

**TRENDS OF HUMAN RESOURCE DEVELOPMENT
IN KUWAIT, OMAN AND THE UNITED ARAB
EMIRATES SINCE 1970S.**

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CERTIFICATE

This is to certify that the dissertation entitled, "**Trends of Human Resource Development in Kuwait, Oman and the United Arab Emirates Since 1970s**", submitted by Mr. SUBODH KUMAR in partial fulfillment of the requirements for the award of the Degree of MASTER OF PHILOSOPHY of this University, is his original work and has not been submitted for the award of any other degree of this University or any other University.

We recommend that this dissertation should be placed before the examiner for final evaluation.


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**FOR MY
PARENTS**

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CHAPTER - I
INTRODUCTION

This study is concerned with the trends of human resource development in the three gulf countries; namely, the United Arab Emirates, Oman and Kuwait. All the three countries have very small populace: (Kuwait 2.1 million, Oman and U.A.E. 1.6 million each, in 1990). Besides, this small population-base of these countries, a large chunk of their population lies in the age-structure of 0-14 years. (U.A.E. 30.8%, Kuwait 35.6% and Oman 46.3% in the year of 1990). Such a large proportion of young population requires a considerable amount of state investment in order to provide them facilities regarding nutrition, health, hygiene, general welfare and schooling. Thus we see that a large proportion of the population of these countries is dependent and unable to participate in the development process. Thus there is problem of acute indigenous labour-shortage. Although, the total fertility rate of these countries is considerably high but still it is unable to cope up with the requirement of labour-forces (Total fertility rates - U.A.E. 4.6, Kuwait 6.7 and Oman 7.0, in 1990).

Thus, we see that a small population base and a large chunk (about 45%) of population being under 15 years of age, compels these countries to depend on migrant labour force. That is why the total number of non-nationals living in Gulf states increased from 2.8 million in 1975 to 5.5 million in 1985, an annual rate of increase of 7 per cent. U.A.E., Kuwait and Oman, to a large extent depend on the immigrant populations within their respective borders ranging from 50% to 70%. Particularly Kuwait and U.A.E. are having more than half of their total population as immigrants who have temporarily or permanently settled there. The presence of immigrants in such a large number has affected their social and political set-up. They have not only posed a threat in the form of social and cultural invasion, but also, if unchecked, could have major political and security consequences and could pose a threat to the stability of the state. Particularly migrants from the Arab countries are most feared as constituting a potential political threat. That is why there is urgent need of developing fully their own human resources and thus decreasing their dependence on immigrants, as far as possible.

Out of the three countries, which we are going to study, Kuwait and U.A.E. are very rich oil exporting countries. Although Oman is also an oil-exporting country but it does not have such vast oil-reserves as the other two. However, Oman, has a broad based agricultural sector and a thriving fishing industry. According to 1989 estimates by World Bank (based on 1987-89 prices) per capita G.N.P. of these countries were like this: U.A.E. \$ 19,870, Kuwait: \$ 16,160, and Oman: \$ 5,220. Thus, we see that in comparison to Oman the other two countries are having very high per capita G.N.P. and that is why able to invest more in human resource development.

We see that these three countries, which are basically dependent on oil-economy, and are having small population-base, due to their large extent of oil revenue are quite able to invest sufficiently in developing their human resources. Apart from that they are also welfare-states. They have achieved 100% enrolment in schools and free of cost health-services to all national citizens. But there are some basic constraints present in their social-structure which present the different picture of the reality.

For example, if we take the case of education, there is no doubt that all these three countries have been able to provide 100% enrolment in primary level education. Even at secondary and intermediate level the percentage ranges between 80% to 90%. But when we reach at the higher level of education there is a sharp decline in it. Apart from this there is not enough avenue for professional courses like medical, engineering, business-management etc. There is also lack of vocational and other technical institutes. As a result they have to send the students abroad to get higher education and other technical training which costs very high. Again, if we go through the content of syllabus of their schools, we find that overall focus of the educational programme is religious-humanistic-nationalistic. Even during 1980s the school programme was more or less bookish and academic, borrowed from abroad and designed to prepare for the passing of examination. Thus, devoid of local input, the curriculum, by and large, relates very little to the cultural or material needs of the society.

When we look at the social structure of these three countries, like all other Arab countries, basically they are a patriarchal society, alongwith, having strong tribal bond.

Thus, religion, traditional norms and values, play major role in their society. As a result of tribalism factionalism plays major role in their social set-up. Kinship and religions affiliation remain the ultimate grounds of loyalty and allegiance, stronger than abstract ideology. Neither the evolution of city nor of the society and the state have succeeded in building social forms providing for genuine different alternative structures to suit the demand of modern era. The other negative aspect of patriarchy of these societies is associated with the status of woman. These societies are having a rigid and relentless male-oriented ideology, which tends to assign privilege and power to the male at the expense of the female, and which keeps the latter under crippling legal and social constraints. Thus we see that almost half of the total population, which consists of women, and which are of course major human resource, are kept outside the developmental activities.

Thus, we see that, above-mentioned three countries, even after being capable of investing in the development of their human resources, haven't produced the expected result. To a large extent they are dependent on migrant labour-force. the proposed study therefore would like to inquire

into the trends of human resources development in these countries since the oil-boom of 1970s.

Objectives of the study:

The main objectives of this study would be to examine:

- I. To what extent these Gulf countries (U.A.E., Kuwait and Oman) have succeeded in the development of indigenous human resources?
- II. What are the obstacles in the development of human resources in these countries?
- III. To what extent and how the immigrant nationals of these countries can be replaced by the development of human resources in these countries?
- IV. What has been the state policy of these gulf countries towards human resource development?

CONCEPTUAL FRAMEWORK;

The idea of human resources development is still vague in spite of increasing literature on the subject. Various authors have defined it in various ways. At one extreme the field has been defined to encompass not only the development of human " skills, abilities and attitudes instrumental in

promoting economic growth, work productivity and efficiency, but also a much wider range of social, psycho-social and cultural elements such as spiritual qualities necessary for citizenship, 'open - mindedness' allowing one to lead a richer life, or the general welfare of society".¹ At the other extreme, human resources development has been restricted in its application to measures leading to the development of the efficiency of workers in corporations, governments and other organisational structures ². In between these two extremes, human resources development has been variously defined, but principally with reference to the human inputs into the productive process, making it analogous to the accepted definitions of natural and capital resources development.³

In this study, human resources development is defined on both the micro and the macro levels. On the micro level,

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1. Gostowski, Zygmunt, ed. N.D. Toward a system of Human Resources Indicators for Less Developed Countries. Polish Academy of Sciences. Institute of Philosophy and Sociology, Poland: Ossolineum for UNESCO. p.15.
 2. Patten, Thomas H. Jr. Manpower Planning and the development of Human Resources, New York; John Wiley & Sons, 1971, p.3
 3. Parnes, Herbert S. Manpower Forecasting in Education Planning, Paris: OECD, 1965, P.16.

human resources development focusses on the individual in a society and on the institutions that give him the skills and other basic requirements necessary for a dignified existence and an adequate degree of social participations. ⁴ The major institutions in this regard are the family, the school, the employing organisations, the social security and welfare systems etc.

On the macro level, human resources development focusses on aggregate concepts relating to the supply and utilisation of human resources. In this respect three areas may be identified; the first relates to the growth, structure, and spatial movements, of the population and the labour force; the second to the conventional field of manpower planning; and the third to the development and integration of unutilised and underutilised pools of human resources. These three areas deal respectively, with (1) the population base from which the supply of human resources is obtained, (2) the process of insuring the best utilization of available manpower in development efforts, and (3) the effective

4. Becker, Gary, Human Capital, 2nd ed. New York; National bureau of Economic Research, 1975, p.10.

incorporation of potential human resources into the development process.⁵

Human resources development issues are particularly important for the Gulf countries because, with the obvious exception of oil, the region is relatively poor in natural resources. A systematic analysis of the human resources development, both on micro and macro levels, of the three Gulf countries is a very extensive and much more space requiring tasks. Therefore, in this study selective areas, both from micro and macro level have been given emphasis. But, obviously much more attention has been given on macro level analysis for the convenience of the study and making it more precise.

Survey of literature:

There is no dearth of literature regarding various aspects of these countries e.g. historical, socio-cultural, political and economic etc. But as far as human resource development is concerned, certainly there is lack of it. Of course, there is some literature which is directly or indi-

5. Riad Tabbarah, Chapter 2, in Population and Development in the Middle East, United Nations Economic Commission for Western Asia, Beirut, 1982, p.20

rectly related with human resources. For example, if we take the demographic aspect of these countries, various works have appeared (e.g. Population growth in the middle-east since 1945 with special reference to Arab countries of West Asia by Allen G.Hill, The demographic challenge in the Arab Gulf by J.S.Birks, Population, Environment and Resources, and Third World Development by Pradip Kumar Ghosh, Political Economy of West Asia: Demography, Democracy and Economic Reforms edited by Girijesh Pant, 1994 etc.) Again if we look at the literature available on migration it provides a deep insight into its human resources (e.g. "Immigrants in the Arab Gulf Countries: Sojourners or Settlers?" by Georges Sabagh, "Migration and Political integration in the Arab World" by Sharon Stanton Russel, Manpower and International Migration in the Middle-East and North-Africa, by Seragaldin, Ismail et el 1981, "Labour migration into the Gulf region and the impact of latest gulf war" by Meyer Gunter (Article), "Immigrant Labour in Kuwait" (article) by K. Lakshmaiah Naidu etc.).

As far as the health and education is concerned, there are some literature available on it. (e.g. Human Capital - Health and Education (Chapter 5) in A Political Economy of

the Middle East by Alan Richards and John Waterbury, 1990, "Military Expenditures, Military Participation Rates, and Human Capital Development in the Arab World (Article) by Robert E.Looney, "Reducing Dependence through Investment on Human Capital: An Assessment of Oman's Development Strategy" (Article) by Robert E. Looney, The United Arab Emirates; Unity in Fragmentation by Ali Mohammed Khalifa (Chapter 4), The United Arab Emirates: A Venture in Unity in Malcolm C.Peck (Chapter 3); Kuwait by David Sapsted (Chapter on Public Services), "Oman" by Townsend (Chapter 3), Kuwait: A Nation's Story, by Peter Vine & Paula Casey, Oman: Economic, Social and Strategic Development, edited by B.R.Pridham etc.

Thus we see that there are various literature available which are directly or indirectly related with human Resource development. But they are scattered here and there. There is not any serious effort so far done which directly deals with human Resource Development, hence the need of this research work.

Methodology And Sources of Data Collection:

Since, inadequate primary datas exist on our research proposal, the study is logically exploratory in nature. Consequently it would follow and rely on secondary sources

of data. Some of the data may be taken from World Development Report, Human Development Report, U.N.O. Documents and World Bank's reports etc. Apart from these secondary sources, like books, journals, newspaper Reports, magazine-articles, government reports etc. will also be used.

ORGANISATION OF THE STUDY;

The dissertation is divided into five chapters, including three case studies:

- (1) Introduction.
- (2) The United Arab Emirates.
- (3) The State of Kuwait.
- (4) The Sultanate of Oman.
- (5) Conclusion.

CHAPTER - II
THE UNITED ARAB EMIRATES

The seven Gulf States of Abu Dhabi, Dubai, Sharjah, Ras al Khaimah, Umm Al Quwain, Fujairah and Ajman have developed rapidly since the formation of their political union in 1971. This became possible due to the flow of oil revenues since the 1960s and escalating in the 1970s. During these years, the UAE started a number of projects regarding construction and developmental needs alongwith making provisions for essential utilities and amenities. But due to it's limited population, reliance on imported labour was inevitable. As a result, the number of immigrants grew rapidly in the country. As early as in 1975, the UAE's native population was outnumbered by the foreign nationals. The number of immigrants kept on growing in further years.

This growing dependence on the immigrants created a matter of concern for the UAE federal government. Indeed, the issue of immigrants labour is simultaneously political, economic, social and cultural as well as one of security, and any approach to it should take all these factors into account.¹ This issue became a matter of constant worry for

1. Ministry of Planning, UAE: Economic and Social Development in the UAE 1980-82, P. 54.

it's native citizens too, because their proportion in population shrank every year and threatened their very survival.

Consequently, the UAE federal government started to give due attention to improve it's own small indigenous human resources, and to reduce the country's heavy dependence on expatriate human resources. Many steps in the field of education, health, public welfare etc. were taken to develop it's human resources. The country's achievement in this endeavour is praiseworthy, but it is still unable to reduce it's dependence on expatriates to a large extent. There are so many factors, besides it's own small indigenous population base, which are responsible for this dependence.

Here, we shall try to observe the overall development made by the UAE government regarding it's human resources, and various factors which have influenced this development positively or negatively.

Demographic Constraints:

Rapidly growing number of immigrants in the UAE was a product of some demographic features of the country which made the country's reliance on immigrants, imminent and essential. These are discussed below:

(I) Small Population Base:

Demographically, the UAE has been a very small country. The total population of the country in 1975 was 557,000, out of which native citizens constituted only 36 percent. In order to fulfill the rapidly growing needs of labour force for its various developmental projects, this small population base acted as a constraint.

In 1968 the population of the seven Trucial States stood at some 180,000 persons, three quarters of whom lived in Abu Dhabi, Dubai and Sharjah. Expatriates accounted for 36 percent of the total. Most of the expatriates also lived in the same three states. According to 1968 census, out of total population (of 180,000) 59,000 lived in Dubai and 46,000 in Abu-Dhabi. Sharjah had 32,000 and Ras-al-Khaimah 24,000, but none of the other states had as many as 10,000.²

Since the first census the population of UAE has increased considerably. By the end of 1972 the population of the Emirates was estimated at some 320,000. And by 1975, the population of UAE was 655,000. Thus since 1968 to 1975, population was increasing at the rate of 18 percent per

2. K.G. Fenelon, "The United Arab Emirates: An Economic and Social Survey" (Longman, London, 1973) P. 6.

annum, implying a doubling of population every four years. This was a most unusual demographic phenomena.

Table 2.1 UAE: Population by Emirates and Nationality, 1968

Emirates	Total Population	Nationals	Percent	Non-Nationals	Percent
Abu-Dhabi	46,375	23,187	50	23,188	50
Dubai	58,971	29,485	50	29,486	50
Sharjah	31,667	23,117	73	8,550	27
Ras-al Khaimah	24,387	22,679	73	1,708	7
Fujairah	9,735	7,580	98	2,155	2
Ajman	4,246	4,203	99	43	1
Umma al Quwain	3,744	3,706	99	38	1
Others	1,300	650	50	650	50
Total	180,425	114,607	63.5	65,818	36.5

Source: J.S. Birks and C.A. Sinclair, "Arab Manpower" (Croom Helm, London, 1980 P. 73.

Between 1968 and 1975 the natural rate of increase of the indigenous population was probably about 3 percent per annum. However, between 1968 and 1975 some 55,000 Arab expatriates received citizenship. By 1975 the national population totalled some 200,000. Over the same period, though the expatriate community increased at almost 30

percent per annum. By 1975 their community was some 455,940 strong, respectively 69 percent of the total population.³

According to the World Development Report, 1991, average annual growth rate of population in UAE during 1965-1980 is estimated at 16.5%, and during 1980-89 it was 4.6% per annum. During 1989-2000 it is likely to grow at the rate of 2.3% per annum. The population of UAE was about 2 million in 1989.

Table 2.2: Area, Population and Density

Area (sq km.)	77,700*
Population (Census Results)	
15 December 1980	1,042,099
December 1985	
Males	1,052,577
Females	569,887
Total	1,622,464
Population (official estimates)+	
1991	1,908,800
1992	2,011,400
1993	2,083,100
Density (per sq km.) in 1993	26.8

* 30,000 sq miles.

+ Source: Central Bank of the United Arab Emirates
Source: The Europa World Year Book, 1994 P. 3014.

