

EXPATRIATE WORK FORCE IN THE GULF COOPERATIVE COUNCIL [GCC] COUNTRIES: A SHORT PERSPECTIVE

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ABSTRACT

The Gulf Cooperative Council (GCC) countries [Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and United Arab Emirates] have been an attraction for expatriate workforces over the last few decades. The prime reasons behind this trend are the promise of tax-free expat salary packages, exciting and dynamic job markets and promise of high quality of life and attractive savings. Existence of huge manpower resources with much lower incomes and higher unemployment rates in the vicinity of the GCC countries and closeness of cultural aspects have been an additional reason for influx of expat workforce to these countries. Owing to booming economy in the GCC countries, the following types of workforces from abroad are rushing there; these are (a) white color jobs in the descending order: accountant, IT personnel, teachers at various levels, manager, engineer, executive, coordinator [secretary], civil engineer, senior engineers, director, sales person, mechanical engineer, analyst and junior executive, (b) shop floor workers in supermarkets, (c) common workers in agriculture, building and construction sectors, municipalities, cleaners in private and government premises and (d) house hold workers in all areas. Apart from the above types of workforce, the health sector (both private and; public) in almost all of the GCC countries constantly needs doctors and supporting staff to cater the need of their populations. In the present article, we have tried to give a brief perspective of the trend of the expatriate work force coming from other countries particularly from the Indian Sub-Continent. Concurrently we have tried to find and analyze the most probable causes attributing to this trend. The present investigation might be useful for all concerned with HR sectors inside the GCC countries and elsewhere.

KEYWORDS: GCC, Expat Workforce, Manpower, HRM