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This Guide

Working abroad sounds to many people like an adventure.

However, without thorough preparation, starting with a successful application, it is bound to fail. Therefore, Expertise in Labour Mobility (ELM) has prepared a set of country guides describing the main routes to employment in over 40 countries. Are you interested in working in Australia, France or China? Has your partner accepted a job in Hungary, Switzerland, or Italy?

Are you looking for an internship possibility in the United Kingdom, Singapore or the United States of America? The Looking for work in... guides from ELM will help you with accurate information and practical tips on working cultures and differences in job hunting in over 40 countries.

As an extra addition to the series – following many requests - ELM introduced a new guide: Looking for work in International Organisations which explains how to successfully look for work in for instance the institutes of the European Commission, UN institutions and NGO's.

This guide contains information on the United Arab Emirates. It tells you how to apply for a job in the UAE and the cultural differences that you will come across when looking for a job in the UAE. Do not underestimate those national differences. What is common in one country might be very unusual in another country. Despite globalisation,

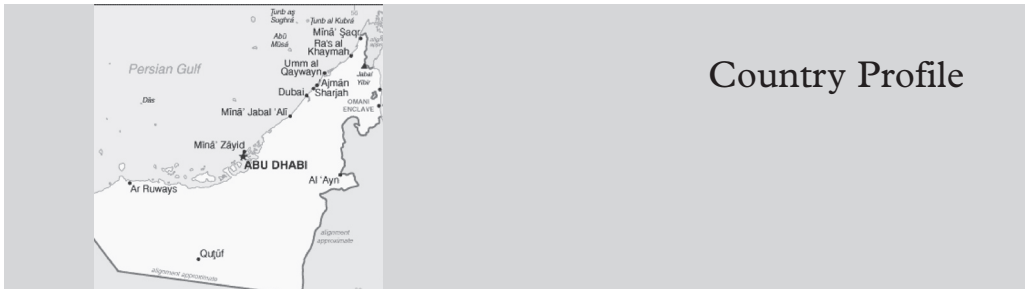
to find a job abroad you need to be aware that national differences manifest themselves not only in different languages, but also in different recruitment practices. Thus, looking for work in another country involves more than writing your CV/resume in another language.

No matter the country in which you are looking for work, the key focus of your CV should be to persuade the employer to invite you for a job interview. Accordingly, your CV should be regarded as a marketing tool, adapted to the market in which you intend to use it. The information in this guide, together with the sample CV, will help you to adapt your application for the job market of the United Arab Emirates. However, make sure your application remains a reflection of your personality. Working abroad is one thing, but having a job that does not suit you will definitely cause homesickness!

A handwritten signature in black ink, appearing to read 'Nannette Ripmeester', with a horizontal line underneath it.

Nannette Ripmeester, MA
Managing Director
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Country Profile

Country

The United Arab Emirates, (Al-Imarat al- Arabiyya al Muttahida), are located in the Persian Gulf and has a surface of 83,600 square kilometers (51,947 square mi). The capital of the United Arab Emirates is Abu Dhabi, and in the North West the country is bordered by Qatar, in the West and the South by Saudi Arabia, and in the East and South East by Oman. In the North, the UAE has a coastline of approximately 700 kilometers along the Arabic Gulf. Even though more than 80 percent of the UAE consists of desert, the country is characterised by contrasting landscapes; from dunes and oases to steep mountain-like areas.

The United Arab Emirates consists of seven federations which are Abu Dhabi, Dubai, Sharjah, Ras al-Khaimah, Ajman, Umm al-Qaiwan, and Fujairah, of which Abu Dhabi is the largest (71,000 square kilometres) and Ajman is the smallest (250 square kilometers). Each Emirate is named after its main town or city and is controlled, both politically and economically, by a different

sheikh. All Emirates have their own distinct features. Abu Dhabi is an oil state, third in the Gulf after Saudi Arabia and Kuwait. Dubai is one of the most modern and vibrant cities in the Gulf, and is the second richest Emirate. It is known as the main trading port in the region, even before the discovery of oil in the 1960's, which boosted the financial situation and the economic modernisation. Dubai is currently one of the Gulf's main business centres, and is accounting for about 85 percent of the Emirates re-export trade, and has one of the busiest airports, a large free-trade zone at Jebel Ali and a huge dry-dock complex.