3. J.S. Birks and C.A. Sinclair, "Arab Man Power" (Croom Helm, London, 1980) P. 73.

According to the above given table, it is very much clear that the population of the UAE has increased rapidly during 1980s. In the year 1992, population of the UAE was 2,011,400. But according to official estimates, the UAE nationals represented only 20% of the population in 1992. Thus, the increase in population is mainly the result of rapidly growing number of migrants. The UAE's own small population base makes it heavily dependent on migrants.

(II) Age-Structure of The Population:

Except a few countries (notably the UAE and Israel) a majority of West Asia and North African countries have 40-45 % of their population in 0-14 age group and 50-55% in 15-64 age group.⁴ In case of the UAE and Kuwait, this percentage is relatively low. This might be due to larger proportion of migrants who are mainly in the 15-64 age-group. Here a table is given below regarding the age-structure of population in the region:

4. Grijesh Pant, The Political Economy of West Asia: Demography, Democracy and Economic Reforms, (Manak Publications Pvt. Ltd., 1994) P. 18.

Table 2.3: Age-Structure of Population (percent) in West Asia and North African Countries, 1990

Age Structure of Population (percent)			
	0-14 Years	15-64 Years	65+
Algeria	43.6	52.7	3.7
Egypt	39.2	46.6	4.2
Iran	44.4	52.6	3.0
Iraq	46.5	50.8	2.7
Israel	31.2	59.9	8.9
Jordan	45.4	52.1	2.5
<u>Kuwait</u>	35.6	63.0	1.4
Libya	46.0	51.6	2.4
Morocco	40.8	55.6	3.6
<u>Oman</u>	46.3	51.3	2.4
Saudi Arabia	45.5	51.0	2.6
Syria	48.2	49.1	2.7
Tunisia	37.8	58.1	4.1
Turkey	34.8	60.9	4.3
<u>U.A.E.</u>	30.8	67.5	1.7
Yemen	48.7	48.2	2.7

Source: Adapted from World Development Report, 1992, P. 268-69.

According to the given table, nearly 31 percent of the population of the UAE is between the age-group of 0-14 years. This percentage might be even higher in the case of native population alone, since, in the total population migrants constitute a large percentage of population between the age-group of 15-64 years.

This youthful population acts as a serious demographic constraint, because there is shortage of economically active population. To fulfill the need of labour-shortage the country has to rely on foreign labour.

(III) Low Participation of Native Labour Force:

Due to various socio-cultural, economic and demographic constraints, the participation of native labour force is low in the UAE. It is evident from the table given below:

Table 2.4: United Arab Emirates: Population and Employment by Nationality, 1968 and 1975.

	1968		1975		Growth Rate
	Number	Percent	Number	Percent	(per annum)
Nationals					
Population	114,610	63.4	200,000	30.5	7.5
Employment	33,800	43.3	45,000	15.2	3.8
Crude participation rate (percent)	29.5		22.5		
Non-Nationals					
Population	65,820	36.6	455,940	69.5	28.6
Employment	44,270	56.7	251,520	84.8	25.3
Crude participation rate (percent)	67.3		55.2		
Total					
Population	180,830	100.0	655,940	100.0	18.2
Employment	78,070	100.0	296,720	100.0	18.9

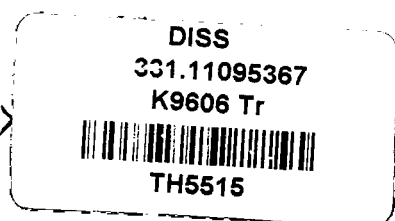
Source: J.S. Birks and C.A. Sinclair, Country Case Study; The United Arab Emirates, International Migration Project Working Paper (Durham., 1978) Table 4, P. 6.

It is very much clear from the above given table that crude participation rate of UAE-Nationals is very much low in comparison to the UAE-Non-nationals. Again it's percentage has declined from 29.5 in 1968 to 22.5 in 1975. On the other hand, almost more than half of the non-national UAE population is economically active during 1968 and 1975. Again, in comparison to population growth rate which is 7.5 per annum during 1968 to 1975, employment generation growth rate per annum was 3.8. This might be due to growing number of youthful population in the native population of the UAE.

Low Participation of Women:

Due to various socio-cultural factors women's participation in productive work is very limited. Their role in traditionally confined to very few activities, like, teaching, medical services, public services etc. For example only 2 percent of female population was engaged in paid employment in the year 1973.⁵ In this way, almost half of the indigenous human resources of the country is not properly motivated to participate in productive activities. Their low participation in various employment is further evident

5. K.G. Fenelon, The United Arab Emirates, An Economic and Social Survey, (Longman Group Ltd., London, 1973) P. 8.



from the tables given in the section of labour force structure, which we are going to observe now.

(IV) **LABOUR FORCE STRUCTURE:**

United Arab Emirates has developed rapidly since its independence. The population of Emirates has grown at an annual rate of some 18 percent between 1968 and 1975. The total workforce in 1975 (300,000 persons) was almost equal to that of Kuwait. Over the period 1980-91 the population increased by an annual average of 4.2%. Considering the much shorter period of development of the Emirates than of Kuwait, UAE's labour force till 1975, was remarkable, especially since about 90 percent of all employment was found in Abu-Dhabi, Dubai and Sharjah. Since the distribution of population accords with oil income, the distribution of employment is similar, Abu-Dhabi absorbing 40 percent of employment, and Dubai one third. The given table describes the Emirates by distribution of labour force in 1975.

Table 2.5 - UAE Employment by Emirate and Sex, 1975

Emirates	Male	Female	Total	Distribution (percent)
Abu-Dhabi	121,345	3,925	125,270	42.2
Dubai	98,528	3,800	102,328	34.5
Sharjah	34,924	1,215	36,139	12.2
Ras al Khaimah	16,050	543	16,593	5.6
Fajairah	6,196	87	6,283	2.1
Ajman	6,763	243	7,006	2.4
Umma Ali Quaiwan	2,749	148	2,897	1.0
Total	286,555	9,961	296,516	100.0

Source: Ministry of Planning, Census 1975 (Abu-Dhabi 1976)

In the UAE the 'public sector' is, in terms of employment, far less significant than Kuwait. Initially, the only recognisable form of civil services consisted of small group of advisers who surrounded the emirs. With the establishment of 'ministries' and a federal bureaucracy, the public sector has grown in size and likely to absorb large portion of the work-force.

Table 2.6: United Arab Emirates: Employment by Occupational group and Sex. 1975.

Occupational Group	Male	Female	Total	Percent
Professional and technical and related workers:	17,703	4,323	22,026	7.4
Administrative and Managerial Workers:	5,800	40	5,840	2.0
Clerical and related workers:	29,398	1,975	31,373	10.5
Sales workers:	17,942	138	18,080	6.1
Service workers:	43,788	2,900	46,688	15.8
Agriculture, animal husbandry workers and fishermen:	13,694	38	13,732	4.6
Production and related workers, transport equipment operations and labourers:	154,098	115	154,213	52.1
Activities not adequately defined:	564	10	574	0.2
Unemployed:	3,568	422	3,990	1.3
Total:	286,555	9,961	296,516	100.0

Source: Ministry of Planning, Census, 1975 (Abu-Dhabi, 1976) Table 38.

It is clear from the given table that in 1975 production works (including construction, transport equipment operators and labourers) constituted the largest sector of labour-force. It was followed by services workers (15.8%)

and clerical and related works (10.5%). Agriculture constituted 4.6% of the labour force. In 1975, there were about 14,000 agricultural workers and fishermen. This group comprises largely UAE nationals. Near about one-third of national workforce was engaged in these traditional activities. As in other peninsula states, mining, quarrying and petroleum extraction employ only a small proportion of the total 6 percent. The sector employing most people was construction, which accounted for 32 percent. Almost as large is community social and personal services with 29 percent of all employment.⁶ In this economic sector many nationals work.

However, the distribution of labour force has changed till the end of 1990. Now agriculture (including hunting, forestry, fishing) constitutes 6.3% of the labour force. Industry (including mining, manufacturing, construction and power) constitute about 30.9% of the labour force. Mining and quarrying employed 1.5% of the labour force. Non-manufacturing industry employed an estimated 9.2% of the labour force.

6. J.S. Birks and C.A. Sinclair, 'ARAB MANPOWER' (Croom Helm, London, 1980) P. 86.

By seeing the labour-force structure we observe that most of the labour-force is concentrated in basically construction and public services. Again public services is mainly dominated by UAE nationals. Thus, there is need to diversify the economy and industry so the UAE nationals might get attracted to join other sectors. For this proper incentives are needed to be provided.

Socio-Cultural and Economic Constraints:

Besides the demographic constraints, the UAE also faces some other constraints regarding it's human resources development. These are the few factors which are worth mentioning:

(I) Patriarchal Society:

The UAE society is by and large patriarchal, like most of the Arab countries. As a result, society gives priority to family, clan and tribal allegiance, myths, religious beliefs, relationship of super-ordination and sub-ordination etc. Clearly, patriarchy as a socio-economic category

refers to traditional, pre-modern society.⁷ As a result modern scientific and rational world-view is still largely absent in the UAE society. Again allegiance to family, clan and tribe is more important than the allegiance to nation. Women are subjugated in every spheres of life in the patriarchal society. These all together work as a constraint to rapid socio-economic development of the country.

(II) Tribalism:

This is an important feature of the Arab Society, and the UAE is not an exception to it. In this type of society, Kinship and religious affiliation remain the ultimate grounds of loyalty and allegiance, stronger than abstract ideology.⁸ Neither the evolution nor of the city nor the society have succeeded in building social forms providing for genuine different alternative structures. Thus, tribalism creates an obstacle in the formation of true nationalist consciousness, which is essentials for the country as a whole.

7. Hisham Sharabi, Neo-patriarchy: A Theory of Distorted Social Change in Arab Society, (New York, Oxford N. Press, 1988) P. 84.

8. Ibid., P. 93.

(III) Rentier Economy:

The UAE economy, like other Arab countries, is a rentier economy. It means in the UAE economy rent situations predominate. A rentier economy is an economy which relies on substantial external rent. It is an economy where the creation of wealth is centered around a small fraction of the society; the rest of the society is only engaged in the distribution and utilisation of this wealth.⁹ This type of economy creates a rentier mentality, in which Reward-income or wealth-is not related to work and risk bearing, rather to chance or situation.¹⁰

Thus, we see that due to nature of economy and state being rentier, the UAE is not able to produce a capitalist outlook in it's citizens, and thus entrepreneurial activities is very low among them. People do not participate actively in the economic production, but receive a handsome share of the produce on the basis of renting their land,

9. Hazem Beblawi and Giacono Luciani, (ed.), *The Rentier State*, (Croom Helm, London, 1987) P. 51.

10. *Ibid*, P. 52.

houses, and other kind of properties. Thus a large number of indigenous human resources remain inactive in true productive sense, and the country has to depend on expatriate work force for it's productive activities.

Immigrants in United Arab Emirates:

United Arab Emirates has developed rapidly since independence. With the in flow of vast oil-wealth and the need for social development including infra-structure schemes, coupled with abnormal demographic structure as reflected in the small indigenous population, the UAE had become an attraction for all types of labour. With the continuing accrument from oil revenues and, at the same time, a strong desire for reconstruction and development including the provision of essential utilities and amenities, reliance an imported labour was inevitable. As a result, the population structure grew out of balance. It is very much clear from the table given below:

Table 2.7: UAE Population: Nationals and Aliens

Year	Population figures	Nationals		Alien	
		Number	%	Number	%
1968	180,000	114,000	63	66,000	37
1975	557,000	201,000	36	356,000	64
1977	862,000	215,000	25	647,000	75
1978	950,000	222,000	23	728,000	77
1979	1,015,000	228,000	22	787,000	78

Source: A.O. Taryam, "The Establishment of the United Arab Emirates 1950-85" (Croom Helm, London, 1987) P. 259.

Indigenous workers in the Emirates were a small minority of the total workforce in 1975.¹¹ They constituted only 15 percent of the total work force. As it is clear from the table, within a very short span of 7 years. UAE nationals

11. J.S. Birks and C.A. Cinclair, "Arab Manpower" (Croom Helm, London, 1980) P. 89.

became minority (36%) in their own country. By 1979 the number of nationals further reduced to only 22% of the total population.

According to official estimates, UAE nationals represented 20% of the total population in 1992. This indicates the UAE's gradual and increasing dependence on alien workforce.

Another feature of the migrant population is that Asians and Far Eastern presence in the country has outnumbered the Arabs migrants. Even the total Arab workforce including the UAE nationals represented only 36 percent of the total workforce in 1975. On the other hand Asians and far eastern account for 65 percent of the workforce. It is evident from the table given below:

Table: 2.8 UAE: Migrant Workers by Nationality

Nationality	Number	Percent
Jordanians and Palestinian	14,500	6.0
Omani	14,000	5.5
Egyptians	12,500	5.0
Lebanese	4,500	1.7
Syrian	4,500	1.7
Yemeni (YAR)	4,500	1.7
Yemeni (PDRY)	4,500	1.7
Sudanese	1,500	0.6
Somali	1,000	0.4
Iraqi	500	0.2
<u>Total Arab</u>	<u>62,000</u>	<u>24.5</u>
Pakistani	100,000	39.8
Indian	61,500	24.4
Other East Asian	2,000	0.8
<u>Total East Asian</u>	<u>163,500</u>	<u>65.0</u>
Iranian	21,000	8.3
European and American	5,000	2.0
Total	251,500	100.0

Source: J.S. Birks and C.A. Sinclair, "International Migration and Development in the Arab Region" (ILO, Geneva, 1980) Table 10.

Thus migration pattern in U.A.E. shows that Arab participation in the development is diminishing. On the other hand Far Eastern Contribution is growing. In fact large number of Asians entering Abu Dhabi and Dubai since 1970 reflects, above all their ready availability. In particular, it was the quick and large-scale response of Asians to a demand for labour at a time when only limited number of Arabs were available that accounted for the explosion of the Asian population in the United Arab Emirates.¹² The availability of limited number of Arab workers was the outcome of regional shortage of Arab supplies, particularly in the early 1970s.

There are several factors responsible for the rapidly growing immigrant population in the United Arab Emirates. The most important are as follows: .lm6

(I) With the flow of oil-revenue since the 1960s and escalating in the 1970s, and the strong aspiration towards modernization resulting in project competition between the emirates, a grave imbalance inevitably occurred between the

12. J.S. Birks and C.A. Sinclair, "International Migration and Development in the Gulf" (ILO, Copy right, 1980), P. 73.

vast size of implementable projects and existing limited indigenous native population.

Furthermore, society in the UAE consists of three main population sectors: urban, nomadic and rural. It is difficult to persuade the first two sectors to participate adequately and quickly in development projects. Likewise, women do not take an active part in productive work and their role is traditionally confined to certain occupations. These two factors helped to foster the demand for foreign manpower.¹³

(II) The UAE's geographical proximity to Pakistan, India, Iran, Bangladesh, Sri Lanka and even South East Asia rendered it attractive to the people in those places where living standards were very low and there was surplus of manpower. Since the 1970s, as the UAE and other Gulf states were experiencing economic boom, so immigration in these countries was inevitable on wider scale.

(III) The late arrival of modern education was a most significant factor for encouraging the demand of trained and

13. Middle East Economic Digest, United Arab Emirates (Special Review) 24 October 1980, P. 5.

skilled manpower from abroad. As school and higher education is a recent phenomena, 15-20 years will be needed to provide well-trained people skilled in various professions and occupations. Thus, the immediate provision of local skills for essential development schemes has been extremely difficult.¹⁴

(IV) Another factor responsible for the growing number of migrants was delay in bringing into effect labour and other laws pertaining to immigration. It left big loopholes wide open for businessmen to import virtually limitless numbers from cheap labour markets abroad.

(V) Due to the oil wealth, as reflected in the improvement of general living standards and propensity for lavish consumption among numerous nationals, most families employed domestic servants in varying numbers, amounting in many cases four or five, serving as either cooks, baby-sitters, drivers or butlers. According to new official figures, the number of domestic servants in the UAE amounted to 150,000 in 1984.¹⁵

14. Ministry of Planning, UAE: Economic and Social Developments in the UAE 1980-82, P. 53.

15. A.O. Taryam, "The Establishment of the United Arab Emirates 1950-85" (Croom Helm, London, 1987) P. 260.

UAE's Policy Regarding Human Resources Development:-

The federal government of the UAE was very much sincere for the human resources development since it's independence. Massive investment were made in the field of education, health, welfare services, housing etc. in the first few years. It continued even after the establishment of Planning Ministry in 1977 for effective strategy of development.

