

Paper for presentation at the 2009 IUSSP conference in Marrakech, Morocco, September 27-October 2, 2009, Session 603 on “International Migration” (organized by Ayman Zohry)

TRENDS AND POLICIES FOR CONTRACT WORKER MOBILITY OF ASIANS TO THE GULF COOPERATION COUNCIL COUNTRIES

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Contract worker mobility has become a vital factor that affects many facets of life in the countries of destination as well as origin today. In the Gulf region, all six Gulf Cooperation Council (GCC) countries continue to rely heavily on Asian contract workers for filling many different jobs in all sectors of economic activity. Many new projects would not have been realized without the presence of contract workers in the construction and other industries. At the same time, systematic efforts are being made by GCC countries to reduce this reliance by replacing non-nationals with nationals and promoting the employment of nationals. The policies to restrict contract worker mobility have received focused impetus from the increasing levels of unemployment among nationals, especially the youth, in recent years (Shah, 2007). On the surface, the goals of the destination countries to maintain a high level of economic and social development and at the same time limit the inflow of contract workers appear to be somewhat contradictory.

For the sending countries, the sustained outflows have become an important element of development. Remittances for some countries are a major source of foreign exchange earnings. Unemployment in several of them would have been much higher in the absence of migrant outflows. In view of the contradictions in goals of the senders and receivers, there is a need for achieving coherence between various types of policies that currently exist for regulating the labor market, developing indigenous human resources, and at the same time bringing in foreign contract workers to fulfill labor market needs in the most rational manner.

Within the last year or two, the situation has been made even more complex as a result of the global economic recession and its impact on the GCC countries. Issues pertaining to the continuation in demand for foreign workers, their substitution by indigenous workers, impacts of remittances on the sending and receiving countries, and the effects of the recession on the migrants and their families have been addressed at several international meetings. It is probably too soon to gauge the full impact of the global crisis on the GCC region and its consequences for migrant workers. However, a slow down in the economic growth rate of all the GCC economies is indicative of the inroads made by the recession on these countries. The slow down combined with policies that were already in place to curtail migrant worker inflows is likely to stem the rising tide of outflows seen during the early and mid 2000s.

Given the above background, the objectives of this paper are: (i) to outline the trends in contract worker mobility from Asian countries to the GCC countries, including the latest period since the global recession and (ii) to discuss the various policies of the sending as well as receiving countries governing the outflows, stay, and protection of such workers. The paper focuses on contract worker mobility from 8 countries namely Bangladesh, India, Indonesia, Nepal, Pakistan, Philippines, Sri Lanka, and Thailand.

A. TRENDS IN CONTRACT WORKER MOBILITY: ANNUAL OUTFLOWS, STOCKS, SKILL LEVEL, AND FUTURE INDICATIONS

A. 1: Nationals and non-nationals in GCC population and labor force

The paucity of reliable, accurate, and current data on migration has been one of the problems in analyzing the trends and patterns of migration of Asians to the GCC countries. Compared to the 1980s and 1990s, data collection systems have improved considerably in many of the sending Asian countries and it is now possible to find electronic information on some basic characteristics of migrants for several of the countries addressed in this paper. However,

the maintenance and updating of databases varies from country to country. While some countries have good systems for regular updating, others lag behind. Table 1 shows the total population and labor force of the GCC countries disaggregated according to nationals and non-nationals. An attempt was made to find the latest available data for each country.

The total population of the GCC countries in 2005 was 35.9 million, of which expatriates comprised about 12.8 million (35.7 %). It is estimated that the total population of the GCC countries increased slightly to 36.2 million in 2007, prior to the global recession. Some estimates indicate that the total population in the GCC countries may be as high as 39.4 million (Kapiszewski, 2006). Thus, estimates of the total GCC population for the mid 2000s vary by about 3 million.

In terms of the percentage of non-nationals in their population, the six GCC countries differed considerably in 2007. In Saudi Arabia, a little more than a quarter of the total population consisted of non-nationals, while in Oman as well as Bahrain about 30 % of the population was non-national. In Qatar and the UAE, on the other hand, more than 80 % of the population consisted of expatriates. Data from Kuwait show that the percentage of non-nationals in its population has increased from 66 % in 2005 to 68.8 % in 2007, but has recently shown a small downturn in the percentage of expatriate population to 68.4 % (PACI, 2005, 2007 and 2008). While the small downturn may seem inconsequential, it is worth comment in view of the fact that such a downturn has been observed for the first time in the last 13 years since 1995 (PACI, various years).

