

Employment in UAE and Pandemic: Impact of covid on Indian Diaspora

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Abstract:

Indian migration is a known traditional phenomenon. Since the 1970s upward flow in migration to Gulf nations was recorded that was a direct result of a surge in crude oil price and progress in development activities. With time, processes related to employment and migration, gradually improved. However, the year 2019 with the appearance of Covid, changed the way it goes. Like others, the employment sector of the United Arab Emirates too had been influenced badly. The Pandemic has not only stunted the establishments but the workforce also. The analysis, as entitled, has emphasized the changing face of Overseas employment specific to the United Arab Emirates Region. The aspirants are having a strenuous time in India as well as after joining the establishments. The pre-Pandemic difficulties including the Crude Oil price crash in 2016-17 and the deteriorating economy of India have added more value to the ongoing crisis. Above all the bureaucratic redressal to the grievance has a limited and inappropriate response. In all this mess, the workers are not only vulnerable to the covid but exploitations from other units subsequently. The study highlights the corollary of outbreaks on overseas aspirants covering but not limited to, recruitment cycle, employment opportunities, health care, compensation and benefits, socioeconomic status, and psychological state. Accomplishing the target was made possible with the help of secondary data analysis, available from related books, personal sources, journals, newspapers, websites, government records, etc.

Keywords: Indian Migration, Gulf Employment, Pandemic Effect, Health Care, Overseas Recruitment, Non-Resident Indians (NRIs), Persons of Indian Origin (PIOs), United Arab Emirates

1. Introduction

The GCC (Gulf Cooperation Council) region has always been the lucrative and easily accessible destination to drag petro-dollars for the Indian Diaspora. Indian labor migration to gulf countries has been a subject of dynamic and extensive research in the past three decades. Numerous scholars and intellectuals have

continuously attempted to study and define the extent of worker's toil, security, compensation, rights, diversity multiculturalism, etc. Indian migrants started flowing to the Gulf nations after the surge in oil prices in 1973, which provoked development activities on large scale.

Table 1: The Size of the Indian Diaspora in the GCC (Gulf Cooperation Council)

| Country | NRIs | PIOs | Overseas Indians |
|---------|-----------|-------|------------------|
| Bahrain | 323,292 | 3,366 | 326,658 |
| Kuwait | 1,028,274 | 1,587 | 1,029,861 |
| Oman | 779,351 | 1790 | 781,141 |
| Qatar | 745,775 | 775 | 746,550 |

| | | | |
|--------------|------------------|---------------|------------------|
| KSA | 2,592,166 | 2,781 | 2,594,947 |
| UAE | 3,419,875 | 5,269 | 3,425,144 |
| TOTAL | 8,888,733 | 15,568 | 8,904,301 |

Source: *GoI, Ministry of External Affairs as on 27-Feb-2020. (ECR & ECNR Migrants)*