1981-85 Five Year Plan:-

During this five-year Plan, drastic changes were seen necessary in the light of falling oil revenues. Planning priorities include the promotion of education, health and public services, although charges were supposed to be levied on these in an effort to boost government revenue.

Infrastructure development, notably in the housing, electricity and water, and communication sectors, was another priority.

This plan aimed at diversifying the industrial sector, because it was the only hopeful sector to replace the UAE's dependence on oil-revenue in future.

Indigenous manpower creation was another priority. Stringent controls were supposed to be imposed on the hiring

of foreigners, who constituted then such a high percentage (possibly 80 percent or more) of the population that they pose serious social and economic problems.

Thus we observe that a clear-cut emphasis was given to the development of human resources, in 1981-85 Five Year Plan. This emphasis has been repeated in further five year plans, because the increasing number of immigrants was seen as a socio-economic-cultural and political threat for the country, where it's own citizens were rapidly being outnumbered by the aliens.

Progress in Human Resource Development

Education:

Before the discovery of oil the poverty of the UAE was so pervasive that the establishment of a formal, compulsory educational system was virtually inconceivable. Until 1952, there was not even a single school in the Emirates. Then the only education available was that provided in the Kut-tabs, where a handful of the privileged class had the luxury of attending classes held by the benevolent teachers of the Quran. And even these lucky ones studied Islam and the various rudiments of mathematics, rather than to read and write. A handful spoke English and there were no books or

newspaper. Owing to the lack of educational facilities in the past, the older people of the Federation are mostly illiterate. The marginal status of education in the former Trucial Sheikhdome was accurately reflected in the illiteracy rate which was then well in the excess to 90 percent.¹⁶

Education now in all the emirates has assumed a high priority as it has come to be realized that their future hinges largely on the rate at which nationals become qualified to assume responsibilities in government administration, teaching, medicine, engineering, and industry. Unless nationals of the emirates, which are already very small in number, are trained to undertake these tasks, the states will have to rely for ever on expatriate skills and expertise. Thus, as early as 1972, intensive efforts were undertaken to facilitate the educational facilities in the emirates. As a result a number of fundamental laws and regulations were passed to guarantee a competent system of education.

The original impetus to educational development was given by the governments of Britain and Kuwait, as the

16. K.G. Fenelon, *The Trucial States* (London, Longman, publishing, Co. 1973) P. 23.

shaikhdoms were lacking then both the finance and the skills to set up modern education facilities on their own. Particularly, Kuwait had provided funding for educational facilities and for many essential requirements (desks, books, sometimes operating expenses) in the emirates with the exception of Abu Dhabi, which was able to organize and finance her own educational system. Thus, with the aid of Britain and Kuwait first school in Sharjah was opened in 1953. This school provided free education for 450 boys between the ages of six and seventeen.¹⁷ Following its success, schools were opened in rapid succession in the other Emirates.¹⁸

By the time of the union, in 1971 formal education had become compulsory everywhere. This became possible under the provision of section 120 of the constitution which makes regular education, including responsibility for educational legislation and the implementation of educational planning, the sole responsibility of the federal government. Section

17. K.G. Fenelon, *The United Arab Emirates; An Economic and Social Survey*, (Longman Group Ltd, London, 1973) P. 94.

18. A.O. Taryam, *The Establishment of the United Arab Emirates*.

17 decrees that education is fundamental to the progress of society, that it shall be compulsory for all at primary level and free at all levels, and that, according to law, necessary plans shall be adopted to spread education at various levels and to eradicate illiteracy. Section 18 permits the establishment of private schools on condition that they are subject to control by public authorities.¹⁹

Consequently, from the formation of the federation until 1978, education was consistently the highest budgeted expenditure item in the development plans, next to defence. The 1978 UAE federal budget allocated more than Dh 1,304 million to the Ministry of Education and youth: a ninefold increase over the amount budgeted in 1975 and nearly 50 times the 1972 expenditure on education.²⁰ In 1979, Dh 864 million was actually spend by the Ministry of education and youth, while the 1980 allocation in the federal budget for the Ministry reached Dh 1,388 million.²¹ Federal budget provisions for 1990 allocated Dh 2,280 million, to education

19. Ibid., p. 262.

20. Donald Hawley, *The Trucial States* (London, George Allen & Unwin Ltd, 1971). P. 238.

21. United Arab Emirates (UAE), Currency Board, *Statistical Supplement March 1980*, P. 24. *Middle East Economic Digest*, special report, October 1980. P. 27.

(14.6% of total expenditure by the central Government). More than 96,000 students were enrolled in 370 educational institutions in the UAE in 1980. Such fundamental changes have led the ruler of Ras Al-Khaimah to state that, "the advances in education have been the most important achievement of the Union."²²

Education has developed strikingly in both quantity and quality. In 1970/71 the total number of pupils, boys and girls, was 27,745 and rose to 107,604 in 1982/83 and to 193,633 in the following year.²³ Special care has been given to evening schools and centres for adults. These institutions, which offer the same regular school curriculum, catered for 10,229 adult students in 1978/79 and in 1982/83 the number rose to 17,378. Demand for private education has been increasing steadily. This has resulted from the abnormal demand for government schooling. By 1979/80 the proportion of private school pupils to the total number of pupils was 22.5 per cent, and rose to 25 percent in 1981/82. This is reflection of the increase in the number of schools from 254

22. Middle East Annual Review, 1978.

23. Ministry of Planning, UAE: Annual Statistics 1982, P. 298.

housing 3,001 classes in 1976/77 to 425 schools with 6,383 classes in 1981/82.²⁴

Few events in 1977 gave the citizens of the UAE more pleasure than the opening of the UAE university at Al-Ain in Abu-Dhabi. And that 500 students (including 170 girls) flocked to this centre of learning warmed their hearts further.²⁵ In the 1991/92 academic year 9,394 students were enrolled at the university. The university was being expanded to take 16,000 students by the year 2000.

Adult education has also been successful. Adult illiteracy averaged an estimated 46.5% (males 41.6%; females 61.9%) in 1975. A literacy and education programme is in operation. In 1981 there were 11,000 UAE nationals learning to read and write at evening classes.²⁶ This is significant to the extent that it compensates for the high dropout rate after secondary education as well as offering literacy training to older citizens who did not have access to formal education in past years.

24. Ibid, P. 300.

25. Lovjeet Kohli, United Arab Emirates: Where Dream Comes True." New Arab.

26. Ragaai El Mallakh, "The Economic Development of The United Arab Emirates" (Croom Helm, London, 1981) P. 66.

By 1977 approximately 2,000 UAE nationals were, with the aid of UNESCO, enrolled in foreign universities: more than one quarter of these students received their advanced education in the United States.²⁷ However, the number gradually decreased in the successive years as a result of the opening of the UAE University and, thus, by 1979/80 the number of students sent abroad had fallen to 1,354. Under law no. 4 the university was to provide opportunities for post-school education, cater for scientific research activities and help to modernise society.²⁸

27. Middle East Economic Survey, 31 March 1972, P.4.

28. Ministry of Planning, UAE: Annual Statistics 1982, P. 298.

Table 2.9: Educational Enrollment

	1975	1978	1979	1980
Pre-School (0-6)				
Total	7,603	9,250	13,323	17,263
Female	51	46	46	46
Teaching Staff/1	186	237	283	359
Primary School (6-11)				
Total	46,513	72,627	80,470	88,617
Female	45	48	48	48
Teaching Staff	3,191	4,474	4,474	5,424
Secondary School (12-17)				
Total	11,597	22,668	27,264	32,362
Female	36	43	44	45
Teaching Staff	n.a.	n.a.	n.a.	n.a.
Higher Education (18-22)				
Total	n.a.	1,015	1,582	n.a.
Female	n.a.	43	46	n.a.
Teaching Staff	n.a.	76	n.a.	n.a.

/1 public institutions Only

Source: International Yearbook of Education, 1983.

As a proportion of all school-age children, the total enrolment at primary and secondary schools was equivalent to 94% in 1990 (males 92%, females 95%), compared with only 61% in 1970. Secondary enrolment was equivalent to 67% of children in the relevant age group in 1990 (males 63%; females 72%).

But one sad aspect in the human resources development is that in spite of efforts made to encourage technical and vocational education, demand for it is still limited, compared to general education on the one hand, and the country's needs for trained vocational manpower, on the other. Since technical institutions were first established in the Emirates in 1972 with an enrolment of 258, the enrolment did not reach expected level during subsequent years. Indeed, in 1977 only 170 students enrolled in technical establishments in the UAE. The number of students taking agricultural disciplines fell from 40 in 1972 to 8 in 1977.²⁹ The total number of students in trade schools amounted to 360 in 1979/80 and 559 in 1981/82.³⁰ This state of affairs in technical education is repeated in all other vocational fields of education.

However, the number of registered teacher, men and women, has increased rapidly. In the academic year 1972/73 there were 2,386 and by 1982/83 the number had increased

29. Ragaei El Mallekh, *The Economic Development of the United Arab Emirates*, (Croom Helm, London, 1981) P. 67.

30. A.O. Taryam, *The Establishment of the United Arab Emirates, 1950-85* (Croom Helm, London, 1987) P. 262.

four-fold to 9,442.³¹ It reflects the rapidly growing demand for education and the concern to remould the individual in UAE society.

Table 2.10: Education (1991/92)

	Teachers	Males	Females	Total
Pre-primary	2,374	25,585	23,479	49,064
Primary	13,139	120,362	111,312	231,674
Secondary				
General		57,364	59,754	117,118
Vocational	9,430	893	--	893
University	728	1,947	6,721	8,668
Other higher	354	627	1,110	1,737

Source: UNESCO, Statistical Year book, in the Middle East and North Africa yearbook, 1992.

HEALTH:

Alongwith education, health services are considered a fundamental means of upgrading and developing human resources in the federation: UAE has made big efforts for making the provision of essential and competent health services and their extension to all sectors and all regions, urban as well as rural and nomadic.

31. Ibid. P. 262.

Prior to the oil-boom, health facilities were nearly non-existent in the UAE. Until 1949 there was not a single private practitioner in what were then the Trucial states. There were very few doctors in the services of the British, or for every 10,000 members of a population which bore the devastating scars of such tropical diseases as malaria, small-pox, trachoma and tuberculosis. The average age was 44 years; one child in five died before reaching the age of three months.³² They were difficult years and a veil of ignorance darkened the existence of the Sheikhdoms. Foreign doctors felt no urge to work in these primitive conditions.

The first gleam of light appeared in 1952 with the opening of a Protestant mission in Dubai and a small obstetrical clinic at Sharjah. These were followed by a mobile hospital at Ras al-Khaimah and a medical centre at Fujairah; but it was not until the discovery of oil and the start of production that funds could be raised for the building of hospitals and the training of staff. The results have been spectacular. Throughout the Emirates smallpox and malaria have been virtually wiped out, in spite of the fact that in

32. Lovjeet Kohli, *The United Arab Emirates: Where Dream Comes True*, New Arab.

certain inhabited areas the summer temperatures reach 55 degrees in the shade, and are made all the more asphyxiating by humidities of about 98%.

The period 1971-75 witnessed quantitative development in health services. Abu-Dhabi's first 5-year Development plan allocated Dh 6,510 million to health services and facilities a relatively substantial amount which greatly improved the quality of health facilities.³³ Special women's wards in Al Maktoum Hospital, a clinic and maternity ward in Umm-Al-Quwain, and clinics in Fajairah and Ras-Al-Khaimah were built.

After the year 1975, emphasis was placed on improving the quality as well as the deployment of services and the completion of laws and regulations essential for their organisation. The total number of hospitals rose from 15 in 1975 to 25 in 1980 and 26 in 1982. Steadily increasing also, the number of clinics reached 289 in 1982. The number of hospital beds increased from 1450 in 1975 to 4,290 in

33. Ragaei El Mallakh, *The Economic Development of the United Arab Emirates*, (Croom Helm, London, 1981) P. 68

1982.³⁴ These included special clinics for school pupils, and specialised health services such as mother and child care and dental clinics. As a result of this enlargement and diversification of services, the number of doctors reached 1,548 in 1982 at the average rate of one doctor for every 734 persons.³⁵ During the same period, 1975-80, preventive services were developed including, provision of all types of inoculation and the introduction of regular medical check-ups.

Given the burst of hospitals and health facility construction of recent years, it comes as no surprise that the lion's share of the 1980 UAE federal budget allocation to the Ministry of health of Dh 1,314.7 million (over 80 percent) went to current expenditures. New projects accounted for less than 20 percent of the 1980 federal health allocation.³⁶ In view of these development expenditure on the health services roared annually reaching Dhs. 1.5 billion

34. Ministry of Planning, UAE: Economic and Social Development in the UAE, 1980-82. P. 73.

35. Ibid.

36. Ragaie El Mallakh, The Economic Development of the UAE, (Croom Helm, London, 1981) P. 69.

in 1982.³⁷ Thus, during 1980s near about 7 percent of the state budget were devoted to the provision of health services, which occupies only 2nd position after the education (9%) for the purpose of improving it's human resources and welfare of it's citizens.

As a result during the period 1984-89, there was one doctor per 1020 persons, and one nurse per 390 persons in U.A.E. There was the number of 2.6 nurses per doctor.³⁸ Infant mortality rate declined from 103 per thousand live births in 1965 to 24 in 1989. And, daily calorie supply increased from 2,709 calorie in 1965 to 3,552 in 1989.³⁹ In 1990 the UAE had 42 hospital establishments (including nine private hospitals) with a total of 6,397 beds. These figures indicate a great deal of achievement made during a very short period of time.

Prospects of human Resources Development

As it is very much clear from the earlier description that UAE's dependence on migrant workers has increased

37. Ministry of Planning, UAE: Economic and Social Developments in the UAE, 1980-82, P. 75.

38. Human Development Report, 1993.

39. World Development Report, 1991.

continuously, it became a matter of grave concern for UAE to reduce this dependence and improve it's own human resources. It has made extensive efforts in this regard, but still their achievements are not capable to utilize it's small population base to it's fullest potential possible. These are some factors which have been responsible for it's failure to improve it's human resources to the level aspired:

(I) First of all, like Kuwait the country has a very small population base. With the accrument of massive inflow of oil-revenues and subsequent rapid developmental needs, it's dependence on migrants increased rapidly. Thus in 1975 indigenou workers constituted only 15 percent of the total work force. The UAE nationals became minority in their own country (36% of total population) in 1975. By 1979 the number of nationals further reduced to only 22% of the total population. And by 1992 UAE nationals further reduced to only 20 percent.

(II) Secondly, near about 30.8% population of the UAE lie between the age-group of 0-14 years even during the year 1990. As a result, country is under compulsion to take the help of migrants in their development process.

Not only this, a large amount of budget is spent to provide basic health and education facilities for this young age-group.

(III) A very low level of women participation in the productive activities is another obstacle in human resources development. For example in the year 1973, only 2 percent of the female population was engaged in paid employment.⁴⁰ This may be attributed to their traditionally confined role to only a few occupations.

(IV) As has been described earlier the society of UAE consists of three main population sectors urban, nomadic and rural. This constitutes another problem because it is difficult to persuade the first two sectors of population to participate adequately and quickly in development projects. This also fostered the reliance on foreign manpower.

(V) The late arrival of modern education in comparison to other of Gulf-States is the other cause of late and insufficient improvement in human resources development. At least 15-20 years more will be needed to provide well - trained people skilled in various

40. K.G. Fenelon, The United Arab Emirates: An Economic and Social Survey, (Longman, Group Ltd., London, 1973) P. 8.

professions and occupation, due to the obvious reason of school and higher education being a recent phenomena.