About a third of all residents in the Gulf were in the workforce in 2005, numbering about 11.1 million (Table 1). When examined as a percentage of the work force, non-nationals comprised well over half in each of the GCC countries. The reliance on foreign workforce

ranged from about 53.8 % in Saudi Arabia, the largest country, to 85.5 % in the UAE, 83.9 % in Kuwait and 92.5 % in Qatar.

A.2: Annual outflows by country of origin

The percentage of Asians, relative to Arabs, in the GCC countries has been increasing over the years and now stands at about two-thirds of all non-nationals (Shah, 2004; Kapizweski, 2004). Saudi Arabia has traditionally been the largest recipient of contract workers from Asia, and continues to be so, for most of the countries of origin. In terms of the most recent outflows on which data are available, the salience of UAE has increased in case of some countries, as discussed below.

Data on annual outflows from the eight countries to the six GCC countries are shown in Table 2 since 1990, wherever available. One feature that is common to all countries is the increase in the total outflows from each of the countries over time, almost linear in nature for each country. In case of Bangladesh, the number of migrants increased by more than six times from less than a hundred thousand in 1990 to more than six hundred thousand in 2008. The increase was equally marked in India with the outflow increasing from 133,561 in 1990 to 770,510 in 2007. The number almost tripled in case of Indonesia, more than quadrupled in case of Pakistan, and more than doubled in case of the Philippines. In case of Nepal and Sri Lanka, the numbers increased but to a lesser degree. Compared to other Asian countries, the outflows from Thailand were much smaller numbering from 6-8 thousand persons during 1995-2001. There was a marked increase from about 6,000 persons in 2001 to 17,404 persons in 2006. Thus, the recent history of the major Asian senders indicates that just prior to the global recession the predominant trend was one of increased labor migration to the GCC countries. A reversal of the upward trend during the 2000-2007 period, if experienced widely, is therefore likely to affect a large number of migrants and their families.

The last row for each country in Table 2 shows the percentage breakdown for the latest period in terms of the country of destination. In case of Bangladeshis and Pakistanis, the UAE was the largest destination, with 65.2 % of the Bangladeshis and 58 % of the Pakistanis going there. The UAE was also a destination for 40.6 % Indians and 25.7 % Filipinos. In case of Indonesian migrants, Saudi Arabia was the destination for almost 89 % migrants in 2006. About half of all Filipino migrants were headed for Saudi Arabia in 2007. In case of Nepali migrants in 2006, Qatar was the destination for a majority (62.5 %). In case of migrants from Sri Lanka, there was a less marked concentration according to destination. While almost 40 % of Sri Lankans went to Saudi Arabia, almost 20 % of them went to Kuwait, Qatar and the UAE each. In terms of the proportional outflows from most countries, Bahrain was the smallest recipient of migrants. Thus, we found that there was a fair amount of diversity in the destination of outflows from various sending countries which probably reflects the employers' as well as migrants' preferences, or may be a result of the initiatives of recruitment agents in the countries of origin and destination.

A.3: Stock in GCC countries from various countries

Table 3 presents information on the stock of non-nationals in the GCC countries. Data on stocks of migrants in Nepal, Bangladesh, India and Indonesia pertain to 2002-4, while that for Pakistan, Philippines and Sri Lanka cover 2006-7. Information on the stock of migrants from Thailand was not available. Keeping the above temporal differences in mind, we found that India had the largest stock of expatriates in the GCC countries (3.4 million) followed by Indonesia (2.7 million), Philippines (2.0 million) and Pakistan (1.5 million). A comparison of the above figures with those estimated in the early 1990s suggests that the stock of contract workers is now much larger. In 1993 it was estimated that the stock of overseas workers was about 0.5 for Bangladesh

and Sri Lanka, 1.3 million for Pakistanis and 1.5 million for Indians (Shah, 1995). Thus, the early 2000s seem to have been a period of a significant expansion in outflows and the consequent stock of Asians in the Gulf.

A.4: Skill level of migrants by country of origin

In terms of the skill level of the migrants, we could find information for only 5 of the eight countries. For all of the countries, a majority of the migrants belonged to non-professional occupations. In case of Bangladesh 45 % belonged to the unskilled category while 47 % Pakistanis were in this category. In case of Indonesia about 99 % were in the domestic helper category while 54.3 % of Sri Lankans were in this category. Among the Filipinos, about three-fourths were either in the service occupations, most likely in domestic work, or in production related occupations. Hence, the occupation profile of migrants from most countries indicates that migrant workers are concentrated in relatively low or unskilled occupations.

