5.31 lakhs in 1979 to 15.05 lakhs in 1983 and to 30 lakhs in 1999. The rate of emigration also increased substantially during the first decade of 21st century. However, the global crisis of 2008 created severe recession in the Gulf countries resulting in substantial fall in demand for migrant workers. This has resulted in the large-scale return of emigrant workers from the Gulf. According to one estimate, the total stock of Indians in the Gulf was 49 lakhs in 2008.

1.2 Migration and development in GCC Countries

Compared to the other parts of the world, the relationship between migration and development is closely linked in the GCC countries. Prior to 1973, all the GCC countries were poor having backward economies with poor infrastructure using traditional technology and engaged in traditional occupations. The rise in oil prices in 1973 which led to rapid increase in the revenues of the countries sparked off a process of industrialization and social changes characterized by massive investment in social infrastructure. As these countries had only small sizes of population, they heavily relied on migrant workers for building up their economies. Almost all social and economic infrastructures, industrial units were set up and modernization of production and service activities were achieved mainly with the help of migrant labour. A good part of the investment in industrial production, trade, commerce, real estate, educational and medical services were made either by foreigners through or joint ventures of the natives and foreigners. Even for household work, the newly-rich natives began to use migrant workers due to large availability of cheap labour. Thus the contribution of migrant workers and foreigners was substantial in the transformation of traditionally backward economies to modern economies. As the major part of all production and service activities of the GCC economies are handled by the migrants, any large-scale reduction in the migrants would create very serious adverse consequences on all economic fronts in the GCC countries.

1.3 In the case of migrant labour, the GCC countries followed a migration policy to minimize the cost of labour. The prohibited settlement type of migration to avoid the social expenditure needed to maintain the dependents of the migrants. On the other hand, the policy has been the promotion of contract migration. These countries impose a number of restrictions on the migrants regarding bringing along their dependents, stay and changing jobs and employers. In the case of majority of low paid categories of semi-skilled and unskilled workers, a major portion of the cost of migration such as for visa, travel, medical checkup, labour card, incidental expenditure etc was shifted to the migrants. The workers usually got a low wage rate due to lack of minimum wages, the practice of stagnant wage rate and lack of payment of non-wage benefits as per the labour laws and ineffective labour dispute settlement machinery. Thus, these countries got the services of the migrant workers for the development of their economies without extending a fair wage or a wage including non-wage benefits as per international standards.

1.4 **Global Crisis and its impacts on migration**

The global financial and economic crisis which has been experiencing throughout the world, since 2008, is considered as one of the worst global economic crises since the Great Depression of the 1930s. According to the International Labour Organisation (ILO), 50 million people are likely to lose their jobs during the current crisis. One of the regions which faces the serious consequences of the crisis comprises the Gulf Co-operation Council (GCC) countries which accommodate a large concentration of temporary migrant contract workers. The ILO has estimated that 10 percent of the unskilled workers from the GCC countries are likely to return home due to the crisis. The return of a large number of migrant workers and the decline of labour-flow to the GCC countries creates serious economic problems and adjustments among migrant workers in the countries of destination and migrant households in the labour-exporting countries in both South and South East Asia. South Asian and South East Asian countries account for 60 per cent of temporary workers in the Gulf.

1.5 The migrant workers in GCC countries are basically vulnerable because they are temporary contract workers who are at the mercy of the employers and not protected by any civil or labour laws relating to wages, working conditions and other monetary and non-monetary benefits or protection from the harassment of the employers, particularly in the case of housemaids working in the households. Non-compliance of provisions of the labour contract by the employers in Gulf countries is a common phenomenon. The Gulf countries have not implemented any minimum living wages for the expatriates. Non-payment of salaries and denial of non-wage benefits are common. Workers are forced to work more than eight hours. The unskilled and semi-skilled workers are accommodated in crowded labour camps in small rooms without proper facilities, and in recent years the Gulf countries witnessed strikes and by the workers from South Asia and lock-outs. Female domestic workers like housemaids are ill-treated, harassed, sexually exploited and forced to work long hours as they are not protected by any existing labour laws. Prohibiting poor migrants from bringing along their families and harassing workers by confiscation of passport by the employers have become common practices. The labour courts are generally inaccessible to the ordinary migrants. Besides this, the GCC countries have been following a deliberate policy of reducing the size of the migrant labour force through a number of measures. In this context, a large fall in the demand for the migrant workers due to the global crisis is making the workers more vulnerable.

1.6 Review of research

The twentieth century has witnessed unprecedented increase in population mobility made possible by revolutionary advances in transportation and communication systems. The general acceptance of the policies of liberalization and globalization since 1980s has promoted international migration throughout the world. In this context, International Labour Organization has made an attempt to improve the data collection on international migration and presented conceptual and analytical approaches for the measurement of the stocks and flows of migrants (ILO, 1997a). It provides a critical review of the adequacy of current sources of data on international migration and suggests ways of improving such data so as to enhance their usefulness and international comparability. According to ILO, migrant workers are persons admitted by a country other than their own for the explicit purpose of carrying out an economic activity. The category of migrant workers includes seasonal migrant workers, project-tied migrant workers, contract workers and highly- skilled migrant workers. The study also defined the contract workers and presented the different issues relating to the definition and estimation of migrant remittances. The study addresses the major issues on the conceptual, methodological and data collection of international migration.

1.7 We may also examine some of the important works on international migration. Reginald Appleyard's edited work on international migration discusses some of the important issues of international migration such as definition and measurements, causes of emigration, contract migration, remittances and return emigration (Reginald Appleyard, 1989). This is one of the earlier studies which discusses the theoretical issues of the contract type of international migration. Peter Stalker's survey on international labour migration examines the trends, patterns and characteristics of five categories of migrant's viz. settlers, contract workers, professionals, illegal immigrants and refugees during the decade of 1980s and early 1990s. The study gives a detailed analysis of the contract migrants in the middle East Countries during 1990s (Stalker Peter, 1994). Some of the other notable studies of ILO relate to migrant workers in construction industry, bilateral immigration agreement and on immigration policy. ILO's study on migrant construction workers gives an excellent account of the social and labour issues of migrant construction workers in Middle East, Asia and Western Europe. The study also examines issue-related recruitment, wages and terms and conditions of the construction workers (ILO, 1995). Another ILO Manual examines the issues relating to the policies and procedures for admitting migrant workers (ILO, 1996). The Manual discusses concepts,

policies and procedures for emigration, conditions of work and other labour issues. Another ILO Manual examines the policy and administration issues faced by authorities in countries that are sending or planning to send workers abroad. It draws extensively on the experience of States that have sought to manage the various stages of foreign employment, regulations of recruitment and providing social security benefits (ILO, 1997b).

1.8 Indian migration to the West Asia

Though Indian migration to West Asia and its economic and social consequences are crucial issues, not many attempts have been made to examine its macro dimensions. One of the earlier studies which presented a profile of international labour migration from India, the macro economic impact of the labour flows and the associated financial flows on the Indian economy was the study of Deepak Nayyar (Deepak Nayyar 1994). The other studies which provide an aggregate picture of the volume of migration, data source of migration, migrant remittances and migration statistics are by Rashid Amjed 1984, Athukorala P, 1993 and ILO, ARTEP, 1993. Another study which examined the trends and patterns on socio-economic impacts of Indian migration to the Middle East is the edited work of B.A. Prakash (Prakash 1998b). Besides examining the trends and patterns of Indian migration, the study also examines the economic and social impacts of Gulf migration of Kerala. The problems of return migrants were also examined in the volume. Among the literature of Indian emigration, an important one is the Report of the High Level Committee on the Indian Diaspora which gives country-wise estimates of the Indian emigration and of the problems faced by them in various countries (Government of India, 2002).

1.9 Another study has examined the employment, wages and working conditions of Indian emigrant workers in UAE (K.C. Zachariah, B.A. Prakash, S. Irudaya Rajan 2004). This study based on a field survey of 361 Indian emigrant workers in UAE which documented the changes in the labour demand for different categories of emigrant workers , enumerates the emigration policies and examines the employment and working conditions, wage levels and related problems of the Kerala emigrants. Another study by the same authors examines the emigration policy of the UAE Government and its impacts on Indian contract workers, (K.C. Zachariah, B.A. Prakash, S. Irudaya Rajan 2003). The study based on field survey in UAE concludes that the emigration policy of recruiting contract labour, labour laws on work contracts, lack of methods to check violations of contracts and non-fulfillment of contract conditions by

employers have created many hardships and problems to Indian emigrant workers. The method of recruiting workers through sponsorship gives considerable range of misuse, exploitation of workers, and creation of illegal workers. The emigration policy also prevented Indian migrants from bringing their wives and children and segregates the migrant workers from the Arab Society. The encyclopedia of the Indian Diaspora presents a country-wise analysis of the history and contemporary position of Indian Diaspora in South Asia, South East Asia, East Asia, Central Asia, Middle Asia and Africa (Brij V. Lal, edited 2006). This study gives an excellent account of the Indian migrants in Middle East countries viz., Saudi Arabia, Oman, Yemen and other Gulf States. Prakash C. James' edited work on Indian Diaspora in West Asia is another notable work on the issues and problems of Indian migrants in United Arab Emirates and other Gulf Countries (Prakash C. Jain 2007). The Indian migration report edited by S. Irudaya Rajan provides the broad change that has been taking place on Indian migration. The report for the year 2012 focused on global financial crisis migration and remittances (S. Irudaya Rajan 2012). And the report 2013 discusses the social cost of migration (S. Irudaya Rajan, 2013).

1.10 Kerala emigration to the West Asia

The emigration from Kerala to the West Asia is a topic which has received the attention of economists, sociologists and demographers. A review of the literature on emigration to West Asia shows that most of the studies dealt mainly with the profiles and socio-economic backgrounds of emigration, processes of emigration, economic and social impacts of remittances and issues and problems of return emigrants. The studies conducted during the late 1970s and the early 1980s were mainly micro-level studies examining the profiles of migrants, their socio-economic background, cause of migration and the impact of remittances based on village surveys (B.A. Prakash 1978; E.T. Mathew and P.R. Gopinathan Nair 1978; Raju Kurian, 1979; C. RadhaKrishan and P. Ibrahim, 1981; Agro Economic Research Centre 1982). Impact of Gulf Migration on society, especially the impact of male emigration on women and family is another topic in which a few studies were conducted by sociologists (Leela Gulati 1983; 1987; 1993; T.V. Sekhar, 1997).

1.11 The economic impact of Gulf migration on Kerala is a topic which attracted considerable attention of economists and demographers (P.R. Gopinathan Nair, 1989; Thomas Isaac, 1993; B.A. Prakash 1998a; 1998b; K.C. Zachariah, E.T. Mathew and S. Irudaya Rajan 2001). A hypothesis put forward in one of the studies is that " since the mid-1970s, the factor which had the

greatest impact on Kerala's economy especially on labour market, consumption, savings, investment, poverty, income distribution and economic growth has been the Gulf migration and migrant remittances" (B.A. Prakash 1998). A similar conclusion was arrived at by another study based on a State-wide survey (K.C. Zachariah, E.T. Mathew and S. Irudaya Rajan, 2003). This study provides a detailed taluk-wise and district-wise estimation of emigrants and return-emigrants, and also gives a detailed economic and demographic analysis. Among the studies conducted on Kerala's emigration up to 2003, this can be considered as a comprehensive study.

1.12 Issues connected with return emigration such as the causes of return, socio-economic background of the return emigrants, the current activity status of the return emigrants and the problems faced by them from another area where a number of studies are available. Based on the experience of 356 return migrants from the Middle-East, A.C.K. Nambiar presents their socio-economic characteristics, living conditions and problems abroad and economic status after return. The study concludes that on the one hand there is an improvement in the living standards of the majority of return emigrants, while on the other hand, for a sizable proportion of the return emigrants, the migration has given the financial loss, suffering and distress (A.C.K. Nambiar, 1995). B.A. Prakash examined the causes of return and current status of return emigrants based on a field study conducted in Varkala Town, Thiruvananthapuram District. According to the study, majority of the Gulf migrants return due to lack of job opportunities, reduction in salary and hostile immigration policies during the period between 1996 and 1999. The survey findings suggest that majority of the return emigrants could not find any gainful employment and face serious financial problems. Another study based on an extensive survey on return emigrants examined the socio-economic characteristics of emigrants at various stages of emigration process prior to emigration, during their stay abroad and after return to Kerala. The study also analyses the pattern of utilisation of remittances back home and the problems of rehabilitation that the emigrants encounter after the return (K.C. Zachariah, P.R. Gopinathan Nair and S. Irudaya Rajan, 2006).

1.13 Kerala migration to the West Asia continued to be an important topic of research during the first decade of the present century. Among the studies, a notable one is Kerala's Gulf Connection, a Compilation of Studies on Keralite Emigration to the Gulf. (K.C. Zachariah, K.P. Kannan and S. Irudaya Rajan, 2002). The studies contained in this volume include the topics on migration patterns, socio-economic and demographic dimensions of migration, return migration,

employment situation of migrants in Gulf countries and macro economic impact of remittances. A notable study on migration during this period is on the economic and social impact of emigration based on a State-wide survey. (K.C. Zachariah, and S. Irudaya Rajan, 2009). It provides information on the size, trend, geographical distribution, socio-economic composition of migrants and remittances sent home by migrants in 2004. The situation with respect to migration in 2004 is compared to that in 1999. The study concluded that migration is continuing to provide the most dynamic factor in the economic growth of Kerala State in the new century. It is likely to see migration encompassing a wider section of Kerala population and migration impacts spreading to newer sectors in Kerala's economy. Migrants of the 21st century are likely to be structurally different from those of the 20th century. A recent migration survey of 2011 provides new evidence about the recent trend in emigration to the Gulf in the context of the global crisis of 2008 ((K.C. Zachariah, and S. Irudaya Rajan, 2012). The survey results suggest that the post-global crisis period is a major turning point in the history of emigration of Kerala.

1.14 Two recent studies on Kerala's migration viz. on return emigration and migration census 2013 give the latest development in migration in Kerala. The study on return emigration, based on a sample survey of 800 return emigrant households in four districts of Kerala gives causes of migration, country-wise return, current states of return emigrants and the economic impacts on migrant households and localities (B.A. Prakash 2013). Major findings of the study are that 71 percent of the emigrants returned during the post-global crisis period, and labour related problems like expiry of contract, compulsory repatriation, low salary and decline in employment opportunities are the causes of return. The migration census 2013, conducted by the Department of Economics and Statistics, Government of Kerala is an important study (DES, 2013). The census estimates the total emigrants from Kerala as 16.25 lakh and emigrant workers as 14.26 lakh. According to the census, the total emigrant workers in the Gulf countries were 12.85 lakh. Compared to the previous estimates, the figure given in the census is lower.

1.15 Though a number of recent studies are available on the trends, patterns of economic and social impacts and return emigration of Keralite emigration to the Gulf, attempts have not been made to examine the issues of emigrants in the Gulf. In this context, the study attempts to examine the issues of labour, employment, living conditions and the problems of migrants in two Gulf Countries viz. UAE and Kuwait.

1.16 Objectives of the study

- (a) To examine the profile of Indian emigrants in the Gulf
- (b) To study the employment, wages and working conditions.
- (c) To examine the expenditure, savings and remittances
- (d) To analyse the change in migration policies of Gulf countries on emigration.
- (e) To present the problems faced by Indian emigrant workers
- (f) To suggest measures to increase the conditions of emigrants and prospects of emigration

1.18 Conceptual framework

ILO's definitions of different types of migrants

1. **Returning migrants** are persons who have been abroad as migrants in a country other than their own and those who return to their own country to settle there.

2. **Returning ethnics** are persons who are admitted by a country other than their own because of their historical, ethnic or other ties with that country and who are immediately granted the right of permanent abode in that country.

3. **Migrant with the right to free movement** are persons who have the right to enter, stay and work within the territory of the State other than their own by virtue of an agreement or treaty concluded between their State of citizenship and the State in which they reside.

4. **Foreigners admitted for special purposes:**

a) Foreign students are persons admitted by a country other than their own for the specific purpose of following a particular programme of study. In some countries, foreign students are allowed to work under certain conditions.

b) Foreign trainees are persons admitted by a country other than their own to acquire particular skills through on-the-job training. Foreign trainees are therefore allowed to work only in the specific institutions providing the training and are allowed to stay for a limited period.

c) Foreign retirees are persons beyond retirement age who are allowed to stay in the territory of the State other than their own provided that they do not become a charge to the State. They are generally allowed to be by their spouses.

5. **Settlers** are persons who are granted the right to stay indefinitely in the territory of a country other than their own and to enjoy the same social and economic rights as the citizens of that country.

6. **Migrant workers** are persons admitted by a country other than their own for the explicit purpose of exercising an economic activity.

a) Seasonal migrant workers are persons employed in a State other than their own for only part of a year because the work they perform depends on seasonal conditions.

b) Project-tied migrant workers are migrant workers admitted to the State of employment for a defined period to work solely on a specific project carried out in that State by the migrant workers' employer.

c) Contract migrant workers are persons working in a country other than their own under contractual arrangements that set limits on the period of employment and on the specific job held by the migrant. Once admitted, contract migrant workers are not allowed to change jobs and are expected to leave the country of employment upon completion of their contract, irrespective of whether the work they do continues or not.

d) Temporary migrant workers are persons admitted by a country other than their own to work for a limited period in a particular occupation or a specific job.

e) Established migrant workers are migrant workers who, after staying for some years in the country of employment, have been granted the permission to reside indefinitely and to work without major limitations in that country.

f) Highly-skilled migrant workers are migrants who, because of their skill, are subject to preferential treatment regarding admission to a country other than their own and are therefore subject to fewer restrictions regarding length of stay, change of employment and family re-unification.

7. Economic migration covers persons who move internationally in connection with the exercise of an economic activity that is either not remunerated from within the country of destination or that demands a certain investment from the migrant concerned.

a) Business travellers

b) Immigrating investors.

8. Asylum migration covers the whole spectrum of international movements caused by persecution and conflict. Specific types of migrants that are part of asylum migration are,

- a) Refugees
- b) Persons admitted for humanitarian reasons
- c) Asylum-seekers
- d) Persons granted temporary protected status
- e) Persons granted stay of deportation

9. **Irregular migrants** are persons in the State other than their own who have not fully satisfied the conditions and requirements set by that State to enter, stay or exercise an economic activity in that State's territory.

10. **Migrants for family reunification** are persons admitted by a country other than their own for the purpose of accompanying or joining close relatives migrating to that country or already living in that country.

1.19 **Explanation on the causes of migration**

Explaining the causes of migration is a complex issue. People migrate to foreign countries depending on many factors like securing of better jobs, earning of money, poverty, unemployment, war, ethnic problems, refugee problems, natural calamities, social factors etc. Social scientists have offered some explanations for the causes of migration. According to one approach, the causes may be broadly classified into individual and structural (Stalker Peter, 1994).

1.20 **The Individual approach**

The individual approach considers each migrant as a rational human being who assesses the available destinations and chooses the optimum combination of wage-rate, job security, and cost of travel. This is called the "human capital" approach since each person can be considered the product of a series of investments in his or her education, just as financial capital will roam the world seeking the highest return on investment. So each unit of human capital will move wherever he or she can achieve the best return for the skills and experience they embody.

1.21 **The Structural Approach**

The structural perspective, on the other hand, sees people's fate determined ultimately by the circumstances they face. Everyone moves within structures—social, economic and political which shape their lives "pushing" them from their homes and "pulling" them to their destinations. Structural explanations might

include population pressure, for example, unemployment, or the influence of international media.

Both the individual and structural perspectives are illuminating in certain cases. But in the end, they have to be combined. Individuals cannot make decisions independent of the structures in which they find themselves, nor do structures exist independent of individuals who themselves help to create and reshape their political and economic environment.

1.22 **System Approach**

Another approach is the System approach, it which combines both individual and structural views and explains the causes of migration in terms of networks. Individual pioneer migrants help those who follow them to settle and find work. These networks often begin with an individual choice. One adventurous person sets off from a village and discovers the opportunity. When he or she tells of the rewards, this encourages further migration and establishes a new migration structure. The Systems view incorporates not only migrant networks and individual decision making, but also includes other flows such as those of capital and goods and show how all these are connected to political and cultural influences. The categories of migrants belonging to the above types of migration are mostly unskilled and semi-skilled.

1.23 **Push-Pull Factors Approach**

According to another approach, migration is affected by push and pulls factors. Push factors include lack of employment opportunities, lack of other facilities and fears of disorder or of persecution on grounds of race, religion or politics in the country of origin of migration. Pull factors include favourable employment opportunities, good health and educational facilities, public order and freedom, favourable climate etc in the country of destination.

1.24 **Brain-drain**

Migration also involves the movement of skilled professional people from less developed to developed countries and from developed to highly advanced countries in search of better jobs, scientific and technological advancement, better living conditions and for availing internationally best opportunities, internationally resulting in the drain of the best brains to the sending country. This kind of migration is often referred to as a "brain-drain"- a term first used in Britain in the 1960s when a substantial number of engineers and scientists were being tempted away by higher salaries and better prospects in the United States.

1.25 **Frame work of analysis used to study contract migration**

In contract migration, return is an essential part of the migration process. Here, the workers are hired for contractual jobs for a definite time period and are expected to return after the expiry of the period. Usually during the period of stay abroad, they leave their families behind in their home country. In order to support their family, the emigrants send remittances on a regular basis which is spent by the households. The economic impact of this spending is always substantial on the domestic economies of the labour exporting countries. On the other hand, large-scale return of contract category of emigrants will create adverse economic consequences in labour exporting countries.

Concepts used in the study

Emigrants are defined as members of the households who had moved out of Kerala and were living outside India at the time of the survey.

Return emigrants are members of the households who had emigrated out of India but returned to Kerala and were members of the households at the time of the survey.

Out-migrants are members of the households who left Kerala but were living within India at the time of the survey.

Return out-migrants are members of the households who had migrated out of Kerala to other parts of India but had returned to Kerala and were members of the households at the time of the survey.

Total remittances include remittances received directly by the household and also by any institution in Kerala from all parts of the world.

A household remittance is part of remittance received by households from abroad through different channels.

Emigration Check Required category (ECR)– Categories of persons whose Passports have been endorsed as “Emigration Check Required” (ECR), is required to obtain emigration clearance from the POE office before travelling abroad for taking up an overseas employment.

Emigration Check Not Required Category (ECNR) – Section 22 of the Emigration Act, 1983 provides that no citizen of India shall emigrate unless he obtains emigration clearance from the concerned Protector of Emigrants (POE). However, with a view to facilitate the movement of the people, 13 categories

of persons have been exempted from this requirement and have been placed under "Emigration Check Not Required" (ECNR) category.

1.26 **Source of Data**

Both secondary and primary data are used for the study. For collecting primary data, we conducted a sample survey of 200 Indian emigrant workers in UAE using a structured interview schedule. The sample was selected from all major categories of emigrant workers living in Abu Dhabi, Dubai and Sharjah in UAE. Similarly, a sample survey covering 165 Indian emigrants workers was conducted in Kuwait. The study team held discussions with Indian Migrant Association, leading Indians, Indian businessmen, and with migrant workers in workers camps in UAE and Kuwait. The team also discussed with senior officials at Indian Embassy at Abu Dhabi and office of the Counsel General of India at Dubai.

Chapter 2

Labour Market Situation of Migrant Workers in UAE

Introduction

2.1 The United Arab Emirates (UAE) is an Arab country situated in the south-east of the Arabian Peninsula in Western Asia on the Persian Gulf, bordering Oman to the east and Saudi Arabia to the south, as well as sharing sea borders with Qatar to the west and Iran to the north. The UAE is a federation of seven Emirates (Abu Dhabi, Ajman, Dubai, Fujairah, Ras al-Khaimah, Sharjah, and Umm al-Quwain). The capital is Abu Dhabi, which is also the State's center of political, industrial, and cultural activities. The formation of the federal State was declared on 2nd December 1971, which is celebrated as the national day of the UAE.

2.2 The UAE has diplomatic relations with over 146 countries in the world. There are about 73 resident foreign embassies in the UAE along with 35 non-resident embassies. In addition, there are 54 general consulates in Dubai. On the other hand, the UAE has 46 embassies and 7 consulates in different countries of the world. In addition, it has two permanent missions; one in New York and the other in Geneva.

Table 2.1 AREA AND POPULATION

Capital	Abu Dhabi
Language	Arabic
Area	83,600 km ²
Population (2010)	8264000
Population density (2010)	90 persons per km ²
percentage of foreign nationals vis-a-vis the population (2010)	89%
Unemployment rate (2010) (%)	4.3%
Human Development Index (2011)	0.846

1. Population Division of the Department of Economics and Social Affairs of the United Nations Secretariat, *World Population Prospects: The 2010 Revision*, <http://esa.un.org/unpd/wpp/index.htm>

2. United Nations, Department of Economics and Social Affairs, Population Division (2009). *Trends in International Migrant Stock: The 2008 Revision*, <http://esa.un.org/migration/>

World Bank Databank, <http://data.worldbank.org/indicator/SL.UEM.TOTL.ZS>

4. UNDP, International Human Development Indicators, <http://hdrstats.undp.org/en/indicators/103106.html>

The population of UAE more than doubled between 2000 and 2010. UAE, together with other Gulf countries, has a long history of international labour immigration. However, UAE, as well as all other Gulf countries, uses the term

“contract workers” rather than ‘immigrants’ to identify non-citizens. Economically, UAE today has a very high Human Development Index (0.846) and the World Bank identifies it as a high income economy. Non-citizens in the UAE comprise 89% of the country’s population. (Table 2.1)

2.3 Emirates in UAE

Abu Dhabi

The energy-rich capital accounts for well over 60 percent of UAE economic output and 2012 saw GDP grow by an estimated 3.9 percent. The population of the Emirate of Abu Dhabi in 2013, as a whole, is just over 2.5 million, with an annual growth rate of over 8 percent, one of the highest rates in the world. Abu Dhabi has diversified its development activities mainly focusing on cultural tourism, aviation, manufacturing, media, health care, financial services and renewable energy.

Dubai

Dubai which accounts for around 30 percent of the output of UAE economy with a population in 2012 of 2.1 million, has positioned itself in recent years as a regional hub for trade, transport and logistics, retail, tourism and banking. These key pillars have shown resilience since the financial crisis, with overall GDP growing by approximately 4.5 percent in 2012. Oil and gas represent only 2 percent of the economy.

Sharjah

The UAE’s third-biggest Emirate, with a population of 1.01 million in 2009, according to the National Bureau of Statistics, has built up a solid manufacturing sector and is now focusing on developing green business and sustainable tourism. Driven by Shurooq, the Emirates investment body, Sharjah accounted for some 5 percent of the UAE’s output and 8 percent of the total non-oil GDP in 2012.

Ras al-Khaimah

With a prudent fiscal policy and expansion of the industrial, financial services and aviation sectors, Ras al-Khaimah has developed well in recent years. According to latest government figures, the economy is estimated to have grown by 8 per cent in 2012, while the population in 2009, according to the National Bureau of Statistics, was 241000.

Fujairah

Its strategic coastline location on the gulf of Oman, outside the Straits of Hormuz, means Fujairah is emerging as a major oil and chemical storage and products-trading hub. With a population in 2009 according to the National

Bureau of statistics, it now ranks as the second largest bunkering port in the world. An oil pipeline from Abu Dhabi was opened in 2012 and a second refinery is under construction, along with a liquefied natural gas terminal.

Ajman

Ajman is the smallest emirate in size, despite a population of 250000 in 2009, according to the National Bureau of Statistics. It has invested steadily in its ports, roads, transport sector and industrial zones. The government has implemented policies to encourage foreign capital inflows, including 100 percent freehold ownership of real estate for international investors.

Umm al – Quwain

Traditionally reliant on industries such as cement, pharmaceuticals and glass, the emirate's GDP makes up around 1 percent of the UAE's economy, with a population of 56000 in 2009 according to the National Bureau of Statistics. Its recent diversification efforts include plans to develop a sophisticated ecotourism industry around its natural beauty and historical sites.

2.4 UAE Economy

UAE economy is one of the largest emerging economies in the region as it ranks second to the Saudi economy. UAE economy is oil-based and its oil policy reflects the keen desire of the State to provide stability and balance in the world petroleum markets with a view to protect the interests of both the producers and the consumers. In this regard, the UAE backs all collective efforts aimed at reinforcing the unity and cohesion among the member nations OPEC Organization of Petroleum Exporting Countries in fixing the global production output quotas so as to achieve the stability of the petroleum markets and the prices and to ensure oil supplies to the consuming countries at acceptable and fair prices. UAE has been keen on activating the working strategies of the organization.

2.5 The UAE's hydrocarbon reserves have provided a solid foundation for the country's development. However, with oil and gas resources being concentrated in Abu Dhabi, the other emirates have to look at services and industry to boost industry GDP. Thus the initiatives aimed at attracting foreign investment such as a business friendly environment, along with a focus on trade, tourism, logistics and manufacturing sectors. These factors have led to the non oil sector in the UAE accounting for 62 percent of overall GDP in 2011, the highest in the region after Bahrain. The services sector alone accounted for 44 percent of overall GDP IN 2011. The UAE is endowed with massive natural resource reserves. In 2011, the UAE had the seventh largest oil reserves in the

world, at 98 bn. barrels and the seventh largest gas reserves, at 213 tone cubic feet (cf.). This provides the relatively small national population with enormous wealth. The UAE's oil and gas reserves per national are the second largest in the GCC at around 142000 barrels of oil equivalent (boe)

2.6 Oil vs. Non-Oil component of GDP

The UAE's economy has recorded promising levels of growth facilitated by the rise in oil prices between 2002 up and the first half of 2008 coupled with the governments' massive investments in projects related to infrastructure and real estate, which fueled the demand for construction and contracting services, ultimately leading the Emirate to register record levels of growth within its non-oil sectors. With the start of the global economic and financial crisis throughout the second half of 2008, namely the last quarter of 2008 and 2009, the economy of the UAE was set to face a challenging period as over a third of the Emirates' revenues are generated from oil. Nominal GDP estimate's for 2009 indicate that GDP contracted by 2 percent to reach AED 914.3 billion (USD 248.9 billion) in 2009, with the oil component of GDP slumping to 22 percent AED 267 billion (USD 72.7 billion) in 2009 as compared to the 36 percent growth registered in 2008. (Table 2.2) Oil prices plunged from a record high of USD 140 per barrel in July 2008 to a low of USD 350 per barrel in January 2009.