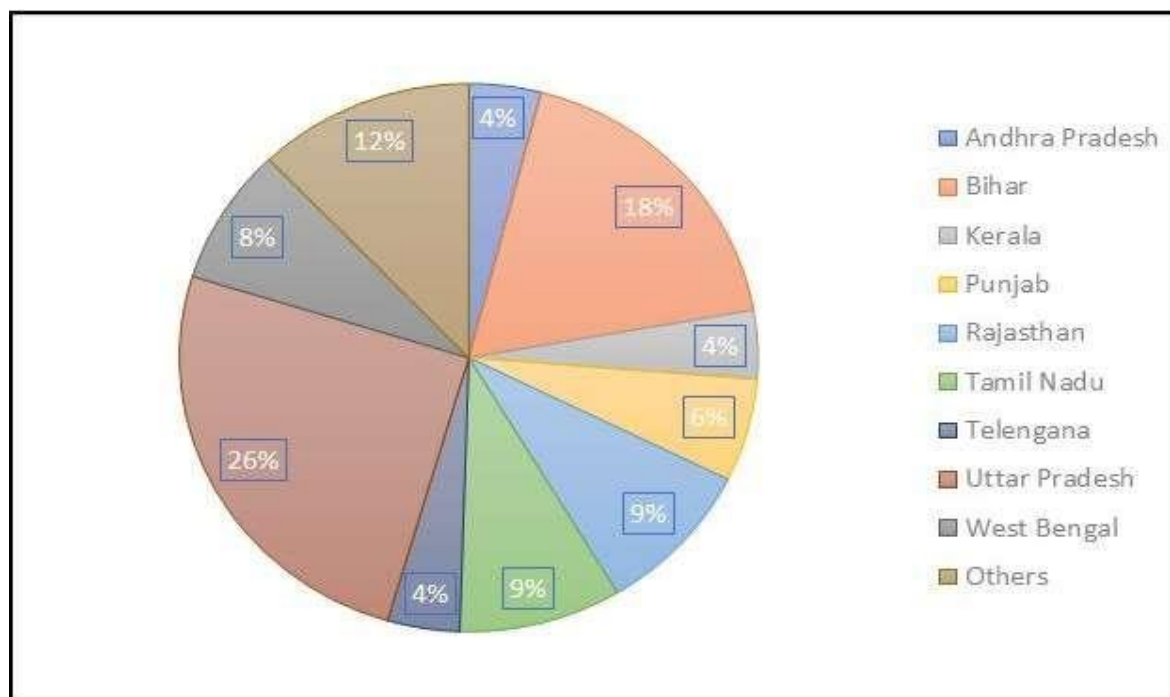
Recent data released by Ministry of External Affairs has recorded a shift in volume of migrants from states. Kerala, who once contributes around 50% of the total India's Gulf Labor force has reduced its contribution to just 4%. Uttar Pradesh participated in the census with 25% of the total workforce migrating to Gulf nations, followed by Bihar standing as a runner by securing 18% participation. The study has been concentrated on different aspects. Initiating from the home ground, investigations have been broadened by crossing international boundaries. The government and labor authorities of host countries have drafted several agendas and policies, however in the hustle and bustle of the pandemic, laborers have to pay the consequences. Apart from diagnosing the issues the cause and remedial suggestions have been included as part of the project. Since the impact of slashed crude oil price in 2016-17, a declination in the level of interest for migration to GCC has been noticed. The below figure reflects the contribution of the workforce state-wise.

As the primary source of revenue for Gulf nations is crude oil, the loss impacted other entities within the country as well. In return, the employment houses had started excluding the benefits to cover up the delta. In return, the situation resulted in inefficient payback to workers toil overseas. Adding to the crisis, the **Figure 1. Indian Workers in Gulf, state wise**

slowdown of the Indian economy placed the employment aspirants in a tough time. Following the deteriorating GDP, the unemployment rate reached to a historical high in India. Finally, Covid 19 shook the globe and collapsed the remaining hope of dream overseas jobs.

They were days when the Gulf nations were the easiest destination for people interested in saving big in short tenure. Additionally, the life standards in these rich nations were considered as a symbol of status. The scenario started changing since mid-2015, the United Arab Emirates (UAE), Saudi Arabia, Qatar and other nations in the gulf region have curbed spending on some construction projects and reduced energy subsidies to limit budget deficits caused by a historic slide in oil. Enormous layoffs at companies in gulf countries were the sign that the Gulf's prosper oil nations were crouching down for a long period of acute financial austerity as low crude prices pressure their economies.

The Pandemic in 2019 has changed the way people think ever. Endangered with the viral hazard, people are more comfortable spending time with family. Though the situation is not possible longer, to run a family, one needs a continuous source of income.



Source: GoI, Ministry of External Affairs, 2018

According to a report released by the *Centre for Monitoring Indian Economy*, (a leading business information company that produces economic and business databases for decision making and research) in Dec 2021, India has 53 million unemployed. This constitutes the rate of unemployment as 7.9% high. Out of this figure, 35 million are the unemployed who are rigorously seeking work while 17 million are those who, though willing to work, but not desperate to have one. Citing the data from the World Bank, CMIE said that the World Bank had indicated the global employment rate at 55% in the pandemic hit 2020 or 58% in 2019 while that of India stood at a low of 43%. However, CMIE pegged India's employment rate at 38%. More or less, the situation remains the same in the Gulf region for the Indian diaspora. As stated by Mr. Subrahmanyam Jaishankar, Minister of External Affairs of India, 716,662 Indian migrants lost their job and were repatriated from Gulf during a pandemic.