(VI) Another sad feature in the human resource development of UAE is that technical education in the country has not developed at a rate consistent with development needs. Demand for technical and vocational education is still limited, compared to general education on the one hand, and country's needs for trained vocational manpower, on the other.

(VII) Lack of an overall development strategy to deal with the structural characteristics of the country's economy, and it's social, political, geographical and environment traits has also resulted in insufficient development of human resources. Development programmes and plans are nothing more than a simple listing of projects representing particular ambitions, rather than a realistic evaluation founded on achievable objectives in accordance with available resources and the individual characteristics of each one of the seven union emirates.⁴¹

41. A.O. Taryam, The Establishment of the United Arab Emirates 1950-85 (Croom Helm, London, 1987) P. 255.

Thus, we see that although the UAE is determined to improve its own human resources, but there are so many demographic, social, economic, political and such other factors which act as constraints in the process. Consequently, even after so much efforts, progress in human resources is not able to reduce the country's dependence on expatriate human resources. But at least, a very good start has taken place and sooner or latter it will be able to utilize its own human resources in an efficient manner.

Conclusion:

The United Arab Emirates has made considerable progress in the last two decades, particularly since 1971, when it got its independence. It became possible due to the vast influx of oil revenues during these years. Consequently it has made great achievements in the field of industry, health, education, public services, welfare services, infrastructure development etc. But this development process was also faced with several constraints. Particularly, small population base coupled with its untrained and unskilled nature compelled it to rely heavily on migrant workers. As a result U.A.E. nationals became a minority in their own country having some obvious political, economic, social and

cultural as well as security concerns for the native population and federal government alike.

To reduce the excessive dependence on foreign national workers the need was felt to utilize it's own indigenous human resources to it's fullest potential. As a result, massive drive took place in this sphere, particularly in the field of education and health, large investments were made. Rapid growth in providing facilities in these two areas is obvious from the earlier analysis. But simultaneously there were few constraints which were responsible for it's continued dependence on migrants workers. This is very much evident from it's population imbalance. Thus as late as in 1992, the UAE nationals represented only 20% of the total population of the country.

Several demographic, socio-cultural, economic and political constraints, create a bottleneck in the process of human resources development. Particularly, small population base, youthful nature of indigenous population, low participation of women in economic activities, neo-patriarchy, tribalism, rentier economy etc. are some very serious obstacle in proper utilization of human resources. Alongwith this, technical and vocational education has not been able

to produce required number of skilled manpower. It's performance is very low quantitatively and qualitatively in comparison to general education.

Thus, we can conclude that despite all the efforts made by the UAE federal government, the progress in human resources development has not achieved a level, which can reduce the country's dependence on foreign or alien human resources. It is likely to continue in near future.

CHAPTER - III
THE STATE OF KUWAIT

Among oil producing Gulf States, Kuwait was having the largest proportion of immigrants and the greatest oil reserves.¹ Even though the oil was discovered in 1930s and export was taken up only after the end of second world war, it has developed rapidly in recent years largely through the employment of foreign labour. The result of oil price hikes in 1973 and 1979 in the international market, led to a considerable increase in the oil revenues to Kuwait.

As the oil revenues started to flow in, the government of Kuwait took up massive developmental work. Massive plans were drawn to build schools and hospitals, highways and roads, commercial and industrial complexes, ports and airports, oil refineries and other infrastructures. During 1981-85, from 40 to 53 percent of the total oil revenue income was spent on public services including education, health, social affairs, electricity and water, housing and land acquisition.² All this spending resulted in greater demand for not only highly qualified technical experts, but

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1. United Nations, "International Migration Policies and Programmes", A World Survey: Population Studies No.80; Department of International Economics and Social Affairs; New York; 1982; p.54.
 2. Naidu (K.Laksmaiah), Immigrant Labour in Kuwait, Monthly Commentaries, 32(4)(376); Nov.90; 7-8.

also semi-skilled and un-skilled workers in different fields.

Several demographic, socio-economic and political factors combining together made Kuwait a natural centre of attraction for immigrants. As the native population was small and labour force participation was consistently low, foreign labour was brought in to complete it's development projects. Alongwith this Kuwait's self-declared political neutrality made it a favoured destination for migrants.

As a result, by 1965 Kuwaitis were a minority - 47 percent - in the total population. By 1985, according to the unrevised census results, Kuwaitis were barely 40 percent of the total population.

Thus, the government of Kuwait realized the need to reduce the country's dependence on foreign labour. Consequently in Kuwait's five year plan for 1985-90, population problem became the focus of the country's development strategy.

Even prior to this five year plan need was felt to restrict the growing number of immigrants, time and again. Besides enacting various migration laws, Kuwait was very much eager to improve it's own human resources development in order to reduce it's dependence on foreign labour. Consequently, massive investments were made in the field of education, health and other welfare services. But, Kuwait

was not successful to reduce it's dependence on expatriate labour force to any significant extent. Let us observe it's efforts, achievements and restraints regarding human resources development.

Demographic Constraints:

A massive inflow of immigrants in Kuwait was the result of various factors. Among these factors demographic constraints of the country was one of the most important factor. Let us observe some of these constraints:

(I) **Small Population Base:**

Kuwait is having a very small population base. Although Kuwait's natural population growth rate has been very high, particularly in past-oil era, but still it was unable to fulfill the demand of it's ambitious development projects through indigenous human resources. It had to import foreign labour to fulfill this need. It is very much clear from the fact, that as early as in 1965, Kuwaitis were a minority - 47 percent in their own country. This ratio has further decreased in coming years.

According to census results, the population of Kuwait increased from 206,473 in February 1957 to 1,357,952 by April 1980 and to 1,697,301 by April 1985. Based on the results of the 1985 census, the population was estimated to

be 1,979, 149 at mid-1989, increasing to 2,062,275 at mid-1990. It was estimated that in 1991, following the war to end the Iraqi occupation, the population had declined to only 1.2 million, mainly as a result of the departure of a large proportion of the former non-Kuwaiti residents, who had previously formed a majority of the inhabitants. The estimated population at mid-1993 was 1,432,205. Between 1963 and 1970 the average annual increase in Kuwait's population was 10%, the highest growth rate recorded in any independent country. The average annual increase between 1970 and 1980 was 6.3%, although between 1985 and 1990 the rate decreased to 4.0%. Between 1990 and 1992 the population was estimated to have declined by an average of 17.8% per year.

Much of the Kuwait's population growth has resulted from immigration, though the country also has one of the highest natural increase rates in the world. Between 1957 and 1983 the non-Kuwaiti population grew from less than 93,000 (45% of the total) to about 870,000 (57.4%), most of them from other Arab states. According to 1985 census, the population of Kuwait was 1.7 million in which 680,000 were Kuwaitis and 1.02 million expatriates. Annual growth rate including immigrants was 4.5%. While of only Kuwaitis was 3.8%. At mid-1993 the non-Kuwaiti population, based on the definition of citizenship in use in 1992, totalled an esti-

mated 955,948. In 1993, according to provisional figures there were 36.235 recorded births (25.3 per 1,000 inhabitants) and only 3.311 deaths (2.3 per 1000). In 1985 females comprised only 43% of the country's population, including non-Kuwaitis. The birth rate for the Kuwaiti population alone exceeded 50 per 1000 each year in 1973-76.

Table 3.1

Area, Population and Density

Area (sq.km.)	17.818*
Population (census result) ⁺	
21 April 1980	1,357,952
20-21 April 1985	
Males	965,297
Females	732,004
Total	1,697,301
Population (Official estimates at mid year) ⁺	
1988	1,958,477
1989	2,048,422
1990	2,142,600
Density (per sq.Km. at mid-1990)	120.2

* 6.880 sq.miles

+ Figures include Kuwaiti nationals abroad. Of the total population at the mid-1985 census, 681,288 (338,796 males, 342,492 females) were Kuwaiti citizens. The estimated population at mid 1990 comprised 826,569 Kuwaitis (411,997 males, 414,589 females) and 1,316,014 non-Kuwaitis (798,578 males; 517,436 females).

Note It was estimated that in 1991 following the war to the end of Iraqi occupation, Kuwait had a population of about 1.2 million.

Source: The Middle-East And North Africa, 1992, p.619.

II. Age-Structure of The Population:

As has been mentioned earlier in the first and second section of this study, Kuwait's large chunk of the population is youthful in nature. According to the World Development Report (1992), 35.6% of the Kuwait's total population lies between the age-group of 0-14 years. The percentage for only native Kuwaitis may be even higher, seeing the large chunks of immigrants who generally fall under the age-group of 15-64 years. This youthful population of Kuwait creates a kind of labour shortage, which is compensated by imported labour.

III. Low Participation of Native Labour Force:

According to 1975 census, Kuwait's labour force numbered 304,582 of which Kuwaitis represented about 30 percent and non-Kuwaitis 70 percent.³ The crude activity rate amongst Kuwaitis was 18.8 percent in 1970, and 19.4 percent in 1975.⁴ These figures indicate the low participation of native labour force in economic activity.

3. M.W.Khouja and P.G.Sadler, *The Economy of Kuwait*, (MacMillan Press Ltd., 1979), p.39.

4. J.S.Birks and C.A.Sinclair, *Arab Manpower*, (CroomHelm, London, 1980), p.35.

Kuwait's employment by sex and nationality during the period of 1965 to 1975 has been given in the table below. It indicates that although the number of employed Kuwaitis and non Kuwait's is increasing but their growth rate per annum and percent is decreasing during the period 1965 to 1975.

Table 3.2

Kuwait : Employment by Sex and Nationality
1965 1970 and 1975

1965	Growth rate	1970	Growth Rate	1975
	(Per annum percent)		(per annum percent)	
<u>Kuwaitis</u>				
Men	41.960	63,310		84.370
Women	1.090	2.060		7.480
Total	43.050	(8.5)	65.370	(7.0) 91.850
Non - Kuwaities				
Men	133,600	162,290		185,010
Women	7,680	14,540		27,730
Total	141,280	(4.5)	176,830	(3.7) 212,740
Grand Total	184.330	(5.6)	242,200	(4.7) 304,690

Source : Ministry of Planning, Statistical abstract 1970 9Kuwait 1971), Table 29, p. 49

Table 3.3

Kuwait : Labour Force participation Rates (LEPR) of Kuwaiti and Non-Kuwaiti Populations by sex 1985 and 1990

<u>Kuwaiti</u>	1985 (a)			1990 (b)		
	Male	Female	Total	Male	Female	Total
Population	238,181	232,292	470,473	283,181	289,195	572,376
Labour Force	71,167	24,645	95,812	90,657	38,607	129,264
Crude LFPR (c)	29.9	10.6	20.4	32.0	13.3	22.6
Refined LFPR (d)	60.8	21.1	41.0	63.8	25.4	43.9
<u>Non-Kuwaiti</u>						
Population	727.116	499.712	1226.828	936,216	627,084	1,563.300
Labour Force	467.090	107.483	574.573	631.849	184.542	816.391
Crude LFPR (c)	64.2	21.5	46.8	67.5	29.4	52.2
Refined LFPR (d)	91.5	36.8	71.6	92.0	47.0	75.6
Total Labour Force	538.257	132.128	670.385	722.506	223.149	945.655
% Kuwaiti	13.2	18.7	14.3	12.5	17.3	13.7
% Non Kuwaiti	86.8	81.3	85.7	87.5	82.7	86.3

- a. State of Kuwait, Ministry of Planning, Central Statistical office (1992), Annual Statistical abstract 1991-92, Table 83 p./93, Based upon revised census results 1985.
- b. PACI (April 1990), Table 12, pp. 32-38.
- c. Crude Labour Force participation rate calculated as $(\text{Labour Force}/\text{Population}) \times 100$
- d. Refined labour force participation rate calculated as $(\text{labour force}/\text{population age 15-59}) \times 100$

If we analyse the above given table, we find that crude participation rate is very much low in Kuwaitis in comparison to non-Kuwaitis. This is evident from the figure of the year 1985 and 1990. Again, Kuwaitis female participation in labour force is very low in comparison to non-Kuwaiti female.

Low Participation of Women:

Like the Arab countries, participation of women in economic activity is considerably low in Kuwait. Although due to liberal attitude of Kuwaiti government percentage of economically active female population rose from 5.5 percent in 1957 to almost 11 percent in 1975, but again this increase consists of rise from 1.4 percent to 6.4 percent in the case of the Kuwaiti female population and from 16 per-

cent to over 25 percent in the case of non-Kuwaitis.⁵ Besides this Kuwaiti women are traditionally confined to a very few jobs. Like teaching, medical, public services etc. Thus, overall participation of Kuwaiti women in economic activity remains low.

IV. Labour Force Structure:

The growth of Kuwait's labour force during the fifties and early sixties was most remarkable, averaging about 9 percent per annum during the years 1946-57 and over 16 percent annually in the following eight years, reaching by 1965 a total of 184,297.⁶ This was to a very large extent due to the rapid growth in construction and infrastructure development rather than the growth of the oil industry. Also, the development phase of the oil industry ended during that period so that the requirement of a large labour force for oil related construction gave way to the much lower requirements for the more capital intensive production phase. Thus, although in comparison to other countries the

5. M.W.Khouja and P.G.Sadler, *The Economy of Kuwait*, (MacMillan Press Ltd., 1979), p.42.

6. M.W.Khouja and P.G.Sadler, "The Economy of Kuwait", (Macmillan Press Ltd., 1979), p.39.

labour force continued to increase rapidly during the second half of the Sixties and early seventies, the growth rate came down to rather lower levels averaging since the mid-sixties about 6.5 percent annually. Further reason for this slow-down were the slower growth of the economy and the increased restrictions on entry into the country.

Rather as the overall Kuwaiti economy depends upon oil as a source of income, so it depends considerably on expatriate labour. According to the 1975 census, Kuwait's labour force numbered 304,582 of which Kuwaitis represented about 30 percent and non-Kuwaitis 70 per cent. From 1965 to 1975 the number of non-Kuwaitis rose from 141,000 to 213,000. The corresponding figure for 1970 was 27 percent and 73 percent respectively.⁷ By 1985, according to the unrevised census results, Kuwaitis were barely 40 per cent of the total population. In the revised 1985 census "true" Kuwaitis made up less than 28 percent of total population: by 1990, they were less than 27 percent. The share of non-Kuwaitis in-

7. Ibid., p.39.

creased from 72 to 73 percent, and more than 336,000 new migrants had entered".⁸

In most Arabian peninsular states few women work in 'modern sector' employment, and Kuwait is no exception. In 1975 women accounted for 11.5 percent of all employment. "Interestingly the number of active Kuwaiti women rose almost fourfold from 1970 to 1975 from 2,060 to 7,480".⁹

Total employment rose by 63,000 between 1970 and 1975, at an annual rate of 4.7 percent. The majority of all jobs were found in community and personal service sector, which consists mainly of government employment. This sector alone accounted for 56 percent of total employment in 1975. The next largest sector was wholesale and retail trade accounting with 11 percent.

Examination of employment figures for Kuwaitis in 1970 and 1975 shows that over the period they moved out of jobs in manufacturing, construction and wholesale and retail trade, and into jobs in agriculture and fishing and in

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8. Sharon Stanton Russel and Muhammad Ali Al-Ramadhan, "Kuwaitis Migration Policy Since the Gulf Crisis", *International Journal of Middle East Studies*, November 1994, vol.26, No.4, p.574.
 9. J.S.Birks and C.A.Sinclair, "Arab Manpower" Croom Helm, 1980, p.43.

community and personal services. Since all Kuwaiti nationals are entitled to a post in government by law, it was logical for Kuwaitis to leave the private sector and to enter government service.

Socio-Cultural, Economic, and Political Constraints:

Besides the demographic constraints, as in the UAE. Kuwait also faces some other constraints regarding its human resources development.

As has been mentioned in the case of the UAE, Kuwait is also a patriarchal society. The pattern of patriarchy in both these countries may be termed as neo-patriarchy, which has resulted from a distorted or inauthentic modernity of these countries. This acts as a deterrent to modern scientific approach. Subjugation of women in almost every sphere of life is another feature of any patriarchal society.