A.5: Possible consequences of the global recession on future demand of workers

In the recent past, starting in early or mid 1980s, the global recession has also affected the GCC economies as indicated by a slow down in their growth rates. A large part of this is a result of the decline in oil prices. The stock markets have also recorded a decline as a result of the withdrawal of foreign institutional investors. A major recovery is not yet in sight at a world wide level, as indicated in a letter from the President of the World Bank to the leaders of the G8 summit held in July 8-10, 2009, in which he cautioned that despite some stabilization in the world economy “2009 remains a dangerous year. Recent gains could be reversed easily and the pace of the recovery in 2010 is far from certain” (Kuwait Times, July 7, 2009, p.21). At the same time, the price of oil has hovered around US \$ 60-70 compared with the very high prices, around US \$ 140, seen a few months ago. All of the above factors are likely to slow down the economy

of the GCC countries further. Dubai, which was one of the largest recipient of foreign workers from several countries in 2006 and 2007, has been especially affected by the global economic crises. Many stories about massive reduction in sales, closure of businesses, suspension of major construction projects, as well as rising unemployment and layoffs have been reported in the Press in recent months.

Preliminary analysis of data from Kuwait provide some indications of a negative impact of the slow down on the annual growth rate of the non-national population, shown below.

Annual growth rate (%)	Kuwaitis	Non-Kuwaitis	Total
2000-2005	3.28	6.01	5.04
2005-2007	3.25	9.49	7.46
June 2007-Dec. 2008	3.07	1.86	2.23

In order to gain an insight into the sectors where the declines occurred in Kuwait, the percentage change in the number of workers in various occupations in June 2007 was compared with that in December 2008, as presented in Table 5. A general finding from Table 5 is that the percentage of non-Kuwaiti females in the labor force declined by about 2.6 %, while the males made a small gain of 1.9 %. The main sector in which a decline occurred in case of male as well female workers was the service sector, 19.6 % in case of females and 15.9 % in case of male workers. Implications of such a decline are likely to be greatest for the countries where a majority of migrant workers consist of domestic workers, such as Sri Lanka and Indonesia.

B. GOVERNMENT VIEWS AND POLICIES RELATING TO IMMIGRATION AND EMIGRATION

Table 6 shows the views of the eight sending country governments regarding emigration level (outflows) and their policies pertaining to it, and the views of the six GCC countries regarding immigration levels (inflows) and their policies. The emigration outflows of the senders

translate into immigration inflows for the receivers. A stark contradiction in approach of the sending and receiving countries is obvious from the views and policies expressed by their governments. Of the 8 sending countries, 6 had a policy to raise emigration while the remaining two (India and the Philippines) had a policy to maintain emigration. Almost all the GCC countries on the other hand, except Bahrain, had a policy to lower immigration.

In the context of the contradictory policies highlighted above, the supply of workers is bound to exceed the demand. The abundant supply of workers has resulted in a fair degree of competition between workers from different countries. One of the consequences of the above is the stagnation, or even decline in wages. The high demand for mobility to GCC countries has seen the growth of irregular and illegal migration and visa trading. In the above situation, the protection of workers becomes exceedingly difficult. The next section provides a description of the major policies of sending countries aimed at enhancing the supply of workers and the restrictive policies of the receiving countries designed to curtail migration.

B.1: Policies of sending countries for enhancing supply and regulating emigration

Most of the sending countries have instituted legislative and administrative measures designed to increase and regulate emigration and to ensure the protection and welfare of migrant workers. With the exception of Indonesia and Nepal, a comprehensive listing and discussion of the types of measures taken by 6 of the 8 countries included in this paper is given in Shah and Arnold (1986) and Abella (1992). All six countries have promulgated rules and regulations to streamline the process of emigration. For example, all of them have defined a minimum wage, a limit to the amount that may be charged to a migrant worker, and the requirement of a security bond. They all have issued regulations for the work of recruitment agents who may not operate without a license. All six countries have appointed labor attaches in their embassies in receiving

countries for the protection and welfare of their nationals as well as for market development. New migrants must register with the agencies responsible for regulating migration within the country and pay a fee which usually includes a sum for insurance and worker welfare. It is on the basis of such registration that most of the sending Asian countries publish their estimates of annual outflows, used for the tabulations shown in this paper.