2. Literature Review

Prakash C. Jain (1989) in his study described five patterns of modern overseas Indian migration. They are (i) Indentured labor emigration, (ii) Kangani/Maistry labor

emigration, (iii) Free or Passage emigration (iv) Brain drain type migration and (v) Labour migration to West Asia. He added that Indian migration over rest of the globe is a known traditional phenomenon and reason behind migration is found to be the colonial impact and inborn confutation of post-colonial socio-economic development of India. It was noticed that West Asian migration for Indians were contractual in nature and not allowed to settle permanently in the destination countries. The skill composition along with volume differs in Indian work force from time to time and most importantly it was dominated by unskilled and semi-skilled workforce. David Swanson, Jacob S. Siegel, Henry S. Shryock Elsvier (2004) defines migrants as individuals or groups, who intends to change their place of residence permanently. Consequently, migration is stated as process where individuals or groups plans shifts the geographical location for some essential period.

The term migration refers to cover a movement from one community to other, or precisely long distance (instead of short distance) move. Migration is the most important demographic variable of population alteration. However unfortunately procedures for the collection and tabulation of migration data are the least developed and standardized. Jayaram, N. (2004)

studies on international migration from India in the pre- independence phase, is termed as compelled and against high demand. The enthusiasm of exploring new geographical areas, European trade class invested in mine and plantation in Asia, Africa and other places. This was the prime reason behind the demand of cheap and controlled workforce. M. Azhar (2016) stated that actual migration of the Indian workforce to the GCC began after the tidal sweep in oil prices in year 1973, which was succeeded by the high volume of development activities. The rise in unskilled labor from India and Pakistan in the Gulf was around 200% between 1970 and 1975.

The first Gulf war saw another hike in Indian migrants to replace repatriated workers from Arab countries that did not fully support the effort to push back Iraqi forces from Kuwait. Damle, D. B. (1988) analysed that post 1973, the hike in oil price has financially strengthen the gulf nation to expand their economical as well as industrial diversification. Due to lack of entrepreneurship and management skill, they became dependent of other nations for future development. Countries like India and Pakistan were consulted to source low wage workforce for the development of industrial and construction sector. These huge numbers of migrant are not only helping in economic development but to certain serious socio-culture and political issues as well. Exploitation of workers' rights, humiliation based on race, miserable living standards, employment frauds and harassments are few of the discussed issues that prevails. Bakr Ahmad's (2008) was significantly the first to study on diversity of employees. He emphasized the advantage of hiring global talent for any organization, which results in improved capacity for innovation and creative decorum. At the same point of time, remarks raise concern over the of fair compensation, security, social equality, rights etc., which the TCN's and expatriates are often denied in gulf region.

The standard of an expatriate employed life is massively disproportionate to citizens in all aspects. The expatriates have limited job security with easy norms of termination of employment. Unavailability of permanent residence option invokes a transient atmosphere and lack of quality corporate culture which

demotivates to secure a long-term human resource assistance.

Compensations for the toil is compromised by unfair and illegal calculations by companies. Above all hectic and tedious labour court procedures discourage to opt the legal proceedings. Millions of skilled and unskilled workforces from India shares the overseas employment opportunities with countries like Nepal, Bangladesh, Pakistan and Philippines. Chandra Mouli (1992) stated that India and Pakistan are the countries where Gulf rely to fulfil his maximum demands of manpower. For Indian the most favourite destinations to migrate is Saudi Arabia, followed by Oman and UAE. However, Kuwait and Bahrain remain last in row. Daa Hadid (2005) reported in her article that some Jabel Ali Free Zone companies practicing dirty tactics of declaring the workers as absconding. These unfair advantages of practice are being used by companies to deny their rights at end of their service (End of Service Benefits). In some cases, employee is reported absconding where he has extended his leave on a genuine cause, but just to induce autocratic nature of administration. Once recorded as absconder, the concern may face severe consequences, ending upto detention in immigration centers. Titus A. R. (2013) has analysed the topic of health and food facilities of expatriate workers in Gulf region.