Alongwith, patriarchy Kuwait's society is also having the legacy of tribalism. Kinship and religious affiliation remain the ultimate grounds of loyalty in this type of society.

Rentier Economy:

Kuwait has emerged as a rentier state. As a result, the characteristics of rentier state and rentier mentality, which has been mentioned in earlier chapter, is prevalent in Kuwait.

Political Neutrality:

Kuwait's self-declared political neutrality made it a favoured destination for Jordanian, Palestinians, Syrians, Lebanese, and other Arabs, and the British Mandate had left behind a sizable Indian population. Alongwith this, Kuwait's migration policies has been liberal for most of the time. Only, as late as 1984-85 reaction to migration was sharpened and Kuwait's Five Year Plan for 1985-90, made the population problem the focus of the country's development strategy.

These all socio-cultural, economic and political factors together constituted a sort of handicap for the development of it's own indigenous human resource development.

Immigrant Labour in Kuwait:

Several demographic, economic and political factors converged to make Kuwait attractive to international migrants. The population of Kuwait is small and near about 40

to 45 percent is below age fifteen. School enrollment is high and labour force participation consistently low. At the same time, even before the oil-price increases in 1970s, government expenditures (largely channeled through the private sector) and ambitious development strategies generated a demand for labour that could not be satisfied locally. Along with these economic factors, Kuwait's self-declared political neutrality made it a favoured destination for Jordanians, Palestinians, Syrians, Lebanese and other Arabs, and the British mandate had left behind a sizable Indian population. Since the later half of 1970s and in 1980s, immigration from other non-Arab countries have also increased. Consequently, the immigrant population in Kuwait has increased from various regions viz., Middle East, Asia, Africa, Europe and America. There have been more migrants than national Kuwaitis since 1965 and as per 1986 census figures, the immigrants constituted 60 per cent of total population.

The first census in Kuwait was conducted in 1957 and the latest in 1985. In the span of three decades, the immigrant labour had rapidly increased from 92.8 thousand in 1957 to 391.2 in 1970 and to 1016.0 in 1985. During the 15

years period 1975-1990, the net increase of immigrant population has been 636.0 thousand, an increase of 122 per cent. In 1985, for every 100 Kuwaiti persons there were 150 immigrants.

TABLE 3.4

Immigrant and Total Population of Kuwait, 1957-85

Census Year	Immigrant population	Kuwait's total population	Percentage of Immigrants to Total population
1957	92851	206473	45.0
1961	159712	321621	50.4
1965	247280	467339	52.9
1970	391266	994837	52.5
1975	522749	994837	52.5
1980	792339	1357952	58.3
1985	1016013	1697301	59.9
1990	1158800	2000000	58.0

Source: Mostafa, H.El-S. "Determinants of Migration to Kuwait", 'Demography India', vol.17, No.1, 1988, University Enclave, Delhi, p.62.

It is very much clear from the above table that number of immigrants has increased rapidly in Kuwait since 1957 onwards. As a result, by 1965 Kuwaitis were a minority - 47 percent - in the total population. Due in part to the mass naturalization of the Bedouin in the late 1960s, this percentage did not change over the next ten years: however, with the influx of new migrants after 1974, it began to drop

again. After the 1985 census, in which Kuwaitis were to be found barely 40 percent of the total population, the following year, reflecting a new willingness to confront the realities of the country's population composition, the government reported that the number of Kuwaitis recorded in the census was in fact inflated. Nearly 211,000 'Bidoon' or stateless persons from the desert between Kuwait, Iraq and Saudi Arabia had been included ostensibly on ground that it was unclear whether or not they would be naturalized. When the Bidoon were reclassified as non-Kuwaiti Arabs, the revised 1985 census results recorded the "true Kuwaitis" to less than 28 percent of total population.

Contd...

TABLE 3.5

Kuwait; Total Population by Nationality and Sex 1965, 1975, 1985

Region of Origin	Immigrants		
	1965	1975	1985
Middle East (Arabs)			
Males	126364	237425	378704
Females	61559	181762	264110
total	187923 (76.0)	419187 (80.1)	642814 (63.3)
<u>Asia :</u>			
Males	44574	66568	237912
Females	9920	31245	118035
Total	54494 (22.0)	97813 (18.7)	355947 (35.0)
<u>Africa</u>			
Male	345	317	1063
Females	67	123	976
Total	412 (0.2)	440 (0.1)	2039 (0.2)
<u>Europe</u>			
Males	2114	2327	7055
Female	1715	1953	4853
total	3829 (1.5)	4280 (0.8)	11908 (1.2)
<u>America</u>			
Males	302	422	1668
Female	245	392	1474
Total	547 (0.2)	814 (0.2)	3142 (0.3)
Total	247280 (100.0)	522749 (100.0)	1016013 (100.0)

Source : I Mostafa, H. El.S., "Determinants of Migrant labour in Kuwait" Demography India, Vol. 17, No.1, 1988, University Enclave Delhi, P. 64.

As indicated in the above table, the earlier immigrants were mainly Arabs. But in past decade it declined from 80.1 percent in 1975 to 63.3 percent in 1985. There were mainly two reasons for this decline. "Firstly, the size of the demand for migrant workers outstripped the ability of Arab States to supply them. Secondly, South Asian workers accepted the jobs and wages that Arab workers refused to take".¹⁰ The immigrants from Africa, Europe and America regions were less in number. But the male-female sex ratio was highest (i.e. 1:0.9) for America and Africa and lowest (i.e. 1:0.5) for Asia in 1985.

As Kuwait's overall "population balance" changed, so did the composition of it's migrants. It is evident from the above described analysis of table. One more interesting aspect of immigration is the recent entry of Asian women - the vast majority of whom were domestic workers - became a particular concern because by 1985 Asian women constituted

10. Rashid Amjad "To the Gulf and Back; Studies on the Economic impact of Asian Labour Migration" (et.al) International Labour Organization - ARTEP, New Delhi, 1989; p.3.

nearly 13 percent of the total non-Kuwaiti labour force and 61 percent of the female non-Kuwaiti labour force.¹¹

The population dislocation following Iraq's invasion of Kuwait on 2 August 1990 had far reaching consequences for the country. By October, an estimated 1.3 million people, or almost 60 percent of the total population, had fled the country. Thus invasion and war radically reduced the size of Kuwait's migrant population, and in a way accomplished what migration policy of the country was unable to achieve during last three decades. Even after that government was determined to keep the migrant population at check and in no way to reemploy more than 35 percent of the preinvasion expatriate workforce. Keeping this in view, the fourth Five Year Development Plan, 1995-2000, again set population composition and developing Kuwaiti manpower and productivity as high priorities.

The Evolution of the Welfare State:

In the post-oil era, Kuwait's economy alongwith it's per-capita income was heading towards a rapid advancement.

11. Nasra Shah and Sulayman S. al Qudsi, "The changing characteristics of Migrant Workers in Kuwait", *International Journal of Middle East Studies* 22, 1 (February, 1989): 2.

This change in its economy and growing prosperity of the country paved the way for the emergence of welfare state in Kuwait. "The tribal customs and traditions which have long prevailed in the desert country largely explain the paternal attitude that the government has assumed since 1946.¹² This attitude more than any other factor has been responsible for the country's commitment to the creation of a state welfare system. This attitude was manifested in the increasing investment in the field of health, education, housing, etc. As a result Kuwait's living standard has reached at par with many of the developed countries of the world.

Governments Policy and Human Resource Development:

During the post-oil era Kuwait has made rapid development in every aspect. But at the same time the demographic constraints of the country has made it unduly dependent on the migrant workers. By 1985, according to the unrevised census results, Kuwaitis were barely 40 percent of the total population. This not only created the country's over-dependence on migrants and cultural perseverance. In the view

12. H.V.F. Winston and Zahra Freeth, Kuwait: Prospect and Reality. P. 194.

of this rapidly growing dependency on foreign national migrants the government not only tried to check this overflow of migrants in the country, but also tried to improve it's own indigenous human resources. Thus, from time to time not only the migration policies were amended but also consistent efforts were made to improve it's own indigenous skills in order to reduce it's dependence on foreign nationals. Let us see the governments strategy in view of it's five year plans, to make an assessment regarding the human resource development prospects in the country.

Probably the most frequently quoted statement of aims the Kuwait's economic strategy is derived from the First Five Year Plan, 1967/8-1971/2.¹³ Briefly these aims are:

- (I) To raise the per capita income.
- (II) To, achieve a more equitable distribution of total income.
- (III) To obtain a greater diversification of economy.
- (IV) To, train indigenous skills, and

13. Kuwait Planning Board, 1968.

(V) To coordinate the work of development with that of other Arab countries in order to achieve greater economic integration of the Arab world.

In brief, the economic aims of the Kuwaiti's government form part of an overall social strategy, as evidenced by its resulting economic structure and performance. So often Kuwait is described as a combination of a welfare state with the free enterprise system and in one sense this is unique for a developing country.¹⁴

Later five-year plans while retaining the above mentioned aims were formulated in accordance with the rising number of migrants in the country. By 1984-85, reaction to the migration had been sharpened by declining oil-revenues, continuing security concerns, and increasing awareness of its social costs. This was evident in the Kuwait's Five-year plan for 1985-90, which made the population problem the focus of the country's development strategy. This plan called for a 50-50 balance between Kuwaitis and non-Kuwaitis by the year 2000.¹⁵

14. "The Economy of Kuwait", M.W. Khouja and P.G. Sadler, (Macmillan Press Ltd., 1979) P. 113.

15. "Kuwait Migration Policy Since the Gulf Crisis", Sharon Stanton Russel and Mohammad Ali-Al Ramadhan.

The government's working agenda for 1985 was based on these basic themes. Apart from foreign policy and security, population was high on the priority list. The agenda again called for the development of Kuwaitis manpower and increasing participation of Kuwaitis in the labour force. It proposed to improve labour productivity and limit low-skilled labour by restructuring economic activities and adopting automation.¹⁶

Progress in Human Capital Formation:

Kuwait has made rapid stride in the progress of human-capital formation in the post-oil era. The real difference between Kuwait and other developing countries in the view of human capital formation is that while the latter are generally prevented from achieving even their basic aspirations in the welfare field due to a low per capita income, the transfer of the proceeds of the development in its oil resources to it's own benefit, and the increase in prices due to combined efforts with it's OPEC partners, have remove this constraint from Kuwait's development. Consequently,

16. (Middle East Studies) Vol. 26 (1994). P. 573.

the state is able to achieve that which so many others desire, but find unattainable, at great speed.

As we have seen earlier, the country's dependence on migrants labour to a large extent, has resulted in a very awkward position for it. As early as, by 1965 Kuwait has been in the probably unique position to having more expatriates than natives in it's population. And the percentage of expatriates has increased regularly since then, till the outbreak of Gulf-war or Iraqi invasion of Kuwait in August 1990.

Narrowing this gulf became one of the principle objectives of the government. It was only possible through proper development of the indigenous human resources of the country. Thus, Education and Kuwaitization of the economy became the twin watchwords of the state policy from the moment that oil revenue began to accrue.

Now let us see to what extent Kuwait has been successful in providing an useful educational system and simultaneously better health facilities for it's citizens in the process of developing it's human resources.

Education:

Education in Kuwait began with the establishment of "Kuttabs" where children were taught how to recite the Holy Koran. Then, in 1911, the first boys school the Mubarakeyah, was opened in the boom period of Kuwait's pearling industry, but it bore little resemblance to the educational facilities available today. There was absence of suitable texts and the schools headmaster produced his own. Teaching staffs were so limited that only a small proportion of children were able to attend the institution. The school closed in 1931 when a world economic slump caused a sudden drop in the pearl market, with nearly disastrous consequences for Kuwait.

The discovery of oil provided the impetus to make a nationwide attack on education. As a result, by 1954 there were forty-one schools in Kuwait. At a same time a new integrated free education programme was established. It covered all levels of education from primary, through secondary general and special education to university level. Keeping in view to provide higher education Kuwait university was founded in 1966.

In 1982 the Public Authority for Applied Education and Training was set up for the supervision of four polytechniques and one training centre. The results became quickly apparent: the student population increased from about 3600 in 1945 to 45,000 in 1960, 78,000 in 1965 and about 250,000 by 1975.¹⁷ The story of female education is even more spectacular, their percentage of student population increased from an estimated 5 percent in 1945 to about 30 percent by 1965 and to more than 45 percent by 1975. However, in spite of these remarkable achievements, the number of illiterate Kuwaitis into the country over ten years of age has increased considerably with the influx of large number of tribesmen into the country. This prompted the government to institute in the 1960s a major adult education programme aimed at eradicating illiteracy, which is now regarded as one of the most advanced programme in the world. The adult education centres increased from 21 in 1965/6 to 123 in 1975/6.¹⁸

17. M.W. Khouja and P.G. Sadler, "The Economy of Kuwait" (Macmillan Press limited, 1979) P. 33.

18. M.W. Khouja and P.G. Sadler, "The Economic of Kuwait: (Macmillan Press Limited, 1979) P. 33.

The government's expenditure on education continued to expand since 1946 with a figure of KD 83,000. It reached KD 14 million in 1958, KD 24 million in 1967 and a staggering budgetted figure of KD 374.5 million in fiscal year 1986/87.¹⁹ In terms of facilities provided, this impressive flow of cash had created, by the 86/87 review period, 606 scholls with 11,259 classrooms serviced by 26,756 teachers and attended by 364,412 students.²⁰ Kuwait university had more than 17,000 students attending courses during the 86/87 academic year while more than 6,000 were gaining further training at applied educational institutions. Kuwait University had more than 17000 students attending courses during the 86/87 academic year while more than 6,000 were gaining further training at applied educational institutes.

By 1988, primary Enrollment ration of Kuwait reached to 85. Primary intake rate first grade was 92 (total) and for female it was 90. Primary entrants who proceeded to second-

19. Peter Vine & Paula Casey, "Kuwait: A Nation Story" (Immel publishing, 1992) P. 123.

20. Peter Vine & Paula Casey, "Kuwait: A Nation Story" (Immel publishing, 1992) P. 123.

ary schooling was 63%. Tertiary enrollment ration in 1988-89 was 18%.²¹

Thus we see that while considerable success has been achieved in the process of educating Kuwaitis to fulfil managerial jobs and professional roles, more emphasis is needed to impart technical education to it's citizens to gradually replace the high skilled expatriate workers. It is very much clear from the data given below of present educational institutes controlled by the government.

Table 3.6

State Controlled Schools (1993-94)

	Schools	Teachers	Students
Kindergarten	126	2,311	37,112
Primary	169	6,180	88,304
Intermediate	153	7,030	81,968
Secondary	106	7,330	59,815
Religious Institutes	3	179	1,102
Special Training (Census)	12	471	1,422

Source: Middle-East and North Africa Year book-1993.

As far as enrollment in primary, secondary and tertiary education is concerned, Kuwait has done relatively better progress in comparison to the UAE and Oman. It is clear from the table given below:

21. Human Development Report, 1993.

Table 3.7: Percentage of Age Group Enrolled in Education.

Country	Primary		Secondary		Tertiary
	Total 1965-1988	Female 1965-1988	Total 1965-1988	Female 1965-1988	Total 1965-1988
Kuwait	116 - 93	103 - 92	52 - 81	43 - 79	-- - 17
Oman	-- - 100	-- - 95	-- - 42	-- - 34	-- - 4
UAE	-- - 104	-- - 104	-- - 62	-- - 68	0 - 9

Source: Adapted from Word Development Report, 1991.

If we analyse the above given table, we find that at primary level almost hundred percent enrollment is found in Kuwait, Oman and the UAE. But at secondary and tertiary level Kuwait has relatively larger percentage of enrollment. This indicates that Kuwait has paid much more attention to expand it's educational system than the other two countries. This difference may be due to more investment made in the field of education in Kuwait, than the other two countries. This is evident from the table given blow:

Table 3.8: State Budget and Military Expenditure in Kuwait, Oman and the UAE in 1980s.