2.7 The sharp drop in oil prices ultimately weighed on the country's macro-economic indicators in 2009 as oil revenues constitute a significant amount of its total income. However, oil prices during the latter part of 2009 and throughout 2010 bounced back, with average oil prices at an average of USD 77.34 pb in 2010, 28 percent higher than average prices in 2009. In late 2010 and onto the start of 2011, oil prices surpassed USD 110 pb mark, driven by the geopolitical instability in the Middle East. Accordingly, the rise in oil prices would mitigate the impact of the economic downturn in the UAE better than expected and the oil prices and revenues would aid the government in supporting economic growth and enhancing investor confidence throughout the country's emirates.(KAMCO Research, UAE Economic Brief and outlook, 2011).

Table 2.2 GROSS DOMESTIC PRODUCT OF UAE

Year	2002	2003	2004	2005	2006	2007	2008	2009
Nominal GDP (AED Billions)	272.9	321.8	387.8	506.8	643.5	758	934.3	914.3
y-o-y % change	7%	18%	21%	31%	27%	18%	23%	2%
Oil component (AED Billions)	73.1	93	123.9	182.5	220.5	253.8	344.1	267
y-o-y % change	3%	27%	33%	47%	21%	15%	36%	22%
% of GDP	27%	29%	32%	36%	34%	33%	37%	29%
Non-oil component (AED Billions)	199.8	228.7	263.9	324.3	423	504.3	590.1	647.3
y-o-y % change	11%	14%	15%	23%	30%	19%	17%	10%
% of GDP	73%	71%	68%	64%	66%	67%	63%	71%

Source: KAMCO Research, UAE National Bureau of statistics

2.8 GDP by Emirates

In terms of GDP distribution by the seven emirates, Abu Dhabi is the primary contributor to the UAE's GDP followed by the Emirates of Dubai and Sharjah respectively. Abu Dhabi has consistently represented half of the UAE's GDP with its share contribution ranging from 53 percent to 57 percent throughout the period from 2004 to 2008. In 2008 Abu Dhabi's GDP stood at AED 519.9 billion followed by Dubai which recorded a GDP of AED 301.5 billion, representing 32.3 percent of UAE GDP. The emirate of Sharjah, on the other hand, trails behind Dubai with a single digit contribution of 7.7 percent in 2008.

Table 2.3 UAE GDP DISTRIBUTION BY EMIRATE

(AED Millions)	2004	2005	2006	2007	2008
Abu Dhabi	2,16,179	2,90,323	3,41,286	4,00,047	5,19,921
% of GDP	55.70%	57.30%	53%	52.80%	55.70%
Dubai	1,18,428	1,47,895	2,24,344	2,64,174	3,01,485
% of GDP	30.50%	29.20%	34.90%	34.90%	32.30%
Sharjah	33,624	44,826	49,406	59,682	71,993
% of GDP	8.75%	8.80%	7.70%	7.90%	7.70%
Ajman	5,192	6,216	7,428	9,583	11,549
% of GDP	1.30%	1.20%	1.20%	1.30%	1.20%
Um Al Quwain	1,749	2,159	2,482	3,006	3,576
% of GDP	0.50%	0.40%	0.40%	0.40%	0.40%
Ras Al Khaimah	7,835	9,315	11,435	13,400	15,895
% of GDP	2.00%	1.80%	1.80%	1.80%	1.70%
Al Fujairah	4,794	6,046	7,122	8,134	9,843
% of GDP	1.20%	1.20%	1.10%	1.10%	1.10%
UAE Nominal GDP	3,87,801	5,06,780	6,43,503	7,58,026	9,34,262

Source: Same as Table 2.2

2.9 Trade

Global and regional economic developments during 2009 have had profound effects on the UAE economy due to its 'open' nature, and as an important supplier of oil to the rest of the world. Macroeconomic indicators in the UAE are therefore closely influenced by changes in the price of oil and by changes in aggregate demand in the rest of the world. Both of these changes are clearly reflected in changes in rates of growth of GDP. Specifically, the fall in the price of oil in 2009 from its peak in mid-2008 reduced hydrocarbon revenues, which led to the decline in UAE's GDP and was associated with the fall in real estate prices and the slowdown in foreign trade.

The UAE successfully avoided the impact of the abrupt deceleration of global trade that was caused by slow growth in many developed economies and recurring bouts of uncertainty over the future Euro zone. Table 2.4 shows negative growth rate in foreign trade in 2009 due to global financial crisis and following an increase of 11.3 percent and 31.9 percent in 2010 and 2011 respectively.

2.10 The UAE became the world's twentieth biggest exporter in merchandise trade in 2011, according to the latest analysis by the World Trade Organisation. The country accounts for 1.6 Percent of the total world exports. It is the twenty-fifth largest importer with a share of 1.1 percent. Although the UAE is becoming less dependent on natural resources for its overall revenue, petroleum and natural gas exports still play a major role in the economy and its trade balance.

Table 2.4 FOREIGN TRADE

(US\$ million)	2007	2008	2009	2010	2011
Total exports	178606.04	239179.96	191776.2	213509.9	281601.7
% change	22.7	33.9	-19.8	11.3	31.9
oil and gas exports	73816.5	102073.24	67866.32	74628.1	111591.6
crude oil	61161.72	85416.55	54117.34	60080.86	90628.64
refined products	4895.45	6016.88	5445.14	6679.01	8929.21
Gas	7759.32	10639.8	8303.84	7868.23	12033.76
non-oil exports	34241.22	42965.97	43963.79	51003.27	62061.8
re-exports	70548.33	94140.76	79946.09	87878.57	107948.3
total imports	150102.9	200299.8	170098.2	186975.8	229677.4
% change	50	33.4	-15.1	9.9	22.8

Source: Same as Table 2.2

Table 2.5 SECTORAL CONTRIBUTION TO GDP (%) 2005–2009

Sector	2005	2006	2007	2008	2009
Agriculture, livestock and fishing	2.20	1.90	1.70	1.60	1.70
mining and quarrying	32.40	32.60	33.20	33.80	29.20
1. crude oil and natural gas	32.10	32.30	32.90	33.50	28.90
2. quarrying	0.30	0.30	0.30	0.30	0.30
Manufacturing	14.50	15.90	15.40	15.10	16.20
Electricity, gas and water	1.80	1.60	1.50	1.50	1.60
Construction	9.0	9.70	9.60	9.70	10.70
Wholesale and retail trade, and repairing services	9.20	8.80	8.80	8.60	9.0
Restaurants and hotels	1.80	1.70	1.70	1.60	1.80
transport, storage and communications	6.80	0.70	6.70	6.50	7.10
Real estate and business services	7.70	7.30	7.30	7.70	8.20
Social and personal services	1.80	1.70	1.70	1.70	1.90
Financial corporations	5.70	5.50	5.40	5.30	5.80
Government services	8.0	7.50	7.80	7.50	8.0
Domestic services of households	0.60	0.60	0.60	0.50	0.50
less: Imputed bank services	1.50	1.40	1.30	1.30	1.40

Source: National Bureau of Statistics, Abu-Dhabi, UAE

Dubai handles almost 80 percent of the UAE's imports, exports and re-exports. India is the UAE's largest trading partner, accounting for almost one-quarter of total trade, followed by China. The UAE's five largest export partners are Japan, India, South Korea, Thailand and Singapore, while the largest import partners are India, China, the US, Germany and Japan. Primary exports are crude oil, natural gas and re-exports. Primary imports are machinery and transport equipment, chemicals and food.

Sectoral Contribution to GAP

2.11 As shown in Table 2.5, the GDP contribution of the non-oil sector (trade, logistics, tourism, and finance, and high-value manufacturing etc) in 2009 was 71% with the share of manufacturing the highest at 16.2% followed by the construction sector at 10.7% and wholesale and retail trade and repairing services at 9.0%. Although the real estate & business services sector experienced a considerable slowdown in 2009, it still contributed a relatively large share of 8.2% to GDP with some large infrastructure projects in Abu Dhabi offsetting the decline in Dubai. The role of the government in the provision of various types of government services has traditionally been high in the UAE at 8% which reflects the heavy involvement of the public sector in the provision of health and education services to both its nationals and the expatriate population. Although

the financial sector has been identified as an important driver of growth in the diversification strategies of both Dubai and Abu Dhabi, financial corporations contributed about 5.8% to GDP in 2009. But their lending abilities are constrained by the global financial crisis and the consequent shortages in liquidity especially their ability and to give out loans to small and medium enterprises.

Population and Labour Force

Population

2.12 UAE is an extreme example of globalization as only a small fraction of its population are nationals. UAE embraced globalization as the sole means to first develop its oil and then the country itself. However, it is hostile to the forces of globalization, as itinerant workforce and therefore customer base, and the unpredictability of the world's financial changes. The UAE heavily relied on the migrant workers for the production of almost all goods and services in primary, secondary and tertiary sectors. Only a small number of UAE workers are engaged in economic activities

Table 2.6 UAE POPULATION BY SEX AND NATIONALITY, 1975–2010 (IN THOUSANDS)

Year	UAE nationals			Non-Nationals			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
1975	105	97	202	281	75	356	386	172	558
1980	151	140	291	569	182	751	720	322	1042
1985	202	194	396	693	290	983	895	484	1379
1995	297	290	587	1310	514	1824	1607	804	2411
2004	464	442	906	2465	949	3414	2929	1391	4320
2007	443	433	877	4089	1251	5341	4533	1685	6219
2008	457	447	904	5582	1586	7168	6039	2033	8073
2009	471	461	933	5649	1617	7266	6120	2079	8199
2010	479	468	947	5682	1633	7316	6161	2102	8264

Source: Human Resource Report 2005, P-9 National Bureau of Statistics, Abu Dhabi, UAE

Table 2.6 gives the growth in UAE nationals and non-nationals since 1975. Table 2.6 shows the population growth from 1975 to 2010, with UAE nationals recording a population increase of 10-fold (97000 to 947000), and non nationals a twenty-fold (356000 to 7316000).

The Government is protecting the interests of the UAE nationals by providing education, training, jobs, assistance for businesses social security etc. However, in terms of percentage, this population is set to reduce substantially since the UAE government has allowed expatriates to purchase properties in free zone areas. As UAE economy is in need of the service of large number of migrant

workers, it is not possible to curtail massive migration of foreign workers in the future. Since the projects are awarded to international companies (e.g. of China, Turkey, Korea, India) and the main contractor of each project prefers to bring workforce from its own country, the expatriate population in UAE will naturally increase India is the largest trade partner of UAE, having largest expatriate population

2.13 The estimated population does not include the tourist population since they are not on residence visa. They arrive on tourist or visit visa and stay for a shorter duration ranging from one day to a few months. The tourist population of UAE is large and growing. The number of tourists visiting Dubai rose by 10 percentile to a total of 9.3 million in 2011. In 2011, Saudi Arabia emerged as the top source market for Dubai's tourism industry with 8,73,152 guests, followed by India (7,02,142), UK (6,43,193), Iran (4,76,708), and the US (4,62,653). Tourism is a major source of income for the UAE and it is one of the unique cases, of the tourist population being larger than the entire resident population of the nation.

The expatriate population

2.14 The expatriates consists of migrant workers, their dependents and other categories of migrants like refugees, economic migration etc. Except a few, the entire expatriates in UAE consist of single migrant workers, married migrant workers living with their family and their dependents. The dependents of migrant workers consist of wife, children of all age, children studying in educational institutions and old parents.

Table 2.7 Nationality-wise Population in UAE –Estimates 2006

Nationality	Population	% of total population
India	16,12,800	32.00
Pakistan	7,00,000	13.89
Arab	6,00,000	11.90
Bangladesh	3,00,000	5.95
others	2,84,000	5.63
Philippines	2,30,000	4.56
Sri Lankan	1,80,000	3.57
Nepal	80,000	1.59
Indonesian	80,000	1.59
UK	30,000	0.60
South Africa	20,000	0.40
Total Expatriates	40,32,000	80.00
Local UAE Nationals	10,08,000	20.00
Total	50,40,000	100.00

Source: UAE interact.net and DTCM website, Gulf News Reports-2007.

Table 2.7 gives the nationality-wise expatriates in UAE. The Indian migrant population in UAE is estimated as 16.12 lakhs in 2006 accounting for 32 percent of the total population. This percentage of Indian migrant population has remained more or less the same over many years. The diplomatic relationship between India and UAE has always remained cordial, thus not affecting the inflow of Indian's expatriates in the UAE.

UAE – Labour Market

2.15 As a result of the UAE's small indigenous population, UAE's total labour force has the GCC's lowest percentage of nationals at 8.5 percent (Tanmia 2005). Non-nationals comprise over 90 percent of employment in the private sector and 60 percent in the public sector workforce, and two-thirds of them do not have a secondary education. With continued inflows, there appears no plateau for this expatriate influx.

2.16 Factors that shaped the UAE workforce during the past two decades were an increasingly younger working age population, a growing reliance on skilled and unskilled non-national workforce and the demand for technological skills. The table shows that the population of UAE has grown by 20 fold. This is one of the highest population growth rates in the world over during the period mentioned. According to the National Bureau of Statistics, despite the slowdown in economic activity and decline in labour demand due to global financial crisis, there have been indications that expatriates, mostly males, continued to migrate to the UAE in 2009. The demographic profile shows that the male population in 2008 constituted 69 percent of the total population. The higher number of males in the UAE compared to females is mainly due to the number of expatriates, as the majority of expatriates are males. According to the National Bureau of Statistics, expatriates represented 81.7 percent of the 2009 population; 79 percent of the expatriates are economically active.

Table 2.8 ECONOMICALLY ACTIVE POPULATION (2008) IN THOUSANDS

Emirate	Employed	Unemployed used to work		
Abu Dhabi	1,079	11	37	1,127
Dubai	1,186	5	24	1,215
Sharjah	637	4	24	664
Ajman	156	2	9	167
Um Al-Quwain	31.9	0.3	0.8	33
Ras Al-Khaimah	150	2	9	161
Fujairah	95	1	7	102
Total	3,335	25.3	110.8	3,469

Source: Same as Table 2.2

2.17 A major portion of the UAE's population resides in Abu Dhabi and Dubai and population of the two emirates represents two-thirds of the total population. This shows that both emirates are the major destinations in the country for business and job creation for expatriates and nationals. This is also reflected in the economically active population, with Abu Dhabi and Dubai combining to represent 67 percent of the economically active population of the UAE in 2008 (Table 2.8). According to 2009 Labour Force Survey conducted by the National Bureau of Statistics, economically active men were more than twice as many as economically active women, at 89 percent and 42 percent respectively. Based on the same survey, 69 percent of the total population was employed, with a high of 74 percent in Dubai.

Another key characteristic of UAE's demographic profile is the large number of the working population, which consists of people between the ages of 15 to 59. During 2009, the working population represented 81.9 of the total population, which is also a result of the large number of expatriates working and living in the UAE. The higher the number of working population in the country, is the lower the dependency ratio is and the higher the per income generation will be. The dependency ratio shrunk to 22 percent in 2009, form 26 percent in 2007. A large working population could also create some problems if the country is not well prepared for it. UAE must be able to create new jobs regularly as the national and expatriate population steadily increases.

Table 2.9 EMPLOYMENT SECTOR-WISE (2009)

Sector	Number of Employees	% of jobs held by	
		Expatriates	Nationals
Agriculture, Hunting, Forestry & Fishing	1,32,831	4.10%	0.60%
Mining & Quarrying	69,911	1.90%	3.00%
Manufacturing	2,69,157	8.50%	1.70%
Electricity, Gas & Water	38,451	1.00%	1.70%
Construction & Maintenance	4,29,951	13.70%	1.00%
Trade & Repair Services	5,38,313	17.10%	1.90%
Hotels & Restaurants	1,39,822	4.50%	0.20%
Transport & Storage	2,86,634	8.50%	5.90%
Financial Intermediation	1,11,857	3.10%	4.60%
Real Estate, Renting & Business Services	2,41,192	7.30%	3.80%
General Admin., Defence & Social Security	4,43,934	6.70%	61.00%
Education	1,50,308	3.70%	8.70%
Health & Social Work	87,389	2.50%	2.90%
Other Social & Personal Services	94,380	2.70%	2.20%
Domestic Services	4,57,916	14.60%	0.70%
Extra-Territorial Organisations & Bodies	3,496	0.10%	0.10%
Total	34,95,542	100.00%	100.00%

Source: National Bureau of Statistics, UAE

Labour Force

2.18 The total number of employees in the UAE rose to 3.5 million in 2009, an increase of 5 percent over the 3.3 million in 2008 (Table 2.9). Due to the global economic crisis, the year-on-year growth of employed portion of the population had not grown as much as it has in the previous years. Many projects have been postponed or cancelled due to the lack of liquidity, which led to layoffs in the real estate, hospitality and financial sector. The National Bureau of Statistics stated that the unemployment rate for 2009 was 4.2 percent, which should be an increase over the 2008 rate of 4 percent. Among the seven emirates, Dubai had the lowest unemployment rate while Fujairah had the highest in 2009. Among the national workers, 61 percent were employed in general administration, defense and social security. The other major categories in which national workers employed were education, transport and storage, financial intermediaries, and real estate and business service.

On the other hand, the largest share of migrants worked in trade and repair services. Domestic services, construction and maintenance, manufacture transport and storage, real estate and business are the other major categories in which migrants are employed. But the basic problem is that UAE nationals are not willing to take up these jobs in private sector.

2.19 The labour force survey revealed that the private sector was the highest employer among the entire population as is accounted for 58 percent of all jobs. On the other hand, federal and local governments were the highest employers among nationals as they accounted for 46 percent and 39 percent of local population respectively. One of the biggest challenges that UAE and the entire GCC is facing is unemployment. Addressing unemployment remains a serious issue in the UAE, with 20.8 percent of Emirati citizens of working age being jobless, according to a National Bureau of Statistics Report issued in June 2012. Among expatriates, the unemployment level in 2011 was estimated at just 3.2 percent.

The main challenge is not in creating jobs: the UAE economy is sufficiently vibrant to produce suitable employment opportunities in the private sector. Indeed, according to the Labour Minister, Saqr Ghobash, speaking in December 2012, around 300000 private sector jobs were suitable for UAE citizens. Rather, the key ambition is to address the structural imbalance that makes it more attractive for some employers to employ non-UAE citizens rather than nationals. Most UAE job creation has been concentrated in, low-skilled, labour-intensive sectors that are unattractive to national job seekers. Attractive employment

opportunities in the private sector require skills that the UAE's educational and skills development systems have fail promote.

Emiratization

2.20 Emiratization is of the highest priority on the UAE government's agenda; t replacing expatriates with nationals particularly in the private sector establishments. Emiratization policies generally follow the mandates of the by GCC. They include a work environment which goes beyond financial matters and takes regard of Islamic and cultural issues and support of skill development and professional advancement. The Emirati preference for lucrative, undemanding work in the public sector reflects the continuing skewing of education towards the public sector job specification; generalized policy work, more so than the detailed analytical work demanded by the private sector.

Structural improvements such as realignment of educational systems, although difficult and costly, have the greatest chance of success in emiratization policies. The strategies to assist GCC localization include:

- Increasing skills relevance and standards by improving education and vocational training for nationals
- Incremental localisation through private sector industry groups
- Controlling public sector wage differentials and limiting the growth of public employment
- Implementing social benefits for all working nationals
- Decreasing the disparities in labour mobility by mandating GCC nationals' dismissal legislation to non-national workers.

2.21 Proposed Measures to Promote Emigration

Education and Training. All education should be relevant to the job markets to meet human capital principles and allow school leavers and graduates to be work-ready for employers. Furthermore, GCC countries should increase research allocations, particularly in oil-related industries.

Sector Parity. The wage differential between public and private sectors plays a significant role. A work ethics among nationals must be fostered through public awareness campaigns, and governments should encourage the private sector to provide comparable working conditions such as wage parity, flexible working hours and training. The Islamic work ethics argues that life without work has no meaning and engagement in economic activities is an obligation

Localising industries: A strategy for localisation of all public and commercial activities, and all occupations, first in the key areas, such as finance, public administration and petroleum production. Next, localisation is taken through occupational levels comprising, managers and professionals, initially to assist in localisation of the entire workforce.

Quotas: In response to the localisation crisis, GCC governments introduced quotas for nationals in particular areas of the private sector. Companies were asked to reach specific localisation targets by certain dates, or face heavy fines.

National Management: A strong human resource management (HRM) system enhances organisational performance and can promote responses consistent with strategic goals such as localization.

Public Sentiment towards Employment: The attitude of nationals towards private sector work must be addressed if human capital principles are to prevail. Nationals should recognise the existing economic situation and realize the value of attaining and keeping a job in a period of intensive regional and global competition.

Structural initiatives to enhance Emirati employment include:

- Subsidised start-up loans for national entrepreneurs,
- Using the Market Information System as a job data bank
- Emiratisation units, in liaison with business ministries, to be established in all emirates to assist in an individual's job-seeking process, and advise on career opportunities and further training for those employed
- Increase the cost of non-national labour through higher visa charges
- Eliminate all guarantees of employment in the public sector and introduce an internship system in the fields important to economic development
- Minimise restrictions on non-national job mobility to assist greater job flexibility, resulting in more opportunities becoming available for nationals.

Emiratization – Termination of Expatriate POR's

Termination of Expatriate PROs

2.22 The UAE Government is giving more and more stress on Emiratization. The replacement of thousands of expatriate PROs (Public Relations Officers) with UAE national PROs in private companies is part of the emiratization and employment drive. The Ministry of Labour issued a Ministerial decision on 6th September 2005 asking companies that have more than 100 workers to employ UAE national PROs, male or female, with effect from January 2, 2006. From this date, the Ministry will not accept any transactions unless submitted by a UAE national PRO. The Ministry has decided to restrict the period of validity of expatriate PRO cards in the country to one year against the normal practice of three years when they come up for renewal.

Emigration

2.23 The UAE is a country of immigration rather than emigration. The UAE citizens go abroad for study or business and they usually return. In 2010, there were 55,900 UAE citizens abroad, accounting for 1.2% of the UAE population. Top destination countries for UAE citizens are India, Canada, the United States, the United Kingdom, Australia, Jordan, Germany, New Zealand, Bahrain, and France.

Remittances

2.24 Table 2.12 shows that the estimated volume of remittances in 1975 were some around \$US0.4 million and by 2004 it reached \$US4.1 billion for the 2.4 million workers, or about \$US1, 650 per non-national per annum. Of UAE's total employment payments to non-nationals each year, the Chamber estimates that some 40 per cent are repatriated to East Asia and the Indian subcontinent, 20 per cent to Arab countries, 30 per cent spent in UAE, and 10 per cent sent to Europe. However, the non-nationals are contributing to the economic recovery of their own countries, although investment in UAE's fast development could be of greater benefit (Abu Dhabi Chamber of Commerce and Industry 2005).

Table 2.10
REMITTANCES OF NON-NATIONALS IN UAE BETWEEN THE YEARS 1975–2004

Year	Remittances UAE (\$ 1 billion) official	Between	Growth rate	Informal remittances (\$ billion)	Indirect percentage of the total official	Total transfers (1 + 2) (\$ billion)
1975	0.428	1975–1980	178%	3.852	90%	4.28
1980	1.191	1980–1985	57.80%	6.749	85%	7.94
1985	1.879	1985–1990	29%	5.637	75%	7.516
1990	2.424	1990–1995	33.70%	4.502	65%	6.926
1995	3.242	1995–2000	15%	4.863	60%	8.105
2000	3.73	2000–2004	9.40%	4.944	60%	8.674
2004	4.08	2004–2005	178%	5.437	57%	9.52

Problems of Migrant Workers in UAE

Kafala System

2.25 The Kafala system, which has been described as modern-day slavery, leaves migrant labourers vulnerable to human trafficking and forced labour practices, and has resulted in gross human rights abuses. The system is described as a form of 'structural violence' by which employers confiscate passports of workers and report them as "absconding" to authorities to avoid incurring of punishment. Economic incentives for sending and receiving countries and a system of employment agencies and brokers encourage migrant workers to seek work. Recruiting agencies as well as labour sending countries are aware of the abuse of migrant workers, but Kafala continues as economic problems, growing unemployment, and remittances encourage the export of cheap labour.

Cost of migration, contracts and indebtedness

2.26 The plight of migrant workers begins in their home countries, where recruiters charge up to \$4,000 as fees to secure employment in the UAE. Funds to pay these fees are often borrowed from relatives or commercial money lenders at high interest, or from selling homes, farmland, or livestock jeopardizing the welfare of families left behind. Contracts typically last one to three years and pay \$100 to \$250 per month; workers arrive heavily indebted and they bargain over contract terms. They are forced into signing contracts written in Arabic or English, without understanding what they are signing and with no one to explain the terms some provide only a fingerprint as a signature. Labourers'

options are constrained by brutal work conditions, poor pay (often half the wages agreed upon), heavy debt, and threat of severe fines for quitting and jail or deportation for striking.

Heat-released illness

2.27 According to the Dubai Chapter of the World Safety Organization, heat-related illnesses are the primary health issues construction workers face. Between April and September, temperatures can reach 131°F in the shade with humidity levels exceeding 80 percent; workers often stay in this heat for up to 14 hours per day.³⁰ Even though UAE law requires workers to break during the hottest hours, most remain at the job site for 12 hours per day and face risk for severe heat stroke and dehydration, often leading to hospitalization for heat exhaustion and cramps. In 2005, the UAE MoL banned work between 12:30 and 4:30 in July and August, but in 2006, construction companies successfully lobbied to restrict the break to 12:30 and 3:00. In 2004, Dubai's Rashid Hospital recorded 2,500 heat-related hospitalizations per month, which was doubled following a secondary assessment of patients. It is reported that nearly 60 percent of the construction companies are not implementing the lean of work during noon hours.

Exploitation of Domestic Workers

2.28 As with construction workers, the Kafala system fuels trafficking and forced labour for domestic labourers, who rely on employment agencies and brokers and enter contractual bondage with employers, thereby exposing themselves to exploitation and abuse. Domestic servants are not covered by either the 1980 UAE Labour Law or the 2007 Draft Labour Law and so are not entitled to labor protection; domestic servants are not considered employees, households where they work are not considered workplaces, private persons who hire them are not considered employers, and so labour inspectors are forbidden from visiting private households. Their isolation inside private homes leaves them more vulnerable to abuse and exploitation.

Human Trafficking

2.29 Human trafficking in its various forms (such as debt bondage, and forced labour) is flourishing in the UAE. Particularly vulnerable are women who are trafficked into the sex trade and children sold into slavery.

Migration policies: Migration temporary contract labours

2.30 The new patterns of migration were driven by immigration and labour policies that targeted Asian country nationals, who were considered by the GCC governments as being easier to control, cheaper to employ, more efficient and capable and less likely to settle long-term within their borders than Arabs. The UAE labels non-citizens as “contract labourers,” which means that they don’t accumulate any legal or citizenship rights by their duration of stay in UAE, so that, all regulations are tailored to deal with influx of workers and regulate their “temporary” engagement in the labour force.

Demographic Imbalance

2.31 In 1999, the UAE government first announced policies that target decreasing the dependence on foreign workers with the aim to restore demographic balance within the UAE. The first policies were directed against the nationalities that made up the biggest percentage of the workforce, specifically Indian and Pakistani workers. This initial attempt was not successful as other nationalities began to be used to replace these workers, notably Nepalese. In August 2000, the government decided to double the fees for labour permits. This was followed by the introduction of an employment visa requirement that specified that all foreign workers should have, at least, a secondary education diploma.

Issue of Work Permits

2.32 The UAE now has a complex system of order and resolutions regarding the issuing of work permits for foreign workers. Some of these include discrimination as to which groups of labourers may bring their families. They also have policies designed to control entry into the territory by specific migrants, such as iris scan technology which is used to detect whether former deportees attempt to enter the country illegally.

Domestic Workers

2.33 Domestic workers are not covered by UAE Labour Law and so are not entitled to labor protection. Domestic servants are not considered employees; households where they work are not considered workplaces, private persons who hire them are not considered employers, and so labour inspectors are forbidden from visiting private households. Laws also render running away from a sponsor's home, and hiding or protecting runaway domestic workers as illegal.

Biased labor Laws

2.34 It should be noted that labour laws in the UAE favour the employer and its citizen over the foreign migrant. The UAE employs the Kafala system of migrant labour, a practice of sponsorship. This does not operate like a free labour market in which workers can sell their work to the highest bidder. The real competition happens prior to their arrival in the country. Once a work contract and permit for entry and residence is agreed upon, migrants are bound to their sponsors by contract. This system also provides that contractors hold the labourers' passport. This is the only way that the residency is considered legal. If the migrant worker wishes to break the contract, they find themselves bearing the burden for travel home.

2.35 Category of Visa of UAE

Visit Visa

It must be sponsored by an individual such as a relative or an establishment. The application is submitted by the sponsor with all required documents. It is issued for Dhs.100/- for two months and is renewable for another month for a fees of Dhs.500/-.

Tourist Visa

It is available for tourists sponsored by tour operating companies and hotels. It is issued for 30 days for a fees of Dhs.100/- and an additional Dhs.10/- for delivery. This is non-renewable.

Special Mission Entry Visa

This is issued for a non-renewable 14 days for a fees of Dhs.220/- and a delivery charge of Dhs.10/-. Commonly known as a transit visa, it is collected by the visitor upon arrival. It is issued to businessmen and tourists sponsored by a company or commercial establishment or a hotel licensed to operate in the UAE.