In some countries, like Pakistan and the Philippines, specific agencies have been created with the purpose of promoting the welfare of migrant workers. The Overseas Pakistanis Foundation (OPF) in Pakistan and the Overseas Workers Welfare Administration (OWWA) in the Philippines are two such bodies. Recognizing the fact that the Philippines is one of the largest labor exporting countries, the OWWA aims to provide protection to these migrants through the institution of three elements: a mechanism for repatriation, provision of insurance and loans, and education and training (Agunias and Ruiz, 2007).

A comprehensive comparative analysis of five Asian sending countries, namely Bangladesh, India, Pakistan, Philippines and Sri Lanka, was conducted as part of the Colombo Process, a regional consultative effort spearheaded by the International Organization for Migration, and is published on its website (www.colomboprocess.org). In this report, comparative studies of various countries were published on the rules, regulations, and institutional developments, as well as pre-departure orientation programs and welfare programs. The report also includes case studies of the remittances flows, their utilization and impacts in Bangladesh and India (IOM, 2005).

B.2: Policies of receiving countries for restricting immigration

In the GCC countries, concrete policies aimed at reducing the numbers of foreign workers have begun to be implemented with a great deal of seriousness during the last ten to fifteen years. The main aim of such policies is to promote the employment of nationals, while reducing the number of expatriates. Statements about the need for indigenization of the labor force and a reduction in the percentage of the expatriate population and workers have been made for many years (Al-Ramadhan, 1995; Winckler, 1997). At the present time, four different types of policies aimed at restricting the supply and the stock of contract workers in the GCC countries may be identified, as follows: i) nabbing and deportation of illegal workers; ii) stricter regulation of visa issuance; iii) restrictions on visa trading; and iv) indirect policies that may increase the cost of living, hence restricting the supply of workers. Each of these is discussed below.

B.2.i: Nabbing and deportation of overstayers and illegals

An irregular or illegal migrant can be found in the GCC countries as a result of any of the following. First, a person may enter the country illegally (either without required documents or with fictitious documents). Second, the person may become illegal through overstaying after the contract and the legal residence period has expired. The third type of irregular stay occurs when a migrant worker takes up employment for a person other than the sponsor, which often occurs as a result of visa trading, discussed later.

Vigorous efforts have been made in most GCC countries to nab and deport illegal residents. In June, 2005, for example, Saudi authorities arrested more than 2,700 visa violators in certain areas of Jeddah most of whom were from Arab and African countries. The arrests resulted in the closure of 45 illegal clothing factories, several prostitution dens and factories producing alcoholic beverages (Asian Migration News (AMN), June 1-15, 2005). Newspaper articles containing stories like the above are found frequently in all the countries.

As part of the overall effort to reduce the number of overstayers and illegals, Gulf countries have declared repeated periods of amnesty since mid 1990s to encourage the departure of those residing in the host countries in an illegal visa situation (Shah, 2004; Shah, 2006). Under the amnesty, the illegal resident is allowed to leave the country without paying heavy fines or being imprisoned. In the UAE, about 100,000 persons left in 2003 as a result of the amnesty program while the number of yearly deportees from Saudi Arabia is about 700,000 (AMN, September 2005). It was reported by the Dubai Naturalization and Residency Department that 273,805 irregular migrants took advantage of the amnesty in 2007, with 107,217 regularizing their visas and the rest leaving the country (AMN, November 30, 2007).

B.2.ii: Stricter regulation of visa issuance

Direct policies and plans to phase out the reliance on foreign workers are in the process of being implemented. A decision was made in 2003 in Saudi Arabia by the Manpower Council under the direction of the Crown Prince to cap the level of expatriates and their dependents at 20% of the population by 2013, and to halve the number of expatriate workers (Arab News (Saudi Arabia), April 16, 2003). Kuwait is implementing a ceiling of less than 35% expatriates to be employed in the government sector (Al-Ramadhan, 1995). Starting from April 1, 2006, the Civil Service Commission in Kuwait has set a new annual target of 15 % for replacing the expatriates in the government sector, increased from the earlier mark of 7 %, (Kuwait Times, March 4, 2006, p.2).