As per collected data the ratio of provided basic services is dissatisfactory and against human rights. Around thirty-six percent of the mass is confirmed the denial of health facilities under company/employer sponsorship, whether it's a scope of Private or Government hospitals. They must rely on their own expenses to avail medical facility, which is quite expensive to afford. On an average only 28.1% of the return emigrants were found covered with Health Insurance policy in Gulf. Even out of these covered returners 10.89% shouldered the expenses of health insurance on their own. They are being treated in Government or Private hospitals only under emergency cases or accident. Endorsement of medical claim to employer only remains valid for emergency or accident at workplace. Even percentage of return emigrants are found in bad health due to delayed medical attention in country of residence. Albert Hourani (1991) stated that the migrant workers in the oil producing countries might earn more than they

could hope to in their own countries but had no security and no possibility of improving their position by concerted action. They could be removed at will and there were others waiting to take their places.

3. Objective of the study

- *To analyze the role and impact of the Pandemic on UAE Employment for Indian migrants.*

In the past decades, Gulf nations have been through many crucial phases, which has directly influenced the employment sector. The researcher has exclusively conducted the study to measure the scale of impact that Pandemic Covid 19 has left on Indian migrants employed in UAE.

4. Theory behind Hypothesis development

Since the last quarter of 2021, the pandemic has receded and things started changing gradually. Many of the repatriated Indian migrants are settling back and being pressed to return on an expeditious basis. The ministry of external affairs, India, is communicating with Gulf nations to establish air bubbles and ease visa, travel and health restrictions. The economic recovery of specific Indian regions and the willingness of migrants to travel from India has now seen a return by many of them. As the situation seems to get back to normal, it has left the way it works modified.

The whole process of gulf employment has massively influenced post-pandemic and impacted the socio-economic life of workers abroad. This has directly influenced the inwards remittance to India. It was estimated that India may face a 9% decline in inwards remittance by 2020. However, even after all odds, there was a decline of just 0.2% from last year by receiving over \$83 billion (2020). Though there are factors that is neutralizing the decline rate, which includes but not limited to, the depreciation of the rupee, earned wealth in Gulf brought back to the country by the repatriated migrants, a sizeable number of Indian Diaspora are high-income earners who have started prioritizing saving, large numbers of migrants sent back their families due to job insecurity and reduced

their expenses to a record high. In addition to the Pandemic, the researcher has found other factors that in collaboration have influenced Overseas employment.

4.1 Lack of projects in Gulf regions

Since the surge in oil prices in 2016-17, the mega investors are not open to blow new projects. There are multibillion-dollar projects who were sanctioned, but yet waiting for the green signal to inaugurate. Following the Pandemic, it's a general mindset to hold what you have in hand instead of investing. Apart of that the infrastructural development of Gulf nation is close to saturation. This too is playing key role in reducing job opportunities. This is generating a global economic crisis. Though smart countries like UAE and Saudi Arabia coming forward to convert this crisis into opportunity. Dubai expo 2020 (UAE) and NEOM (KSA) are best-fit examples of this theory, which is showing a positive response against the grievance. Other nations of the Gulf are welcoming these initiatives and looking forward to following the same.

4.2 Unstructured recruitment process

Since Pandemic the structured recruitment channel has close to collapse. Companies are not much interested in sending their Recruitment envoys across the border. On the other hand, the employment visa complication makes their hiring tougher than earlier. Instead, they want the dinner to be served on the table, that is availability of candidates in host countries with the least effort and investment. To promote their demand, they are motivating the workforce to travel illegally on Visit visas, where the workers are not being nurtured by the government agencies prior to their departure. This is leaving the workers vulnerable to many known exploitations by employers. Due to the economic slowdown and ongoing financial issues in India, the government too is ignoring these matters, to boost the inwards remittance.

4.3 Squeezed compensation and benefits

Following the Pandemic many establishments have reduced their headcounts to cover the loss. Apart from that, many projects are about to complete. For instance, alone Qatar is planning a huge layoff, as the projects intended to host the Soccer World Cup 2022, are close to completion. This all has generated a delta where the supply of workforce is on the higher end and

demand is less. To maximize profits, it's a boon for establishments to hire the workforce on a much cheaper salary. As the workers are voluntarily clearing emigration on Visit Visas, there is no intervention of tools like e-Migrate, which is specially planted to measure the scale of compensation and benefits.