Mission Visa

A newly added type of visa, it is issued for the purpose of temporary work in the country. It is issued for a maximum of 180 days with a combined fee of Dhs.1, 800/-. It is issued for three months against a fee of Dhs.600/- and can be renewed for another three months against a fee of Dhs.1, 200/-.

Transit Visa

It is issued to travelers transiting through UAE airports. It is issued for 96 hours and must be sponsored by an airline operating in the UAE. The visitor must have a valid ticket for onward flight. There is no charge for this permit.

Multiple Entry Visa

It is an option for businessmen who are frequent visitors to the UAE and who have a relationship with a reputable company here. This multiple visa is valid for six months from the date of issue and costs Dhs.1, 000/- . However, each visit must not exceed 30 days. The visitor must enter the UAE on a visit visa and obtain the multiple entry visas while he / she is here.

Residence Visa

A residence visa is required for those who intend to enter the UAE to live indefinitely with a person who is already a resident. It is issued to the immediate kin of a resident for three years for a fees of Dhs.300/-. The resident permit becomes invalid if the resident remains more than six months at a time out of the country. Parents of residents are issued residence visas after special approval with a renewable validity of one year for a fee of Dhs.100/- for each year. A refundable deposit of Dhs.5000/- has to be paid for each parent.

Investor Visa

It is issued to an expatriate investor in partnership with a local. The foreign investor must hold a minimum stake of Dhs.70,000/- in the share capital. Like the residence visa, it is issued for three years for a fees of Dhs.300/-.

Employment Visa

Employment visa or Permit is issued by the Immigration Department to a foreign national who wishes to work for a company in the UAE upon the approval of the Ministry of Labour and Social Affairs. It allows the holder to enter the UAE once for a period of 30 days and is valid for two months from the date of issue. When the employee has entered the country on the basis of the employment visa, the sponsoring company will arrange to complete the formalities of stamping his residence visa

Conclusion

Over the past few decades UAE is heavily relied on foreign labour to sustain economic growth and high level of standard of living in the country. Therefore the country can be called one of the national minority states, where nationals are minority and expatriates are majority among the total population. This excessive dependence of expatriate population especially non-nationals mainly engaged in non-oil sectors such as manufacturing, construction and service sectors. The UAE nationals are not interested to work in labour intensive sectors and also they are not willing to work in private sector due to lack of benefits from the state such as social security, hours of work etc. As a consequence unemployment among the youth increases and the government has been following a policy of emiratization. Therefore labour migration to the country is expected to slow down in the coming decades.

Chapter 3

Employment, Wages, Working Conditions and Problems of Indian Emigrants in UAE: Findings of the survey

3.1 This Chapter presents the employment, wages, working conditions and problems of Indian emigrants in UAE. Here, we have examined the following five aspects; viz. the profile of the Indian emigrants, employment, wages and working conditions, expenditure and savings, immigration policies pursued, and problems faced by the emigrants in UAE. The study is based upon primary data collected from UAE. We have conducted a sample survey of 200 Indian emigrants working in three emirates viz. Abu Dhabi, Dubai and Sharjah. For collecting information, we have used an interview schedule. Based on the survey, we present a picture of the employment, wages, working and living conditions and problems of Indian emigrants in UAE.

Profile of sample Emigrant workers

3.2 In this section, we depict the distribution of emigrant workers based on the district to which they belong, religion, age, educational level etc.

Table 3.1 DISTRICT-WISE DISTRIBUTION OF SAMPLE EMIGRANTS WORKERS IN UAE

Sl. No.	DISTRICTS	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	Thiruvananthapuram	20	2	22	11.70	6.90	11
2.	Kollam	18	3	21	10.53	10.34	10.5
3.	Alapuzha	1	4	5	0.58	13.80	2.5
4.	Pathanamthitta	6	5	11	3.50	17.25	5.5
5.	Kottayam	2	3	5	1.17	10.35	2.5
6.	Idukki	0	1	1	0.00	3.44	0.5
7.	Ernakulam	3	4	7	1.75	13.80	3.5
8.	Thrissur	14	2	16	8.20	6.90	8.0
9.	Palakkad	14	1	15	8.20	3.44	7.5
10.	Malappuram	28	0	28	16.37	0.00	14.0
11.	Kozhikkode	12	1	13	7.02	3.44	6.5
12.	Wayanad	3	0	3	1.75	0.00	1.5
13.	Kannur	19	1	20	11.11	3.44	10.0
14.	Kasaragod	16	0	16	9.36	0.00	8.0
15.	Other State	13	0	13	7.60	0.00	6.5
16.	Not Reported	2	2	4	1.16	6.90	2.0
	TOTAL	171	29	200	100.00	100.00	100.00

Besides this, we have examined the year of arrival and number of years spent in UAE in our sample. The emigrant workers belong mostly to the category of Keralite workers. Table 3.1 gives a district-wise distribution of sample emigrants. Of the total sample of 200 emigrant workers, 13 belonged to other Indian States.

3.3 Among the sample emigrants, 171 are males and 29 are females. The districts in Kerala to which majority of the female emigrants belonged are Pathanamthitta, Alappuzha, Ernakulam, Kollam and Kottayam. Among the sample emigrant workers, the largest number belongs to Malappuram district. The districts ranked second to fourth with respect to number of emigrants are Thiruvananthapuram, Kollam and Kannur. Idukki and Wayanad are the districts from where the migration was at its lowest. A religion-wise distribution of sample emigrants is shown in Table 3.2.

Table 3.2
RELIGION-WISE DISTRIBUTION OF SAMPLE EMIGRANT WORKERS IN UAE

Sl. No.	RELIGION	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	HINDU	78	15	93	45.62	51.72	46.5
2.	CHRISTIAN	13	8	21	7.60	27.59	10.5
3.	MUSLIM	80	6	86	46.78	20.69	43.0
4.	OTHERS	0	0	0	0.00	0.00	0.00
	TOTAL	171	29	200	100.00	100.00	100.00

3.4 It is seen from the table that the largest number of sample emigrant workers belongs to the Hindu religion (46.5 percent) Muslims account for 43 percent and Christians 10.5 percent.

Table 3.3 **AGE-WISE DISTRIBUTION OF SAMPLE EMIGRANT WORKERS IN UAE**

SL NO	AGE	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	UPTO 20	0	0	0	0.00	0.00	0.00
2.	21-25	9	1	10	5.26	3.44	5.00
3.	26-30	31	4	35	18.13	13.80	17.50
4.	31-35	23	7	30	13.45	24.14	15.00
5.	36-40	34	7	41	19.90	24.14	20.50
6.	41-45	24	5	29	14.02	17.24	14.50
7.	46-50	27	1	28	15.80	3.44	14.00
8.	51-55	8	0	8	4.68	0.00	4.00
9.	56-60	6	0	6	3.50	0.00	3.00
10.	ABOVE 60	1	0	1	0.58	0.00	0.50
11.	NOT REPORTED	8	4	12	4.68	13.80	6.00
	TOTAL	171	29	200	100.00	100.00	100.00

Table 3.3 presents an age-wise distribution of sample emigrant workers. Among the emigrant workers, 22.5 percent belong to the age group 21 to 30, and 35 percent 31 to 40. The number of emigrants belongs to the age group 41 to 50 account for 28.5 percent. Thus, it can be seen that the young labour force between 21 and 40 account for major share of the sample workers. In contract migration, usually a large section of the migrants are unmarried. But in our sample, we found that 85 percent of the emigrants are married persons (Table3.4).

Table 3.4 MARITAL STATUS OF SAMPLE EMIGRANT WORKERS IN UAE

SL NO	MARITAL STATUS	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	SINGLE	27	1	28	15.80	3.45	14.00
2.	MARRIED	142	27	169	83.04	93.10	84.50
3.	DIVORCED / SEPARATED	1	0	1	0.58	0.00	0.50
4.	WIDOWED	1	1	2	0.58	3.45	1.00
	TOTAL	171	29	200	100.00	100.00	100.00

In the case of females, except one, all are married persons. On the other hand, the unmarried single emigrants constituted 14 percent of the total sample emigrants. The survey results of the educational status of sample emigrants are given in Table3.5.

Table 3.5 EDUCATIONAL STATUS OF SAMPLE EMIGRANT WORKERS IN UAE

SL NO	STATUS	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	BELOW PRIMARY	1	0	1	0.58	0.00	0.50
2.	PRIMARY	5	0	5	2.92	0.00	2.50
3.	UPPER PRIMARY	17	0	17	9.95	0.00	8.50
4.	SECONDARY	50	2	52	29.25	6.90	26.00
5.	PLUS TWO / PDC	51	1	52	29.82	3.45	26.00
6.	DEGREE & ABOVE	45	26	71	26.32	89.65	35.50
7.	OTHERS	1	0	1	0.58	0.00	0.50
8.	NOT REPORTED	1	0	1	0.58	0.00	0.50
	TOTAL	171	29	200	100.00	100.00	100.00

3.5 A notable point is that except 11.5 percent, all of them have an education level of secondary and above. More than half of the sample emigrants have either secondary or plus two level of education. Another 35 percent have an education level of degree and above. This indicates that the emigrant workers of Kerala are mostly an educated category. With this educational background, the workers prefer mainly non-manual category of jobs. The discussion we had with construction workers and employers reveal that Keralite workers are withdrawing from construction activities.

Year of arrival in UAE

3.6 Year of arrival of emigrants will give an idea about the duration in which they lived and worked in UAE. The table 3.6 gives the year of arrival of emigrants in UAE.

Table 3.6 YEAR OF ARRIVAL IN UAE

SL.NO	YEAR	NUMBER	PERCENTAGE
1.	PRIOR to 2000	66	33.00
2.	2001	7	3.50
3.	2002	4	2.00
4.	2003	11	5.50
5.	2004	12	6.00
6.	2005	11	5.50
7.	2006	7	3.50
8.	2007	15	7.50
9.	2008	15	7.50
10.	2009	19	9.50
11.	2010	10	5.00
12.	2011	12	6.00
13.	2012	8	4.00
14.	2013	1	0.50
15.	NOT REPORTED	2	1.00
	TOTAL	200	100.00

Table 3.7 NUMBER OF YEARS WORKED IN UAE

SL NO	NO. OF YEARS	NUMBER	PERCENTAGE
1.	1	13	6.50
2.	2	22	11.00
3.	3	17	8.50
4.	4	15	7.50
5.	5	14	7.00
6.	6	9	4.50
7.	7	8	4.00
8.	8	10	5.00
9.	9	7	3.50
10.	10	12	6.00
11.	11-15	40	20.00
12.	16-20	10	5.00
13.	ABOVE 25	16	8.00
14.	NOT REPORTED	7	3.50
	TOTAL	200	100.00

3.7 Of the total sample workers, one-third arrived in UAE prior to the year 2000. Another 40 percent arrived between 2001 and 2008, the year of global economic crisis. Percentage of emigrants who arrived during the post global

crisis period is 20. Of the 200 sample emigrant worker, only one percent arrived in UAE during the year 2013.

3.8 Duration of employment in UAE will give us an idea about the earnings and savings of emigrant workers. Table 3.7 gives the number of years worked by the sample emigrant workers in UAE. It is reported that 8 percent worked more than 25 years, 61.3% worked for more than 16 years, and 20 percent worked between 11 and 15 years. On the other hand, the workers worked only for a short duration i.e. for 1 to 5 years is 41 percent. Compared to earlier migrants, the one who migrates to UAE recently work only for a short duration.

2. Employment, wages and working conditions

a) Employment

3.9 The job to which emigrants are employed, and their wages and working conditions are the crucial factors which determine the overall well-being of the workers. Table 3.8 presents the occupational distribution of the sample emigrant workers. The study reveals that the largest share of workers (23 percent) worked in production, transport equipment operators and related works. The category comprises tailor, bus driver, carpenter, mason, mechanic, technician, steel fixer, painter, draftsman, foreman, cable jointer, welder, electrician, printer, plumber etc. The service workers from the second category of emigrant workers (21.5 percent).

3.10 The service workers category comprises surveyor, hotel supplier, photographer, teacher, storekeeper, cashier, messenger, waiter etc. Administrative and executive category is the third major category which accounts for 12.5 percent of the sample workers. Nearly 12 percent of the sample workers are sales workers such as salesman, sales executive, shop assistant, delivery boy, messenger etc. Clerical and related workers comprising office assistant, office clerk, DTP operator, accountant etc account for 8.5 percent of the total workers. The other categories of workers include professional and technical, para-medical workers, domestic workers and those who have their own business. Of the 200 emigrant workers, 11 are having their own business such as shops, small restaurants, small business units, grocery, barbershops, tailoring units, studio etc. The small shops and restaurants are run mostly by the emigrants belonging to northern region of Kerala. A detailed job profile of the emigrant workers are given in Table 3.9

Table 3.8 OCCUPATIONAL DISTRIBUTION OF SAMPLE EMIGRANT WORKERS

SL. NO	CATEGORY OF JOB	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	Professional / Technical & Related Works	8	1	9	4.70	3.45	4.50
2.	Para Medical Works	3	3	6	1.75	10.34	3.00
3.	Administrative, Executive & Managerial Works	20	5	25	11.70	17.24	12.50
4.	Clerical & Related Works	16	1	17	9.35	3.45	8.50
5.	Last Grade in Office	14	0	14	8.18	0.00	7.00
6.	Sales Workers	23	0	23	13.45	0.00	11.50
7.	Service Workers	28	15	43	16.37	51.72	21.50
8.	Production & Related, Transport , Operators & Related, Farmers, Fishermen, Hunters & Related	46	0	46	26.90	0.00	23.0
9.	Domestic Workers	3	2	5	1.76	6.90	2.50
10.	Own Business	9	2	11	5.26	6.90	5.50
11..	NOT REPORTED	1	0	1	0.58	0.00	0.50
	TOTAL	171	29	200	100.00	100.00	100.00

3.11 The sample workers are classified into three categories viz. regular employee with monthly salary; casual workers and self-employed engaged in trade, business etc. Table 3.10 gives the nature of the job of the emigrant workers. The survey results suggest that 83 percent of the workers are regular employees receiving monthly salary and 6.5 percent are self-employed. The percentage of casual workers comes to for 2.5 percent. Thus the emigrant workers in UAE are mostly regular employed workers or self-employed.

3.12 The category of employers give an idea about the ownership pattern of companies, business units, shop and other establishments. Table 3.11 shows the category of employer. A significant finding of the study is that 39 percent of the sample workers are employed in commercial, business or other establishments owned by Indians and Keralites. Another 22.5 percent of the workers are employed in institutions owned by UAE nationals. The percentage of workers employed by foreign companies is 16 and by public sector is 12. Thus, one major factor which contributed to emigration from Kerala is the availability of jobs in the commercial and other business units owned by Indians and Keralites. The business units run by Indian or Keralites prefer native workers.

Table 3.9 CATEGORY OF JOBS

SL. NO	CATEGORY OF JOB	JOB PROFILE	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Professional / Technical & Related Works	Doctors, Engineers, Chefs	9	4.50
2.	Para Medical Works	Nurse, Lab Technician, X-Ray Tech	6	3.00
3.	Administrative, Executive & Managerial Works	Office Secretary, Supervisor, Operation Manager, Asst. Manager, H.R. Manager, Hotel manager, M.D.,P.R.O.,	25	12.50
4.	Clerical & Related Works	Office Assistant, Accountant, Document Controller, D.T.P. Operator, Office Clerk	17	8.50
5.	Last Grade in Office	Cleaner, Sweeper, Office Boy, Watchman, Helper	14	7.00
6.	Sales Workers	Salesman, Paint Sales, Sales Executive, Shop Assistant, Delivery boy, Merchandiser	23	11.50
7.	Service Workers	Quantity Surveyor, Hotel Supplier, Photographer, Teacher, Store Keeper, Safety Officer, Cashier, Massager, Waiter	43	21.50
8.	Production & Related, Transport , Operators& Related, Farmers, Fishermen, Hunters & Related	Tailor, Bus driver, carpenter, Mason, Mechanic, Senior Technician, Steel Fixer, Painter, Draftsman, Foreman, Cable Jointer, Labour, X- Ray Welder, Electrician, Printing Asst, Plumper, Boat Maker	46	23.0
9.	Domestic Workers	Cook, House Maid, Servants	5	2.50
10.	Own Business	Shop Owner, Restaurant Owner, Business	11	5.50
11.	NOT REPORTED		1	0.50
	TOTAL		200	100.00

Table 3.10 NATURE OF JOB

SL. NO	NATURE OF JOB	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	REGULAR JOB WITH MONTHLY SALARY	141	25	166	82.46	86.20	83.00
2.	CASUAL WORKERS	4	1	5	2.33	3.45	2.5
3.	SELF EMPLOYED	10	3	13	5.85	10.35	6.50
4.	NOT REPORTED	16	0	16	9.36	0	8.0
	TOTAL	171	29	200	100.00	100.00	100.00

Table 3.11 CATEGORY OF EMPLOYER

SL. NO	CATEGORY OF EMPLOYER	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	GOVT. / PUBLIC SECTOR	23	1	24	13.45	3.45	12.00
2.	FOREIGN COMPANY	32	0	32	18.72	0.00	16.00
3.	UAE CITIZENS	41	4	45	23.97	13.80	22.50
4.	INDIAN / KERALITE	59	19	78	34.50	65.50	39.00
5.	OTHERS	12	1	13	7.02	3.45	6.50
6.	NOT REPORTED	4	4	8	2.34	13.80	4.00
	TOTAL	171	29	200	100.00	100.00	100.00

Table 3.12 NATURE OF WORK PLACE

SL NO	NATURE OF WORK PLACE	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	OFFICE	56	5	61	32.75	17.24	30.50
2.	SHOP	42	3	45	24.56	10.35	22.50
3.	CONSTRUCTION SITE	27	0	27	15.80	0.00	13.50
4.	HOSPITAL	1	4	5	0.58	13.80	2.50
5.	HOUSE	3	2	5	1.75	6.89	2.50
6.	FACTORY / WORKSHOP	16	0	16	9.35	0.00	8.0
7.	FARM	1	0	1	0.58	0.00	0.50
8.	OTHERS	23	13	36	13.45	44.82	18.00
9.	NOT REPORTED	2	2	4	1.18	6.90	2.00
	TOTAL	171	29	200	100.00	100.00	100.00

3.13 The place of work of the emigrant comprises offices, shops, construction sites, hospitals, houses, factories, workshops and farms. Table 3.12 gives the nature of work place of the sample emigrants. The study revealed that the largest share of sample workers worked in offices (30.5 percent). The second category worked in shops and other trading establishments. The third category is in construction sites accounting for 13 percent of the workers. The place of work of the fourth category is factory and workshop. A small share of the workers worked in hospitals and houses. Thus the jobs in which the Keralite workers are engaged in the Gulf belong to white collar categories. Due to better educational qualification, majority of workers from Kerala are able to find jobs in non-manual, white collar categories.

3.14 As per UAE labour laws, the workers are entitled for a paid holiday every week. Usually, an emigrant worker can work up to 26 days per month. But the data on the number of days employed reveal that all the workers do not get job for all the 26 days. Table 3.13 gives the average number of employment per month for the emigrant workers. It is found that 5 percent of the workers worked below 20 days per month. Another 23.5 percent worked for 20 to 24 days per month. It is reported that 54 percent worked for 25 to 30 days per month. This suggests that the sample workers are getting fairly good number of working

days per month. A male/ female breakup of the workers shows that males worked for more days compared to females.

Table 3.13 AVERAGE NUMBER OF DAYS EMPLOYED PER MONTH

SL. NO	NUMBER OF DAYS EMPLOYED DURING PREVIOUS MONTH	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	BELOW 20	11	4	15	6.42	13.8	7.5
2.	21-24	30	12	42	17.55	41.38	21
3.	25-30	112	13	125	65.48	44.82	62.5
4.	31	3	0	3	1.75	0.00	1.50
5.	NOT REPORTED	15	0	15	8.80	0.00	7.50
	TOTAL	171	29	200	100.00	100.00	100.00

b) Wages

3.15 Discussions with the emigrant workers, employers and migrant associations reveals that wages remained stagnant since the Global Economic Crisis of 2008. Based on the data collected from the survey, we grouped the workers and others engaged in business into five categories. Table 3.14 gives the wage structure of Indian emigrant workers in UAE in 2013. The first category consists of those Indian emigrants getting a monthly wage below 600 UAE Dirham. It is reported that the category consists of unskilled construction workers, household workers in the household sector and other low-paid category of workers. They can be considered as the lowest earning category of emigrants. The second category is those getting a monthly wage ranging between 600 to 1200 Dirham. The emigrant workers in the category include house maids, house servants, cooks, construction workers, cleaners, sweepers, office boys, watchmen, waiters in small tea shops, business etc. Nearly half of the total sample workers belonged to these two categories.

3.16 The third category is the emigrants getting a monthly wage of 1201 to 4000 Dirham. Skilled labour category such as tailor, welder, steel fixer, draftsman, mason, cashier and teacher in schools come under this category. The fourth category comprises persons with higher skills such as foreman, draftsman, heavy vehicle operators, store keeper, junior level managers, sales executives, accountants, technicians etc. This group of workers gets a monthly wage ranging between 4001 to 10000 Dirham. The fifth category is the high wage group getting a monthly income of more than 10000 Dirham. Doctors, Engineers, IT Professionals, top executives and businessmen having medium to large business and other investors belong to this group. A review of the five categories shows that the first two belong to the low categories of jobs with low monthly wages. Nearly half of the total migrants can be classified under this

category. The third and fourth categories are the middle income groups who can earn some savings after meeting their consumption and other items of expenditure. On the other hand, the fifth group may be considered as a high income group, enjoying higher levels of living and having substantial savings.

Table 3.14 WAGE STRUCTURE OF INDIAN EMIGRANT WORKERS IN UAE IN 2013

SL. NO	MONTHLY WAGE IN DIRHAM	CATEGORY OF INDIAN WORKERS
1.	Below 600	Unskilled Construction Worker, Household worker, Cleaner etc.
2.	601 – 1200	House maid, Servant, Cook, Construction labourer, cleaner, Sweeper, Office boy, Watchman, Waiter in small tea shops, Salesman in small shops, delivery boy etc.
3.	1201 – 4000	Tailor, Welder, Steel Fixer, Draftsman, Mason, shier, Teacher, Salesman, Watchman, Clerk, Office assistant, Electrician etc.
4.	4001 – 10,000	Foreman, Draftsman, Heavy Vehicle Driver, Store Keeper, Cashier, Manager, Sales Executive, Accountant, Marketing Manager, Lab Technician, Plant Operator, Small businessman and traders.
5.	Above 10,000	Doctor, Engineer, IT Professional, Bank Manager, Professional, Top Executive, Businessman, Investor.

* 1 UAE DIRHAM = Rs. 14.50 at the time of the survey

3.17 Data is collected about the number of months worked during a year .It is reported that 62 percent got employment for 12 months during a year (Table 3.15). Another 19 percent got jobs for 11 months in a year. Thus about 81 percent of the sample emigrants got jobs for 11 to 12 months a year. On the other hand, only 3 percent reported that they got jobs ranging between one to four months. The general improvement of the UAE economy during the post-global crisis period has contributed to an increase in job-opportunities.

Table 3.15 NUMBER OF MONTHS EMPLOYED DURING LAST 12 MONTHS

SL. NO	MONTHS EMPLOYED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	1	1	0	1	0.58	0.00	0.50
2.	2	0	1	1	0.00	3.45	0.50
3.	3	1	1	2	0.58	3.45	1.00
4.	4	0	2	2	0.00	6.90	1.00
5.	5	NIL	NIL	NIL	NIL	NIL	NIL
6.	6	1	0	1	0.58	0.00	0.50
7.	7	NIL	NIL	NIL	NIL	NIL	NIL
8.	8	NIL	NIL	NIL	NIL	NIL	NIL
9.	9	3	0	3	1.75	0.00	1.50
10.	10	7	9	16	4.10	31.04	8.00
11.	11	38	0	38	22.22	0.00	19.00
12.	12	110	14	124	64.34	48.26	62.00
13.	NOT REPORTED	10	2	12	5.85	6.90	6.00
	TOTAL	171	29	200	100.00	100.00	100.00

3.18 Lack of prompt payment of salary to emigrant workers is a problem faced by the emigrants in UAE. Seventeen percent of the sample workers reported that they have to get arrear salary from the employers (TABLE 3.16). Of the total workers, 74 percent reported that they are getting salaries regularly.

Table 3.16 NUMBER OF EMIGRANT WORKERS TO GET ARREAR SALARY

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	TO GET ARREAR SALARY	32	3	35	18.71	10.34	17.50
2.	NOT TO GET ARREAR SALARY	124	24	148	72.51	82.76	74.00
3.	NOT REPORTED	15	2	17	8.78	6.90	8.50
	TOTAL	171	29	200	100.00	100.00	100.00

c) Hours of work

3.19 According to labour laws in UAE, a worker has to work for 8 hours per day. However, employees are permitted to work overtime and are eligible to get overtime wages. In the case of persons who run their own shops and other business, they work for more than 8 hours. Table 3.17 gives the number of hours worked per day by the workers. It is reported that 13.5 percent of workers work 8 hours per day. The general practice in UAE is to work more than 8 hours by accepting overtime wages. It is reported that 14 percent of the workers work 9 hours and 23 percent 10 hours per day. The study found that 18 percent of the emigrant workers work 12 hours per day. The data collected on the hours of work per day reveal that majority of the workers are working between 9 to 13 hours per day.

Table 3.17 NUMBER OF HOURS WORKED PER DAY

SL. NO	HOURS	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	6	2	12	14	1.17	41.37	7.00
2.	7	8	0	8	4.68	0.00	4.00
3.	8	25	2	27	14.62	6.90	13.50
4.	9	28	0	28	16.37	0.00	14.00
5.	10	40	6	46	23.40	20.70	23.00
6.	11	3	0	3	1.75	0.00	1.50
7.	12	31	5	36	18.12	17.24	18.00
8.	Above 12 Hours	18	1	19	10.52	3.45	9.50
9.	NOT REPORTED	16	3	19	9.37	10.34	9.50
	TOTAL	171	29	200	100.00	100.00	100.00

d) Non-wage Benefits

3.20 In contract migration, all conditions relating to employment, hours of work, wages, non-wage benefits, accommodation and air-ticket for return etc. are stipulated in the terms of contract. According to the UAE immigration rules,

it is the responsibility of employers to meet all costs connected with recruitment and expenses connected with the onward and return journey of the recruitee. The worker is entitled to free air ticket for return home after the expiry of the contract period. No fees are to be levied for visa either. The only cost the emigrant is expected to bear is expense for medical checkup. Though these rules are in force, the employers and the recruiting agents try to exploit workers in several ways. Most of the workers who face problems in the UAE for living and working and for return home pertain to terms of contract and their implementation. Usually, workers who have proper visas and work contracts specifying the working conditions, do not face serious problems. On the other hand, workers who migrate without proper visas for work and work contracts face severe problems.

3.21 The employers who issue work visas and bring workers without adequate work also create serious hardships to the workers. The workers who are eventually forced to work with other employers become illegal workers. Though the workers are entitled to get the non-wage benefits such as food, accommodation, transport to work place, medical benefit, air return ticket to return home, majority of the emigrants are not getting these benefits. Table 3.18 presents the number of sample emigrants getting the non-wage benefits. In a sample of 200 workers, 54 percent reported that they are not getting any free or subsidized food. Nearly 40 percent of the workers reported that they are not provided either free accommodation or accommodation allowances. Forty-three percent of the workers have to meet the transportation cost for going from residence to work place. Twenty seven percent of the workers are not provided with subsidized medical facilities or allowance. Though it is the responsibility to provide air ticket for the return on vacation, 51 percent are not getting free ticket. These evidences suggest that the employers in the UAE are following a practice of not giving the non-wage benefits eligible to the emigrant workers as per labour laws.

Table 3.18 NUMBER OF WORKERS GETTING NON-WAGE BENEFITS

SL. NO	CATEGORY	NUMBER GETTING BENEFIT			PERCENTAGE GETTING BENEFIT		
		YES	NO	TOTAL	YES	NO	TOTAL
		1.	FOOD	92	108	200	46.00
2.	ACCOMMODATION	121	79	200	60.50	39.50	100.00
3.	TRANSPORTATION TO WORKPLACE	113	87	200	56.50	43.50	100.00
4.	MEDICAL BENEFIT	145	55	200	72.50	27.50	100.00
5.	AIR TICKET / FARE TO RETURN	97	103	200	48.50	51.50	100.00

Table 3.19 NUMBER GETING AIR TICKET TO RETURN HOME DURING VACATION

SL NO	CATEGORY	NUMBER	TOTAL WORKERS	PERCENTAGE
1.	Professional / Technical & Related Works	8	9	88.90
2.	Para Medical Works	4	6	66.70
3.	Administrative, Executive & Managerial Works	10	25	40.00
4.	Clerical & Related Works	10	17	58.80
5.	Last Grade in Office	8	14	57.14
6.	Sales Workers	13	23	56.52
7.	Service Workers	23	43	53.50
8.	Farmers, Fishermen, Hunters & Related Workers	0	1	0
9.	Production & Related, Transport, Operators & Related	15	45	33.33
10.	Domestic Workers	2	5	40.00
11.	OTHERS	0	0	0
12.	NOT REPORTED	3	12	6
13.	TOTAL	96	200	48.00

Expenditure, Savings and Remittances

3.22 In this section, we examine the expenditure, savings and remittances of the sample emigrant workers. As the pattern of expenditure is different among migrants living alone and those living with family, we have examined the expenditure of these two categories. Table 3.20 gives the distribution of workers living alone and with family. Of the total sample emigrants, 59.5 percent are living alone, 26.5 percent are living with family and 14 percent not reported about their status.