Country	State budget as the percentage of GNP a	Percentage of state budget devoted to		
		defence	Education	Health
Kuwait	52	13	11	6
Oman	46	47	8	4
UAE	35	45	9	7

Source: Adapted from the table given in, Allan M. Findlay's, Arab World, (Routledge, 1994) P. 50 a Average for the year 1981-88.

a - Average for the year 1981- 88.

The table clearly shows that Kuwait expends relatively larger percentage of it's state budget to the field of education in comparison to Oman and the UAE. Simultaneously it invests lager percentage of GNP as state budget. Therefore, achievement in the field of education of Kuwait is relatively better. But still, particularly in the field of tertiary and technical education the standard of achievement is relatively low in comparison to some other developing and most of the developed countries. This creates a major bottleneck in the progress of it's indigenous human resources.

HEALTH:

To improve the health standard of people is a major requirement in the formation of an efficient human capital. Without enjoying good health citizens can't devote themselves as a responsible citizen. That's why for a proper socio-economic development of a country, it is essential to maintain a well-established health-service system.

Kuwait like many other developing countries in the region had suffered considerably from two of the most serious endemic diseases of the desert, namely small-pox and tuberculosis. Given the limited means available prior to 1946, particularly in respect to health services and hygienic care, the struggle against disease had been most difficult. At one time, it was not a good idea to fall sick in Kuwait, and even more recently than that the standards of care and treatment on offer were suspect.²²

Hence, the government was determined to utilise oil revenues to do everything possible to improve health conditions in the country. More attention has been directed

22. David Sapsted, "Modern Kuwait" (Macmillan, London, limited, 1980) P. 99.

towards the provision of health services than anything else with the possible exception of education.

The Emiri Hospital, completed in 1949 marked the first major step in the establishment of a unique national social services programme whose scale is unparalleled anywhere in the world.²³ This was soon followed by the construction of mental hospitals, sanatoria, maternity units and a new general diagnostic and therapeutic equipment were imported to Kuwait in enormous quantities.

In the post-oil era Kuwait was having sufficient means to ease the lives of its people. It was possible due to the introduction of comprehensive medical facilities and through the development of a universal education programme. As a result 1950's saw hectic activity in various fields of social development, particularly health services was supported by construction of new sanatoria and by more hospitals. In less than a decade after the first export of oil, the people of Kuwait were enjoying, free of cost, health

23. Peter Vine & Paula Casey, "Kuwait: A National Story" (Immel publishing, 1992) P. 120.

services which few other countries in the region were able to provide.²⁴

Expenditure on health and medical facilities continued to grow dramatically. Al-Sabah hospital was opened in 1962, occupying 407,000 sq.ft. at a cost of over four million KD. Virtually free health care is offered at each of Kuwait's major hospitals and at the numerous medical clinics conveniently distributed throughout the country. In addition to general hospitals, specialist units include the maternity, chest and cancer hospitals. 1986 figure on health services record a total of 24 hospitals and sanatoria, with 945 clinics and other health centres. There were 5,521 beds in public hospitals, 2,802 doctors (i.e. one for every 572 residents), 327 dentists and 805 pharmacists.²⁵ Apart from that Kuwait has recently established Islamic Medical Centre which is dedicated to reviving the Islamic medical heritage based upon the natural treatment of illness such as diabetes, migraine, rheumatism, hyperacidity, chronic bronchitis etc.

24. M.W. Khouja & P.G. Sadler, "The Economy of Kuwait", P. 32.

25. Peter Vine & Paula Casey, "Kuwait: A Nation's Story" P. 122.

Today, due to an ambitious government programme, Kuwait can claim some of the finest medical facilities available in the world. During 1987-90 it was providing 100% free health services to its citizens. Alongwith this during 1988-90 it was providing 100% safe water and 98% sanitation facilities. During 1984-89 it was having one doctor per 690 citizens, and one nurse per 220 citizens. In the same period there were 3.2 nurses per doctor. In 1988, maternal mortality rate was 30 percent thousand live births.²⁶

Infant mortality rate in 1989 in recorded 15 per thousand live births, whereas in 1965 it was 64. Daily Calorie supply in 1989 as 3,132, while in 1965 it was 2,796 Calories. Babies with low birth weight in 1985 was only 7 percent.²⁷

During 1980s Kuwait was expending 6 percent of its state budget exclusively for health services, occupying second position only preceded by educational expenditure of 11 percent in regard to social welfare services. Measured on a world scale, these ratios of services to population

26. Human Development Report, 1993.

27. World Development Report, 1991.

figures are very excellent but the Kuwait government is continuing to improve on it's record and is constantly planning new facilities for it's growing population.

PROSPECT OF HUMAN RESOURCES DEVELOPMENT:

Although Kuwait government has tried it's best to improve it's human resource development, and simultaneously reducing it's dependence on foreign nationals, but still there are certain constraints which impede the effective development of human capital formation. These are described below:

- (I) First of all, the country has a very small population base. Due to it's small indigenous population, it has to rely heavily on migrant population. It is very much clear from the population composition of nationals and non-nationals. By 1965 Kuwaiti were a minority 47 percent in their own country. And, at the time of invasion, 60 percent of Kuwait's population of just under two million were foreigners and the non-Kuwaitis made up around 83 percent of total workforce.
- (II) A relatively large base of young age population between the age-group of 0-14 years, constitute other major

concern for the country. It alone accounts for near about of 40 percent of total population. Consequently, the country faces the compulsion to rely on migrants for it's labour-force need. Apart from that a large amount of budget is invested on the social-welfare activities to provide good health and education facilities to this young group of population.

(III) The employment structure which has evolved from policies designed to provide security of income to Kuwaitis has resulted in the concentration of Kuwait employees in the public sector. Over 77 percent of Kuwaitis worked in the social and personal service sector.²⁸ The combination of job security and increased general prosperity has instigated a general apathy in public employment, while the increasing opportunities in the private sector, notably higher incomes and better personal prospects, attract more able and enterprising. This is creating a widening gap between the efficiency of public and private administration, which has particularly serious implications in

28. Robert E. Looney, "Manpower Dilemmas in Kuwait" *Orient*, Vol. 31, 1990. P. 380.

view of the fact that far greater responsibilities fall upon the government due to the rise in oil-revenues and it's expanding role both in local economy and on international scene.

(IV) Social and cultural factors normally discourage women from seeking employment. Evidence of this is found in the very low percentage of women in labour force amounting to about 2.5 percent in 1957 and 11 percent in 1975.²⁹ Their entry into labour force is also restricted to very few selective jobs like teaching, nursing, medical profession and public services etc. Thus a vast amount of indigenous labour force remains unutilized.

(V) As earlier mentioned over 77 percent of Kuwaitis worked in the social and personal services. The corresponding percentage of non-Kuwaitis was 55.8 percent. No other sector of the economy employed over 10 percent of Kuwaiti-population. The highest being transport and communications which employed 6.7 percent of the Kuwait that year. In contrast, the non-Kuwaiti population was

29. M.U. Khouja and P.G.Sadler, "The Economy of Kuwait" (Macmillan Press Limited, 1979) P. 41.

well diversified by sector, with 15.6 percent of the population in construction, 11.6 percent in wholesale and retail trade and 7.3 percent in manufacturing.³⁰

(VI) A number of problems are inherent in the welfare system and the manner in which it is financed. It has created a feeling of apathy among its citizens and the growing attitude of rights to welfare without a corresponding contribution which undermines the sense of national responsibility. Further problem might be created in regard to financing of the welfare system if non-tax government revenues become insufficient for this purpose. A complicating factor in that event would be the non-Kuwaitis, who do not share fully in all the benefits, would presumably be expected to share in financing.

(VII) Although Kuwait is giving a lot of attention to improve its educational institutions, but still the primary focus is on primary and secondary educations. It has not established sufficient educational infra-structure to train its citizens in managerial, technical and

30. Robert E. Loorey; "Manpower Dilemma in Kuwait" Orient, Vol. 31, 1990, P. 380.

operational skills. This is the main reason of it's dependence on high skilled migrant population. Thus, we see that in spite of it's best efforts made by Kuwaiti Government, reliance on an expatriate work force is unlikely to continue in near future, due to the factors mentioned above, which impede the growth of human resources development at a rapid speed.

CONCLUSION:

Kuwait has achieved in a generation the sort of progress that many nations struggle to achieve in a century. It became possible due to rapidly accruing oil revenues. During the past three decades monuments to progress abound in industry, social services, housing, transport, education and many other spheres. At the same time this development owed much to its growing dependence on migrants, resulting in Kuwaitis being a minority (less than half of the total population) in their own country. This dependence on migrants created a lot of socio-economic and political concerns for the country. Thus, Kuwaiti government felt the need to increase its own indigenous human resources to reduce the dependence on foreign human resources. In pur-

suit of this objective and having the paternalistic nature from tradition, Kuwait established itself as a welfare state.

The achievement in human resources development has been mentioned earlier in this chapter. No doubt, Kuwait has made considerable improvement in this regard after the advent (beginning) of oil-era. Achievements in Education and health, housing facilities are praiseworthy. But at the same time it has not succeeded in successfully utilizing it's own human resources, due to the constraints which have been earlier mentioned. In fact, deficiency in the quantity and quality of indgenious human resources was perceived to be most important bottleneck to progress throughout the entire Gulf Region.³¹ And, even Kuwait is no exception to it.

Problem of mobilizing human resources was not only limited to training and acquisition of new skills and attitudes towards certain jobs. It also included reforming the wage structure by skill and occupation, diversification of the economy, upgrading the educational infrastructure, as

31. Gulf Economic and Financial Report (Manama, Behrain Gulf international Bank) May 1988. P. 1.

well as integrating women on large scale in labour force. Alongwith this Kuwaiti government was also facing the problem of increasing unemployment problem among Kuwaiti graduates. Consequently, foreign workforce reduction was seen necessary in order to provide jobs for it's own native population. It was only possible through successful human resources development and it's proper utilization.

But like the case of the UAE, Kuwait was facing several demographic, socio-cultural, economic and political constraints. Small population base, youthful population, rentier economy, influence of neo-patriarchy and tribalism, self declared political neutrality etc. Were some of the constraints, which have been mentioned in this chapter, which restricted the rapid formation of human-capital.

Though, education at all levels in Kuwait has undergone remarkable improvements during the last two decades, it's capacity to accommodate future demands for certain skills and high level manpower remained limited. It still needs a high level educational infrastructure so that increasingly more students graduate from the expanded school, university and vocational training system. Untill enough nationals had been trained the country would most likely have continued

depending on expatriates to undertake certain technical and managerial functions. A process of Kuwaitization at too rapid pace and at the expense of Arab workers most likely would result in falling productivity, output and national income. It needs a very efficient human resource management so that it can utilize it's small population base to it's full potential. Much of progress has been made during post-oil era, but still a lot of improvement is needed.

CHAPTER - IV
THE SULTANATE OF OMAN

CHAPTER-4

THE SULTANTE OF OMAN

INTRODUCTION:

With the change of leadership in 1970 on the accession of Sultan Qabus came a new commitment to economic and social development, based on discovery of oil in 1964 and it's export after 1967. Since then, the country's oil revenues have been used to finance development and a modern infrastructure has been created with roads, ports, and airports upto standards elsewhere in the Gulf.

The rapid growth which Oman has undergone since 1970 has been very largely dependent upon immigrant labour that the booming economy has drawn in. Indeed the number of expatriates working in Oman has been one of the outstanding features of the economy. Such dependence upon expatriate labour in the capital rich states might be expected, but is remarkable in the case of Oman for two reasons. First, the Sultanate is not capital rich, financial constraints to growth have already been experienced. Secondly, Oman is herself a labour exporter; despite her own shortage of labour at all skill levels, she is an important source of

labour for the wealthier states of Gulf and Arabian Peninsula, and in particular for Abu-Dhabi.¹

Thus despite having a sufficient population base of its own, Oman's dependence in expatriate workers, created a concern for the Sultanate. To reduce its dependence on expatriate labour force and to restrict the emigration of its own native labour force, the Sultanate was eager to adapt a suitable development strategy from the very beginning.

The philosophy and strategy for development expressed in First and Second Year Development plans, comprise the means for directing government oil revenues into productive investment in the best overall interest of the Sultanate. Birks and Sinclair note that the position of investment in human resource development within this general development strategy has been of growing importance.² The Sultanate, established The Education and Training Council in 1977,

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1. J.S.Birks and C.A.Sinclair, International Migration and Development in the Arab Region, (ILO Geneva, 1980)
 2. J.Birks and C.A.Sinclair, Successful Education and Human Resource Development - The Key to Sustained Economic Growth. In Oman: Economic, Social and Strategic Development (Edited by B.R.Pridhan) Crown Helm, London, 1987.

which is a leading policy maker in manpower development in Oman.

Massive investment were made in the field of education and health in order to improve the human resources of the Sultanate. But, still the country's dependence on expatriate labour has not been reduced to any considerable extent. There are various socio-economic, demographic, political, cultural and other factors which act as a constraint in the progress of human resources. We are going to discuss the Sultanate's efforts, its's achievement, various constraints and prospects of human resources development in this chapter.

DEMOGRAPHIC FEATURES AND CONSTRAINTS:

I. RELATIVELY LARGE POPULATION BASE:

In comparison to other Gulf countries, Oman has a relatively large native population. This indicates a good sign for the progress of human resources, if it is sufficiently trained and provided better health facilities along with other civil amenities. This is very much evident from the description given below:

According to the UN estimates at mid-year 1991, the population of Oman is 1,559,000. No census has been held in Oman, and estimates of the country's population are based on conjecture. For planning purposes, the population is assumed to have been 2m at mid-1985. The number of expatriate workers in Oman was estimated at 3,50,000 in 1992. In the same year it was reported that Oman's first census would take place in 1993.

Oman's population has been expanding rapidly. Due to better health facilities death rate has declined considerably, whereas birth rate has remained almost constant. This is very much clear from the given table below:

TABLE 4.1

Births and Deaths (UN estimates, annual average)

	1975-80	1980-85	1985-90
Birth rate (per 1000)	48.9	47.7	45.6
Death rate (per 1000)	17.0	13.0	7.8

Source: UN, World Population prospects 1990.

According to World Development Report, 1992, annual average growth of population (per cent) of Oman between 1965-80 has been 3.6 and between 1980-90 has been 4.7. The cause of this rapid population growth of Oman may be found in the general attitude among Gulf states which continue to see the population increase at a stimulus to economic growth, and the most significant route to true nationalisation or localisation of their workforce. Except this main cause, GCC member states believe that their international prestige and security are limited by small population size.

The first full census in Oman was held in 1993. Previous estimates of the country's population varied widely between the nation's own figures and those of independent international organisation. The first results of population census were declared in December, 1993. The population was estimated at 2.0 million, Of the total population 74% were Omani and 26% non-Omani. It was estimated that population was increasing by 3.5% annually. The majority of population are Ibadi Muslims and about one-quarter are Hindus:

Table 4.2

Area and Population

Area (Sq Km)	212, 457
Population (Census results) 30 November 1993	
Total	2,017,591
Density (per Sq Km) at November 1993	9.5

* 82,030 sq. miles, other sources estimate the area at 3,00,000 sq km (about 1,20,000 sq miles)
 ^ Comprising 1,480,531 Omani nationals (males 755,071; females 725,460) and 537,060 non-Omanis.
Source: Oman Directorate General of National Statistic,

Development Council taken from the Middle East and North Africa, Yearbook 1995, p.767.

II. RELATIVELY LARGER YOUNG AGE POPULATION:

In comparison to other Gulf countries Oman has a relatively larger youthful or young population. According to World Development Report, 1992, the percentage of population between the age-group of 0-14 years is 46.3. Thus, almost half of the population is not able to participate in economic activities. This demographic constraint, makes it imperative for the Sultanate to depend on imported labour. The social costs of the upbringing and, health and education facilities is so high that it is difficult to give them qualitative education at all level. As a result, even in

coming generation it is difficult to assume that the Sultana-
 nate will be able to produce enough human capital to reduce
 it's dependence on expatriate workers, particularly in
 skillful occupations.