A focused strategy on the part of several GCC countries is to pinpoint the occupations where phasing out of expatriates will be done on a priority basis. In UAE, the banking sector is one of the sectors where quotas for Emiratisation have been set up. However, it has been found that more than half the banks have not complied with this quota. They are willing to pay the

penalty for non-compliance instead of hiring nationals, indicating the difficulties of implementing government policies on this matter (Gulf News (UAE), September 22, 2004). In Oman, only Omani women are now allowed to sell *abaya* (women's cloaks) in certain sections of Muscat as a means of reducing reliance on foreign workers (Agence France Press, July 1, 2004). Oman is also making efforts to omanise several other occupations such as those of cashiers, drivers, and security officers. In Saudi Arabia, 25 occupations designed for phasing out expatriates have been identified, including travel, gold and jewelry shops, grocery stores etc. (Wall Street Journal, April 1, 2004, pg A1). Kuwait has also joined the other GCC countries by specifying 16 jobs which are no longer open to expatriates. Such jobs include computer programming, computer operation and data entry, secretarial, typing and clerical jobs, cashiers, and car drivers etc. (Kuwait Times, March 4, 2006, p.2).

Another strategy to regulate and limit the inflow of foreign workers is the implementation of a quota system whereby guidelines are provided to the companies to diversify the workers they hire from any single nationality in order to achieve a culture balance. In the UAE, companies in which workers of any one nationality exceed 30 % have to pay a higher fee (AMN, June 1-15, 2005).

B.2.iii: Restrictions on visa trading

As mentioned earlier, a system of visa trading emerged during the last two to three decades because the demand for visas to the Gulf exceeded supply. The process of visa trading involves the sale of a work visa (and sponsorship) to a potential worker without providing him/her a job; which is illegal. In the UAE it is estimated that the number of workers sponsored by these fictitious companies in 2004 was 600,000 or 27% of the total workforce (UAE-Gulf News, April 13, 2004). As part of its efforts to curb the hiring of illegal workers, 11,600 bans were issued

against violating sponsors and companies during 2004 in the UAE (Gulf News Online (UAE), February 22, 2005). The Saudi Minister of Labor stated that 70% of the visas issued by the government are sold on the black market and the government was determined to crack down on this (Arab News (Saudi Arabia), April 29, 2004). Similar statements are repeatedly made by authorities in other GCC countries. The Bahrain Minister of Labor and Social Affairs has repeatedly lamented the practice that he said had plagued the Bahraini job market for the last 20 years. In August 2004, the government was undertaking a process of investigating 43 businesses found to engage in this practice (The Arab News, August 4, 2004).

The Kuwait Human Development report of 1997 acknowledged the presence of visa trading as one of the factors that promoted the influx of foreign workers to Kuwait and advocated the implementation of serious steps to curb this practice (Ministry of Planning, 1997). Vigorous discussion and debate on this topic has taken place within the country during the last decade. In June 2009, it was reported that security forces arrested five Egyptian men for their role in creating 90 paper companies for bringing in workers throughout the country. These men admitted to bringing in 750 laborers of different nationalities, charging them 1,200-1,500 Kuwaiti dinars each (US \$ 4,200-5,250), generating about 1 million Kuwaiti dinars (Kuwait Times, June 18, 2009 p.3). Another report in the same month indicated that more than 100,000 workers were facing deportation as a result of being in an illegal situation following the sale of visas to them by owners of paper companies without any active business in the country. These workers were brought in under the false pretense of giving them jobs that do not exist (Kuwait Times, June 22, 2009). Another report at the end of June, 2009 stated that the government may be considering the deportation of as many as 500,000 expatriates of various nationalities. A majority of those to be deported had no valid residency visas and lack any technical or practical

skills, as stated by government officials (Kuwait Times, June 30, 2009). The renewed attention to this problem in recent months is probably a result of the unhappiness of the government with the United State's 2009 Trafficking in Persons Report in which Kuwait was ranked at the lowest level, Tier 3 (Kuwait Times, June 17, 2009), and may also be linked to the economic recession.

The scale of the problem clearly illustrates that visa trading is a multi-million dollar industry. In the UAE, for example, a work visa for an Indian is sold for Dh 7,500 (US\$ 2,042) and for an Iranian for Dh 15,000 (US \$ 4,084). A fundamental difficulty in the implementation of any policies aimed at curbing visa trading is therefore the ease with which an ordinary local sponsor can have a continuous source of income coupled with a market in countries of origin where many are eager to buy such visas at any cost. Potential migrants in Asian countries are willing to contract large debts and take extraordinary risks in order to buy a visa that may provide them a job in a Gulf country (Willoughby, 2005).