**Table 3.20
NUMBER LIVING WITH FAMILY**

SL NO	CATEGORY	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	LIVING ALONE	139	8	147	81.30	27.60	73.50
2.	WITH FAMILY	32	21	53	18.70	72.40	26.50
	TOTAL	171	29	200	100.00	100.00	100.00

Emigrants living alone

3.23 Compared to the emigrant workers living with family, the expenditure will be lower in the case of emigrants living alone. A good number of single emigrants are living in worker camps and they are provided with free or subsidized food and accommodation. The single migrants also live in shared accommodation in flats and other buildings. Table 3.21 gives the monthly

expenditure of persons living alone in UAE. The survey results suggest that the monthly expenditure of one-third of the emigrant workers is less than 500 UAE Dirham per month.

Table 3.21 TOTAL MONTHLY EXPENDITURE OF PERSONS LIVING ALONE

SL. NO	MONTHLY EXPENDITURE IN DIRHAMS	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 500	49	33.33
2.	501-1000	26	17.69
3.	1001-1500	17	11.56
4.	1501-2000	8	5.44
5.	2001-2500	3	2.05
6.	2501-3000	5	3.40
7.	Above 3000	5	3.40
8.	NOT REPORTED	34	23.13
	TOTAL	147	100.00

Another 18 percent has a monthly expenditure ranging between 501 and 1000 UAE Dirham and 12 percent 1001 and 1500 UAE Dirham. On the other hand, those who have an expenditure of more than 3000 UAE Dirham constitutes only 4 percent.

Table 3.22 TOTAL MONTHLY SAVINGS OF PERSONS LIVING ALONE

SL. NO	MONTHLY SAVINGS IN DIRHAMS	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 500	29	19.73
2.	501-1000	15	10.20
3.	1001-1500	18	12.24
4.	1501-2000	11	7.50
5.	2001-2500	3	2.04
6.	2501-3000	1	0.68
7.	3001-3500	3	2.04
8.	3501-4000	1	0.68
9.	Above 4000	7	4.76
10.	NOT REPORTED	59	40.14
	TOTAL	147	100.01

3.24 We have also collected data about the monthly savings of persons living alone. Table 3.22 presents the monthly saving reported by sample emigrant workers. Twenty percent reported that they have a monthly saving of less than 500 Dirham per month. Another 10 percent reported a monthly saving between 501 and 1000 and 12 percent 1001 and 1500 Dirham. In this category of emigrant workers only, a few have a higher level of savings. Of the total sample emigrants living alone, only 5 percent have a savings of more than 4000 Dirham. Majority of the emigrants belong to semi-skilled or unskilled categories

earning only a small saving compared to others having skilled or professional employment.

3.25 In contract migration, the major objective is to earn as much as possible in the foreign country and send their savings to the household in the native place. Remittances are sent for meeting domestic consumption, health, education purchase of consumer goods and other items. The savings earned in the foreign country is also used for investment in capital assets like land, buildings, vehicles, gold, etc. In the survey, data were collected on the monthly remittances of the emigrants living alone in UAE (Table 3.23)

Table 3.23 MONTHLY REMITTANCES BY MIGRANTS LIVING ALONE

SL. NO	MONTHLY REMITTANCE IN DIRHAMS	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 500	10	6.80
2.	501-1000	35	23.80
3.	1001-1500	14	9.52
4.	1501-2000	18	12.24
5.	2001-2500	8	5.44
6.	2501-3000	4	2.72
7.	3001-3500	1	0.68
8.	3501-4000	4	2.72
9.	Above 4000	17	11.6
10.	NOT REPORTED	36	24.50
	TOTAL	147	100.00

3.26 It is reported that nearly one-fourth of the emigrants are sending an amount between 501 and 1000 Dirham to their households per month. Another ten percent send an amount ranging between 1001 and 1500 Dirham and 12 percent between 1501 and 2000 Dirham. On the other hand, those who send more than 4000 Dirham are few in number (10 percent).

Emigrants living with family

3.27 The emigrants living with family in UAE is a category having better jobs and higher wages compared to emigrants living alone. Emigrants with a monthly income of 4000 Dirham are allowed to bring their family consisting of spouse, children, parents etc. For those living with family, high rate of rent for accommodation is a major item of expenditure. Table 3.24 gives the monthly expenditure of emigrants living with family. It is reported that 10 percent of the emigrants living with family had monthly expenditure below 2000 UAE Dirham. Another 11 percent had a monthly expenditure ranging between 2001 and 3000 Dirham and 13 percent between 5001 and 6000 Dirham. On the other

hand, a small share of emigrants living with family incurred expenditure above 10,000 Dirham per month (3.8 Percent).

Table 3.24 MONTHLY EXPENDITURE OF EMIGRANTS LIVING WITH FAMILY

SL. NO	MONTHLY EXPENDITURE IN DIRHAMS	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1	Up to 2000	5	9.43
2	2001-3000	6	11.32
3	3001-4000	5	9.43
4	4001-5000	9	16.98
5	5001-6000	7	13.20
6	6001-7000	5	9.43
7.	7001-8000	5	9.43
8.	8001-9000	4	7.54
9.	9001-10000	2	3.77
10.	ABOVE 10000	2	3.77
11.	NOT REPORTED	3	5.70
	TOTAL	53	100.00

3.28 The expenditure pattern suggests that a good part of the income is spent by the households to meet their consumption and related expenditure in UAE. Though the emigrants living with family has a higher level of income, their savings is small. A study of their savings indicates that 19 percent had a savings less than 1000 Dirham (Table 3.25). Another 18 percent of the emigrants have a savings ranging between 1001 and 2000 Dirham. Only 4 percent of the emigrants living with family have a saving more than 5000 Dirham.

Table 3.25 TOTAL MONTHLY SAVINGS OF EMIGRANTS LIVING WITH FAMILY

SL. NO	MONTHLY SAVINGS IN DIRHAMS	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 500	3	5.66
2.	501-1000	7	13.21
3.	1001-1500	5	9.43
4.	1501-2000	4	7.55
5.	2001-2500	3	5.66
6.	2501-3000	5	9.43
7.	3001-3500	3	5.66
8.	3501-4000	3	5.66
9.	4001-4500	0	0
10.	4501-5000	2	3.77
11	Above 5000	2	3.77
22.	NOT REPORTED	16	30.20
	TOTAL	53	100.00

3.29 The emigrants living with family also send their warnings to their households in the native place. Table 3.26 presents the monthly remittances of the emigrants. It is reported that 11 percent send an amount below 500 Dirham

and 24 percent an amount ranging between 501 and 1000 Dirham. On the other hand, nearly 10 percent send an amount of above 4000 Dirham to their families in the native place. The table also indicates that the amount of remittance by the emigrant living with family is higher compared to the emigrants living alone.

Table 3.26 MONTHLY REMITTANCE BY EMIGRANTS LIVING WITH FAMILY

SL. NO	MONTHLY REMITTANCE IN DIRHAMS	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 500	6	11.30
2.	501-1000	13	24.53
3.	1001-1500	9	16.98
4.	1501-2000	7	13.20
5.	2001-2500	0	0
6.	2501-3000	2	3.80
7.	3001-3500	0	0
8.	3501-4000	1	1.90
9.	Above 4000	5	9.43
22.	NOT REPORTED	10	18.86
	TOTAL	53	100.00

3.30 The emigrant's mode of remittance of money is money transfer through transfer agencies and Banks. More than half of the remittance is done through money transfer agencies having branches in Kerala. (Table 3.27). Another 36 percent of the emigrant transfer the money through bank transfer. The sending of money through friends and other means are very rare. Due to prompt and quick transfer of money, emigrants prefer money transfer through agencies and banks. The money received as remittances by the households in India are exempted from the payment of income tax. These also encourage the transfer of money through institutions.

Table 3.27 MODE OF REMITTANCE

SL. NO	MODE OF REMITTANCE	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	MONEY TRANSFER	90	20	110	52.63	68.96	55.00
2.	THROUGH FRIENDS	1	0	1	0.58	0	0.50
3.	BANK TRANSFER	67	4	71	39.20	13.80	35.50
4.	OTHERS	2	1	3	1.17	3.45	1.50
5.	NOT REPORTED.	11	4	15	6.43	13.80	7.50
	TOTAL	171	29	200	100.01	100.01	100.00

Immigration policy in the UAE

3.31 The UAE has been following policies to restrict and regulate the migration of foreign workers since 2001. In UAE, the central criterion on which the

entire immigration, labour and economic policies are formulated was based on “Demographic Imbalance theory”. The UAE government feels that owing to the large and increasing proportion of expatriate workers, the role and importance of the UAE nationals are getting marginalized in the economy and society creating a very dangerous situation. The general feeling is that the UAE is in danger losing its identity because most of the important activities are in the hands of foreigners. The core of the immigration policy has, therefore, been to set right the demographic imbalance through appropriate policy measures. The Labour 2000 Report of the Ministry of Labour and Social Affairs contains the immigration policy approach.

3.32 The report specifies three major problems viz. demographic imbalance, increasing number of foreign workers and dependents of unskilled workers, mainly Asians. The policy suggestions put forward were reduction of the demographic imbalance, controlling of the inflow of unskilled labourers and introduction of modern technology to replace the unskilled workers. The other major policies pursued are emiratization i.e., giving priority for UAE nationals in job placements, ban on visas for certain category of unskilled workers, privatization of public utilities and imposition of restrictions on issue of work visas.

Emiratization

3.33 The UAE government has been following a policy of emiratization i.e., giving priority to their citizens in job placements and reduces unemployment among UAE nationals. With this objective, the UAE government has been following a policy to replace foreign labour with nationals in public sector, during the last one-and-a-half decade. Some of the important public sector undertakings have already taken measures to emiratise their work force. The UAE nationals working in private sector companies are ensured the same social security benefits as are available to workers in the government sector companies. The private companies and institutions were asked to give a quota for native workers as well as to provide priority to native workers. The survey finding suggests that the private as well as public sector institutions give priority to UAE nationals in job placements. Table 2.28 gives the views of sample workers with regard to this aspect.

Table 3.28 THE EMPLOYER GIVES PRIORITY TO NATIVE WORKERS

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	YES	97	48.50
2.	NO	95	47.50
3.	NOT REPORTED	8	4.00
	TOTAL	200	100.00

3.34 Of the total workers in our sample, nearly half (48.5 percent) reported that the employers in private institution, are giving priority to native workers. Wage difference exists among the wages of native and foreign workers in private sector establishments. For the same job, the native worker is paid a wage double or triple of the wage of a foreigner. This is a policy pursued to provide more employment opportunities to the UAE nationals both in public and private sectors. It is reported by 69.5 percent of the sample emigrant workers that there exists wage difference between native and foreign workers.

Table 3.29 WAGE DIFFERENCE FOR NATIVE AND FOREIGN WORKERS

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	WAGE DIFFERENCE	139	69.50
2.	NO WAGE DIFFERENCE	42	21.00
3.	NOT REPORTED	19	9.50
	TOTAL	200	100.00

Table 3.29 gives the number of emigrant workers who reported wage difference. The native workers are paid a higher wage compared to the wage paid to foreign workers. The native workers are also eligible for more non-wage benefits compared to foreign workers.

3.35 A serious problem faced by the emigrants in UAE is the custody of passports. The usual practice is to collect the passport by employers at the time of joining the duty. The passport will be returned to the foreign worker at the time of his return. By this practice, the employer has absolute control over all movements of emigrants under him. In many cases, the employer refuses to release the passport to the workers on the ground of minor labour problems or disputes relating to payment of wages.

Table 3.30 PASSPORT KEPT BY THE EMPLOYER

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	KEPT BY THE EMPLOYER	146	73.00
2.	KEPT BY SELF	42	21.00
3.	NOT REPORTED	12	6.00
	TOTAL	200	100.00

Table 3.30 gives the number of sample emigrants whose passport is kept by the employer. Of the total workers, the passports of 73 percent of them are kept by the employers. Only 21 percent of them keep the passport with themselves. The refusal to release the passport to the worker is one of the major problems faced by the emigrant workers in UAE.

3.36 In contract migration, all conditions relating to employment, hours of work, wages, non-wages benefits, accommodation, air ticket for return etc are stipulated in the terms of contract .Though work contract is signed prior to the departure of the worker from his home country, making alteration of the contract after the arrival is a common practice. In our survey, we have collected data about the alteration in the work contract by the employers.

Table 3.31 CHANGE IN WORK CONTRACT

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	CHANGED THE WORK CONTRACT	30	15.00
2.	NO CHANGE	164	82.00
3.	NOT REPORTED	6	3.00
	TOTAL	200	100.00

3.37 Table 3.31 gives the number of sample emigrant workers who reported change in work contract. It is reported that alteration of contract happened in the case of 15 percent of the sample emigrant workers. Due to this alteration, the workers lose a number of benefits including both wages as well as non-wages mentioned in the original contract. The main objective to alter the terms in the contract is to cut down the wages and non-wage benefits.

3.38 The UAE government has been following a policy to restrict the arrival of the family members of the emigrants. The UAE government feels that large share of foreign population will distort the demographic balance in the country. Government wants to reduce the arrival of manual and unskilled categories of workers as well as their family members. A higher income limit is fixed in the case of migrants who wish to bring their wives and children. The income limit is being frequently raised to prevent the arrival of family members. A common practice followed in UAE is sharing a flat by more than one family. Recently, the UAE government prohibited this practice of sharing a single flat by more than one family.

3.39 There has been a continuous increase in the rent of flats making it unaffordable to a large number of workers. Rejection of visa application for family members, making delay in issue of visas or raising unnecessary objections are the other practices used to limit the issue of family visas. In our survey, we have asked the sample workers about the restrictions in bringing family members.

Table 3.32 RESTRICTION IN BRINGING FAMILY WITH THEM

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	RESTRICTION	79	39.50
2.	NO RESTRICTION	112	56.00
3.	NOT REPORTED	9	4.50
	TOTAL	200	100.00

Table 3.32 gives the results of the survey about the restrictions. Forty percent of the sample emigrants reported that restrictions are imposed by the UAE government on bringing family members.

Global Economic crisis of 2008 and its Impact

3.40 The global economic crisis of 2008 is considered as one of the worst global crises since the world depression of the 1930's. The crisis has resulted in substantial fall in economic activities and loss of employment in UAE. The category of workers who are severely affected due to the crisis are the foreign emigrant workers, who are temporary contract workers in these countries. Large numbers of foreign migrant workers working in the UAE were forced to return to their native countries. The global crisis also made substantial changes in the migration policy, wages and working conditions and demand for migration workers. The decline in employment opportunities, fall in wages and reduction in non-wage benefits have resulted in substantial reduction of the income of the emigrant workers who remained in UAE after the global crisis.

3.41 In our study, we have collected data about the impact of global economic crisis in the employment situation in UAE.

Table 3.33 DECLINE IN EMPLOYMENT SINCE GLOBAL CRISIS OF 2008

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	YES	102	51.00
2.	NO	59	29.50
3.	NOT REPORTED	39	19.50
	TOTAL	200	100.00

Table 3.33 presents the results of the survey on the impact in the employment front. Fifty one percent of the sample emigrant workers reported that there has been a fall in employment since the global crisis of 2008.

Table 3.34 CATEGORIES OF WORKERS WHICH WITNESSED DECLINE

SL. NO	CATEGORY	PROFILE	NUMBER REPORTED	RANK
1.	PRODUCTION & RELATED,TRANSPORT EQUIPMENT,OPERATORS& RELATED	TAILOR, BUS DRIVER, CARPENTER, MASON, MECHANIC, TECHNICIAN, STEEL FIXER, PAINTER, DRAFTSMAN, FOREMAN, CABLE JOINTER,X-RAY WELDER, ELECTRICIAN, PRINTERS,PLUMPER	33	1
2.	CLERICAL & RELATED WORKS	OFFICE ASSISTANT, ACCOUNTANT, DOCUMENT CONTROLLER, D.T.P. OPERATOR, OFFICE CLERK	6	2
3.	PROFESSIONAL / TECHNICAL & RELATED	DOCTORS, ENGINEERS, CHEFS	6	3
4.	PARA MEDICAL WORKS	NURSES, LAB TECHNICIAN, X-RAY TECH	4	4
5.	SALES WORKERS	SALESMAN, PAINT SALES, SALES EXECUTIVE, SHOPASSISTANT,DELIVERYBOY,MERCHANDISER	4	5
6.	SERVICE WORKERS	QUANTITY SURVEYOR,HOTELSUPPLIER, PHOTOGRAPHER, TEACHER, STORE KEEPER, SAFETY OFFICER, CASHIER, MASSAGER	3	6
7.	OWN BUSINESS	SHOP OWNER, RESTAURANT OWNER, BUSINESS	3	7
8.	DOMESTIC WORKERS	COOK, HOUSE MAID, SERVANTS	2	8

3.42 Table 3.34 gives the category of jobs which witnessed a decline. It is reported that the production and transport related workers registered the largest decline. The categories of workers under this head are tailor, bus driver, carpenter, mason, draftsman, foreman, cable fixer, welder, electrician, painter and plumber. The second category which registered the highest fall in employment is of clerical and related workers. Professional and technical workers, paramedical workers and sales workers are ranked as third, fourth and fifth. With regard to fall in employment, persons doing their own business and domestic workers are ranked as the last category. Thus, the results suggest a fall in all categories of jobs. However, the sample emigrants reported that the UAE economy survived the 2008 crisis and reached a stable position in 2013.

Table 3.35 EMPLOYMENT STABILITY IN NEAR FUTURE

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	YES	170	85.00
2.	NO	20	10.00
3.	NOT REPORTED	10	5.00
	TOTAL	200	100.00

Table 3.35 gives the views of sample emigrants in this regard. It is reported by 85 percent of the sample emigrants that the employment situation has improved. They do not anticipate any unstable situation in the near future.

Accommodation, travel, education and medical treatment

3.43 In the study, data were collected about place of stay, travel to work place, education of children and medical treatment of the emigrants.

Table 3.36 PLACE OF STAY OF EMIGRANTS

SL. NO	PLACE OF STAY	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	WORKER CAMP	65	2	67	38.01	6.90	33.50
2.	RENTED ROOM	41	2	43	23.98	6.90	21.50
3.	RENTED FLAT	45	22	67	26.31	75.85	33.50
4.	PART OF THE FLAT	14	0	14	8.20	0.00	7.00
5.	OTHERS	6	1	7	3.50	3.45	3.50
6.	NOT REPORTED	0	2	2	0.00	6.90	1.00
	TOTAL	171	29	200	100.00	100.00	100.00

3.45 Table 3.36 gives the place of stay of the sample emigrants. Of the emigrants, one-third lives in worker camps. Worker camps provide accommodation mostly to single male workers engaged in construction, production-related, sales and service activities. Most of the low-wage categories of workers are housed in the camps. The camps provide free or subsidized accommodation. In some camps, subsidized food is also provided.

In the worker camps visited by us, the average number of persons accommodated per room ranged between 3 to 6. On the other hand, the professional, administrative, clerical related, service and sales workers working in cities live in rented rooms, flats or parts of flats.

Table 3.37 PLACE OF STAY OF EMIGRANTS LIVING WITH FAMILY

SL. NO	PLACE OF STAY	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	WORKER CAMP	0	0	0	0	0	0
2.	RENTED ROOM	5	0	5	15.63	0	9.25
3.	RENTED FLAT	24	21	45	75.00	95.45	83.35
4.	PART OF THE FLAT	3	1	4	9.37	4.55	7.40
5.	OTHERS	0	0	0	0	0	0
6.	NOT REPORTED	0	0	0	0	0	0
	TOTAL	32	22	54	100.00	100.00	100.00

3.46 The place of stay of emigrants living with family is shown in Table 3.37. Of the total emigrants living with family, 83 percent live in flats or rented rooms. A notable thing is that all the married women are living in rented flats or in a portion of it. The steep increase in rent rates of flats and rooms is a major problem faced by the emigrant workers in UAE. The information collected about the rate of rent paid shows that nearly 20 percent pays a monthly rent below 500 UAE Dirham, 10 percent 501 to 1000 Dirham and another 11 percent 1001 to 2000 Dirham. Among the emigrants living with families, most of them have children and are studying in the educational institutions in UAE.

Table 3.38 REPORTED NUMBER OF CHILDREN STUDYING IN UAE

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	STUDIYING IN UAE	27	22	49	15.80	75.86	24.50
2.	NOT STUDIYING IN UAE	142	6	148	83.04	20.68	74.00
3.	NOT REPORTED	2	1	3	1.16	3.46	1.50
	TOTAL	171	29	200	100.00	100.00	100.00

Table 3.38 shows the number of children emigrants who study in educational institutions in UAE. Increasing cost of education in recent years is cited as a major problem of emigrants living with family.

Table 3.39 NUMBER REPORTED SICKNESS OF FAMILY MEMBERS

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	YES (BECAME SICK)	81	40.50
2.	NO (NO SICKNESS)	78	39.00
3.	NOT REPORTED	41	20.50
	TOTAL	200	100.00

3.47 For travel from residence to workplace, the emigrants use own vehicle, company transport facility, public transport etc. Table 3.39 presents the mode of travel used by the emigrants to travel from residence to work place. Sixteen percent of the emigrant workers used to walk to the place of work. Thirty-six percent use company's transport facility to reach their work place. The percentage of emigrants who use public transport accounts for 11.5 percent. A notable point is that nearly one-fifth of the emigrants use their own vehicles (car and motor cycles) for the travel. This indicates that this category has higher income and better economic status.

3.48 Sickness of emigrants and the family members living with them is a serious problem faced by emigrants.

Table 3.40 PLACE OF MEDICAL TREATMENT

SL. NO	PLACE OF TREATMENT	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	HOSPITAL	61	30.50
2.	PRIVATE DOCTOR	22	11.00
3.	DISPENSARY	3	1.50
4.	OTHERS	5	2.50
5.	NOT REPORTED	109	54.50
	TOTAL	200	100.00

Table 3.40 presents the number of emigrants who reported sickness. Of the total emigrants, 40 percent reported sickness.

Table 3.41 MODE OF TRAVEL TO THE WORK PLACE

SL. NO	MODE OF TRAVEL	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	WALK	32	16.00
2.	OWN VEHICLE	41	20.50
3.	COMPANY VEHICLE	72	36.00
4.	TAXY	2	1.00
5.	PUBLIC TRANSPORT	23	11.50
6.	OTHERS	3	1.50
7.	NO TRVL, STAYS AT WORKPLACE	7	3.50
8.	NOT REPORTED	20	10.00
	TOTAL	200	100.00

Table 3.41 shows the place of treatment of sick persons. Thirty percent reported that they visit hospitals for medical treatment. On the other hand, 11 percent told that they meet doctors who are available for consultation in their houses. Majority of the sample emigrants have not reported the place of treatment. Due to the high cost of treatment and inaccessibility of treatment facilities, many of them avoid treatment for minor illness.

Problems of the emigrants

Stagnation of wage and high inflation

3.49 The most serious problem reported by all categories of emigrant workers was the stagnation of wages since 2008 and continuous increase in inflation (Table 3.42)

Table 3.42 PROBLEMS FACED BY EMIGRANTS

SL. NO	PROBLEMS	RANK
1.	STAGNATION OF WAGE RATE AND HIGH INFLATION	1
2.	ANXIETY ABOUT JOB SAFETY	2
3.	ANXIETY ABOUT THEIR FAMILY	3
4.	FEELING LONLINESS	4
5.	BAD CLIMATE	5

Due to the global economic crisis of 2008, UAE economy faced a serious recession leading to steep fall in production, employment and wage rates. Due to recession, the employers followed a policy of cut in wages. Though there has been an improvement in the overall economic scenario, the wages remained unchanged. It is reported by the emigrants that the wages remained at the 2008 level. On the other hand, there has been a continuous increase in general price level resulting in steep increase in the cost of living. This has created heavy pressure on the categories of workers especially those in the middle or lower levels. It also resulted in the depletion of savings of all categories of workers.

Anxiety of emigrants

3.50 Anxiety about the job security is another major problem of the emigrants. Due to the global crisis of 2008, many lost jobs and were forced to return to native countries. Many emigrants were forced to return due to expiry of contract, compulsory repatriation, low salary, non-payment of salary and other labour related problems. In this context, the emigrant workers are constantly afraid of their job security.

3.51 The emigrant workers who left behind their family in native place are worried about the well beings of family members. Of the sample emigrants, nearly 60 percent are single emigrants living alone in UAE. The long separation from the family and isolated life in the Gulf creates stress and anxiety in the emigrants who live in UAE as well as in their family members back home. It is reported that the absence of parents or head of the household had adversely affected the education of their children. Feeling loneliness is also a problem faced by the single emigrant workers in UAE.

Exploitation of labour supply companies

3.52 A recent development in the labour market in UAE is the spurt in labour supply companies recruiting casual workers from India and other Asian countries and supplying the labour to employers in UAE on daily or periodical basis. Though the labour companies charge market wage rate from the employers, the actual wages paid to the worker is very low. In many instances, the actual wages paid to the worker is half the amount collected from the company. Another practice is to sublet its own workers of a company to other companies for short periods or for completing a project. If sufficient work is not available, companies use to make arrangements with other companies, and the surplus labourers are sent to them. Here also, the worker gets a wage much less than what is received from the employers. Thus, labour supply companies resort to the exploitation of workers by taking a good share of wages as commission. It is reported that there has been a steady increase in the number of labour supply companies in Abu Dhabi and Dubai.

Restrictions in sharing flats

3.53 More than one family living in a single flat is the practice followed in UAE during the last three decades. Large number of emigrant families live in UAE on rent-sharing basis. Recently, the UAE government introduced a new restriction with regard to the number of families to live in a flat. According to new regulation, a rented flat should be occupied by one family only. This new regulation has created acute hardships to thousands of families living in flats on

cost-sharing basis. Majority of the emigrant families live in UAE cannot afford to pay the full rent of a flat. Besides this, there has been a steep increase in the rent rate of flats. As the family will have to incur expenditure for meeting food and other items of consumption, transport etc., they cannot afford the increase in the cost of rent. This has created a critical situation for families who live in flats on rent sharing basis.

Problems relating to work contract

3.54 The workers in UAE are recruited based on two types of contracts viz. unlimited and limited. In unlimited labour contract, the emigrant workers could give up work whenever he wanted without the permission of employer. But in limited contract, an emigrant will have to work at least two years under a single sponsor. An emigrant cannot move to another sponsor during the two years' term. In UAE except a few, the entire emigrant workers work on limited contract basis. In many instances, due to lack of work, the sponsors allow the workers to work with other employers on informal basis. This practice is not allowed as per labour laws of UAE and the person caught in this regard will be treated as an illegal worker. The illegal workers will be put in jail or repatriated to the home country. Many innocent emigrant workers became illegal workers due to the unhealthy practice of the sponsors.

Inaccessible Labour Courts

3.55 The institution which addresses the issue relating to labour disputes is Labour Courts in UAE. It is reported that courts are giving fair judgments. But, for ordinary emigrants, the courts are inaccessible institutions due to language problem, cost of hiring an advocate, delay in getting judgment etc. Though court give a judgment favouring emigrant workers, it is difficult to implement it due to non-co-operation of sponsors. In the case of implementation, the police and labour officials usually take a favourable approach to the sponsor. Hence, implementation of the judgment is also a difficult affair for an ordinary emigrant worker.

Conclusion

3.56 The above analysis may be concluded with the following observations. The largest share of Indian emigrant workers are engaged in production and transport- related occupations in UAE. Service and sales are the other major occupations that provide the largest employment. Though there are wide variations in the monthly wages received, majority get a wage ranging from 600 to 1200 UAE Dirham. Nearly 83 percent of the workers are employed in regular jobs with monthly salary. Though the working hour is 8 hours per day,

majority works 9 to 12 hours per day. As per UAE labour laws, the migrant workers are entitled to get non-wage benefits such as free or subsidized food, accommodation , free transport to workplace, medical benefit and free air ticket to return home on vacation. But the study reveals that majority of the emigrant workers are not getting these benefits. The stagnation of wages since 2008 on the one side and the steep increase in cost of living on the other side has reduced the savings of migrants substantially. The survey results suggest that half of the Indian migrants have a savings less than 1000 Dirham per month. The Global Crisis of 2008 and the consequent acute recession have resulted in substantial reduction in the employment opportunities of migrants in UAE. However the UAE economy has been reviving itself from the crisis. Major problems faced by the emigrant workers in UAE are stagnation of wage rate, high inflation, anxiety about job security, anxiety about the family in the home country, custody of passport by the employer, exploitation of workers by labour supply companies, restriction in bringing family members on resident visa, restriction in sharing the flats by more than one family, the restriction imposed on the mobility of workers from one employer to another and inaccessible labour courts.

Chapter 4

Labour Market Situation of Migrant Workers in Kuwait

Introduction

4.1 The state of Kuwait is located to the Northwest of the Arabian Gulf. To the north and north-west, it shares the borders with the Republic of Iraq, to the south and southwest with the Kingdom of Saudi Arabia and to the east with the Arabian Gulf. Due to its strategic location, it is considered a natural gateway to the north-east of the Arabian Peninsula which gave it a long standing commercial importance. The area of the State of Kuwait is 17,818 km². The Human Development Index rank of Kuwait is 54 of 187; it is identified as a high income economy. As indicated by the International Organization for Migration, the net migration rate of 2010–2015 is 9.7migrants out of 1000 population.

Table 4.1 AREA AND POPULATION

Capital	Kuwait
Population (2013)	3.4 million
Area	17,818 km sq
Languages	Arabic, English
Currency	Kuwait dinar (KWD)
HDI (2012)	54 OF 187
Remittances (2013 estimate)	USD 8 Million
Net Migration Rate (2010–2015)	9.7 migrants/1000 population
Immigrants (2013)	60.20%
Percentage of Women as Immigrants (2013)	30%
Population under 15 (2013)	25%

Source: <http://www.10m.int/cms/kuwait>

4.2 Britain oversaw foreign relations and defense for the ruling Kuwait AL-SABAH dynasty from 1899 until independence in 1961. Kuwait was attacked and overrun by Iraq on 2 August 1990. Following several weeks of aerial bombardment, a US-led UN coalition began a ground assault on 23 Feb 1991 that liberated Kuwait in four days. Kuwait spent more than \$5 billion to repair foreign oil infrastructure damaged during 1990–1991.

