

The labour market of the UAE is very dissimilar to almost any other country. Not only is the population of the UAE among the fastest growing in the world, but more than 70 per cent of the population is composed of non-citizens with more-or-less temporary residence visas. Due to the high percentage of immigrant labour, the share of males in the population is disproportionately high. A very big part of UAE citizens are employed by the public sector or in sectors where employment of local citizens is encouraged by the government such as banks and financial institutions. Official unemployment is very low – approximately 2.5 per cent.

This makes the UAE labour market very special and companies setting up in the UAE will have to take these factors into consideration when planning their operations in the UAE. In most cases, the majority of the workforce will have to be imported from abroad.

### Population Growth of the UAE

Year	1990	1995	2000	2005	2008 (est.)
Population	1,770,000	2,410,000	3,250,000	4,230,000	4,620,000

### Population of the UAE and Individual Emirates, 2005

Emirate	Total	Females	Males
Abu Dhabi	1,430,000	485,000	945,000
Dubai	1,372,000	340,000	1,032,000
Sharjah	821,000	282,000	539,000
Ras Al Khaimah	214,000	82,000	132,000
Ajman	212,000	77,000	135,000
Fujeira	130,000	49,000	81,000
Umm Al-Qiwain	50,000	19,000	31,000
Total	4,229,000	1,334,000	2,895,000

Source: Ministry of Economy, 2005

Ethnic groups		Labour force by occupation	
Emirati nationals	19%	Agriculture	7%
Other arab and Iranian	23%	Industry	15%
South asian	50%	Services	78%
Other expatriate	8%		

# Labour Market in Ras Al Khaimah

## Wages

### Average Wages of Selected Professions in Dubai

Profession	Average monthly wage, AED
Electrical engineer	11,000
Financial controller	20,000 – 25,000
Receptionist (multilingual)	9,000
Sales manager	14,000 – 35,000
Project manager, construction sector	26,600
Civil engineer	10,000
Project manager, IT sector	17,350
Senior software engineer / developer / programmer	10,000
Software engineer / developer / programmer	7,000
Business development manager	15,800
Accountant	5,500
Administrator (real estate)	4,500
Advertising executive	13,000
Call centre agent	6,500
Secretary (multilingual)	9,500

Source: PayScale Inc., 2008, Grapeshisha 2006, adjusted.

Wages in Ras Al Khaimah are said to be on average 10 - 20 per cent lower than in Dubai due to lower living costs.

### Growth of Wages

	2005	2006	2007
UAE	6.5%	10.3%	10.7%
Gulf Cooperation countries	7.0%	7.9%	9.0%

Source: Gulf Compensation Trends, 2007

## Labour Market in Ras Al Khaimah

Population of the Ras Al Khaimah emirate is approximately 250,000 (including migrant labour). Of that, the majority of inhabitants – some 200,000 – live in Ras Al Khaimah city, the rest in small settlements. Annual population growth rate is estimated at 4 per cent.

While some 80 per cent of the UAE population are foreign guest workers, in RAK the number is still much lower, around 50 per cent, which means better labour stability and better availability of university-educated workforce.

# Labour Market in Ras Al Khaimah

## Population in Ras Al Khaimah

Population	2002	2003	2004	2005	2006
Male	110,000	115,000	121,000	120,000	132,000
Female	77,000	80,000	84,000	77,000	82,000
Total	187,000	195,000	205,000	197,000	214,000

Source: Ministry of Economy

## Labour Force in Ras Al Khaimah

Labour force	1985	1995	2004	2005
Total labour force	36,801	60,221	98,000	101,880
Total of males	32,099	50,303	76,000	84,458
Total of females	4,702	9,918	22,000	17,422
Percentage of males	87.22	83.53	77.55	82.90
Percentage of females	12.78	16.47	22.45	17.10

Source: Ministry of Economy