B.2.iv: Indirect policies that may affect stocks and flows

Indirect taxes that raise revenue for the host country and make life more expensive for the expatriates can have the impact of reducing the attractiveness of the Gulf market as a destination site. An example is health fees instituted in Kuwait in 1999 and in Saudi Arabia in 2001. In the UAE which has had a policy of health insurance for the last several years, a new fee for all surgical procedures was recently introduced, much to the unhappiness of several expatriates. A fee ranging from 500-4000 dirhams (Dh) (US\$ 136 to \$1089) was imposed, depending on the type and complexity of the surgery (Kuwait Times, May 9, 2005). According to a new health insurance scheme implemented in the UAE in 2006, the employer was no longer required to pay for the mandatory health insurance for the workers. The employees have to pay the premium for

their national health insurance thus bearing additional costs in a situation where the wages are already fairly stagnant (AMN, January 15-31, 2006).

In Saudi Arabia a more direct tax consists of a fund (100 Saudi riyals or 26.6 US dollars) collected from each foreign worker per year towards the establishment of training programs for indigenous workers (Arab News (Saudi Arabia), July 10, 2002). A proposal for such a tax was also being considered in the UAE where an annual fee of Dh 100 (US\$ 27) would be collected from each expatriate renewing or issuing his/her labor card. This fee would then be used to develop a fund to train UAE nationals (The Gulf News (UAE), September 9, 2003).

While the indirect policies outlined above may theoretically reduce the attractiveness of contract work mobility, the continued upward trend in the annual outflows from several of the countries of origin suggests that at least until recently, such policies did not pose a very serious deterrent to restrict mobility. A possible consequence of such policies may have been the limitation on family migration since it became increasingly more expensive to maintain the schooling, health and rental costs.

Conclusion

An analysis of the trends in outflows of migrants from eight Asian sending countries to the six GCC countries indicates that the size of these outflows expanded markedly in the 2000s, until 2006-7, in comparison with the 1990s. A small downturn in this expansion is visible in the data for Kuwait, perhaps as a consequence of the global recession that is also impacting the GCC countries, or the effective implementation of policies aimed at restricting labor inflows. All the GCC countries have formulated policies aimed at curtailing the number of non-nationals in their population and labor force, and at enhancing the employment and absorption of their own nationals. In contrast to the restrictive policies of the receiving countries, the major policies of

the Asian senders have dealt with better regulation and management of worker outflows and remittances as well as ensuring the protection and welfare of their nationals in the countries of destination. Some recent efforts have been made within the GCC region, as well as in the sending countries, to streamline and regulate the process of labor migration in a coordinated manner. One such effort was the Ministerial meeting in Abu Dhabi in January 2008, facilitated by IOM, where officials from the sending and receiving countries came together for a dialogue on instituting policies and programs that would maximize the benefits of labor migration for all the concerned parties, the sending and receiving countries, as well as the migrants and their families.

Table 1. Percentage of nationals and expatriates in the population and labor force of GCC countries, 2005-2008

Country	Population		Labor Force	
	Total (in thousands) ^a	Percentage of expatriates	Total (in thousands)	Percentage of expatriates
Bahrain (2006)	742.6	30.0	360	58.3
Kuwait (2007)	3,328	68.8		
Kuwait (2008)	3,441	68.4	2,088	83.9
Oman (2007)	2,743	29.9	-	-
Qatar (2007)	1,167	85.0	828	92.5
KSA (2005)	24,573	25.9	6,242	49.6
KSA (2007)	23,981	27.1	7,766	53.8
UAE (2007)	4,488	80.7	2,840	85.5
All GCC countries				
2005	35,862	35.7	11,103	About 70.0
2007	36,200			

Source: compiled from various government statistical sources

Table 2. Trends in annual outflows from Asian countries, by destination, 1990-2008