4.3 Kuwait oil fields were discovered in the 1930's. By 1952, the country had become the largest exporter of oil in the gulf region. From the onset of the country's development process sustained by oil wealth, labour immigrants were called upon to build the national economy and infrastructure. In spite of their stake in Kuwait's development process, most foreigners were hired as contract workers and therefore, not entitled to any social and political rights or to naturalization. Moreover, the length of stay in the gulf countries is conditional to

that of the labour contract even though before the first Gulf War (1990–91), some migrants (mostly Arabs) had settled in Kuwait for decades.

4.4 The emergence of regional and domestic political tensions in the 1980s (due to Iran –Iraq war) led to drastic changes in migration policies and dynamics. First, Asian labourers started replacing Arabs in the workforce as the latter were deemed too politically active. Second, over-suspicious of collusion with political foes in the region (chiefly Iraq), Kuwait's 250000 stateless citizens (Bidun i.e., "without") most of whom were of local Bedouin descent or settled for decades, were suddenly made illegal residents and hence placed under threat of deportation. Third, the first Gulf war which broke out in August 1990 following the invasion of Kuwait territory by Iraqi troops forced many Kuwaitis and expatriates to seek refuge abroad; among them were some 400000 Arab foreign residents. Nationals of countries supporting Saddam Hussein's regime (350000 Jordanians and Palestinians alone) were thus compelled to leave and only very few Jordanians re-entered Kuwait before the mid-2000s.

4.5 As of today, and owing to the record profits gained by oil price rise since 2003, Kuwait has resumed hiring vast numbers of foreign manpower. In 2012, non-nationals constituted 69 percent of the country's total population. Kuwaitis are a minority in their own country and this "demographic imbalance" is a matter of great concern for most nationals. In 2009 authorities announced a \$140 billion five year development plan to diversify the country's economy, gradually taking it away from oil to become a competitive financial hub for the Gulf Region. Meanwhile, security concerns gained prominence following the "Arab Spring" up-springs and several public demonstrations by the Biduns against discrimination aimed at them. Tensions also rose over slow economic growth despite large oil revenues, the emergence of youth unemployment (23.3 % among 15–24 years), and over traffic and facilities congestion for which migrant workers are deemed responsible. Consequence in 2012, the Ministry of Social Affairs and Labour announced a policy of reducing the flow of foreigners coming to Kuwait by 1,00,000 every year for the coming decade, mainly by cutting down unskilled workers entering the country and by targeting irregular labourers.(Francoise De Bel Air, 2013)

Economy

4.6 Kuwaiti's economy is dominated by the oil sector which accounts for around 60 percent of its nominal GDP; it has dropped to about 45 percent during 2009, and contributed to around 95 percent of the government's revenues. The country's economy has moved forward by achieving strength,

building budget and trade surpluses and foreign reserves on the back of the robust global oil demand for the last 5 years prior to 2008. Yet a sharp decline in oil revenues in the fiscal year 2009/2010 has reduced the year's surpluses and the expected increases in spending will keep surpluses lower than previous years. (Kuwait Economic Outlook 2011)

Table 4.2: KUWAIT MAIN ECONOMIC INDICATOR

	2006	2007	2008	2009	2010 F	2011 F.
Real GDP Growth Rate	5.10%	2.50%	6.40%	4.80%	2.30%	4.40%
Gross Domestic Product (KD Min.)	29,470	32,581	39,991	31,500	36,855	39,425
Gross Domestic Product (USD Min.)	103144	114032	139967	110250	128993	137987
Nominal GDP Growth %	24.90%	10.60%	22.70%	21.20%	17.00%	7.00%
Per Capital GDP(KD)	9,259	9,584	11,619	9,039	10,334	11,054
Per Capital GDP(USD)	32405	33542	40667	31637	36169	38690
Crude Oil Production (mb/d)	2.493	2.426	2.55	2.258	2.32	2.395
Avg. Kuwait Crude Export (USD/b)	59.34	66.41	91.56	60.28	75.00	78.00

Source: KAMCO Research, Central Bank of Kuwait, EIU&IMF

4.7 Table 4.2 shows 21.2 percent drop in nominal GDP as compared to 2008 on the back of lower oil prices and production cuts. For the last four years prior to 2009, GDP witnessed continuous growth at an increasing pace, to stand at KD 40 billion (USD 145 billion) at the end of 2008, up from KD 17.5 billion (USD 62 billion) in 2004, thereby registering a CAGR of 23 percent over the period. Real GDP is estimated to reverse the negative 2009 rate of 4.8 percent into a positive growth rate of 2.3 percent during 2010. Per capita GDP has improved from KD 9.2 thousand (USD 32 thousand) in 2006 to KD 11.6 thousand (USD 40.1 thousand) during 2008.

4.8 The Non-oil GDP accounted for 55 percent of GDP in 2009, up from an average contribution of 44 percent over the period 2006–2008 when oil prices witnessed a strong rally along with a rise in oil production. This increase in the contribution of non-oil GDP to the total economic activity in the country was mainly due to a result of the sharp drop in oil prices that pushed down the oil GDP by around 40 percent along with the 5.7 percent growth in the non-oil economic activity to KD 17.32 billion (USD 60.2 billion) in 2009 (Table 4.3). (KAMCO Research, Central Bank of Kuwait).

4.9 The non-oil component of GDP witnessed steady growth prior to 2009 and registered a CAGR of 14 percent between 2004 and 2008, on the back of a surge in domestic demand along with government efforts in order to stimulate growth in the private sector. During 2009, the non-oil GDP has extended its expansion with an annual gain of 5.7 percent, despite the challenging economic conditions along with the tight credit markets. Financial institutions, transport, storage and communications, and real estate components which

together accounted for 47.5 percent of 2009 non-oil GDP remained the key elements driving the growth in the non-oil output as they continue to be mostly affected by the inflow of liquidity from oil reserves and other private and foreign investments into the country. The financial sector grew significantly, with a reported CAGR of 24.1 percent between 2004 and 2009 while its contribution to non-oil GDP reached around 25.5 percent at the end of 2009 compared to 15.4 percent during 2004 (Table 4.3). However, the financial sectors share of non-oil GDP is expected to drop during 2010 and 2011 due to massive losses incurred by the sector over the 2010 along with a negative outlook towards short term future prospects. (KAMCO Research, Central Bank of Kuwait).

Table 4.3 KUWAIT NON-OIL COMPONENTS OF GDP AT CURRENT PRICES

(KD Min)	2004	2005	2006	2007	2008	2009	CAGR
Financial Institutions	1,497	2,492	3,167	4,564	4,627	4,413	24.10%
Y-O-Y Growth %	27.70%	66.50%	27.10%	44.10%	1.40%	4.60%	
Com., Social & Pers.Ser.	2,950	3,228	3,576	4,090	4,786	5,612	13.70%
Y-O-Y Growth %	7.70%	9.40%	10.80%	14.40%	17.00%	17.30%	
Manufacturing	1,456	1,713	1,614	1,803	1,756	1,682	2.90%
Y-O-Y Growth %	29.20%	17.70%	5.80%	11.70%	2.60%	4.20%	
Trans, Sto. and Comm.	1,048	1,231	1,937	2,395	2,590	2,624	20.10%
Y-O-Y Growth%	31.00%	17.40%	57.40%	23.60%	8.20%	1.30%	
Refined Products	796	970	829	907	838	750	1.20%
Y-O-Y Growth %	39.00%	22.00%	14.50%	9.30%	7.60%	10.50%	
Real Estate	1,095	1,208	1,240	1,277	1,205	1,182	1.50%
Y-O-Y Growth %	3.10%	10.40%	2.60%	3.00%	5.60%	2.00%	
Wholesale and Retail	950	1,018	1,057	1,131	1,132	1,126	3.50%
Y-O-Y Growth %	6.70%	7.10%	3.80%	7.00%	0.10%	0.60%	
Construction	402	437	534	596	605	585	7.80%
Y-O-Y Growth %	15.10%	8.70%	22.20%	11.60%	1.50%	3.30%	
Other	1,022	1,086	1,208	1,376	1,467	1,542	8.60%
Y-O-Y Growth %	9.70%	6.30%	11.20%	13.90%	6.60%	5.10%	
Total Non-Oil GDP	9,695	1,360	12,991	15,533	16,382	17,315	12.30%
Y-O-Y Growth %	14.50%	17.20%	14.40%	19.60%	5.50%	5.70%	

Source: KAMCO Research, Central Bank of Kuwait,

4.10 Manufacturing accounted for 9.7 percent of non-oil economic activity during 2009 with a total value of KD 1.68 billion (USD 5.85 billion) while transportation, storage and communication together accounted for 15.2 percent of non-oil GDP during the same year with a total value of KD 2.62 billion (USD 9.12 billion) (table 4.3). Even in the non-oil economy, however, government activity (community, social and personal services) is a prime source of opportunities and the second largest contributor to GDP is government services at 17.8 percent and 32.4 percent of the country's GDP and non oil GDP respectively. The private sector accounted for 34.8 percent of the whole

economy in 2009 up from 27 percent in 2008. Despite this increase which is mainly attributed to the drop in oil GDP, the private sectors' share in total economic activity is still relatively low; hence the government has to promote a more entrepreneurial spirit among the population so as to reduce the reliance on the public sector in driving economic growth.

Oil reserves

4.11 Kuwait remains the fifth largest OPEC producer with an average daily production of around 2.38 million barrels during 2010. Kuwait also has the fourth largest oil reserves in the world after Saudi Arabia, Iran and Iraq. Kuwait's total proven oil reserves currently stand at around 104 billion barrels as per the Energy Information Administration (EIA). Over a long term, oil prices are expected to be driven mainly by the rising worldwide oil consumption which is forecasted to reach 105 million barrels per day by the year 2030, in contrast with 2010's 86.1 million barrels per day, as per the International Energy Outlook by the EIA.

4.12 After two years of declining oil prices, the global oil demand was estimated to rebound during 2011 by 1.43 percent to 87.32 mb/d from 2010's 86.1 mb/d on the back of a recovery in the global economy and higher demand, with world gross domestic product estimated to grow at 4.2 percent according to the IMF after an increase of 4.8 percent during 2010. Furthermore, non-OECD countries dominate growth and absolute demand accounting for 52 percent of the market by 2015. (Central Bank of Kuwait, 2011)

Kuwait trade balance

4.13 The 2009 BOP data from Central Bank shows a decline in the surpluses realized in the main external balances during last year, compared to 2008. The decrease in current account surpluses during 2009 was mainly an outcome of a similar decline in the balance of goods and services. Regarding the developments in the financial account, the change of cash flow direction in portfolio investment account from a KD 8 billion outflow into a KD 22 billion inflow has driven the majority of change in the financial account. (Table 4.4 & 4.5)

4.14 During 2009, a slump in imports value nearly 23 percent was largely attributed to the drop in currency value of Chinese Yuan and the US dollar where both China and the US represent the largest single country source of imports for Kuwait and approximately a quarter of total imports. During the first nine months of 2010, however, a significant drop in imports and a sign of weakness in private sector consumption, have increased the trade surplus to

around KD 10.8 billion. (Table 4.5) (Kamco Research Kuwait Economic Outlook 2011).

Table 4.4 KUWAIT BALANCE OF PAYMENTS SUMMERY

(KD Min)	2004	2005	2006	2007	2008	2009
Current Account	4,595	8,805	13,181	13,308	17,403	8,232
Goods & Services (Net)	3,794	7,682	11,032	11,435	16,233	8,925
Income (Net)	1,528	2,097	3,182	3,522	2,720	2,223
Transfers (Net)	727	974	1,033	1,649	1,550	2,916
Capital and Financial Account	4,839	9,359	14,167	10,458	15,347	7,028
Capital Account	102	207	215	422	464	297
Financial Account	4,941	9,566	14,382	10,880	15,811	7,325
Direct Investment	754	1,433	2,347	2,746	2,335	2,464
Portfolio Investment	4,091	3,835	8,452	9,789	8,001	2,186
Other Investments	96	4,298	3,583	1,655	5,475	7,047

Source: KAMCO Research, Central Bank of Kuwait, EIU&IMF

TABLE 4.5 KUWAIT TRADE BALANCE

(KD Min)	2004	2005	2006	2007	2008	2009	9M-10
Exports	8,437	13,102	16,253	17,770	23,362	14,472	13,855
Oil Exports	7,861	12,393	15,430	16,780	22,200	13,415	13,105
% of Exports	93%	95%	95%	94%	95%	93%	94%
Imports	3,722	4,614	5,001	6,062	6,688	5,158	3,054
Trade Surplus	4,715	8,488	11,252	11,709	16,674	9,315	10,831

Source: KAMCO Research, Central Bank of Kuwait, EIU&IMF

Population

4.15 During the 45 year period from 1965 to 2005, the number of Kuwaiti nationals increased 5.8 times from 0.17 to 0.97 million, amounting to an annual growth rate of 3.9 percent per year. A high growth rate in the Kuwaiti population has been enabled by a fairly high level of fertility and a rapidly declining rate of mortality. Table 4.6 shows the growth rate of population by nationality. The data indicate a relative increase in the contribution of non-Kuwaiti, from 3.7 in 2005 to 6.7 in 2011. At the same time, the Kuwaiti national contributes only 2.7 percent in 2005 to 4.0 percent in 2011. High rate of population growth rate has been accompanied by a youthful population in which sizeable numbers are entering the labour force every year necessitating the rapid creation of new jobs.

4.16 Kuwait is one of the three gulf countries other than Qatar and UAE, where non-nationals have outnumbered the nationals for several decades. According to the PACI 2012, Kuwaiti nationals comprised 32 percent and Non Kuwaiti 68 percent. Kuwaiti population has, historically, comprised of three broad categories including the ones with official Kuwaiti nationality and a third

group that resides in Kuwait but does not have any nationality (ie, Biduns). Prior to 1989, the Biduns were counted as Kuwaiti for Census purposes and also in terms of eligibility for many social services such as free education and health care. Since 1989, all census and civil registration publications count the Bidun as non-Kuwaiti following the political decision to do so.

Table 4.6 GROWTH RATE BETWEEN CENSUS YEARS BY NATIONALITY

Census Years	Growth Rate %		Population			
	Total	Non - Kuwaiti	Kuwaiti	Total	Non - Kuwaiti	Kuwaiti
1995	-	-	-	15,75,570	9,21,954	6,53,616
2005	3.3	3.7	2.7	21,93,651	1,33,327	8,60,324
2011	5.7	6.7	4	30,65,850	19,75,881	10,89,969
2012*	-	-	-	39,42,423	27,03,306	12,39,117

Source: Annual Statistical Abstract 2012, Kuwait

Education

4.17 The educational status of Kuwaitis and non Kuwaitis is shown in table 4.7. The State of Kuwait is keen to improve the educational level of its population, focusing on both sex. Among the Kuwaitis aged 10 and above, only four percent are illiterate. A larger percent of Kuwaiti men and women completed an educational level of secondary and above. When compared to Kuwaiti nationals, the educational profile of non-Kuwaitis was very poor. Around 11 percent of non-Kuwaitis were illiterate and 24 percent knew only to read and write. Around 20 percent of men as well as women had completed secondary or higher level of education.

Table 4.7

PERCENTAGE DISTRIBUTION OF POPULATION BY EDUCATIONAL STATUS (10 YEARS+)

Educational Status	2011				2005			
	%	Non Kuwaiti	%	Kuwaiti	%	Non Kuwaiti	%	Kuwaiti
Illiterate	10.81	1,90,452	3.45	27,947	16.65	1,97,418	4.74	29,747
Read & Write	23.93	4,21,706	7.04	57,043	33.07	3,92,065	8.85	55,576
Primary	20.72	36,526	15.66	1,26,928	8.23	97,601	16.69	1,04,832
Intermediate	12.63	2,22,580	22.84	1,85,046	14.86	1,76,220	28.56	1,79,346
Secondary	12.96	2,28,360	20.79	1,68,446	14.58	1,72,907	23.03	1,44,645
Above Secondary & Below	4.4	77,525	11.45	92,789	1.94	22,950	4.62	29,026
University & Post Graduate Studies	14.56	2,56,579	18.78	1,52,155	10.66	1,26,364	13.5	84,759
Not Stated	0	0	0	0		5	0	10
Total	100	17,62,468	100	8,10,354	100	11,85,530	100	6,27,941

Source: Annual Statistical Abstract 2012, Kuwait

Expatriate population

4.18 Foreign residents outnumbered Kuwaiti citizens as early in 1960. The first immigrants originated from Europe, North America and Asian sub continent, yet Arabs were the largest foreign community (50 to 65 percent of expatriates

between 1965 and 1968). The single largest expatriate community in Kuwait comprises Indians who, according to the Report on High level Committee of the Indian Diaspora, account for almost 20 percent of the total resident expatriate population. The table 8 indicates that Asians constituted 61.6 percent of the non-Kuwaitis in 2012 in which Indians were the predominant category comprising about 30 percent of total non Kuwaiti Asian population followed by about 8.3 percent Bangladeshi and 7 percent Philippines. According to PACI 2012, there were 6,53,223 Indians working as employees of which most of the workers were employed in private sector (45 percent) followed by around 39 percent as domestic workers. (Table 9)

Table 4.8

TOTAL FOREIGN RESIDENT POPULATION BY COUNTRY OF ORIGIN AND MIGRATION STATUS

Country/Region Of Citizenship	Total	Percent
Arab Countries	7,57,365	32.9
<i>Egypt</i>	4,82,692	21
<i>Syria</i>	1,35,554	5.9
<i>Jordan</i>	55,081	2.4
Asia	14,15,519	61.6
<i>India</i>	6,92,525	30.1
<i>Bangladesh</i>	1,90,171	8.3
<i>Philippines</i>	1,61,742	7
<i>Pakistan</i>	1,20,040	5.2
<i>Sri Lanka</i>	1,09,860	4.8
Africa	92,324	4
<i>Ethiopia</i>	77,279	3.4
Other Regions	34,476	1.5
Total	22,99,691	100

Source: Ministry of Interior Kuwait

Table 4.9 INDIAN EMIGRANTS IN KUWAIT 2012

Category Of Employment	Number			Percent		
	Male	Female	Total	Male	Female	Total
Public Sector	9,208	11,637	20,845	1.89	6.96	3.19
Domestic Workers	1,70,300	78,669	2,48,969	35.02	47.12	38.11
Private Sector	2,77,389	17,500	2,94,889	57.05	10.48	45.14
Dependents	29,246	59,162	88,408	6.01	35.43	13.53
Others	66	46	112	0.01	0.01	0.01
Total	4,86,209	1,67,014	6,53,223	100	100	100

Source: Public Authority for civil information

Labour market

4.19 Employment in Kuwait falls into three categories: the public sector (ministries, other public authorities and the State-owned oil companies) the private sector and domestic services. The State employs about 93.7 percent of

Kuwaitis in the work force who enjoy relatively high salaries and generous benefits compared with those employed in the private sector. The government's role as the dominant employer of national manpower is due to several factors: the states perceived duty to provide jobs for all citizens and the high salaries paid in the public sector.

4.20 The number of Kuwaitis working in both the public and private sectors had increased by the end of 2004. However, 93.7 percent of the Kuwaiti working population still remains employed by the public sector and 93.4 percent of expat labour force is in the private sector. To increase Kuwaiti nationals' employment in the private sector, the government has implemented certain measures such as extending social allowance to Kuwaitis in the private sector and initiating training sessions to prepare Kuwaitis for private sector service. The sessions are financed by a 2.5 percent tax placed on listed companies on the Kuwait Stock Exchange. A further scheme was implemented in March 2010, whereby the government had placed mandatory limits on employment quotas for Kuwaitis in private sector companies. The new labour market law insists on a certain percentage of Kuwaiti employees in the private sector firms. The percentage differs from sector to sector, and up to 60 percent in the banking sector; in the case of other sectors, the percentage varies between 10 to 40 percent. (Kuwait Pocket Guide 2012)

4.21 In 1965, only about 2 percent of the Kuwait women of age 15+ were in the labour force, but their participation increased to 41 percent in 2007 (PACI, 2007). Table 4.10 shows non-Kuwaitis comprised nearly 73 percent and Kuwaitis 32.1 percent of the total labour force in 2011. Data show that around half of the workers were females. In 2011, there were 58.8 percent of non-Kuwaiti women and 83 percent of non-Kuwaiti men were engaged in labour force; in 2005 it was 46 percent and 82 percent respectively. It also indicates that the unemployed workforce was very small in number: out of 18,00,033 total labour force, only 5,285 were unemployed in 2011 and out of 11,46,376 total labour forces only 1,849 were unemployed in 2005.

4.22 The type of occupations that Kuwaitis and non-Kuwaitis are engaged is shown in table 4.11. In 2011, 20 percent Kuwaiti males and 38 percent Kuwaiti females were engaged in professional occupations followed by technicians and associate professionals constituting the second major occupation for Kuwaitis. Of all Kuwaitis, about 80 percent concentrated only in 2 categories – professional and clerical jobs. Around 11 percent of Kuwaiti men were employed in service category. Among non-Kuwaitis, about 38 percent were engaged in elementary occupation followed by 15 percent in service

occupations and only 5 percent were in official category out of which 26 percent of non-Kuwaiti men and 66 percent of non-Kuwaiti females engaged in elementary occupation. The data reveal that majority migrant workers are female workers. According to PACI 2007, 4,09,126 non-Kuwaiti workers were employed in domestic service constituting 24 percent of the non Kuwaiti labour force. Of these, in domestic services, 34 percent were men and 64 percent were women. A majority of the female domestic workers come from Srilanka, India, and the Philippines. Drivers, houseboys, gardeners come largely from India, Srilanka and Bangladesh.

Table 4.10 LABOUR FORCE BY NATIONALITY AND GENDER

2005									
Labour Force	Total			Non-Kuwaiti			Kuwaiti		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
Employed	11,24,014	2,83,190	840,824	9,17,054	2,11,593	7,05,461	2,06,960	71,597	1,35,363
Persons Seeking Work for The First Time	20,513	4,954	15,559	11,226	2,096	9,130	9,287	2,858	6,429
Unemployed Who Worked Before	1,849	276	1,573	965	81	884	884	195	689
Total Labour Force	11,46,376	2,88,420	8,57,956	9,29,245	2,13,770	7,15,475	2,17,131	74,650	1,42,481
Population	21,93,651	8,93,304	13,00,347	13,33,327	4,58,259	8,75,068	8,60,324	4,35,045	4,25,279
% Labour Force	52.3	32.3	66	69.7	46.6	81.8	25.2	17.2	33.5
2011									
Employed	17,35,285	5,76,098	11,59,187	14,09,683	4,38,603	9,71,080	3,25,602	1,37,495	1,88,107
Persons Seeking Work for The First Time	59,463	27,647	31,816	37,254	15,863	21,391	22,209	11,784	10,425
Unemployed Who Worked Before	5,285	2,120	3,165	2,876	1,185	1,691	2,409	935	1,474
Total Labour Force	18,00,033	6,05,865	11,94,168	14,49,813	4,55,651	9,94,162	3,50,220	1,50,214	2,00,006
Population	30,65,850	13,27,478	17,38,372	19,75,881	7,78,469	11,97,412	10,89,969	5,49,009	5,40,960
% Labour Force	58.7	45.6	68.7	73.4	58.5	83	32.1	27.4	37

Source: Annual Statistical Abstract 2012, Kuwait

4.23 According to PACI 2007, Kuwaiti nationals have favoured the public sector with about three-fourths of them concentrating in this sector in 1975. During 1980s and 1990s, 90 percent or more of the Kuwaiti workers were engaged in the public sector. A slight downward trend occurred during the 1995–2005 period, with 87 percent of Kuwaiti males and 85 percent of Kuwaiti females concentrating in the public sector. During the period covering 2005–2007, the percentage of Kuwaitis employed in the public sector declined further, which is in line with governmental efforts to encourage the participation of nationals in the private sector. In comparison with Kuwaitis, only about a quarter of the non Kuwaiti males as well as females were working in the public sector in 1985 and this percentage has consistently declined overtime. Table 4.12 shows the participation of workers in economic activity. It indicates that majority of the Kuwaitis were employed in public sector i.e., electricity, water and gas (about 87 percent), followed by mining and quarrying about 70 percent and very few non-Kuwaitis engaged in these sectors. Majority (99

percent) of the non-Kuwaitis were engaged as production workers and labourers in agriculture and fisheries followed by 96 percent in wholesale and retail trade and nearly 95 percent in construction sector (2011). Nearly 87 percent of the non-Kuwaitis were engaged in unclassified sectors.

Table 4.11
LABOUR FORCE (15+) AND PERCENTAGE DISTRIBUTION BY
MAJOR GROUPS OF OCCUPATIONS

Major Groups Of Occupations	Kuwaiti			Non Kuwaiti		
	Male	Female	Total	Male	Female	Total
Legislators, Senior Officials and Managers	39,486	10,528	50,014	59,746	6,306	66,052
%	20.83	7.61	15.25	6.14	1.43	4.68
Professionals	38,409	51,929	90,338	85,363	28,544	1,13,907
%	20.26	37.51	27.54	8.78	6.49	8.06
Technicians and Associate Professionals	48,400	35,217	83,617	1,13,719	29,122	1,42,841
%	25.53	25.44	25.49	11.69	6.62	10.11
Clerks	30,797	33,601	64,398	22,614	7,101	29,715
%	16.24	24.27	19.63	2.32	1.61	2.1
Services Workers, Shop and Market Sales Workers	20,866	2,224	23,090	1,50,534	55,381	2,05,915
%	11.01	1.61	7.04	15.47	12.59	14.58
Skilled Agricultural and Fishery Workers	1,151	967	2,118	12,371	2,329	14,700
%	0.61	0.7	0.65	1.27	0.53	1.04
Craft And Related Workers	1,805	599	2,404	1,31,174	19,192	1,50,366
%	0.95	0.43	0.73	13.48	4.36	10.64
Plant And Machine Operators and Assemblers	3,925	332	4,257	1,47,873	1,527	1,49,400
%	2.07	0.24	1.3	15.2	0.35	10.58
Elementary Occupations	4,742	3,033	7,775	2,48,782	2,89,718	5,38,500
%	2.5	2.19	2.37	25.57	65.88	38.12
Person Not Classified by Occupation	0	0	0	595	568	1,163
%	0	0	0	0.06	0.13	0.08
Total	1,89,581	1,38,430	3,28,011	9,72,771	4,39,788	14,12,559
%	100	100	100	100	100	100

Source: Annual Statistical Abstract 2012, Kuwait

Table 4.12
DISTRIBUTION OF EMPLOYERS BY ECONOMIC ACTIVITY AND NATIONALITY 2005 -11

End of Period	2006			2011		
	Kuwaiti	Non-Kuwaiti	Total	Kuwaiti	Non-Kuwaiti	Total
in thousands						
Agriculture and fisheries	0.2	34.6	34.8	0.4	41.4	41.8
mining and quarrying	4.7	1.6	6.3	4.9	2.1	7.1
manufacturing	9.1	97.3	106.4	9	112.7	121.6
construction	4.4	155.4	159.8	10.9	175.9	186.8
electricity, water and gas	9.2	2.5	11.7	13.1	2	15.1
wholesale and retail trade	8.2	258.9	267	14.5	331.2	345.7
transportation and communications	8.6	53.4	62	9.3	59.9	69.1
finance and business services	13.7	77.9	91.6	19.3	95.7	114.9
public administration	260.5	672.7	933.2	270.6	764	1034.6
unclassified	22.5	267.5	290	37.9	252.8	290.7
total	341.2	1621.8	1963	389.7	1837.7	2227.4
Percent by nationality						
Agriculture and fisheries	0.6	99.4	100	0.9	99.1	100
mining and quarrying	74.8	25.2	100	69.9	30.1	100
manufacturing	8.6	91.4	100	7.4	92.6	100
construction	2.8	97.2	100	5.8	94.2	100
electricity, water and gas	78.6	21.4	100	86.8	13.2	100
wholesale and retail trade	3.1	96.9	100	4.2	95.8	100
transportation and communications	13.9	86.1	100	13.4	86.6	100
finance and business services	15	85	100	16.8	83.2	100
public administration	27.9	72.1	100	26.2	73.8	100
unclassified	7.7	92.3	100	13	87	100
total	17.4	82.6	100	17.5	82.5	100

Source: Central Statistical Office, and Civil Information Authority.

Remittances

4.24 Workers' remittances have grown to become a major source of external financing in developing countries. They have often surpassed foreign direct investment and official development assistance inflows, and are usually considered as an attractive source of development. As discussed above, the predominant category of migrant labour force of Kuwait are Asians especially Indians. Indian nationals are present in all segments of society in Kuwait, and

are known to be disciplined, hard working, talented and law-abiding. The total remittance from Kuwait to India is estimated to be about US \$ 4 billion annually (Wiki-pedia). Table 4.13 shows the workers' outward remittances. It indicates that between 2003 and 2009, there was an increase in the remittances from 2144 US \$ million to 9912 US\$ millions respectively. Due to the financial crisis between 2008 and 2009 it shows a decreasing trend from 10323 US \$ millions to 9912 US\$ millions.

Table 4.13 REMITTANCES

Year	Outward Remittance Flows (US \$Million)
2003	2144
2004	2404
2005	2648
2006	3183
2007	9764
2008	10323
2009	9912

Source: The Migration and Remittances Fact book 2011

Visit, Residence and Employment Regulation

4.25 A visa is required by all visitors except nationals of the Gulf Co-operation Council countries. Citizens of other GCC States have a right to enter and live in Kuwait without undergoing any particular formalities. But all other nationals are subject to strict rules of entry and registration as foreigners under the sponsorship of Kuwaitis or Kuwaiti companies or as dependents of foreigners who already enjoy residence under Kuwaiti sponsorship.