Climate

The United Arab Emirates owns a desert climate, wherein the temperature can exceed 50 degrees in the months of May until September. The climate is hot and humid, particularly in the summer, when temperatures are on average between 40°C and 45°C, sometimes even over 50°C. Summer lasts for approximately five months. During the rest of the year it remains warm, although temperatures are not as high during the rest of the year. From October to April, the climate is a bit cooler, wherein the temperatures may vary from 14 and 23 degrees. There is an approximate sunshine rate of at least 3,500 hours per year. On average there is a rain precipitation of 42mm per year.

On the other hand, inland temperatures, especially at night, can drop far below 10°C in the winter.

Population

The population of the UAE is estimated at 4.9 million, where there is a population growth of about 6.9 percent. Of this number of inhabitants, more than 70 percent is of male gender, which is due to the cause of the fact that the country is largely dependant on foreign employees. A remarkable finding is that the Emirati population is predominately young; a little more than half is 20 years of age or younger. More than 60 percent of the population is of Asian origin (mainly workers from India, Pakistan and Bangladesh). Westerners, own an estimated 5 percent of the population, whereas the other number of the population is defined by the Iranese, and other inhabitants of other Arabic countries.

History

The earliest settlements in the United Arab Emirates date back from the Bronze Age. In the 3rd century BC, a culture known as 'Umm an-Nar's' arose near Abu Dhabi, and its influence extended to the coast of Oman. The Greeks were the next major cultural influence and there have been ruins found showing strong Hellenistic features at Meleiha, about 50 kilometres from Sharjah, and at Al-Dour, in the Emirate of Umm al-Qaiwan. During the Middle Ages, the region was part of the kingdom of Hormuz, which controlled the entrance to, and most of the trade in, the Gulf and gave it the name Straits of Hormuz.

The Portuguese arrived in 1498 and by 1515 had occupied Julfar

near Ras al-Khaimah, building a customs house that taxed the Gulf's flourishing trade with India and the Far East. In 1633, the British, who began exercising their naval power in the Gulf in the mid-18th century, ousted the Portuguese. The British came into conflict with the Qawasim tribe, a seafaring clan whose influence extended to the Persian side of the Gulf. The British dubbed the area the Pirate Coast and launched raids against the Qawasim. In 1820, the British fleet systematically destroyed or captured every Qawasim ship it could find. The British then imposed a General Treaty of Peace on nine Arab sheikhdoms in the area and installed a garrison in the region. As life quieted down, Europeans took to calling the area the Trucial Coast, a name it retained until 1971. Throughout this period, the main power among the Bedouin tribes of the interior was the Bani Yas tribal confederation, made up of the ancestors of the ruling families of modern Abu Dhabi and Dubai. The Bani Yas were originally based in Liwa, an oasis on the edge of the Empty Quarter, but moved to Abu Dhabi in 1793. After the British outlawed slavery along the coast, the Bani Yas took over the slave trade and Buraimi became Eastern Arabia's main slave market - a position it held right up until the 1950's.

The British were not particularly interested in what the Bedouin were up to; the British focus was on securing their communication with India and keeping European competitors, such as France and Russia, out of the region. They formally established a protectorate over the Trucial Coast in 1892 but let the area remain a backwater of fisher people, pearl divers and Bedouin until the early 20th

century. For most of this colonial period, Sharjah was the most populous and powerful of the Emirates but it lost influence to Abu Dhabi as the 19th century drew to a close; later Abu Dhabi became over-shadowed by Dubai.

The prospect of oil eventually changed the British' laissez-faire attitude completely. Before oil concessions could be granted, boundaries between the various sheikhdoms had to be determined. Since none of the local rulers could agree, it was left to the British to demarcate the borders of the seven Emirates that would eventually make up the United Arab Emirates. The first oil concessions were granted in 1939, but oil itself was not found for another 14 years. Exports from Abu Dhabi began in 1962, eventually turning the poorest of the Emirates into the richest. Meanwhile, Dubai concentrated its energies on cementing its reputation as the region's busiest trading post. It was already a successful entrepôt in 1966, when it was found to have oil of its own. The other sheikhs were less lucky and turned to Abu Dhabi for subsidies.

Britain's announcement in 1968 that it intended to leave the Gulf in 1971 came as a shock to most of the ruling sheikhs. The original plan of the British was to form a single state consisting of Bahrain, Qatar and the Trucial Coast, but this plan crushed almost immediately. Negotiations eventually led to the independence of Bahrain and Qatar and the formation of a new federation - the United Arab Emirates - in 1971. At the time many outsiders