Countries of Origin	Receiving Countries						Total
	Bahrain	Kuwait	Oman	Qatar	KSA	UAE	
Bangladesh							
1990	4,563	5,957	13,980	7,672	57,486	8,307	97,965
1995	3,004	17,492	20,949	71	84,009	14,686	140,211
2000	4,637	594	5,258	1,433	144,618	34,034	190,574
2005	10,716	47,029	4,827	2,114	80,425	61,978	207,089
2007	16,433	4,212	17,478	15,130	204,112	226,392	483,757
<i>2007 (%)</i>	<i>3.4</i>	<i>0.9</i>	<i>3.6</i>	<i>3.1</i>	<i>42.2</i>	<i>46.8</i>	<i>100.0</i>
2008	13,182	319	52,896	25,548	132,124	419,355	643,424
<i>2008 (%)</i>	<i>2.1</i>	<i>0.1</i>	<i>8.2</i>	<i>4.0</i>	<i>20.5</i>	<i>65.2</i>	<i>100.0</i>
India							
1990	6,782	1,077	34,267	-	79,473	11,962	133,561
1995	11,235	16,439	22,338	-	256,782	79,674	386,468
2000	15,909	31,082	15,155	-	58,722	55,099	175,967
2004	22,980	52,064	33,275	16,325	123,522	175,262	423,428
2005	30,060	39,124	40,931	50,222	99,879	194,412	454,628
2006	37,688	47,449	67,992	76,324	134,059	254,774	620,292
2007	29,966	48,467	95,462	88,483	195,437	312,695	770,510
<i>2007 (%)</i>	<i>3.9</i>	<i>6.3</i>	<i>12.4</i>	<i>11.5</i>	<i>25.4</i>	<i>40.6</i>	<i>100.0</i>
Indonesia							
1998	-	-	-	-	123,000	9,000	132,000
2002	653	15,506	1,030	878	206,036	7,459	231,562
2006	485	14,725	3,527	5,044	307,427	15,494	346,702
<i>2006 (%)</i>	<i>0.1</i>	<i>4.3</i>	<i>1.0</i>	<i>1.5</i>	<i>88.7</i>	<i>4.5</i>	<i>100</i>

Table 2. (contd)

Countries of Origin	Receiving Countries						Total
	Bahrain	Kuwait	Oman	Qatar	KSA	UAE	
Nepal							
2000	-	-	-	21,241	44,399	8,311	73,951
2002	-	-	-	19,895	21,094	8,411	49,400
2004	-	-	-	24,128	16,875	12,760	53,763
2006	554	655	28	58,266	18,261	15,441	93,205
<i>2006(%)</i>	<i>0.6</i>	<i>0.7</i>	<i>0.0</i>	<i>62.5</i>	<i>19.6</i>	<i>16.6</i>	<i>100</i>
Pakistan							
1990	2,516	1,338	8,364	1,367	7,943	20,083	41,611
1995	1,424	3,898	934	632	77,373	28,681	112,942
2001	1,173	440	3,802	1,633	97,262	18,421	122,731
2005	1,612	7,185	8,019	2,175	35,177	73,642	127,810
2006	1,630	10,545	12,614	2,247	45,594	100,207	172,837
<i>2006 (%)</i>	<i>1.0</i>	<i>6.1</i>	<i>7.3</i>	<i>1.3</i>	<i>26.4</i>	<i>58.0</i>	<i>100</i>
Philippines							
1990	5,804	5,007	7,453	7,138	169,886	17,189	212,477
1995	4,131	9,852	4,603	9,691	168,604	26,235	223,116
2000	5,498	21,490	4,739	8,679	184,724	43,045	268,175
2001	5,861	21,958	4,512	10,769	190,732	44,631	278,463
2005	9,968	40,306	5,308	31,421	194,350	82,039	363,392
2006	11,736	47,917	7,071	45,795	223,459	99,212	435,190
<i>2006 (%)</i>	<i>2.7</i>	<i>11.0</i>	<i>1.6</i>	<i>10.5</i>	<i>51.4</i>	<i>22.8</i>	<i>100</i>
2007	9,898	37,080	7,463	56,277	238,419	120,657	469,794
<i>2007 (%)</i>	<i>2.1</i>	<i>7.9</i>	<i>1.6</i>	<i>12.0</i>	<i>50.7</i>	<i>25.7</i>	<i>100</i>
Sri Lanka							
1998	7,116	28,834	4,294	12,576	59,397	21,883	134,100
2000	6,477	33,633	4,964	12,137	61,359	32,815	151,385
2005	3,743	36,099	3,521	35,932	76,113	36,306	191,714
<i>2005 (%)</i>	<i>2.0</i>	<i>18.9</i>	<i>1.8</i>	<i>18.7</i>	<i>39.7</i>	<i>18.9</i>	<i>100</i>

Table 2. (contd)

Countries of Origin	Receiving Countries						Total
	Bahrain	Kuwait	Oman	Qatar	KSA	UAE	
Thailand							
1995	345	978	-	1,761	2,905	1,470	7,459
1999	364	917	-	827	1,392	1,559	5,059
2001	403	1,062	325	837	1,318	1,743	5,688
2006	1,094	3,906	408	7516	856	3,624	17,404
<i>2006(%)</i>	<i>6.3</i>	<i>22.4</i>	<i>2.3</i>	<i>43.2</i>	<i>4.9</i>	<i>20.8</i>	<i>100</i>

Source: Compiled from various sources

'-' in particular cells indicate lack of data rather than the absence of any migrants.