Visas

4.26 There are two basic types of visas, a visit visa and a residence visa. Visit visas and entry permits are valid for entry within 90 days of issue and then for a stay of one month after entry. A visit visa costs KD 3/-. Entry permits are free. A foreigner whose country has a visa abolition treaty with Kuwait, i.e. a treaty permitting Kuwaitis to enter their country without a visa, may be granted reciprocal rights in Kuwait. These persons however may require an entry permit. Entry permits are acquired in the same way and have the same procedures as visit visas.

A visitor to Kuwait must be sponsored by a Kuwaiti individual or company, or a resident foreigner who is a relative of the visitor. However, American citizens are sometimes given visit visas without having a Kuwaiti sponsor. The visa application is made by the sponsor who is responsible for the visitor while he or she is in Kuwait.

Extension of visit

4.27 The fine for staying more than the permitted visa period, without extending the visa, is KD 10 a day. A visitor whose visa has expired is not allowed to leave until he has paid the fine, which must be paid at the Immigration Department in Shuwaikh during government working hours and not at the airport. Fines, however, may be paid a few days in advance and, unless this is done, the flight out is invariably missed.

According to new regulations, a visitor to Kuwait will be issued one month visit which may not be extended for any further period.

Transit visa

4.28 A transit visa, valid for a maximum stay of 7 days, can be obtained from a Kuwaiti Consulate abroad or from a Port Authority in Kuwait. The fee is KD2. The applicant must have a valid visa for his next country of destination and, unless he is working on a ship or airline, a confirmed onward ticket. International truck drivers and their helpers may obtain multiple transit visas.

Obtaining residence

4.29 To live in Kuwait, expatriates other than GCC citizens must have an Iqama, i.e. a residence permit. A person discovered without a valid Iqama is fined and deported. There are different types of Iqama, which are allotted article numbers in the immigration regulations. The three main types are work visas, domestic and dependent visas all of which require a sponsor. An expatriate may however sponsor his own residence, with or without being permitted to work, provided he has lived in Kuwait for many years and has substantial financial means.

Work permits, no-objection certificates and work visas

4.30 A person in Kuwait on a visit visa is not permitted to take up employment. Work visas are Iqamas granted under articles 17 (for public sector employees) and 18 (private sector employees) of the immigration regulations. To obtain residence on a work visa, an offer of employment must first be accepted. The Kuwaiti sponsoring employment must first be accepted. The Kuwaiti sponsoring employer then applies for a work permit from the Ministry of Social Affairs & Labour, for which the sponsor needs a copy of the employee's passport showing full personal details, and any other Kuwait entry visas. A private sector sponsoring employer must then obtain a no-objection certificate (NOC) from the General Administration of Criminal Investigation at the Ministry of the Interior

which he does by submitting the employee's personal details. Once he has entered Kuwait on the entry visa, the employee is required to undergo medical tests and obtain a fingerprint certificate before he can process his residence visa.

Health insurance scheme

4.31 From April 10, 2000 Ministry of Health has imposed health insurance on expatriates. No new residence is stamped or old renewed unless the expatriates have paid the State health insurance premiums, KD 50 for the head of the family, KD 40 for the wife and KD 30 for every child below the age of 18. The duration of expatriates' residence is linked directly to the period covered by health insurance. One year health insurance paid entitles only one year residence permit. Though Kuwaiti nationals are exempted from the scheme, foreign women married to Kuwaitis and children of Kuwaiti women married to foreigners are required to pay KD 5 insurance premium. The law stipulates that the employers pay the premiums for their employees.

Dependent visas

4.32 Once he has obtained his own residency, a male employee may sponsor his wife and children to live with him in Kuwait. Permission to sponsor wife and children is granted only to those who meet the minimum salary condition. A working wife cannot sponsor her husband as a dependent. Sons over 21 years cannot be sponsored as dependants, though adult daughters and parents may. Dependent family members may not work without transferring to a work visa under Kuwaiti sponsorship. This transfer is now allowed after one year. Earlier it was three years.

Family visa conditions and exclusions

4.33 As a condition to get a family visa, the monthly salary of the applicant should not be less than KD 250. The department will take into account the salary mentioned in the applicant's residence permit.

Expatriates working in the following professions are excluded from the above salary cap condition.

- Advisors, judges, members of prosecution experts, lawyers, and legal researchers
- Doctors and pharmacists
- Lecturers at university, colleges and institutes of higher studies

- Principals and Vice-principals of schools, directors of education, teachers, social specialists and laboratory technicians.
- Financial advisors, researchers, administrative workers, economists
- Engineers and assistant engineers
- Clerics, preachers, prayer callers, teachers of the holy Quran
- Librarians at university, private schools and government departments
- Nurses, rescuers, medical technicians and others who work at the social services sector of the health ministry
- Social and psychiatry specialists
- Reporters, correspondents and other medical personnel
- Graduate accountants
- Sports coaches and players at sports clubs and unions
- Pilots and flight attendants
- Workers in graveyards

Transfer of residence

4.34 An expatriate can usually transfer his residence to a new sponsor provided his current sponsor is agreeable. For government employees, domestic servants and dependants, there are few restrictions on transfers between sponsors in the same sector.

CAVEAT

4.35 Even if an expatriate's contract of employment has expired, a 'letter of release' from the old sponsor is needed in order to transfer residence. If the current sponsor does not agree to the release, the expatriate must leave country and come back on a new work permit obtained by the new sponsor. He must then repeat the original process he had undergone to gain residence, including medical tests, in its entirety. The regulations for transfer of residence, dependent visas and visit visas are constantly reviewed and it is always advisable to check with the rules and regulations at source.

Other residence visas

4.36 Besides work, dependent and domestic Iqama, expatriates may obtain other kinds of residence, such as a student residence, or a three month residence for medical treatment. An expatriate may be granted temporary residence under article 14 of the immigration regulations in special cases where he does not need or cannot get ordinary residence. This allows him to stay for up to one year. Though it is usually only given to visitors with personal emergencies such as illness, temporary residence may also be given to expatriates who have resigned but who need to remain in Kuwait for some time

in order to settle their financial affairs or a court case. Expatriates, who have spent long years in Kuwait, may sponsor themselves under article 24 of the regulations and obtain a residence for two to five years, provided they can support themselves financially and can produce a certificate of good conduct. This form of residence can be renewed upon expiry. Self-sponsored expatriates may sponsor their wives and children.

Exit Permits

4.37 Expatriate employees of ministries and some other government institutions must obtain exit permits before they can leave Kuwait.

Absence Abroad

4.38 A residence visa is cancelled if the holder is absent abroad for a continuous period of six months. The only exceptions are for those who (a) are studying abroad, (b) are receiving necessary treatment abroad, or (c) are required by virtue of their work to be abroad, provided permission in all three cases is obtained before leaving Kuwait. For a student studying overseas, application for permission is made to the immigration office in the applicant's residential area. An official letter from the child's college stating that he or she is studying there, authenticated by the Kuwaiti embassy in the foreign country and attested by the Ministry of Foreign Affairs in Kuwait, is required. A typist outside the immigration office will type a letter of application in Arabic, which must state the reasons for the application. Other documents needed include copies of passport and civil ID plus four passport-sized photographs. The permission is given in the form of a letter. The permission must be shown to the immigration officer both on departure from Kuwait and on return. The permission is valid for the remainder of the holder's residence and can be used for several entries and exits. It does not need to be renewed until residence is renewed.

Civil ID Cards

4.39 Once an expatriate has obtained his residence, then he must obtain a civil identity card, no matter what type of residence he is on. Civil ID cards are issued by PACI, the Public Authority for Civil Information. After his first card has been issued, the holder's civil ID number remains the same even if he changes his sponsor or leaves and comes back several years later on a different residence visa. The civil ID card shows the holder's civil number, full name, and date of birth (which is also included in the algorithm for the ID number), local address, blood group, sponsor's name, type of visa etc, and date of expiry of the card. Whenever the card expires or an expatriate changes sponsor, renews

his residence or changes his address, his civil ID card must be amended accordingly.

Labour laws

4.40 There are three main legal codes governing labour conditions in Kuwait. The employment conditions of civil servants are regulated by the labour law for government employees. Those who work in the oil industry are protected by the labour law of the oil sector. And the labour law of the private sector is governed by the conditions in the private business. Persons in domestic service, such as maids and chauffeurs, however are not covered by any particular code and must rely for protection on general principles of law.

Private sector labour law

4.41 On February 21, 2010 Law no. of 2010 was promulgated; it is on the employment in the private sector and the same was enforced by the Ministry of Social Affairs & Labour (MSA&LZ). As well as domestic servants, persons on temporary contracts of less than six months are excluded from the scope of the private sector labour law. Where an employer's head office is outside Kuwait, the labour law of the country where the employer has its head office governs expatriates working in Kuwait, unless the employer has a branch in Kuwait which concluded the contract with the employee in which case Kuwaiti law applies.

Contract of Employment

4.42 An employee's terms of service are contained in his employment contract, which may be for a fixed time or it may be indefinite. A fixed time may not exceed five years. The labour law specifies minimum limits below which terms of service may not fall and if a clause in his contract gives an employee a lesser benefit than his right under the law, he is entitled to the minimum specified by law for that particular term.

4.43 An employment contract may be verbal or in writing. In either case, it must show at least (a) the remuneration payable (b) a description of the nature of the job (c) the date of appointment, and (d) its duration (if fixed). Where a contract is verbal, then in the event of a dispute, either side can use circumstantial evidence to prove what is in it. If the contract is in writing, it must be in Arabic. A translation into another language may be attached but the Arabic version is authoritative. An employee may be hired on probation for a 100 days at the most. During this time, he may be terminated without notice, though accrued indemnity but not holiday pay must be paid. An employee may not be put on probation more than once by the same employer.

Remuneration and deductions

4.44 Remuneration includes basic pay, incentives, commissions, obligatory bonuses, gratuities from third parties and allowances from which the employee benefits (such as housing allowance), but excludes allowances on account of expenses and profit shares. Payment of a bonus is obligatory if it is stipulated in the contract of employment or in the by-laws of the firm or it has been paid in the same amount regularly every year.

4.45 An employee's total remuneration must be used when calculating terminal indemnity or compensation on account of injury. Where an employee is paid on a time basis, the last salary payable is used; but if he is paid on a piece-work basis, then the average wage paid to him for his actual work during the previous three months is used. There is no minimum wage. Salaried employees must be paid at least once a month. Piece-workers and those on hourly or weekly wages must be paid every two weeks. Persons working for a subcontractor, who has failed to pay their salaries, may demand payment from their employer's superior contractor to the extent that the latter owes their employer money for work done. When an employer goes bankrupt, the outstanding salaries and termination benefits of his employees must be paid before his other creditors. An employee may not be obliged to buy products made by his employer. If he owes his employer money then not more than 10 percent of his salary may be deducted to pay off his debt and he may not be charged interest. Where an employee's salary is attached on account of debts to third parties, the deduction limited to 25 percent of his salary.

Working hours

4.46 The working hours of an adult are limited to 8 hours a day and 48 hours a week. A rest break of at least one hour must be allowed after 5 consecutive hours of work. Rest periods are not included in the calculation of working hours. Three standard hours may be increased or decreased by the MAS&L in certain cases, such as hotel workers.

Holidays

4.47 An employee is entitled to one full day off without pay a week. The traditional day off is Friday, but this is not a legal requirement in Kuwait. An employee has a right to 13 public holidays a year with full pay. An employee is entitled to 30 days' leave a year on full pay. Official holidays and days of sick leave may not be counted as part of annual leave. The employer has the right to fix the date of leave. An employee must be given his holiday pay before he goes on leave and the last salary payable before the holidays must be used to

calculate the amount due. If an employee's services are terminated, then he is entitled to a cash payment in lieu of accumulated leave, irrespective of the number of years of leave due and payment for the accumulated leave must be calculated on the basis of the last salary payable on the date of termination.

Overtime

4.48 An employee may be required to work overtime provided it is necessary and the employer's order is in writing. Overtime rates are (a) 1.25 times the basic hourly rate for excess hours worked on ordinary days, (b) 1.50 times the basic hourly rate for all hours worked on the weekly day off, and (c) twice the basic hourly rate for all hours worked on public holidays. Overtime may be allowed for only 90 days one worked in a year and is limited to 2 hours a day, 6 hours a week, and 180 hours a year. An employee has the right to refuse to work overtime.

Termination benefits

4.49 When the employment is terminated an employee is entitled to a lump sum payment called termination indemnity. For those paid monthly, termination indemnity is 15 days' remuneration for each completed year beyond 5 years, but the total indemnity is limited to one-and-a-half year's remuneration. For piece-rate workers and those paid on an hourly, daily or weekly basis, the indemnity is 10 days' remuneration for each completed year of service for the first 5 years, and 15 days' pay for each completed year beyond 5 years, subject to a limit of one year's remuneration. In both cases, part years are calculated pro-rata.

4.50 Pay per day is calculated by dividing the monthly salary in the final year of employment by 26. The monthly salary used to calculate daily pay must include the elements mentioned under 'remuneration' above. An employee who resigns with not less than three years of service but up to five years, is entitled to receive half indemnity, if the period of service reaches five years and less than ten years, the employee shall be entitled to receive two-thirds of indemnity and if the period of services exceeds 10 years, the employee shall be entitled to his entire benefit. And a woman who marries while she is an employee and who resigns within six months of marriage is entitled to full indemnity.

Problems of migrant workers in Kuwait

4.51 The legal framework for domestic workers in Kuwait is the Kafala (sponsorship) system, which is based on the Aliens' Residence Law of 1959. This

system is used to monitor migrant workers in Kuwait and other Persian Gulf countries. Under the system, employers act as sponsors of foreign workers' legal residency and employment in Kuwait. Sponsors have the discretionary authority to cancel a worker's legal residency and to allow or block the person under their sponsorship from transferring to another sponsor. The Kafala system stipulates that the employer fully pays the expenses of bringing and hosting the domestic worker. The employer is then solely responsible for the worker's visa (Iqama) and legal employment status. The control sponsors have over their foreign workers' legal residency exacerbates the unequal power dynamics between sponsors and workers and the prevalent hierarchical structures in society. If a worker runs away and reports nonpayment of wages or abuse, the employer can petition immigration authorities to cancel to worker's legal status residency. The worker has no real means of redress because the worker has no legal status in Kuwait unless he or she is working for specific employer. Verbal abuse is common against domestic workers. Some workers face physical abuse, and several female workers report having suffered sexual assaults, including rape, by their male sponsor. The US Department of State's *Trafficking in Persons Report 2013* notes that while Kuwait requires a standard contract for domestic workers delineating some basic rights, many workers report work conditions that are substantially different from those described in the contract; some workers never see the contract at all'.

Conclusion

4.52 The tremendous wealth due to the discovery of oil fields and enormous national projects of modernization would require a growing workforce and increase in the demand for low skilled and low paying foreign workers in Kuwait. In addition to this there was increase in the demand for foreign workers for domestic purposes. During last ten to fifteen years, massive labour migration from Asia especially from India, Indonesia, Srilanka, Philippines etc would result Kuwait as a foreigner majority society. The Kuwaiti people mainly concentrated on public sector occupations and a very few engage in private sector in recent years. To control this demographic imbalance in the economy, Kuwait is reviewing labour laws and restrictive policies were instituted. Available evidences suggest that the future of labour migration will be transformed due to the implementation of restrictive labour policies. This would principally affect those who involved in circular and temporary migration.

Chapter 5

Employment, Wages, Working Conditions and Problems of Indian Emigrants in Kuwait: Findings of the Survey

5.1 In this Chapter, we examine the following aspects viz. the profile of Indian emigrants, employment, wages and working conditions, savings and remittances, emigration policy pursued, travel and accommodation and problems of the emigrants. The study is based upon primary data collected from Kuwait. We have conducted a sample survey of 165 Indian emigrant workers in Kuwait. For collecting information, we have used an interview schedule. Based on the survey, we present the profile of sample emigrant workers, their employment, wages and working conditions and the problems of Indian emigrants in Kuwait.

Profile of sample emigrant workers

5.2 In this section, we examine the distribution of emigrant workers based on the district to which they belong, religion, age, educational level etc. In addition to this, we have examined the year of arrival and number of years spent in Kuwait. In our sample, the emigrant workers belong mostly to the category of Keralite workers. Table 5.1 gives a district-wise distribution of sample emigrants. Of the total sample of 165 emigrant workers, 5 belong to other States. Among the sample emigrants, 150 are males and 50 females. The district in Kerala to which majority of female emigrants belonged are Ernakulam, Alappuzha, Kozhikode, Malappuram, Pathanamthitta and Kottayam. It is interesting to note that Ernakulam has the largest number of emigrant workers followed by Alappuzha and Kozhikode. Idukki and Wayanad are the districts from which smallest number migrated.

5.3 Religion-wise distributions of sample emigrants are shown in Table 5.2. It is seen from the table that the largest numbers of sample emigrants belong to Christian (44.85). Hindus accounted for 30.3 percent and Muslims 23.64 percent. Table 5.3 presents an age-wise distribution of sample workers. Among the emigrant workers, 21 percent belong to the age group of 26 to 30 and another 21 percent 31 to 35. The number of emigrants belonging to the age group of 36 and 40 account for 23.64 percent. Thus, nearly two-thirds of workers belong to the age group 26 and 40. This indicates that the emigrant workers mostly belong to the category of young labour force.

Table 5.1 DISTRICT-WISE DISTRIBUTION OF SAMPLE EMIGRANT WORKERS IN KUWAIT

SL NO	DISTRICTS IN KERALA	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	Thiruvananthapuram	5	0	5	3.33	0.0	3.0
2.	Kollam	11	2	13	7.33	13.33	7.88
3.	Alappuzha	24	3	27	16.00	20.00	16.4
4.	Pathanamthitta	9	0	9	6.00	0.00	5.45
5.	Kottayam	6	3	9	4.0	20.00	5.45
6.	Idukki	1	0	1	0.66	0	.60
7.	Ernakulam	25	4	29	16.66	26.67	17.6
8.	Thrissur	18	1	19	12.00	6.67	11.52
9.	Palakkad	6	0	6	4.00	0	3.64
10.	Malappuram	10	2	12	6.66	13.33	7.27
11.	Kozhikkode	21	0	21	14.00	0	12.7
12.	Wayanad	1	0	1	0.66	0	.60
13.	Kannur	6	0	6	4.00	0	3.64
14.	Kasaragod	2	0	2	1.33	0	1.21
15.	Other States	5	0	5	3.33	0	3.03
16.	Not Reported	0	0	0	0	0	0
	TOTAL	150	15	165	100.00	100.00	100.00

Table 5.2 RELIGION-WISE DISTRIBUTION OF SAMPLE EMIGRANT WORKERS IN KUWAIT

SL NO	RELIGION	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	HINDU	45	5	50	30.00	33.33	30.30
2.	CHRISTIAN	65	9	74	43.33	60.00	44.85
3.	MUSLIM	38	1	39	25.33	6.67	23.64
4.	OTHERS	1	0	1	0.66	0	0.61
5.	NOT REPORTED	1	0	1	0.66	0	0.61
	TOTAL	150	15	165	100.00	100.00	100.00

Table 5.3 AGE-WISE DISTRIBUTION OF SAMPLE EMIGRANT WORKERS IN KUWAIT

SL NO	AGE	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	UPTO 20	0	0	0	0	0	0
2.	21-25	11	0	11	7.33	0	6.67
3.	26-30	33	2	35	22.00	13.33	21.21
4.	31-35	30	4	34	20.00	26.67	20.61
5.	36-40	35	4	39	23.33	26.67	23.64
6.	41-45	19	3	22	12.70	20.00	13.33
7.	46-50	13	2	15	8.66	13.33	9.10
8.	51-55	2	0	2	1.33	0	1.21
9.	56-60	4	0	4	2.66	0	2.42
10.	ABOVE 60	2	0	2	1.33	0	1.21
11.	NOT REPORTED	1	0	1	0.66	0	0.61
	TOTAL	150	15	165	100.00	100.00	100.01

5.4 A characteristic of contract migration is the largest share of unmarried or single migrants. But in our sample, we found that 73 percent of the emigrants are married persons (Table 5.4). In the case of females, except two, all are married persons. On the other hand, the unmarried single emigrants constituted 24 percent of the sample emigrants. It is reported that out of the 165 persons, 3 are divorced or separated.

Table 5.4 MARITAL STATUS OF SAMPLE EMIGRANT WORKERS IN KUWAIT

SL NO	MARITAL STATUS	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	SINGLE	38	2	40	25.33	13.33	24.24
2.	MARRIED	109	12	121	72.67	80.00	73.33
3.	DIVORCED / SEPRATED	2	1	3	1.33	6.67	1.83
4.	WIDOWED	0	0	0	0	0	0
5.	NOT REPORTED	1	0	1	0.67	0	0.60
	TOTAL	150	15	165	100	100	100.00

Educational status of sample emigrant workers

5.5 Table 5.5 gives the educational status of the emigrants. A notable point is that except 13 percent all the sample emigrants have a better educational status. One-third of the emigrant workers have an educational status of secondary and above. Another one-third of the sample emigrants are having an educational level of degree and above. This indicates that the emigrant workers mostly belong to educated category. Due to the better educational background, the workers prefer non-manual category of jobs.

Table 5.5 EDUCATIONAL STATUS OF SAMPLE EMIGRANT WORKERS IN KUWAIT

SL NO	STATUS	NUMBER			PERCENTAGE		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	BELOW PRIMARY	1	0	1	.67	0	.60
2.	PRIMARY	9	0	9	6.00	0	5.45
3.	UPPER PRIMARY	9	2	11	6.00	13.33	6.67
4.	SECONDARY	49	7	56	32.67	46.67	33.94
5.	PLUS TWO / PDC	30	1	31	20.00	6.67	18.79
6.	DEGREE & ABOVE	49	5	54	32.67	33.33	32.73
7.	OTHERS	0	0	0	0	0	0
8.	NOT REPORTED	3	0	3	2.00	0	1.82
	TOTAL	150	15	165	100.01	100.00	100.00

Year of arrival in Kuwait

5.6 Kuwait was an important destination of Indian emigrants since the mid 1970's, the period which witnessed substantial Indian migration to Gulf countries. Year of arrival of emigrants will give an idea of the duration in which they lived and worked in Kuwait. Table 5.6 gives the year of arrival of sample emigrants in Kuwait. Of the total sample emigrant workers, one-fifth arrived prior to the

year 2000. Another 43.64 percent arrived between 2001 and 2008, the year of global economic crisis. Though there has been a decline in the number of emigrants in the year 2010, the situation improved in 2011 and 2012. The available evidence suggests that the labour market situation has improved during the post global crisis period.

Table 5.6 YEAR OF ARRIVAL IN KUWAIT

SL.NO	YEAR	NUMBER	PERCENTAGE
1.	PRIOR to 2000	34	20.61
2.	2001	1	0.60
3.	2002	9	5.45
4.	2003	8	4.85
5.	2004	5	3.04
6.	2005	11	6.67
7.	2006	12	7.27
8.	2007	13	7.88
9.	2008	13	7.88
10.	2009	12	7.27
11.	2010	7	4.24
12.	2011	13	7.88
13.	2012	16	9.70
14.	2013	7	4.24
15.	NOT REPORTED	4	2.42
	TOTAL	165	100.00

5.7 Duration of employment, that is, the number of years an emigrant worked in Kuwait, will give an idea about the stability of labour market situation in Kuwait. Table 5.7 gives the number of years worked by the sample emigrant workers in Kuwait. It is reported that 32 percent of the sample emigrants worked for more than 10 years and another 17 percent worked for between 7 and 9 years. On the other hand, those who worked only for a short duration i.e. for 1 to 3 years account for 26 percent of the total emigrants. Another 23 percent of the workers worked between 4 to 6 years. The data on the duration of employment suggest that there have been a continuous flow of new emigrants to Kuwait.

Table 5.7 NUMBER OF YEARS WORKED FOR IN KUWAIT

SL NO	NO. OF YEARS	NUMBER	PERCENTAGE
1.	1 – 3	43	26.06
2.	4 – 6	38	23.03
3.	7 – 9	28	16.97
4.	10 & Above	52	31.52
5.	NOT REPORTED	4	2.42
	TOTAL	165	100.00

Employment, Wage and Working Conditions

Employment

5.8 The category of jobs, wage, and non-wage benefits received and working conditions are important factors which determine the overall well-being of the emigrant workers. Table 5.8 presents the occupational distribution of the sample emigrant workers. The data on employment revealed that a large share of the workers (49 percent) worked in production, transport equipment operations and related works. The category comprises tailor, driver, carpenter, draftsman, foreman, cable jointer, welder, electrician, printer, plumber etc. The sales worker is the second major category which comprises salesman, sales executive, shop assistant, delivery boy etc. Clerical and related workers form the third major category which accounts for 6.66 percent of sample workers. Another 6.6 percent workers are domestic workers comprising cooks, house maids and domestic servants. Para medical workers like nurses, lab technicians and other categories of paramedical staff are the other important categories of workers in Kuwait. The survey results suggest that only one person belonged to the category of self-employed or engaged in own business. A detailed job profile of this sample emigrant workers are given in Table 5.9.

Table 5.8 OCCUPATIONAL DISTRIBUTION OF SAMPLE EMIGRANT WORKERS

SL. NO	CATEGORY OF JOB	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	Professional / Technical & Related Works	6	0	6	4.0	0	3.64
2.	Para Medical Works	5	4	9	3.33	26.67	5.45
3.	Administrative, Executive & Managerial Works	9	0	9	6.00	0	5.45
4.	Clerical & Related Works	10	1	11	6.67	6.67	6.66
5.	Last Grade in Office	8	0	8	5.33	0	4.84
6.	Sales Workers	12	0	12	8.00	0	7.30
7.	Service Workers	8	1	9	5.33	6.66	5.45
8.	Production & Related, Transport Equipment, Operators & Related, Farmers, Fishermen, Hunters & Related Workers	79	0	79	52.67	0	47.90
9.	Domestic Workers	2	9	11	1.33	60.00	6.66
10.	Own Business	1	0	1	0.67	0	0.60
11.	NOT REPORTED	10	0	10	6.67	0	6.05
	TOTAL	150	15	165	100.00	100.00	100.00

5.9 The sample workers are classified into four categories viz. regular employee with monthly salary, regular employee with daily salary, casual worker and self-employed. Table 5.10 gives the nature of job of emigrant workers. This survey results suggest that 84 percent workers are regular employees receiving monthly salary. The workers having regular job with daily salary account for 3.64 percent. The casual workers who worked for daily wage account for 4.24 percent of the total workers. Thus the data on the job profile of the emigrant

workers suggest that except a few percent, all are regular workers getting a monthly salary. In the survey, data is collected about the category of employers viz. public sector, foreign company, companies owned by Kuwaiti nationals, Indians, Keralites and others.

Table 5.9 CATEGORY OF JOBS

SL. NO	CATEGORY OF JOB	JOB PROFILE	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Professional & Technical	Doctor, Engineer, Chef	6	3.64
2.	Para Medical Works	Nurse, Lab Technician, X-Ray Tech	9	5.45
3.	Administrative, Executive & Managerial Works	Office Secretary, Supervisor, Operation Manager, Asst. Manager, H.R. Manager, Hotel manager, M.D.,P.R.O.,	9	5.45
4.	Clerical & Related Works	Office Assistant, Accountant, Document Controller, D.T.P. Operator, Office Clerk	11	6.66
5.	Last Grade in Office	Cleaner, Sweeper, Office Boy, Watchman, Helper	8	4.84
6.	Sales Workers	Salesman, Paint Sales, Sales Executive, Shop Assistant, Delivery boy, Merchandiser	12	7.30
7.	Service Workers	Quantity Surveyor, Hotel Supplier, Photographer, Teacher, Store Keeper, Safety Officer, Cashier, Massager, Waiter	9	5.45
8.	Production & Related, Transport Equipment, Operators & Related, Farmers, Fishermen, Hunters & Relate Workers	Tailor, Bus driver, carpenter, Mason, Mechanic, Senior Technician, Steel Fixer, Painter, Draftsman, Foreman, Cable Jointer, Labour, X- Ray Welder, Electrician, Printing Asst, Plumper, Boat Maker	79	47.90
9.	Domestic Workers	Cook, House Maid, Servants	11	6.66
10.	Own Business	Shop Owner, Restaurant Owner, Business	1	0.60
11.	NOT REPORTED		10	6.05
	TOTAL		165	100.00

Table 5.10 NATURE OF JOB

SL NO	NATURE OF JOB	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	REGULAR JOB WITH MONTHLY SALARY	132	7	139	88.0	46.67	84.24
2.	CASUAL WORKERS	5	8	13	3.34	53.33	7.88
3.	SELF EMPLOYED	2	0	2	1.33	0	1.21
4.	NOT REPORTED	11	0	11	7.33	0	6.67
	TOTAL	150	15	165	100.00	100.00	100.00

Table 5.11 CATEGORY OF EMPLOYER

SL NO	CATEGORY OF EMPLOYER	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	GOVT. / PUBLIC SECTOR	15	4	19	10.00	26.67	11.52
2.	FOREIGN COMPANY	22	1	23	14.67	6.67	13.94
3.	KUWAITI CITIZENS	79	1	80	52.67	6.67	48.48
4.	INDIAN / KERALITE	19	9	28	12.67	60.00	16.97
5.	OTHERS	8	0	8	5.33	0	4.85
6.	NOT REPORTED	7	0	7	4.67	0	4.24
	TOTAL	150	15	165	100.01	100.01	100.00

5.10 Table 5.11 gives the category of employers. A significant finding of the study is that 17 percent of the sample workers are employed in commercial, business, medical or other establishments owned by Indians and Keralites. The study reveals that nearly half of the sample workers are employed in commercial units, companies and other institutions owned by Kuwaiti nationals. The percentage of workers employed in foreign companies account for 14 percent. Nearly 12 percent of the emigrant workers are employed in government offices, public sector organisations, public hospitals and health care institutions. A notable point is that public health institutions provide employment to large number of nurses and paramedical staff. As the wages of nurses and staff are higher compared to the other category of workers, there is large rush of the emigrants to this sector.