III. LOW PARTICIPATION OF NATIVE LABOUR FORCE:

Although Oman has a relatively large population base in
 comparison to other Gulf countries, but it has a low labour
 force participation in terms of native citizens. It has to
 import non-Omani labour to facilitate its economic develop-
 ment. This situation is implied in the table given below:

Table 4.3

Oman: Employment by Type and Nationality, 1975

Type of Employment	Nationals		Non-nationals		Total	
	Number	Percent	Number	Percent	Number	Percent
Rural	46,850 ^a	34.2	10,000	12.3	56,580	26.0
Private Sector	28,000	20.5	65,000	80.0	93,000	42.6
Civilian Public Sector	11,000	8.0	4,000	4.9	15,000	6.9
Army	12,750	9.3	2,250	2.8	15,000	6.9
Workers abroad	38,400	28.0	--	--	38,400	17.6
Total	137,000	100.0	81,250	100.0	218,250	100.0

Note:(a) This is an estimated figure which assumes a low rate of
 participation by women in rural areas.
Sources: based on J.S. Birks and C.A.Sinclair, The Sulta-
 nate of Oman: Economic Development, The domestic Labour
 Market and International Migration (ILO Geneva, 1978); and
 Ministry of Planning; The National Economic Development Plan
 for the Sultanate of Oman.

The above given table indicates that participation of labour force was most prevalent in rural sector. Except this sector, Omanis were not very active in other sectors. In private sector their participation was only 20% in 1975. And 28% Omani workers were working abroad in 1975.

The table given below describes the participation of labour force in the year 1980, occupation wise:

Table 4.4
Estimates of Civilian Labour Force, 1980
(in thousands)

Classification	Omanis	Expatriates	Total
Private Sector			
Agriculture and Fishery	100	4	104
Other Occupations	30	126	156
Total	130	130	260
Government	23	15	38
Total	153	145	298

Source: Oman, Directorate General of National Statistics, 1981.

In 1985, Oman's labour force was estimated at around 4,40,000, only 31% of whom were Omanis. Of the more than 3,14,000 immigrants working in Oman, almost 90% were from

the Indian sub-continent.³ Most of the migrants work in the modern private sector. As of 1980, around 62% of active Omani national worked in rural and traditional sectors.

Low Participation of Women:

Due to various socio-cultural constraints, like other Gulf countries participation of women in economic activities in Low in Oman. This is very much clear from the table 4.4. Alongwith their participation is traditionally confined to a few occupations.

IV THE GROWTH OF LABOUR FORCE

At the end of 1975, the private sector employed about 93,000 in Oman. In early 1976 the number working in the public sector amounted to 15,000, besides some 15,000 is armed forces. In total about 1,23,000 were employed in the modern sector of the economy where growth has been dramatic. Government employment has risen from 1,100 in 1966, an annual increase of 30 per cent. Private Sector employment was only 35,000 in 1972. The increase to about 90,000 in

3. Robert E.Louney, Reducing Dependence Through Investment in Human Capital: An assessment of Oman's Development Strategy, Socio-economic Planning Sources, Vol. 24, No.1, 1990. p.66

1975 has largely been the result of expansion in the construction industry, which now dominates the employment in private sector.

Numbers employed in agriculture, fishing and crafts in rural areas are impossible to establish with certainty. The statistical year books make no estimate, nor does the national plan. This omission is particularly significant because rural activities account for some 26 per cent of the economically active in 1980. However, ILO estimates, the economically active population of Oman sector-wise which is presented in the table 4.5:

Table 4.5

**Economically Active Population
(ILO estimates, '000 persons at mid-1980)**

	Males	Females	Total
Agriculture, etc.	135	4	140
Industry	55	7	61
Services	70	9	80
Total Labour Force	260	20	280

Source: ILO, Economically Active Population Estimates and Projections, 1950-2025.

Mid-1991 (estimates in '000): Agriculture, etc. 163; Total 418 (Source: FAO, Production Yearbook)

The above presented data clearly indicates the consistent decline of economically active population in Agriculture etc. which has reduced to one third in 1990 from one half in 1980.

Immigrant Labour in Oman:

The rapid growth which Oman has undergone since 1970 has been very largely dependent upon immigrant labour that the booming economy has drawn in. Indeed the number of expatriates working in Oman is now one of the outstanding features of the economy.

The 14000 migrants in the private sector labour force in 1972 had increased to a recorded 65,000 by 1975/76. In fact, there were more than 65,000 expatriates in Oman (about 70,700) in 1975/6 which represented 52 per cent of the modern sector workforce.⁴ Most migrant workers in Oman come from Asia (83 per cent). Almost all the rest come from other parts of the Arab world. Oman is also facing the problem of illegal migrants, who continue to live without residence or work-permit, and so continue enumerated.

4. J.S.Birks and C.A.Sinclair, International Migration and Development in the Gulf (ILO Geneva, 1980) P.62

As a result non-national population in the Arab Gulf-States has increased considerably. It has increased from 1,32,250 in 1975 to 3,40,170 in 1985 (source: projection based upon UNESCWA 1984 Data)⁵ Within all occupational categories except service workers and labourers (Where migrants are under-enumerated) they comprise a majority of labour force. This is highly undesirable in a nation which has such a low per capita income. By 1975/6 provisional estimates suggest that the proportion of migrant workers had risen to over 70 per cent of the modern sector. ⁶ Only in the case of service workers is the dependence upon migrant workers decreasing. Non-nationals are also important in the public sector and comprised more than a quarter of all employment in 1976/7. In the public-sector too, the Sultana- nate has found herself short of labour at all levels of skill and expertise. The Government has even had to employ unskilled Asian labour on a large scale.

5. J.S. Birks and C.A.Sinclair, 'Arab Manpower" Croom Helm Ltd., London, 1980. p.185.

6. J.S. Birks and C.A. Sinclair, International Migration and Development in the Gulf', (ILO, 1980), P.61.

Omanis Abroad:

In view of the extent to which Oman imports labour, it is surprising that so many of her national workforce are employed abroad. Of a sample of males of between 14 and 40 years old, 74 per cent were absent from home in 1974. Only 12 per cent had not spent at least six months away from home as a wage earner. Information obtained in countries of employment suggests that the number of Omani migrant workers abroad totalled some 38,400 in 1975. As a proportion of domestic workforce they represent 28 per cent.

Omani migrants work in two capital rich states in particular, Saudi Arabia (46 per cent) and the United Arab Emirates (36 per cent). The remainder work mainly in the other Gulf States.

Most of these migrants were drawn from the rural areas and so this migration represents a considerable withdrawal of labour from the agricultural system. Although expansion in the role of women has in part compensated for this, the result is a marked decline in the rural sector, accentuating the dual economy.

As long as there is a differential in both opportunities and real income between Oman and her more developed

neighbours, labourers will leave rural areas. The equalisation of real wages between Oman and the emirates would not be enough to stop migration; only opportunities of employment and career development in Oman comparable to that of Abu Dhabi would cause spontaneous reduction in the number of migrating.

Socio-Cultural, Economic and Political Constraints:

As has been mentioned in earlier chapters on the VAE and Kuwait, Oman faces the same socio-cultural constraint in the form of neo-patriarchy and tribalism. This is evident from the labour force participation of Omani citizens mentioned earlier in this Chapter. As a result Omanis are still mainly engaged in rural and traditional sectors, alongwith a large portion engaged in civilian public sector.

In comparison to other Gulf countries, Oman's oil resources are modest. In the past Oman has relied on international and Arab aid to assist its development project and this factor can be expected to continue. Thus, paucity of enough fund acts as a constraint to the rapid growth of human resources.

As far as political factor is concerned, the growth of Oman's economy has been hindered by the war in Dhufar, which

continued sporadically, absorbing a large proportion of government expenditure. Oman has devoted a relatively large share of its resources to defence, even by GCC standards. In this way a large sum of its revenue or income, is invested in defence sector, which might have been otherwise directed in the field of education and health, and other public welfare services.

Despite, Sultanate's consistent efforts, these factors act as constraints and create hindrance in the way of human resources development.

Human Resources Development And Policy

The growth and diversification of the Omani economy are based on private sector development, but the scope of government planning has necessarily become more far reaching. The government development strategy is coordinated by the development council. The philosophy and strategy for development is expressed in the first and second five year development plans. These plans comprise the means for directing government oil reserves into productive investment into best overall interest of the Sultanate.

Thus the need was felt to invest a large sum of money for the purpose of human resources development. At the same time, Wilson found that social expenditure has risen enormously with the construction of hospitals, schools and finally, a university. The bills for maintaining health and educational service continue to rise, and the Government may face problems here in the long term given its limited oil resources⁷

Both development plans have focussed upon the diversification of economy through:

1. development of new sources of national income to complement and ultimately replace oil revenues;
2. Increased investment in revenue-earning projects;
3. development of infrastructure and national manpower resources; and
4. improvement of the civil service. In addition, the second Five Year Plan noted that it was important to:
 - (a) preserve the sound and stable financial position of the economy; and

7. R. Wilson, Gulf Trade and Finance: Trends and Market prospects. Graham & Trotman, London(1987)

(b) accelerate the rate of economic development and take into consideration the size of the (national) labour force.

The utilization of imported non-Omanis to facilitate economic development in the short term is a temporary measure. The rapid rate and large scale of infrastructure provision meant that augmentation of the national workforce was essential in the short term. But, as indigenous human resource development bears fruit, so Omanis will take a growing role within and make an increasing contribution towards development. A considerable reduced reliance on non-Omanis is planned for the late 1980s and early, 1990s.

REPLACEMENT OF NON-OMANI BY OMANI WORKFORCE

In 1985, Oman's labour force was estimated at around 4,40,000 only 31% of whom were Omanis. Of the more than 314,000 immigrants working in Oman, almost 90% were from the Indian sub-continent. Most of the migrants work in the modern private sectors. As of 1980, around 62% of active Omani nationals worked in the rural and traditional sectors. Most Omanis not engaged in agriculture work for the Government. By 1985, nearly a quarter of the total national

workforce (including almost all active women) was employed in the public sector. This was more than the number in agriculture, which had shrunk to about 15% of the country's workforce.

As a consequence of the oil price collapse in 1986, there has been a large reduction in Government and oil company contracts and a consequent exodus from Oman of many Asian workers and western businessmen. However, since the official immigration figures are thought by the Economist Intelligence Unit to be understated, perhaps by as much as 1,00,000, the exodus may not be revealed immediately in the statistics.⁸ More recently (1987), the Government stated that 50,000 foreign labourers had left the country in 1986, and another 50,000 would leave in 1987.

The planned replacement of the remaining non-Omani workers by nationals represents a particular responsibility of the education and training system (ETS) of the Sultanate. The philosophy of the ETS is that only through a careful process of improvement of the indigenous human capital can non-Omanis employed in the Sultanate be replaced by Omani-

8. The Economist Intelligence Unit. Arabian Peninsula: Economic Structure and Analysis EIV. London (1988)

national workers, while maintaining rapid economic progress.

Thus, the stress within the ETS is to:

(a) produce as many qualified and educated Omanis as possible;

(b) enable each Omani to develop personally to his or her full potential; and

(c) produce Omanis with qualifications and skills of most use in Key positions within the workforce.

In the short term, insufficient Omanis will graduate from the ETS to replace all the non-Omanis in employment in the Sultanat's economy. In this regard, the non-Omanis are to be selectively replaced by Omanis, without slowing the progress of economic growth.

THE EDUCATION AND TRAINING COUNCIL

Guiding on education and training system to produce school and training centre leavers who are moulded towards specific requirements of critical skills in the workforce is an ambitious and difficult task. The expansion of ETS (the growth of students enrolled and their choices of course) has to be carefully shaped. To help target the emphasis of the ETS, and to stimulate its development within policy guide-

lines, the Omani Government, therefore, established the Education and Training Council.

This ministerial Council established in 1977 is a leading policy maker in manpower development in Oman. The council's purpose is to set national objectives for the ETS, formulate policies and devise programmes to meet the manpower requirement of the economy. The council is chaired by the Sultan, and has eleven members, of whom eight are ministers. This indicates the high priority correctly given to human resource development in Oman today. Human resources development for the Omani nation and the economy as a whole constitutes the totality of the ETS; this comprises the wide range of the efforts to develop the Sultanate of Oman's human resources. The ETS is, therefore defined as including all the general and specialised education systems, pre-service training institutes, adult education and literacy efforts, as well as in service and part time education and training.

Table 4.6

Educational Establishments

	1974/75	1980/81	1983/84
Primary Education			
Schools	163	175	300
Pupils	49,229	106,932	164,316
Preparatory Education			
Schools	11	183	170
Pupils	571	13,729	23,337
Secondary Education			
Schools	2	15	29
Pupils	82	1,551	6,329
Teachers	2,115	5,150	7,509

Source - Statistical Year-book, taken from Middle East Economic Handbook, 1986, p.309.

PROGRESS IN HUMAN CAPITAL FORMATION;

The fiscal resources of the Government have allowed it to invest considerable amounts in the country's educational system. As documented by the Omani Directorate General of National Statistics, both the rates of investment and the result of those expenditure have been impressive:⁹

9. Sultanate of Oman: Development Council, Technical Secretariat: Director General of National Statistics, Statistical Yearbook, 1408 A.H: 1987 A.D. Muscat, Oman (1988)

(1) In 1970, school enrollment in the Sultanate totalled less than 1000. By 1983/84 the number of boys and girls enrolled in primary, intermediate and secondary education had reached 164,316.

(2) About 2040 students were enrolled at universities abroad in 1983/84, and over 2500 in agricultural, commercial and special schools.

(3) For higher education Sultan Qabus University was to open in 1986, having the intake of 580 students each year. It is operating now.

(4) The success in improving primary education was great even by Gulf Cooperation Council (GCC) standards. In 1978/79, there were 78,000 students at the elementary level; by 1983/84 the number had increased by 73% to more than 1,34,600. This represents an increase of some 15% per annum.

(5) Commensurate with the rising numbers of pupils, the increase in the number of teachers engaged at primary level was also spectacular, in 1979/80 there were about 2335 primary school teachers in the Sultanate. This had risen to 5010 by 1983/84, an increase of more than 100%.

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(6) The increase in teachers represents a major undertaking since most of these people have to be recruited and brought from overseas. In 1984/85, 78% of teachers were non-Omani, most were Egyptian. Efforts to increase the numbers of Omanis in the teaching staff are underway. Apart from replacement of foreign teachers by Omanis, the Government is striving for development of an Omani curriculum, use of increasing numbers of female Omani nationals, and an upgrading of the status of teachers.

(7) Progress has also been rapid in expanding secondary education. In 1978/79 there were only 685 secondary pupils (2 years previously they had totalled only 330). In the same year, there were 9 secondary schools with 32 classes. By 1983-84 the schools numbered 29 with 240 classes and an enrollment of over 6300.

(8) In 1983/84, a majority of the students (57%) were in the sciences, a pattern unusual in the Gulf where the arts are generally the most subscribed curriculum.

(9) In 1986, the country opened its first university. The University is actively involved with research that serves the needs of the Sultanate, and is planned to provide training for the community at large, the government, and private sector personnel.

(10) The University marked a major transition in human resource development in the Sultanate. It is very important from the perspective of the labour market, helping to supply much needed Omani workers at higher skill and educational levels.

(11) The Ministry of Social Affairs and Labour (MOSAL) is the largest provider of pre-service training in the Sultanate. At present, MOSAL's Director General of Vocational Training (DGVT) runs nine vocational Training Institutes (VTI) spread over the region of the Sultanate.