Table 3. Stock of expatriate communities from various Asian countries in the GCC countries (in thousands)

Country of Origin	Country of Destination						TOTAL
	Bahrain	Kuwait	Oman	Qatar	KSA	UAE	
Bangladesh (2002-4)	-	170	110	-	400	100	780
India (2002-4)	120	320	330	100	1,300	1200	3,370
Indonesia (2002-4)	-	9	-	-	250	-	2,700^a
Nepal (2001)	-	-	-	24	67	13	104
Pakistan(2006)	24	75	94	-	838	484	1,514
Philippines (2007)	45	140	42	196	1,066	529	2,017
Sri Lanka (2006)^b	38	257	44	129	455	205	1,127
Thailand	-	-	-	-	-	-	-

‘-’ indicate lack of data rather than the absence of any migrants.

Source: Kapiszewski, 2006

^aMigration News, October 2006. Total includes all destinations.

^bSri Lanka Bureau of Foreign employment (www.slbfe.lk)

^cMigration News, April 2006. Total includes all destinations.

Table 4. Annual outflow from selected countries of origin according to skill level for the latest available year

Country of Origin	Year	Number	%	Receiving countries
Bangladesh	2008	875,055	100.0	
Professional		1,864	0.4	All countries of the world
Skilled		281,450	40.4	
Semi-skilled		132,825	10.4	
Unskilled		458,916	44.8	
Indonesia	2003 Jan - Jun	115,829	100.0	
Formal sector		935	0.8	GCC
Informal sector – mostly domestic helpers		114,894	99.2	
Pakistan	2006	183,191	100.0	
Professional/ Highly skilled		22,040	12.0	All countries of the world
Skilled		71,898	39.2	
Semi-skilled		3,375	1.8	
Unskilled		85,878	46.9	
Philippines	2006	306,383	100.0	
Professional		44,364	14.5	All countries of the world
Clerical & Sales		21,604	7.1	
Services		107,135	34.9	
Production		121,715	39.7	
Others		11,565	3.8	
Sri Lanka	2005	231,290	100.0	
Professional/ Middle/Clerical		17,205	7.4	GCC
Skilled		46,688	20.2	
Unskilled		41,904	18.1	
Housemaid		125,493	54.3	

Sources: Governmental sources of respective countries

Table 5. Change in the number of non-Kuwaitis between June 2007 and December 2008, by occupational category

Major occupational group	Males			Females		
	June 2007	December 2008	%	June 2007	December 2008	%
Professional/Technical	88276	96763	9.6	32872	38102	15.9
Administrative	19799	19557	-0.1	1419	1534	8.1
Clerical / related	127832	144124	12.7	22669	26265	15.8
Sales workers	76030	82779	8.9	9124	11252	23.3
Services	226778	190652	-15.9	276760	222276	-19.6
Agricultural, Husbandry, Hunting & Animal Fishing &	19225	20245	5.3	10	10	0.0
Production workers & Laborers	729463	740768	1.5	11937	11656	-2.4
Unknown	65129	82998	27.4	29165	62733	115.1
Total	1352532	1377886	1.9	383956	373828	-2.6

Table 6: Contradictory Emigration–Immigration Policies of Sending Asian and Receiving GCC countries, 2007

Sender's view on <i>emigration</i>		
	View	Policy
Bangladesh	Too low	Raise
India	Satisfactory	Maintain
Indonesia	Too low	Raise
Nepal	Satisfactory	Raise
Pakistan	Satisfactory	Raise
Philippines	Satisfactory	Maintain
Sri Lanka	Too low	Raise
Thailand	Too low	Raise
Receiver's view on <i>immigration</i>		
Bahrain	Satisfactory	Maintain
Kuwait	Too high	Lower
Oman	Too high	Lower
Qatar	Too high	Lower
Saudi Arabia	Too high	Lower
UAE	Too high	Lower

Source: UN Population Division (2007), World Population Policies 2007, New York

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