Table 5.12 NATURE OF WORK PLACE

SL NO	NATURE OF WORK PLACE	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	OFFICE	31	0	31	20.67	0	18.80
2.	SHOP	17	1	18	11.33	6.67	10.90
3.	CONSTRUCTION SITE	15	0	15	10.00	0	9.10
4.	HOSPITAL	5	4	9	3.33	26.66	5.4
5.	HOUSE	4	9	13	2.67	60.00	7.90
6.	FACTORY / WORKSHOP	60	0	60	40.00	0	36.40
7.	OTHERS	15	1	16	10.00	6.67	9.70
8.	NOT REPORTED	3	0	3	2.00	0	1.80
	TOTAL	150	15	165	100.00	100.00	100.00

5.11 The place of work of the emigrants comprises office, shop, construction site, hospital, house, factory and workshop. Table 5.12 gives the nature of workplace of sample emigrants. The study reveals that a large share of sample workers worked in factories and workshops (36.40 percent). The second major category worked in offices (18.80 percent) and the third in shops and commercial establishments (10.90 percent). Nine percent of the workers worked in construction-related activities in construction sites. A good number of females are working in houses as domestic workers. Of the total workers, nearly 8 percent worked as domestic workers in houses. Hospitals and medical institutions provide employment to 5.4 percent of the workers.

5.12 Thus, nearly 90 percent of Indian workers are employed in Kuwait in white and blue collar category jobs. The percentage of workers both skilled and unskilled engaged in construction sector was only less than 10. Due to better education qualifications, almost 90 percent of the workers are able to find non manual categories of employment in Kuwait.

Table 5.13 AVERAGE NUMBER OF DAYS EMPLOYED PER MONTH

SL NO	NUMBER OF DAYS EMPLOYED LAST MONTH	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	BELOW 20	6	0	6	4.00	0	3.63
2.	21-25	20	1	21	13.33	6.67	12.73
3.	26	72	10	82	48.00	66.66	49.70
4.	27-30	30	4	34	20.00	26.67	20.60
4.	31	7	0	7	4.67	0	4.24
5.	NOT REPORTED	15	0	15	10.00	0	9.10
	TOTAL	150	15	165	100.00	100.00	100.00

5.13 As per Kuwait labour laws, an emigrant worker can work up to 26 days per month. Workers are entitled for one paid holiday every week. We have collected data about the number of days employed per month. Table 5.13 gives the average number of employment per month for the emigrant worker. It is found that 3.36 percent of the workers worked below 20 days and another 12.75 percent 21 to 25 days. It is reported that half of the sample workers got jobs for 26 days per month. Another 25 percent of the workers worked for more than 27 days per month. This suggest that the sample workers are getting fairly good number of working days per month. A male, female break up shows that the females worked for more days compared to males.

Wages

5.14 Compared to UAE, the position with regard to wages is better in Kuwait. There was no stagnation in the wage rate of workers during the post global crisis period. Based on the data collected from the survey, we grouped the workers and others engaged in business into four categories. Table 5.14 gives the wage structure of Indian emigrant workers in Kuwait in 2013. The first category consists of those Indian emigrants getting a monthly wage between 50 and 150 Kuwaiti Dinars. The category consists of house maids, house servants, cook, driver, unskilled construction worker, waiter, cleaner, salesman, delivery boy, sweeper, watchman, office boy etc. This is the lowest earning category of workers in Kuwait and they account for about one-third of the total workers.

5.15 The second category is those getting a monthly wage ranging between 150 and 400 Kuwaiti Dinars. They comprises skilled workers such as technician, mason, welder, foreman, mechanic, heavy vehicle operators, sales assistant, sales executive, office assistant, accountant, clerk, lab technician, nurse, junior manager etc. More than one-third workers belong to this group. The third category is the emigrants getting a salary ranging between 401 and 600 Kuwaiti Dinars. They consists of high- skilled and professional categories of workers such as engineers, nurses in public hospitals, IT professionals, managers,

sales executives, plant operators etc. The fourth category comprises migrant workers with professional background, businessmen and investors having high income. Engineers, Doctors, Bank Managers, Senior Managers, High grade executives, Sales executives, big businessmen, investors etc belong to this group. The share of this category of total workers will be about 10 percent.

Table 5.14 WAGE STRUCTURE OF INDIAN EMIGRANT WORKERS IN KUWAIT IN 2013

SL NO	MONTHLYWAGE IN KUWAITY DINAR	CATEGORY OF INDIANWORKERS
1.	50 – 150	House maids, Servants, Cooks, Drivers, Unskilled construction workers, Waiters, Cleaners, Salesmen, Delivery boys, Sweepers, Watchmen, Office boys etc.
2.	151 – 400	Technicians, Masons, Welders, Foremen, Mechanics, Heavy vehicle operators, Sales assistants, Sales executives, Office Assistants, Accountants, Clerks, Lab Technicians, Nurses, Junior Managers etc.
3.	401 – 600	Engineers, Nurses in Public hospitals, IT professionals, Middle level managers, Sales executives, Plant Operators etc.
4.	Above 600	Engineers, Doctors, Bank Managers, Senior Managers, High grade executives, Sales executives, Professionals, Businessmen, Investors

5.16 A review of four categories of workers shows that the first category mainly belongs to lowest paid household workers, who have to work more than 10 hours per day. The second category is the middle income group who can earn some savings after meeting their consumption and related expenditure. The income and savings position of the third group is comparatively better. On the other hand, the fourth group may be considered as the higher income group, enjoying higher levels of living and having substantial savings.

Table 5.15 NUMBER OF MONTHS EMPLOYED DURING LAST 12 MONTHS

SL NO	MONTHS EMPLOYED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	4	1	0	1	0.67	0	0.60
2.	5	0	1	1	0	6.67	0.60
3.	6	2	0	2	1.33	0.00	1.21
4.	7	2	0	2	1.33	0.00	1.21
5.	8	NIL	NIL	NIL	NIL	NIL	NIL
6.	9	3	0	3	2.00	0.00	1.82
7.	10	6	1	7	4.00	6.67	4.25
8.	11	16	2	18	10.67	13.33	10.91
9.	12	107	11	118	71.33	73.33	71.52
10.	NOT REPORTED	13	0	13	8.67	0.00	7.88
	TOTAL	150	15	165	100.00	100.00	100.00

5.17 Data were collected about the number of months they worked during a year. Table 5.15 gives the distribution of workers by number of months employed. It is reported that 72 percent of the workers got employment for 12 months during a year. Another 11 percent got it for 11 months in a year. Thus

about 83 percent of sample emigrants got jobs for 11 to 12 months a year. On the other hand, only 4 percent reported that they got jobs ranging between 4 to 7 months per year. The revival of the Kuwait economy during the post global crisis period has resulted in increase in number of employment opportunities.

5.18 Lack of timely payment of the salary to the emigrant workers is a common problem faced by the emigrant workers in the Kuwait. In order to examine this aspect, we have collected information about the number of workers who have to receive the arrear salary. Table 5.16 presents the number of emigrants receiving arrear salary. Ninety percent of the emigrants reported that they are getting salary regularly and there were no arrears. On the other hand, 5 percent reported that they have to get arrear salary. Compared to UAE the payment of salaries to the emigrant workers in Kuwait is more prompt.

Table 5.16 NUMBER OF EMIGRANT WORKERS TO GET ARREAR SALARY

SL NO	NUMBER REPORTED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	TO GET ARREAR SALARY	7	1	8	4.67	6.67	4.85
2.	NOT TO GET ARREAR SALARY	137	12	149	91.33	80.00	90.30
3.	NOT REPORTED	6	2	8	4	13.33	4.85
	TOTAL	150	15	165	100.00	100.00	100.00

Table 5.17 NUMBER OF HOURS WORKED PER DAY

SL NO	HOURS	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	7	2	0	2	1.33	0	1.21
2.	8	101	9	110	67.33	60.00	66.66
3.	9	7	3	10	4.67	20.00	6.10
4.	10	7	2	9	4.67	13.33	5.45
5.	11	1	1	2	0.67	6.67	1.20
6.	12	9	0	9	6.0	0.00	5.45
7.	Above 12 Hours	1	0	1	0.67	0.00	0.60
8.	NOT REPORTED	22	0	22	14.67	0.00	13.33
	TOTAL	150	15	165	100.01	100.00	100.00

5.19 According to labour laws in Kuwait, a worker has to work 8 hours per day. However, the employees are permitted to work overtime and eligible for overtime wages. Table 5.17 gives the number hours worked per day by the emigrant workers. It is reported that two-thirds of the workers are working 8 hours per day. On the other hand, another 12 percent worked for 9 to 10 hours per day. The study also reveals that about 10 percent of the migrants have worked for more than 10 hours per day. With regard to the number of hours worked, the position of Kuwait is better. Only a small percentage works more than 8 hours per day.

Non wage benefits

5.20 In contract migration, all conditions relating to job, hours of work, wages, non wage benefit, accommodation, air ticket for return etc are stipulated in the terms of contract. According to labour laws, it is the responsibility of employers to meet all costs connected with recruitment, travel from home country, provision of accommodation, food etc. The worker is also entitled for air fare for return home during vacations. In this section we examine the non wage benefits such as food, accommodation, transportation facility to work place, medical expenses, air fare to return etc.

Table 5.18 NUMBER OF WORKERS GETTING NON-WAGE BENEFITS

SL NO	CATEGORY	NUMBER GETTING BENEFIT			PERCENTAGE GETTING BENEFIT		
		YES	NO	TOTAL	YES	NO	TOTAL
1.	FOOD	53	112	165	32.12	67.88	100.00
2.	ACCOMODATION	64	101	165	38.78	61.22	100.00
3.	TRANSPORTATION TO WORKPLACE	98	67	165	59.40	40.60	100.00
4.	MEDICAL BENEFIT	73	92	165	44.24	55.76	100.00
5.	AIR TICKET / FARE TO RETURN	59	106	165	35.76	64.24	100.00

Table 5.19 NUMBER GETTING FREE AIR TICKET TO RETURN HOME DURING VACATION

SL NO	CATEGORY	NUMBER GETTING AIR TICKET	TOTAL WORKERS	PERCENTAGE GETTING AIR TICKET (CATEGORY WISE)
1.	Professional / Technical & Related Works	3	6	50.00
2.	Para Medical Works	2	9	22.22
3.	Administrative, Executive & Managerial Works	6	9	66.66
4.	Clerical & Related Works	6	11	54.54
5.	Last Grade in Office	2	8	25.00
6.	Sales Workers	4	12	33.33
7.	Service Workers	2	9	22.22
8.	Farmers, Fishermen, Hunters & Related Workers Production & Related, Transport Equipment, Operators& Related	31	79	39.24
9.	Domestic Workers	2	11	18.18
10.	OTHERS	0	1	0
11.	NOT REPORTED	0	10	0
	TOTAL	58	165	35.15

Table 5.18 gives the non-wage benefits received by the sample emigrant workers. In a sample of 165 workers, 69 percent reported that they are not getting any free or subsidised food. On the other hand, 32 percent reported that they are getting food free of cost or at subsidised rates. Thirty-nine percent of workers reported that they are provided with free accommodation in worker camps or getting accommodation allowances. Majority of emigrants reported that they are provided transportation facility from the worker camps or residence to workplace. It is reported by 44 percent of the workers that they

are getting some medical benefits. Though it is the responsibility of the employers to provide air ticket for the return, only 36 percent are getting the benefits. Table 5.19 presents the categories of workers for getting free air ticket for return home during vacation. These evidences suggest that the employers in Kuwait are following a practice of not giving non-wage benefits as stipulated by labour laws.

Expenditure, savings and Remittances

5.21 In this section, we examine the expenditure, savings and remittances of the sample emigrant workers. As the pattern of expenditure is different among the emigrants living alone and those living with families, we have examined the expenditure of these two categories separately. Table 5.20 gives the distribution of workers viz. living alone and with family. Of the total sample emigrants 79, percent are living alone and 20 percent are living with family.

Table 5.20 NUMBER LIVING WITH FAMILY

SL NO	CATEGORY	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	LIVING ALONE	122	10	132	81.33	66.67	80.00
2.	WITH FAMILY	28	5	33	18.67	33.33	20.00
	TOTAL	150	15	165	100.00	100.00	100.00

Emigrants living alone

5.22 Compared to emigrant workers living with family, the expenditure will be lower in the case of emigrants living alone. A good number of single emigrants living in workers' camps are provided with free accommodation. In some workers camps, subsidised or free food are also given to the workers. The single migrants are also living in shared accommodation like flats and other buildings.

Table 5.21 TOTAL MONTHLY EXPENDITURE OF PERSONS LIVING ALONE

SL. NO	MONTHLY EXPENDITURE IN DINAR	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 50 KD	51	38.65
2.	51-100	42	31.80
3.	101-150	20	15.15
4.	151-200	4	3.03
5.	201-250	2	1.50
6.	Above 251	3	2.30
7.	NOT REPORTED	10	7.57
	TOTAL	132	100.00

Table 5.21 gives the monthly expenditure of the person living alone in Kuwait. The survey results suggest that 39 percent of the workers incur a monthly expenditure up to 50 Kuwaiti. Another 32 percent incur an expenditure ranging between 51 to 100 Kuwaiti Dinars. It is reported that only one-and-a-half percent has a monthly expenditure of more than 251 Kuwaiti Dinars.

5.23 Data were collected about the monthly savings of persons living alone. Table 5.22 presents the monthly savings reported by the sample emigrant workers living alone. Thirty-six percent reported that they have a monthly savings, range between 51 to 100 Kuwaiti Dinars. Another 14 percent reported a monthly savings between 101 to 150 Kuwaiti Dinars and 11 percent 151 to 200. The emigrant workers who have a monthly savings of more than 201 Kuwaiti Dinars are few in number (4.5 percent). Of the 132 sample emigrant workers living alone, two persons reported that they do not have any savings.

Table 5.22 TOTAL MONTHLY SAVINGS OF PERSONS LIVING ALONE

SL. NO	MONTHLY SAVINGS IN DINAR	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 50 KD	10	7.60
2.	51-100	47	35.60
3.	101-150	19	14.40
4.	151-200	14	10.60
5.	201-250	6	4.60
6.	Above 251	10	7.50
7.	NOT REPORTED	26	19.70
	TOTAL	132	100.00

5.24 In contract migration, a major objective of the emigrant is to earn maximum amount possible and to send the remittances to the households in his native place. The remittance are utilised for meeting domestic consumption, health, education, purchase of consumer durables, repayments of debt etc. The money saved in foreign country is also used for investment in capital assets like land, buildings, vehicles, gold etc. In the survey, data were collected on the monthly remittances, of the emigrants living alone in Kuwait (Table 5.23). It is reported that one-fifth of the emigrants are sending an amount less than 50 Kuwaiti Dinars to their households per month. Another 33 percent send an amount ranging between 51 to 100 Kuwaiti Dinars and 18 percent between 101 to 150 Kuwaiti Dinars. The survey reveals that nearly 71 percent of sample emigrant workers are sending amount less than 150 Kuwaiti Dinars. The study also found that those who are sending more than 301 Kuwaiti Dinars are few in number (2.25 percent).

Table 5.23 MONTHLY REMITTANCES BY MIGRANTS LIVING ALONE

SL. NO	MONTHLY REMITTANCE IN DINAR	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 50 KD	27	20.45
2.	51-100	44	33.34
3.	101-150	24	18.18
4.	151-200	14	10.60
5.	201-250	6	4.55
6.	Above 251	7	5.28
7.	NOT REPORTED	10	7.6
8.	TOTAL	132	100.00

Emigrants living with family

5.25 Usually emigrants living with family are a category having better jobs and higher wages compared to emigrants living alone. Emigrants with monthly income of 250 Kuwaiti Dinars are allowed to bring their family consisting of spouse, children, parents etc. For those living with families, high rate of rent for accommodation is a major item of expenditure. Table 5.24 gives the monthly expenditure of emigrants living with family. It is reported that 15 percent of emigrants living with family had monthly expenditure below 200 Kuwaiti Dinars. Another 18 percent has a monthly expenditure ranging between 201 to 300 KD and 24 percent between 301 to 400 Kuwaiti Dinars. A notable aspect is the high monthly expenditure level of persons living with families. Of the total emigrants living with family, 30 percent spend an expenditure ranging between 401 to 500 KD. A review of expenditure pattern shows that a large share of the earnings of the emigrants are spent for meeting the routine consumption expenditure.

Table 5.24 MONTHLY EXPENDITURE OF EMIGRANTS LIVING WITH FAMILY

SL. NO	EXPENDITURE IN DINAR	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1	Up to 50 KD	1	3.03
2	51-100	1	3.03
3	101-150	0	0
4	151-200	3	9.10
5	201-250	4	12.12
6	251-300	2	6.06
7.	301-350	4	12.12
8.	351-400	4	12.12
9.	401-450	5	15.15
10.	451-500	5	15.15
11.	501 & Above	3	9.10
12.	NOT REPORTED	1	3.03
	TOTAL	33	100.00

5.26 A review of the monthly savings of the persons living with family shows that the saving situation is not better. Table 5.25 presents the monthly savings of the persons living with family. It is reported that one-fourth of the emigrants have a savings less than 50 Kuwaiti Dinars. Another 9 percent have a saving ranging between 51 to 100 Kuwaiti Dinars and 24 percent 101 to 150 Kuwaiti Dinars. Thus, the major share (57 percent) of the emigrants has a savings less than 150 Kuwaiti Dinars per month.

Table 5.25 TOTAL MONTHLY SAVINGS OF EMIGRANTS LIVING WITH FAMILY

SL. NO	MONTHLY SAVINGS IN DINAR	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 50 KD	8	24.24
2.	51-100	3	9.10
3.	101-150	8	24.24
4.	151-200	2	6.06
5.	201-250	2	6.06
11	Above 250	4	12.12
22.	NOT REPORTED	6	18.18
	TOTAL	33	100.00

Table 5.26 MONTHLY REMITTANCES BY EMIGRANTS LIVING WITH FAMILY

SL. NO	REMITTANCE IN DINAR	NUMBER OF EMIGRANTS	PERCENTAGE OF EMIGRANTS
1.	Up to 50 KD	11	33.33
2.	51-100	3	9.10
3.	101-150	4	12.12
4.	151-200	4	12.12
5.	201-250	0	0
6.	Above 250	5	15.15
7.	NOT REPORTED	6	18.18
8.	TOTAL	33	100.00

5.27 The emigrants living with family also send money to households in their native country. Table 5.26 presents the monthly remittances of emigrants living with family. It is reported that one-third of the emigrants send an amount below 50 Kuwaiti Dinars. Another 21 percent send an amount ranging between 51 to 150 Kuwaiti Dinars and 12 percent 151 to 200 Kuwaiti Dinars. The persons who are sending more than 201 Kuwaiti Dinars are few in number (15 percent). Thus, the survey results suggest that the persons living with family are not able to save or send much to their households due to high level of monthly expenditure they have to incur in Kuwait.

5.28 An examination of the mode of remittances of money revealed that the main mode is through money transfer agencies and banks. The survey results suggest that 29 percent of the emigrants transferred the money through money

transfer agencies having branches in India (Table 5.27). Another 67 percent of the emigrant's transferred the money through bank transfer. No one is sending money through friends and other means of transfer. As the remittances are not liable to be taxed in India, migrants prefer to send their money through banks and other money transfer agencies.

Table 5.27 MODE OF REMITTANCE

SL. NO	MODE OF REMITTANCE	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	MONEY TRANSFER	46	2	48	30.66	13.33	29.10
2.	THROUGH FRIENDS	0	0	0	0	0	0
3.	BANK TRANSFER	97	13	110	64.67	86.67	66.70
4.	OTHERS	0	0	0	0	0	0
5.	NOT REPORTED.	7	0	7	4.67	0	4.20
	TOTAL	150	15	165	100.00	100.00	100.00

Labour market situation in Kuwait

5.29 In this section, we examine the labour market situation prevailing in Kuwait. The issues discussed here are priority given to the native workers in job placements, salary difference of native and foreign workers, custody of passports, alteration in work contracts, restrictions in the issue of residence visa to family members and global economic crisis and its impact.

Priority to native workers in job placements

5.30 The Gulf countries have been following a policy to restrict and regulate the migration of foreign workers. A policy pursued by Kuwait in this regard is "son of the soil theory" i.e. giving priority to native workers in job placements. In our survey, we have collected data from the sample emigrant workers relating to the policy of localization (Table 5.28). It is reported by 44 percent of the workers that the employers are giving priority to native workers. This has adversely affected the job prospects of Indian emigrants in Kuwait. Another practice is the discrimination on wages paid to native and foreign workers. Table 5.29 gives the views of sample emigrants relating to wage difference. Seventy percent of emigrants reported that the native workers are paid a higher wage compared to foreign workers for the same job. The general tendency of the employers is to give a low wage to a foreign worker compared to the native workers.

**Table 5.28
NUMBER REPORTED THAT THE EMPLOYER GIVES PRIORITY TO NATIVE WORKERS**

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	GIVES PRIORITY TO NATIVE WORKERS	69	3	72	46.0	20.0	43.64
2.	NOT GIVEING PRIORITY TO NATIVE WORKERS	74	7	81	49.33	46.67	49.09
3.	NOT REPORTED	7	5	12	4.67	33.33	7.27
	TOTAL	150	15	165	100.00	100.00	100.00

Table 5.29 WAGE DIFFERENCE FOR NATIVE AND FOREIGN WORKERS

SL. NO	NUMBER REPORED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	WAGE DIFFERENCE	109	7	116	72.67	46.67	70.30
2.	NO WAGE DIFFERENCE	27	2	29	18.00	13.33	17.58
3.	NOT REPORTED	14	6	20	9.33	40.00	12.12
	TOTAL	150	15	165	100.00	100.00	100.00

Custody of Passport

5.31 A serious problem of the emigrants in Kuwait is the custody of their passports by the employers. The usual practice is to collect the passport of the emigrant workers by the employers at the time of joining duty. The passport will be returned to the foreign workers at the time of his return. By this practice, the employer use to exercise absolute control of all movements of the emigrants under him. In many cases, the employers refuse to release the passport to the workers on minor labour issues. Table 5.30 gives the number of sample emigrants whose passports are kept by the employers. Of the total sample emigrants, the passports of 67 percent are kept by the employers. Only 31 percent of the passports are kept by the migrant workers. The custody of passports and the refusal to return the passports is one of the serious problems faced by emigrant workers in Kuwait.

Table 5.30 PASSPORTS IS KEPT BY THE EMPLOYER

SL. NO	NUMBER REPORED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	YES (KEPT BY THE EMPLOYER)	107	2	109	71.33	13.33	66.06
2.	NO (KEPT BY SELF)	39	12	51	26.00	80.00	30.91
3.	NOT REPORTED	4	1	5	2.67	6.67	3.03
	TOTAL	150	15	165	100.00	100.00	100.00

Work contract

5.32 In contract migration, all conditions relating to employment, hours of work, wages, non-wage benefits, accommodation, air ticket for return etc. are stipulated in the work contract. Usually, the work contract is signed by the worker prior to his departure from his home country. But after the arrival of emigrants in Kuwait, the employers use to make alterations in the contract. In

our survey, we have collected data about the changes effected in the work contract by the employers. Table 5.31 gives the number of sample emigrants who reported changes in work contract. It is reported that the employers made alterations in the contract in the case of 27 percent of the sample emigrants. On the other hand, 71 percent reported that the employers have not effected any change in the work contract. Due to these alterations, the workers lose a number of benefits including both wages and non-wage benefit mentioned in the original work contract. The main objective of altering the terms in the contract is to cut down the wages and non-wage benefits.

Table 5.31 CHANGE IN WORK CONTRACT

SL. NO	NUMBER REPORED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	CHANGE IN WORK CONTRACT	43	2	45	28.67	13.33	27.27
2.	NO CHANGE	104	13	117	69.33	86.67	70.91
3.	NOT REPORTED	3	0	3	2.00	0	1.82
	TOTAL	150	15	165	100.00	100.00	100.00

Table 5.32 RESTRICTIONS IN BRINGING FAMILY WITH THEM

SL. NO	NUMBER REPORED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	YES	60	8	68	40.0	53.33	41.21
2.	NO	82	6	88	54.67	40.00	53.34
3.	NOT REPORTED	8	1	9	5.33	6.67	5.45
	TOTAL	150	15	165	100.00	100.00	100.00

5.33 The study reveals that the Kuwaiti government has been following a policy to restrict the arrival of family members of the emigrants. In the context of increasing the number of foreign emigrant workers and dependents, the government is following a policy to restrict the arrival of unskilled category of workers and their dependents. A higher income limit is fixed in the case of migrants who wish to bring their wives and children. Currently, the income level fixed by the government for bringing the family is 250 Kuwaiti Dinars. Table 5.32 gives the results of the survey about the restrictions in bringing family members to Kuwait. Forty-one percent of sample emigrants reported that the Kuwaiti government is imposing restrictions to bring family members. Frequent revision of income limit for the issue of residence visa, rejection of visa applications on minor grounds, making delays in issue of visas, raising unnecessary objections etc are the practices used to delay issue of resident visas for family members.

Global Economic Crisis of 2008 and its impact

5.34 Available evidences suggest that the global economic crisis of 2008 has resulted in substantial fall in economic activities and loss of employment in

Kuwait. The category of workers who are severely affected due to the crisis are the foreign emigrants who are temporary workers. In our study, we have collected data about the impact of global economic crisis on the employment situation in Kuwait. Table 5.33 presents the results of the survey on the impact in the employment front. Twenty-one percent of the sample emigrant workers reported that there has been a fall in employment since the global crisis of 2008. Table 5.34 gives the category of jobs which registered a fall due to global crisis. It is reported that production and transport-related workers registered a decline due to global crisis. The other categories which witnessed a fall in employment are professional and technical-related, administrative and managerial, clerical-related, last grade staff in offices and sales workers. Thus the survey results suggest that there has been a decline in employment for many categories of workers due to global crisis. However, these sample emigrants reported that Kuwaiti economy has revived itself from 2008 crisis and has reached a stable position in 2013. Table 5.35 gives the views of sample emigrants regarding the employment situation in Kuwait. It is reported by 78 percent of the sample emigrants that the employment situation has improved. They do not anticipate any unstable situation in the near future. On the other hand, 21 percent are of the view that the Kuwaiti economy has not achieved stability in employment.

Table 5.33 DECLINE IN EMPLOYMENT SINCE GLOBAL CRISIS OF 2008

SL. NO	NUMBER REPORTED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	FALL IN EMPLOYMENT	27	7	34	18.00	46.67	20.60
2.	NO FALL	111	6	117	74.00	40.0	70.90
3.	NOT REPORTED	12	2	14	8.0	13.33	8.50
	TOTAL	150	15	165	100.00	100.00	100.00

Table 5.34 CATEGORIES OF WORKERS WHICH WITNESSED DECLINE

SL. NO	CATEGORY	NUMBER REPORTED	PERCENTAGE REPORTED
1.	PROFESSIONAL / TECHNICAL & RELATED WORKS	2	1.20
2.	ADMINISTRATIVE, EXECUTIVE & MANAGERIAL WORKS	1	0.60
3.	CLERICAL & RELATED WORKS	1	0.60
4.	LAST GRADE IN OFFICE	1	0.60
5.	SALES WORKERS	1	0.60
6.	PRODUCTION & RELATED, TRANSPORT EQUIPMENT, OPERATORS & RELATED	16	9.70
7.	OTHERS	9	5.50
8.	NOT REPORTED	134	81.20
	TOTAL	165	100.00

Table 5.35 EMPLOYMENT STABILITY FOR ANOTHER 5 YEARS

Sl. no.	NUMBER REPORED	NUMBER	PERCENTAGE
1.	EMPLOYMENT STABILITY	128	77.60
2.	NO STABILITY	35	21.20
3.	NOT REPORTED	2	1.20
	TOTAL	165	100.00

Accommodation, travel, education and medical treatment

5.35 In this study, data were collected about the place of stay, mode of travel to work place, education of children, and medical treatment facility of the emigrants. Table 5.36 gives the place of stay of the sample emigrants. Of the emigrants, one-third lives in worker camps. Worker camps provide accommodation mostly to single male workers who are engaged in construction, production-related, sales and service activities. Most of the low wage categories of workers are housed in worker camps. The camps provide free or subsidized accommodation. In some camps, subsidised food is also provided. The number of persons accommodated per room in the worker camps range between 3 to 8. It is reported that 30 percent of the emigrants are living in rented rooms and another 27 percent in rented flats.

Table 5.36 PLACE OF STAY OF EMIGRANTS

SL. NO	PLACE OF STAY	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	WORKER CAMP	56	0	56	37.33	0	33.94
2.	RENTED ROOM	41	8	49	27.33	53.33	29.70
3.	RENTED FLAT	39	6	45	26.0	40.0	27.27
4.	PART OF THE FLAT	9	1	10	6.0	6.67	6.06
5.	OTHERS	3	0	3	2.0	0.00	1.82
6.	NOT REPORTED	2	0	2	1.33	0	1.21
	TOTAL	150	15	165	100.00	100.00	100.00

Table 5.37 PLACE OF STAY OF EMIGRANTS LIVING WITH FAMILY

SL. NO	PLACE OF STAY	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	RENTED ROOM	3	0	3	10.71	0	9.09
2.	RENTED FLAT	24	5	29	85.71	100.00	87.88
3.	PART OF THE FLAT	1	0	1	3.58	0	3.03
	TOTAL	28	5	33	100.00	100.00	100.00

Table 5.38 CHILDREN STUDIYING IN KUWAIT

SL. NO	NUMBER REPORED	NUMBER OF EMIGRANTS			PERCENTAGE OF EMIGRANTS		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
1.	STUDIYING IN KUWAIT	16	4	20	10.67	26.67	12.12
2.	NOT STUDIYING IN KUWAIT	123	6	129	82.00	40.00	78.18
3.	NOT REPORTED	11	5	16	7.33	33.33	9.7
	TOTAL	150	15	165	100.00	100.00	100.00

5.36 A common characteristic is that the emigrant workers living with wife and children are staying in rented flats or portion of it. Table 5.37 gives the place of stay of emigrants living with family. It is reported that 88 percent of the emigrants living with family are living in rented flats. The information collected about the rent paid shows that 42 percent paid a monthly rent below 50 Kuwaiti Dinars. Another 7 percent paid a monthly rent ranging between 51 to 150 Kuwaiti Dinars and 12 percent 151 to 200 Kuwaiti Dinars. Frequent increase in the rate of rent is a major problem faced by the emigrants living with family. Table 5.38 shows the number of emigrants, whose children are studying in educational institutions in Kuwait. Of the total sample emigrants, 12 percent have children studying in educational institutions in Kuwait. Higher cost of education is cited as a major problem of emigrants who live with family.