THE ECLIPSE OF THE TRADITIONAL EDUCATIONAL SYSTEM:

The Government has made great strides in the provision of modern educational facilities. In 1970, most Omani children were only receiving very basic traditional education in the Koran and Sharia Law in village based Kuttab schools. To assert that, in terms of economic development, the population was benefiting substantially from these institutions would be wantonly optimistic. The shortcomings of these schools caused the Government to embark upon the provision of new primary schools, staffed predominantly by expatriate teachers, rather than use the Kuttab as a basis on which to build modern primary education. Only in vil-

lages which are too small to justify the provision of a school has the traditional system been reinforced. In these instances, the payment of the teacher has been taken over by the Government

THE ESTABLISHMENT OF A NEW EDUCATIONAL ORDER:

The modern school system consists of three level: a primary level of six years, followed by three years' preparatory, after which there are a further three years' secondary education. In 1970, school enrollments in the Sultanate of Oman totalled only just over 900 students. By 1983/84, the number of boys and girls in primary intermediate and secondary government schools had topped 1,65,000. The number of government schools grew from three in 1969-70 to 176 in 1974/5 and to 499 in 1983-84. Some 2,230 teaches were employed in 1976. Over a quarter of these teachers were female. Government expenditure on education has risen from \$ 1.3 million (1971) to over \$ 14.7 million (1975). Moreover, some \$6.7 million were spent on development expenditure in education in 1974 and \$6.2 million in 1975. Not only this, after the establishment of the educational and Training Council in 1977. Oman has diversified its educational achievement. Except improving the primary,

intermediate secondary, and higher education it has also made significant achievement in Pre-employment Training, Vocational Training, Technical and Industrial education, in service or on-the-job training in the private sector etc.

Table 4.7

Education*

	1987/88	1988/89	1989/90
Government Schools			
Primary	367	370	388
Preparatory	249	267	283
Secondary	62	66	70
Pupils			
Boys	148,509	160,561	174,707
Girls	120,213	134,373	148,761
Teachers	11,990	12,860	13,695

*Figures cover general not specialised courses.

Source: The Middle East and North Africa, yearbook, 1995 p.771.

HEALTH

At the time of the 1970 coup the country had one hospital with twelve beds, operated by U.S.Missionaries, and nine

government health centres. ¹⁰ Now, 90% of the population is directly covered by a comprehensive health service, while the remainder is cared for by mobile clinics. The aim is that within the next seven years the entire population will be directly covered.

By 1993 there were hospitals in all the main centres of population, amounting to a total of 49 hospitals and 96 health centres. By 1992, 12,636 people were working in the Health Service of which 52% were Omanis. In the same year there were a total of 1,167 Omani doctors.¹¹ Meanwhile, the faculty of Medicine at the Sultan Qaboos University is training medical students to become the next generation of Omani doctors.

In September 1991, five new nursing schools were opened at Nizwa, Salalah, Sohar, Sur and Tanam to provide training courses for secondary school graduates of each region. Also the intake of nurses in the newly-extended Institute of Health Sciences in Muscat increased to 70 last year. Thus from 1994 onwards, over 200 nurses will graduate annually.

10. Calvin H. Allen, Jr. Oman: The Modernisation of the Sultanate (Westview Press, 1987) p.101

11. Oman 93, Issued by the Ministry of Information Sultanate of Oman. p.158.

The target of Omanisation among nurses is thus 17% by the end of 1995 and 40% by the year 2000. ¹² In 1970 trachoma, dysentery, tuberculosis and malaria were rife as a result of a lack of basic hygiene. The mortality rate, especially among children was very high owing almost total absence of medical facilities. Epidemics of diseases such as influenza and measles were a scourge to whole communities, particularly the bedu tribes. Now such is the importance given to health, that when financial constraints on public spending had to be imposed as a result of the collapse of world oil prices in 1986, the Health Service was virtually unaffected. The table given below provides the various health centres operating in the year of 1983.

TABLE 4.8 HEALTH CARE FACILITIES, 1983

Hospitals	15
Hospital beds	1,759
Health Centres	20
Health Centre Beds	358
Maternity Centres	4
Maternity Centre Beds	16
Total Medical Centres	39
Total beds available	2,133

*Source: central statistical office taken from Middle East Handbook. (Euromonitor publication Ltd., 1986) P.310.

12. *ibid.*, p.158.

Prevention is regarded as of paramount importance by the Health Service. Great strides have been made in child immunisation. Under the expanded immunisation programme, by the end of 1991, 92% of year old children had been immunised against tuberculosis, 94% against diphtheria and polio and 96% against measles. 97% of pregnant women were immunised against tetanus. ¹³

One of the successes of the Department of Preventive medicine in the Ministry of Health has been the prevention of blindness programme, launched to combat trachoma, an eye infection which results in ultimate blindness unless treated, and which used to be rife in villages in northern Oman, affecting children at an early age. Steady progress is being made towards the eventual eradication of this disease.

Malaria is one of the few health problems remaining in Oman. The antimalaria service was established in 1970 as a part of the Vector Control Division. The Malaria Control Section has since undergone various changes, and finally in 1990 a fully fledged department of Malaria Eradication was established.

13. Oman 93, Issued by Ministry of Information, Sultanate of Oman. p.160

To counter the problem of malnutrition among children, the Ministry of Health introduced a children's health card in 1990 which records the growth of the child in such a way that any level of malnutrition will immediately be obvious.

The showpiece of the Health Service is the superbly equipped Royal Hospital, which was opened in 1987. It has 630 beds, including 30 special care baby units, and a large modern accident and emergency department. Under the fourth Five Year Plan (1991-95), a new 200-bed regional hospital at Ibri was currently under construction, and was scheduled for completion in 1994.

Due to large investment made in the field of Health Services, general health standards of the Omani citizens has improved a lot. While birth rate has remained almost high, death rate has declined rapidly. This is the main reason behind the rapid growth of Omani national population since 1970. This is very much clear from the figures given below in the table:

TABLE- 4.9

BIRTHS AND DEATHS (UN ESTIMATES, ANNUAL AVERAGES)

	1975-80	1980-85	1985-90
Birth rate (per 1,000)	47.1	44.4	43.0
Death rate(per 1,000)	12.7	7.9	5.6

Expectation of Life (UN estimates, years at Birth 1985-90):
67.9 (males 66.2, females 69.8)

Source: UN, World Population Prospects, The 1992 Revision.

PROSPECTS OF HUMAN RESOURCES DEVELOPMENT:

Previously we saw some indicators of the gains made to date in human resource development in Oman. Due to proper planning and right policies adopted by Sultanate of Oman achievement in praiseworthy in last two decades. However, there remains the question of identifying which key factors may retard or at least slow progress in this area. Two areas related to the budget and the country's fiscal capabilities appear to have special significance in this regard:

- (1) The manner in which Government expenditures are likely to impact on the economy, particularly with regard to

the effect they have on the growth of certain key sectors and subsequent demand for labour from these sectors.

(2) The manner in which other budgetary categories may in a fiscal environment of relative austerity, compete with education for funding.

DEFENCE EXPENDITURE

As noted above, Oman has devoted a relatively large share of its resources to defence, even by GCC standards. A recent study by Looney of the Omani Economy indicates that there is a good chance these allocations may have diverted potential resources in recent years from other activities, particularly manufacturing.¹⁴

Certainly by 1985, Oman's defence expenditures were taking a toll on the country's industrial development, as falling oil revenues combined with high defence expenditures to create a series of strains on the economy. It is hard to assess the precise effect this development may have had on the demand for trained Omani workers, given the rapid exodus of foreign workers at the current time. However, it is

14. Robert E. Looney. An Economic Assessment of Oman's industrial diversification efforts. Submitted to Orient (1970).

apparent that labour market were becoming slack. The slack labour markets in certain areas will act as a deterrent to Omanis investing in additional education and training.

RELATIVELY LARGER YOUNG AGE POPULATION:

According to World Development Report 1992, almost half (46.3%) of the population falls between the age-group of 0-14 years. This poses a serious constraint for the availability of labour force, and thus dependence on expatriate labour is likely to continue in near future.

LOW PARTICIPATION OF WOMEN IN ECONOMIC ACTIVITY;

Women, which constitute almost half of the native population, are the least active category in economic activities. This is clear from the earlier description. It is imperative to train and educate them and change the traditional attitude towards their role in society, so that they can be incorporated on massive scale in various economic activities.

EMIGRATION OF OMANI NATIVE LABOUR:

Unless, proper incentives and high wage structure is provided by the Sultanate, it is difficult to restrict the

outflow of native workers to rich Gulf countries. This is another handicap in the utilization of its own human resources.

LOW LEVEL OF ENROLLMENT IN TECHNICAL AND VOCATIONAL COURSES:

Although, Education and Training Council, since its establishment has tried to improve the educational facilities, quantitatively as well as qualitatively, but still particularly in the field of technical and vocational courses enrollment has not reached to such a level, which can produce sufficient skilled human resources to reduce its dependence on expatriate workforce.

Thus, we see that although the Sultanate of Oman is very much keen to improve its human resources, but simultaneously there are certain constraints which are operating on this process, which is likely to result in Oman's continued dependence on expatriate workforce in near future.

CONCLUSION

The overall and general aims of education, training and human resource development, and their contribution to economic growth, are accepted and highly valued in the Sultanate. Only through investment in human resource development,

can national individuals play a full and mature role in Omani society in general and economic development in particular. The ministerial Education and Training Council and other development planners in Oman are intent upon improving the human resources of the country. It is intended that the outputs from education and training systems in their entirety should be related to the manpower requirements and labour market needs of developing economy. The planning of education and training to serve such a sophisticated aim, in the context of the unusually rapid development of the Omani Economy is complex and daunting. But it is certainly a valid and current perspective, one that is mirrored increasingly in the other Gulf States.

From the start, Oman's development proceeded at a rapid pace, but was well planned. By comparison with some of its neighbours, Oman's oil resources were modest. It, therefore, avoided prestige projects and concentrated on the building of sound infrastructure, and on education and health. By good fortune, the financing of development was greatly aided by the steep increase in world oil prices in the 1970s

Whereas other Gulf countries are constrained by labour resource limitations. Oman's relatively large indigenous

population and the quality of education now being offered to the majority of those of school age suggest that considerable expansion of the non-oil economy may be possible in coming years.

The growth of non-oil economy on massive scale is only possible through diversification of economy and rapid progress in human capital formation. Keeping this factor in view the Education and Training Council of Oman has been successful in strategy and policy definition, and the various executive ministries are keen to expand further to fulfill their particular responsibilities in human resources development. Some early results should give encouragement for further efforts. For it is with investment in education and training that Oman is ensuring a balanced but dynamic economy and society of the future.

But simultaneously, Oman has been facing some socio-cultural, demographic, political, economic and other constraints, which create bottleneck in the progress of human resources development, which has been mentioned in this chapter. These constraints are likely to continue in near future, resulting in insufficient growth of its indigenous human resources. As a result, Oman's dependence on foreign human resources is likely to continue in near future.

CHAPTER - V
CONCLUSION

Human resource development issues are particularly important for the Gulf countries because with the obvious exception of oil, these countries are relatively poor in other natural resources. The present study mainly concentrated on three case studies among Gulf countries, namely: the United Arab Emirates, Kuwait and Oman.

After the discovery of oil, and particularly after the in-flow of massive oil-revenues, all the three countries have made rapid socio-economic transformation. In comparison to the United Arab Emirates and Kuwait, Oman has a relatively lower per capita GNP. Particularly, the United Arab Emirates and Kuwait became one of the wealthiest nations in the world, in terms of per capita GNP. Even Oman's relatively lower per capita GNP did not act as an obstacle in it's rapid socio-economic transformation.

In the post oil-era, and particularly during the decades of 70s and 80s these countries started various developmental projects. They started to diversify their economy in order to reduce their excessive dependence on oil revenues. Besides this, being traditionally paternalistic in nature, these states developed themselves on the model of welfare states. To fulfill this goal massive investments were made in the field of social-infrastructure.

To fulfill the need of rapid socio-economic transformation of their societies, a large chunk of skilled and non-skilled labour force was required. But except Oman, the other two countries were having a very small indigenous population base. Even in case of Oman, the relatively large population base was mainly involved in agriculture, fishery and other traditional economic activities. Thus to fulfill the need of diversifying the economy all the three countries had to depend on expatriate labour force. Abundance of oil wealth and rentier economy in the case of the United Arab Emirates and Kuwait, also produced a rentier mentality among it's citizens. This created a sense of apathy towards entrepreneurial activities and menial jobs. In the case of Oman, alongwith immigration a process of emigration also underwent simultaneously, due to relatively more lucrative and high wage-earning jobs available in neighbour wealthier states. In sum, all the three countries imported a large number of immigrant labour to fulfill their various developmental projects.

Due to massive inflow of immigrants and their dependents, the national population of the United Arab Emirates and Kuwait was being gradually outnumbered by aliens. Within a few years, after the advent of the oil era almost

more than half of the total population of these two countries were non-nationals. This created a sort of socio-cultural and political threat to these countries. In the case of Oman, although non-nationals didn't represent such a large percentage of the total population, but dependence on expatriate workforce was very much present.

Increasing dependence on expatriate labour force created not only economic concern, but also a kind of socio-cultural and security concern particularly in the case of Kuwait and the United Arab Emirates. In the case of Oman, emigration on large scale of its native labour force, created a sort of labour shortage, almost in every economic activities. Thus, the need was felt to reduce the dependence on expatriate workforce and develop their own human resources in all the three countries.

As a result, massive investment were made in the field of education and health, alongwith other welfare services. Various programmes and policies were formed by the governments of these states, to improve their native human resources. But, simultaneously various demographic, socio-cultural, economic and political constraints were operating in the way of human resources development of these countries.

Among demographic constraints, a small population base (in the case of the United Arab Emirates and Kuwait), a very large percentage of population between the age-group of 0-14 years in all the three countries, and low level of participation of native people in economic activities were prominent. Even labour force structure was such that a large percentage of native labour-force was concentrated in a few selective occupations. Low level of women participation in labour force was prevalent in all the three countries.

Among socio-cultural factors, patriarchal nature of the society and prevalence of tribalism were important constraints. Family, tribe and kinship allegiance were given priority than nationalist allegiance. Attitudes towards women and their confinement to a few traditional occupations was another constraint in the effective utilization of almost half of the indigenous human resources.

In the field of economy, the main constraint was the nature of economy being rentier, particularly in the case of Kuwait and the United Arab Emirates. This created a rentier mentality among their citizens which was an obstacle in the development of entrepreneurship and productive activities. In the case of Oman relatively modest level of oil revenues

acted as a financial constraint to it's rapid socio-economic growth.

Politically, their vulnerability to invasion and sometimes internal unrest (particularly in the case of Oman) acted as a compulsion to invest a large share of national budget in defense expenditure. Alongwith this, a number of constraints were inherent in welfare state system of the governance. It has created a feeling of apathy among their citizens towards the sense of national responsibility. Citizens are more concerned with the rights to welfare than their duties towards the nation and society.

In spite of all these constraints, achievements in the field of human resources development are quite relevant, considering the short period of progress these countries have undergone in the post oil era. Almost free health services are provided to all nationals in these countries. Their life expectancy at birth has reached a high level, and death rate has declined rapidly. In the field of education, almost free educational facilities are provided upto all standards. Enrollment at primary and secondary levels has rose up tremendously. Rate of literacy and enrollment of female students has gone up. But inspite of making rapid

quantitative progress in the field of education, the overall qualitative progress in this field is not suited to declared aims of the governments which was based on modern industrial economies. The overall focus of educational programme is religious-humanistic and nationalistic. Enrollments at tertiary level and higher education is not satisfactory. Enrollments in technical and vocational courses are very low. Thus these countries are not able to achieve a satisfactory progress in the field of technical, managerial, and professional skills creation among it's citizens.

Due to various socio-cultural, demographic, economic and political constraints combined with qualitatively low achievements in the field of education, these countries are likely to depend on expatriate work force in near future. In spite of the best efforts and massive investments made, by these countries to improve their human resources, they are still very much dependent on non-national human resources. In order to improve their human resources to it's maximum potential not only a new set of government's strategies and programmes are needed, but attention should also be given towards various constraints while making these strategies to successfully cope up with them. It is only then, these states can reduce their dependence on expatriate

labour force. Atleast a successful beginning has been made by all these countries, but a lot is needed to be done in near future. Seeing the availability of oil-revenues and government's keen interest to improve their indigenous human resources, it can be concluded that trends of human resources development in all these countries seem to be going in a positive direction but with a slow speed, varying in degree in all the three cases. Thus their dependence on foreign human resources are likely to continue at least in coming few decades.

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