5.37 For travel from residence to workplace, the emigrants use their own vehicle, company transport facility, private and public transport. Table 5.39 presents the mode of travel used by the emigrants for travel from residence to workplace. Ten percent of the emigrants used to walk from residence to workplace. Forty-eight percent use company transport facility to travel from residence to workplace. The percentage of emigrants who used private transport is 30 percent and those who use their own vehicle is 8 percent. The study revealed that adequate transport facility is available to the emigrants to travel from residence to workplace.

Table 5.39 MODE OF TRAVEL TO THE WORK PLACE

Sl. No.	MODE OF TRAVEL	NUMBER	PERCENTAGE
1.	WALK	17	10.30
2.	OWN VEHICLE	13	7.88
3.	COMPANY VEHICLE	79	47.88
4.	TAXY	21	12.73
5.	PUBLIC TRANSPORT	13	7.88
6.	NOT REPORTED	22	13.33
	TOTAL	165	100.00

Table 5.40 NUMBER REPORTED SICKNESS OF FAMILY MEMBERS

Sl. No.	NUMBER REPORTED	NUMBER	PERCENTAGE
1.	YES (BECAME SICK)	39	23.64
2.	NO (NO SICKNESS)	98	59.39
3.	NOT REPORTED	28	16.97
	TOTAL	165	100.00

5.38 Sickness of emigrants and family members is a serious problem faced by the emigrants. Table 5.40 presents the number of emigrants who reported sickness. Of the total emigrants, 24 percent reported sickness. For medical treatment, the emigrant visits hospitals, dispensaries and private doctors. Table

5.41 shows the place of treatment of sick persons. The study reveals that 21 percent visit dispensaries for medical treatment and 11 percent hospitals. On the other hand, 5 percent of the emigrants told us that they meet private doctors available for consultation. High cost of treatment is a major problem of migrants especially the workers belonging to lower wage groups.

Table 5.41 PLACE OF MEDICAL TREATMENT

Sl. No.	PLACE OF TREATMENT	NUMBER	PERCENTAGE
1.	HOSPITAL	19	11.52
2.	PRIVATE DOCTOR	8	4.85
3.	DISPENSARY	34	20.61
4.	OTHERS	1	0.61
5.	NOT REPORTED	103	62.42
	TOTAL	165	100.01

Problems of emigrants

1) Low salary and high cost of living

5.39 Low salary and high cost of living are the serious problems reported by the majority of emigrants belonging to all categories in Kuwait. The Kuwaiti economy witnessed a serious recession in 2008, resulting in steep fall in production, employment and stagnation in wages. During the post recession period, the wages in the private sector remained stagnant. On the other hand, there has been a steady increase in general price level denoting steep increase in cost of living. The rent rates also increased considerably. This has also resulted in the depletion of savings of all categories of migrant workers.

2) Strict traffic rules

5.40 A serious problem faced by the emigrants who own vehicle in Kuwait is the strict traffic rules prevailing there. For small traffic violations, heavy penalties are being imposed. For serious traffic violations, the government may go to an extent of sending back the emigrants. In order to prevent the malpractices of taxi cars, inspections are conducted on roads frequently. And these car owners carrying persons other than family members are fined. Because of this, many of the Indian emigrants are afraid of giving a lift to their friends. The ruthless execution of traffic rules has created much hardships to the Indian emigrants possessing motor vehicles.

3) Bad behavior of employers and co workers

5.41 Another problem faced by the Indian emigrants in Kuwait is the bad behaviour of employers and co-workers from the Kuwaiti nationals. The

emigrant workers are considered as third class citizens and the treatment to them is generally bad. The house maids are badly treated by the Kuwaiti women. The behavior towards the domestic workers is not at all satisfactory. The behaviour of native co-workers to the emigrants is also bad.

4) Unsatisfactory services of Indian embassy

5.42 A major complaint of the Indian emigrants in Kuwait is the poor and unsatisfactory services of Indian embassy. Indian emigrant workers in Kuwait feel that the embassy is not sympathetic to the problems of Indians. The embassy is not interfering in the labour issues relating to termination of job of workers, failure to pay salaries, harassment of workers, denial of passport to the workers, non-implementation of the conditions in work contract, protecting the Indian domestic maids who are forced to abandon their employers and by giving help or legal assistance to Indians in jails etc. Indian emigrants say that the Philippine embassy is giving prompt help and assistance to their citizens.

5.43 Anxiety about job security is another major problem of the emigrants. In the context of uncertainty prevailing in the labour market, the migrants are insecure about the job security. It may be noted that during the Iraq invasion of Kuwait almost entire the Indian emigrants were forced to return to India in 1990. Anxiety about the welfare of the family who lives in India is another problem. Of the sample emigrants, 79 percent are single migrants living alone in Kuwait and almost all of them reported that they are worried about their family members living in India. The long separation from the family and isolated life creates stress and anxiety to the emigrants who live in Kuwait as well as to their family members back home. It is reported that the absence of parents or head of the households are adversely affecting the education of their children.

5.44 Feeling loneliness is another problem faced by the emigrants especially single emigrants. Seventy percent of the emigrants mostly belonging to the category of single emigrants reported that they feel loneliness in Kuwait. The bad and unhealthy climate in Kuwait is cited as another problem of the emigrants.

Conclusion

5.45 The above analysis may be concluded with the following observations. The largest share of Indian emigrant workers are engaged in production and transport-related occupation in Kuwait. Sales, clerical-related and service occupations are the other major occupations. Though there is wide variation in the monthly wage received, majority get a wage ranging from 50 to 400 Kuwaiti Dinars. Nearly 84 percent of the workers are employed in regular jobs

with monthly salary. Nearly two-third of the workers are working 8 hours per day. As per Kuwaiti labour laws, the migrant workers are entitled to get non-wage benefits such as free or subsidised food, accommodation, free transport to workplace, medical benefit, air ticket to return home etc. But, majority of the emigrant workers are not getting these benefits. The continuous inflation and increase in cost of living have reduced the savings of migrants substantially. The study reveals that half of the Indian emigrants has a savings of less than 150 Kuwaiti Dinar per month. Though Kuwait experienced severe fall in production and employment due to global crisis of 2008, the economy has revived from the crisis. The Kuwaiti government has been following a policy of restricting the migration of foreign labour through a number of measures. Major problem faced by the Indian emigrants in Kuwait are low salary and high cost of living, anxiety about job security, strict traffic rules and penalties imposed for traffic violation, custody of passport, exploitation of workers by labour supply companies, alteration in work contract, restriction in bringing families on resident visa, bad behaviour of employers and co-workers, poor and unsatisfactory services of Indian Embassy, restriction imposed on the mobility of workers from one employer to another and the inaccessible labour courts.

Chapter 6

Conclusions and Recommendations

6.1 The study has examined the profile of Indian emigrants, employment, wages and working conditions, expenditure, savings and remittances, immigration policies pursued and problem of emigrants in UAE and Kuwait. The study also suggests measures to improve the conditions of Indian emigrants. Primary and secondary data were used for the study. For collecting primary data, we have conducted a sample survey of 200 Indian emigrant workers in UAE using a structured interview schedule. Similarly, a sample survey covering 165 Indian emigrant workers was conducted in Kuwait. As the migrants are "contract type of migrants, the framework used to study the migration is contract category of migration".

6.2 The United Arab Emirates (UAE) is a federation of seven emirates viz. Abu Dhabi, Ajman, Dubai, Fujairah, Ras al-Khaimah, Sharjah and Umm al-Quwain. Among the emirates, Abu Dhabi, Dubai and Sharjah are the major ones. The energy-rich Abu Dhabi accounts for more than 60 percent of the UAE's output and has diversified its activities to cultural tourism, aviation, manufacturing, media, healthcare, financial services and renewable energy. Dubai accounts for 30 percent of the output of UAE and the major activities are external trade, transport, logistics, retail tourism and banking. Sharjah is the third biggest emirate and is a centre of manufacturing, green business and sustainable tourism. UAE economy is one of the largest emerging economies in West Asia and ranks second to Saudi economy. The UAE's hydrocarbon reserves have provided a solid foundation for the country's development. As oil and gas resources are being concentrated in Abu Dhabi, the other emirates have been focusing on tertiary and service sector activities. Though the UAE economy faced a severe recession due to global economic crisis of 2008, the economy began to revive due to the increase in oil prices in 2009 and 2010.

6.3 The UAE has a total population of 82.64 lakh persons consisting of 9.47 lakh UAE nationals and 73.16 non-nationals. The migrants account for nearly 89 percent of the total population. According to one estimate, the total stock of Indian emigrants was 21.85 lakh. The UAE heavily relies on the migrant workers for the production of almost all goods and services in the primary, secondary and tertiary sectors. Only a small share of UAE workers are engaged in economic activities. Except a few non-workers, the entire expatriates in UAE consist of single migrant workers, married migrant workers living with their family

and their dependents. The dependents of migrant workers consist of wife, children and old parents. The cordial diplomatic relationship between India and UAE has created a favourable atmosphere for the continuous inflow of Indian emigrants to UAE. The major occupations in which migrants worked were trade and repair services, domestic services, construction and maintenance, manufacture, transport and storage, real estate and business services. The unwillingness of UAE nationals to undertake jobs in private sector is the main factor which compel large scale migration.

6.4 The UAE government has been following a policy to restrict and regulate the migration of foreign workers. The government gives highest priority to emiratization to replace expatriates with UAE nationals particularly in the private sector establishments. Emiratization measures include the creation of work environment which goes beyond financial matters and takes regard of Islamic and cultural issues support of skill development and professional advancement. The strategy of localisation consists of the following items (1) Increasing skill relevance and standards by improving education and vocational training for nationals (2) Incremental localisation through private sector industry groups (3) Controlling public sector wage differentials and limiting the growth of public employment (4) Implementing social benefits for all working nationals and (5) Decreasing the disparities in the labour mobility of GCC nationals.

6.5 The migrant workers are facing serious problems in UAE due to the unhealthy labour laws, practices and environment. The 'Kafala System' which has been described as modern day slavery leaves migrant labourers vulnerable to human trafficking and forced labour practices, and has resulted in gross human right abuses. The system is described as a form of 'structural violence' by which employers confiscate passports and report on workers as "absconding" to authorities to avoid their being punished. The workers are forced to sign contracts written in Arabic or English, without understanding what they are signing – some provide only a fingerprint as a signature. Labourers' options are constrained by brutal work conditions, poor pay (often half the wages agreed upon), heavy debt and threat of severe fine, quitting and jail or deportation of striking. As domestic servants are not covered by the UAE labour laws, they face acute labour problems and severe exploitation. The domestic servants are not considered employees; households where they work are not considered work places. Private persons who hire them are not considered employers and so labour inspectors are forbidden from visiting private households. Their isolation inside private homes leaves them more vulnerable to abuse and exploitation. Laws also render running away from a sponsor's home and hiding or protecting

run-away domestic workers as illegal. The labour laws are always biased in favour of the employer, the UAE citizen, over the foreign migrant.

6.6 UAE is the principal destination of Indian emigrant workers especially the migrants from the State of Kerala. A survey of the Keralite emigrant workers in UAE reveals that except 11 percent, all of them have an educational level of secondary and above. More than one-third has an educational level of degree and above. Due to better educational level, the emigrants are mainly engaged in non-manual category of jobs in secondary and tertiary sectors. The survey results suggest that the largest share of emigrant workers are engaged in production and transport-related activities followed by service, administrative and executive categories. Except a few percent of the casual workers and self-employed, the rest of the workers are regular employees getting monthly wages. The places of work of the emigrant workers are offices, shops and trading centres, construction sites, factories and workshop. An examination of the wage rate of the workers reveals that the unskilled construction workers, household workers and other low-paid categories of workers receive a monthly wage below 600 UAE Dirham. Emigrant workers such as house maids, house servants, cooks, construction workers, cleaners, sweepers, watchmen, salesman in small shops etc receive a monthly wage of between 600 and 1200 Dirham. On the other hand, only a small share (about 10 percent) receives a monthly wage of more than 10,000 Dirham. Doctors, engineers, IT professionals, top executives and businessmen having medium to large business etc belonged to this group. Though the working hours per day is 8 hours, majority of the migrants are working 9 to 12 hours per day. As per UAE labour law, workers are entitled to get non-wage benefits such as free or subsidised food, accommodation, free transport to work place, medical benefit and air ticket to return home on vacation. But the study reveals that majority of the migrant workers are not getting these benefits.

6.7 Study has examined the consumption, savings and remittances, of the two categories of emigrants viz. those living alone and those living with family. It is reported that nearly one-fourth of the emigrants living alone are sending an amount between 501 and 1000 Dirham. Another one-fourth send an amount ranging between 1001 and 2000 Dirham. On the other hand, 11 percent of the emigrants living with family send an amount below 500 Dirham and other 24 percent between 501 and 1000 Dirham. The mode of remittances is transfer through money transfer agencies and banks.

6.8 Custody of passports by the employers and changing the terms of contract are the two major problems faced by the emigrant workers. Of the

total workers, passports of 73 percent of them are kept by the employer. In many instances, the employer refuses to release the passport to the workers, and this creates real hardship to the emigrant. Changing the terms of contract and cutting down the wages and non-wage benefit of the workers are also common practices followed by the employers.

6.9 The global economic crisis of 2008 has resulted in decline in employment opportunities, fall in wages, reduction in non-wage benefits and reduction in income and savings of the emigrant workers. A major result of the global crisis was the stagnation of wage rate since 2008. On the other hand, there has been a steady increase in cost of living due to the continuous high inflation during the post-global crisis period. This has resulted in the depletion of savings of all categories of workers. Anxiety about the future job security is another problem. Anxiety about the family left behind in the home country and loneliness are the other problems of the emigrants.

6.10 A recent development in the labour market in UAE is the spurt in labour supply companies, supplying labour to employers on a daily or temporary basis. Though the labour supply companies charge market wage rate on employers, the actual wages paid to the workers is very low. In many instances, the actual wages paid to the worker is half the amount collected by the company. The recent measure of the UAE government to restrict the practice of sharing a flat by more than one family is creating very serious problem to the migrants living with family. Majority of the families, living by sharing the rent, cannot afford to pay the full rent of a flat. In order to restrict the inflow of family members to UAE, the government has been following a policy to enhance the income limit eligible to bring the family, reject the resident visa application on flimsy grounds, and to delay the issue of family visa deliberately.

6.11 In order to study the employment, wage, working conditions and problems of Indian emigrants in Kuwait, we have conducted a sample survey of 165 Indian emigrants currently working in Kuwait. An examination of the profile of emigrants reveals that 73 percent of the total sample emigrants are married and 24 percent single migrants. Except 13 percent of the sample emigrant workers, all are educated and have an educational level of secondary and above. One-third of the sample workers have an educational level of Degree and above. Due to this better educational background, more than 75 percent of the workers are employed in non-manual, semi-skilled and skilled categories of employment. Data on the occupational distribution of the sample emigrants show that nearly half of the workers are engaged in production, transport and related jobs. Sales, clerical and related works, jobs in the households and

paramedical jobs are the other important occupations in which Indians are employed. Nearly, 84 percent of the workers are regular employees getting monthly salary. A notable aspect is that nearly 12 percent of the workers are working in government or public sector jobs having better wages and non-wage benefits.

6.12 An examination of the wage rate of the workers reveals that the unskilled construction workers, housemaids, house servants, cooks, drivers, cleaners, watchmen etc. receive a monthly wage ranging between 50 to 150 Kuwaiti Dinar . The second category of workers of who get a monthly wage between 150 and 400 Kuwaiti Dinar are skilled workers such as technicians, masons, welders, foremen, mechanics, heavy vehicle operators, sales assistants, sales executives, office assistants, accountants, clerks, lab technicians, nurses, junior managers etc. On the other hand the high wage category earning more than 600 Kuwaiti Dinar are engineers, doctors, bank managers, senior managers, top executives, big businessmen and investors. In Kuwait, the average hours of work per day is 8 hours and two-thirds of the workers work for 8 hours. The workers working for more than 10 hours are only a few in number. As per the Kuwait labour laws, the migrant workers are entitled to get non-wage benefits such as free or subsidised food, accommodation, free transport to work place, medical benefits and air ticket to return home on vacation. But the study reveals that majority of the emigrant workers are not getting these benefits.

6.13 The study has examined the consumption, savings and remittances of the two categories of emigrants viz., those living alone and those with family. The study reveals that one-fifth of the emigrants are sending an amount of less than 50 Kuwaiti Dinar to their households per month. Another 33 percent send an amount ranging between 51 and 100 Kuwaiti Dinar. On the other hand, 33 percent of the emigrants living with family send an amount below 50 Kuwaiti Dinar and another 21 percent 51 to 150 Kuwaiti Dinar. The mode of remittances of the money is transfer through money transfer agencies and banks.

6.14 Custody of passport of the emigrants is a serious problem faced by the emigrants. Of the total workers, passports of 66 percent of them are kept by the employers. In many instances, the employers refuse to release the passport, when they need it to return home. Making alternations in the terms of work contract and cutting down the wages and non-wage benefits of the workers are common practices followed by the employers.

6.15 The global economic crisis of 2008 has resulted in decline in employment opportunities, fall in wages, reduction in non-wage benefits and in the income and savings of emigrant workers. However, the survey suggests that Kuwait

economy has revived itself from 2008 crisis and has reached a stable position in 2013. It is reported by 78 percent of the sample emigrants that the employment situation has improved.

6.16 An examination of the place of stay of Indian emigrant shows that 34 percent lives in worker camp, 30 percent in rented rooms and 28 percent in rented flat or parts of the flat. A common problem faced by the emigrants living with family is the frequent increase in the rent rates of flats. Higher cost of education of children is cited as another major problem of the emigrants living with family. For medical treatment, the Indian emigrants are visiting hospitals, dispensaries and private doctors. High cost of medical treatment is a major problem cited by the emigrants. Other major problems faced by the Indian emigrants in Kuwait are low salary and high cost of living, anxiety about job security, strict traffic rules and penalties imposed for traffic violation, custody of passport, exploitation of workers by labour supply companies, alteration in work contract, restriction in bringing families on resident visa, bad behaviour of employers and co-workers, poor and unsatisfactory services of Indian Embassy, restriction imposed on the mobility of workers from one employer to another and the inaccessible labour courts.

Recommendations

6.17 The Kafala system, which has been described as modern-day slavery, leaves migrant labourers vulnerable to human trafficking and forced labour practices and has resulted in gross human right abuses. The practice of keeping passport of the emigrant workers by the employer is one way to have absolute control over the worker. The Government of India will take up the matter with the governments in the countries in West Asia to stop this practice. The emigrants should to be given freedom to keep their passports by themselves.

6.18 In order to protect the Indian emigrants from the abuse of employers and nationals of UAE and Kuwait, a new registration system of the Indian emigrants should be started. Each Indian emigrant who migrates for work in a Gulf Country should be given an Identity Number by Embassy. Copies of passport, visa, work contract, contact address etc should be sent to the Indian Embassy by e-mail by the migrants. In case of abuses by the employer, the Embassy may issue new passports and other travel documents based on the register.

6.19 The workers are forced to sign work contracts written in Arabic or English which they do without understanding anything. Harsh work conditions, poor pay, heavy debt and threat of severe fines, quitting and jail or deportation for striking

are included in the contracts. In order to protect the emigrant workers from such abuses, the UAE and Kuwait may be requested to prepare model work contracts specifying the wage and working conditions. The Indian Embassy may be given freedom to interfere in such work contract violation.

6.20 Domestic workers are not covered by labour laws of the UAE and Kuwait and are not entitled for labour protection. They are not considered as employees and the household in which they work are not considered as work places. The labour inspectors are forbidden from visiting private households. Laws also render running away from a sponsor's home and hiding or protecting runaway domestic workers as illegal. Government of India will take up the issue with all the countries in West Asia to give protection to domestic workers as per labour laws. The government should consider banning the migration of domestic workers to those countries in the Gulf which are not prepared to accept this.

6.21 Currently, no action is being taken on those sponsors who bring migrant workers and are unable to provide job to them. In many instances the sponsors allow the workers to work with other employers and collect an amount as their share. When the workers are caught by the labour officers, they become illegal workers and the sponsor takes a position that they are runaway workers. The Government of India may take up this issue with the UAE and Kuwait Governments to protect the emigrants from sponsor's abuse. Punishment should be given to the sponsors who resort to this practice and the emigrant workers should be given adequate compensation.

6.22 The labour supply companies are recruiting migrant workers and supply them to employers on a daily or piece wage basis. It is reported that the companies are paying only a wage rate equivalent to half of the market rate to emigrants. In order to save the workers from severe exploitation, the Indian Embassy may request the UAE government to fix daily wages to the various categories of casual workers.

6.23 The Government of UAE and Kuwait have been following a policy to restrict the issue of family visa to Indian emigrant workers through various measures. The Indian Embassies may request the authorities in UAE and Kuwait to liberalise the issue of family visa to Indian emigrant workers.

6.24 The UAE Government has imposed restriction on sharing a single flat by more than one Indian emigrant family. Nearly, half of the Indian emigrants who have their family with them are sharing the flats. The Indian Embassy may request the UAE Government to withdraw this measure.

6.25 There is a general complaint that Indian Embassies in the UAE and Kuwait are not sympathetic towards the problems of Indian emigrant workers. It is pointed out that the services provided by Indian Embassies are poor and unsatisfactory.

INTERVIEW SCHEDULE

Study on Indian migrant workers in the Gulf

Rajiv Gandhi Institute of Development Studies, Thiruvananthapuram

I Personal data of the Emigrant

1. Name of the Emigrant
2. Present place of work
 - (1) Place
 - (2) City
 - (3) Province
 - (4) Country
3. (a) Place of residence in India (Rural – 1 , Urban – 2)
 - (b) Taluk
 - (c) District
 - (d) State
4. Sex (1) Male (2) Female
5. Religion (Hindu – 1, Christian – 2, Muslim – 3, Others – 4)
6. Community (General – 1, OBC - 2, OEC - 3, SC – 4, ST – 5)
7. Age (In completed years)
8. Marital Status (Not Married – 1, Married – 2, Divorced/Separated – 3, Widowed – 4)
9. Educational Status (Below Primary – 1, Primary – 2, Upper Primary – 3, Secondary – 4, Plus Two – 5, Degree & above – 6, Illiterate - 0)
10. Do you have professional, technical or vocational qualification? (Yes – 1 , No - 2)
11. If yes, specify
.....
12. Occupation before emigration, specify
.....
13. (1) NIC Code (2) NCO Code.....

II Employment and Wage

14. When did you reach this country? Month..... Year
15. How many years you work in this country? Year Month.....
16. What kind of VISA you had? (1) Job Visa (2) Free Visa (3) Visit Visa (4) Others.....
17. What is the total cost incurred for migration?
 - (1) Visa Cost: Rs
 - (2) Agent Fee: Rs
 - (3) Travel Cost: Rs.....
 - (4) Passport etc: Rs
 - (5) Others: Rs
 - (6) Total Cost: Rs
18. What is your present job and designation?
.....
19. (1) NIC Code (2) NCO Code.....

20. Nature of job (Regular job with monthly salary – 1, Regular job with daily salary / piece wage – 2 , Daily wage – 3 , Piece wage – 4 , Self employed – 5 , Others – 9
21. What is the name of your Employer /Company?.....
22. Category of employer? (1) Government / Public Sector (2) Foreign Company (3) Native (4) Indian / Keralite (9) Others:.....
23. Nature of work place? (1) Office (2) Shop (3) Construction Site (4) Hospital (5) House (6) Factory / Workshop (7) Farm (9) Others.....
24. How many days you worked during
(1) Last Weekdays (2) Last Month.....days
25. Name of the currency in which your salary received?
(1) UAE Dirham (2) Kuwait Dinar
26. What is the wage received (In Gulf currency)
(1) Daily wage..... (2) Weekly wage
(3) Monthly wage.....
27. How many months you got job during the last 12 months?.....
28. What is the total salary received during the last 12 months? (In Gulf currency)
(1) Salary per month..... (2) Number of months worked.....
(3) Total salary during last 12 months..... (In Gulf Currency)
29. Whether you have to get any arrear salary? (1) Yes (2) No
30. If yes, how many? (1) Months..... (2) Amount.....
31. How many hours you work per day on an average? Hours:.....
32. Are you getting any non-wage benefits or free supply of following items?
(1) Food (Yes / No)
(2) Accommodation (Yes / No)
(3) Transportation facility to work place (Yes / No)
(4) Medical benefits (Yes / No)
(5) Air Ticket/Fare to return home during holidays (Yes/No)
(9) Others.....
33. Give details of the benefits of the above items
.....

III Expenditure, Savings & Remittances

34. Are you living alone or with family? (1) Living alone (2) With family
35. How many family members are living along with you?

Wife	Husband	Number of children	Others: Specify	Total

36. What is the total monthly expenditure? (In Gulf Currency)
(1) Rent..... (2) Food.....
(3) Transport..... (4) Education.....
(5) Medical..... (6) Phone/Internet.....
(7) Entertainment.....
(8) Other living expenses like (Electricity, water, others).....

- (9) Others.....
- (10) Total.....
37. Estimate average monthly income expenditure and savings (in Gulf currency)
- (1) Monthly income..... (2) Monthly expenditure.....
- (3) Monthly savings..... (To be filled by the investigator)
38. Do you borrow money? (1) Yes (2) No
39. If yes, amount borrowed?.....
40. Purpose of borrowing (1) Meet the cost of migration (2) Purchase of land
- (3) Construction of house (4) Domestic expenses (9) others.....
41. Are you sending money to your family/relatives/others in native country (India)?
- (1) Yes (2) No
42. What is the amount sent last month? (In Gulf currency)
43. How much you sent during last year? (In Gulf currency).....
44. How you sent the money? (1) Money transfer (2) Through friends
- (3) Bank transfer (4) Tube money (9) others.....

IV Changes in Labour Demand

45. Is there any decline in employment opportunities for Indian emigrants since the global crisis of 2008? (1) Yes (2) No
46. If yes, the categories of workers
- (1)..... (2)
- (3)..... (4).....
47. How many migrant workers lost jobs in your company/institutions since 2008?
- (a) Number.....
- (b) Categories (1)..... (2).....
- (3)..... (4).....
48. Do you think that you can continue to get work for another five years?
- (1) Yes (2) No
49. If No, give the reasons
-
50. Is any immigration regulation affects the prospects of Indian migrants
- (1) Yes (2) No
51. If yes, which are the regulations?
-
52. Whether your company gives more priority for native people in job placements
- (1) Yes (2) No
53. If yes, which are the categories?
- (1)..... (2).....
54. Is there any differences between the salary of native workers and foreign workers?
- (1) Yes (2) No
55. If yes, how much more is paid compared to the salary of native worker
1. Less than 50% 2. 51-75%
3. 76-100% 4. More than 100%

V Problems of the Emigrant

56. Who is keeping your passport? (1) Your employer (2) Yourself
57. What are the problems you face due to keeping of passport with employer?
.....
58. Did your employer effected change in the terms of job contract after you arrived here?
(1) Yes (2) No
59. Are you getting the job, salary, and other benefits as per your original job contract?
(1) Yes (2) No
60. If No, give problems you face
.....
61. Is any restriction prevents the bringing of your wife and family members?
(1) Yes (2) No
62. The problems you face due to this
.....
63. Where you stay? (1) Worker camp (2) Rented room (3) Rented flat
(4) Part of the flat (9) Others:.....
64. What is the amount of rent paid per month?(in Gulf currency).....
65. Problems you face relating to your accommodation and stay
.....
66. Is your children study here? (1) Yes (2) No
67. If yes, problems you face on the education of children
.....
68. Have you or your family members become sick here? (1) Yes (2) No
69. If yes, where you treat them?
(1) Hospital (2) Private doctor (3) Dispensary (9) Others.....
70. The expenditure incurred for treatment (in Gulf currency)
(1) During last month.....
(2) During the last 3 months.....
71. How you travel for the work from your residence?
.....
72. How much you spend per day? (in Gulf currency).....
73. When you and your family members returned to your native place last time?
(1) Month..... (2) Year.....
74. What is the total cost for on ward and return journey?(in Gulf currency)
.....
75. Who met the travel expenses?
(1) Yourself (2) Your employer
76. Do you filed any cases in the labour courts relating to labour issues?
(1) Yes (2) No
77. If Yes, give details.....
78. Are you connected with any other cases with civil courts relating to traffic offenses or other offences?
(1) Yes (2) No

79. If yes, the problems you face

.....
80. Do you feel anxiety about your family?

(1) Yes (2) No

81. Do you feel loneliness?

82. Do you inform the family about your actual working conditions?

(1) Yes (2) No

83. How many times you contact your family?

- | | |
|------------------------|-------------------------|
| 1. Daily | 2. Once in a week |
| 3. Once more in a week | 4. Once more in a month |
| 5. No contact | 9. Others |

84. How you contact them?

- | | |
|-------------------------|-----------------------|
| 1. Through mobile phone | 2. Through land phone |
| 3. Through internet | 9. Others |

85. Are you interested to continue here for longtime?

(1)Yes (2) No

86. Any other problems faced by you in the country.....

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