4.4 Expensive service charges

Due to reduced numbers of hiring events, the recruitment agencies are draining the aspirants to their extent. This is to meet their daily expenses, as the ratio of business has gradually shrunk. The situation is getting worst, as fraudulent recruitment drives are taking place all over India. This is how the small fishes of recruitment houses, probably not by choice but by option, survive on.

4.5 Localization of jobs

Countries like Saudi Arabia, Oman, UAE with a good record of sourcing skilled manpower have grown their literacy rate to a satisfactory level. With a growing literate population, they have no choice, but to reserve categories of employment for their nationals. Apart of that, these gulf nations are implementing a fixed percentage hiring of citizens in firms. To enforce this program, they are offering intriguing policies to the establishments, e.g. uplifting category of establishments, monetary support by reducing process charges, etc.

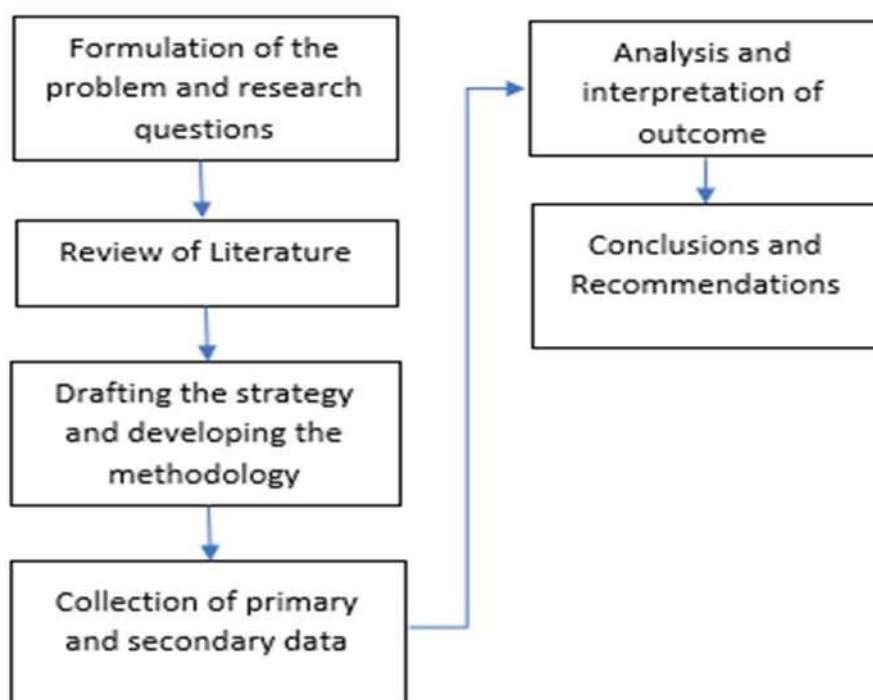
4.6 Affection to the family due to Pandemic

The Pandemic has brought family closer, with no doubt. Emotional attachment and care for others in the family have increased, which is a proven natural tendency. It is hard for people to decide to leave home for financial aspects. Instead, mass is looking to adjust the expenses in local earnings anyhow.

H₀: There is no significant impact of the Pandemic Covid 19 on the employment sector of the United Arab Emirates.

5. Research Methodology

This study is descriptive in nature and based on primary data. A verifiable study has been conducted to analyze the efficacy of the employment situation in the United Arab Emirates. Individually all the research problems are identical in some way, though requires a tailored research procedure. According to Bickman and Rog (1997), a researcher has to find the tools that best suit the research questions, context, and resources at hand. Hence, multiple tools are often needed to research a topic thoroughly and provide results that can be used. Cassell and Symon (1995) confirm out that an amalgamation of quantitative and qualitative methods in the same study is called the Pragmatic View. Hence, it is implied to use the best available tool which appropriately serves the research problem. Additionally, Gordon and Langmaid (1988) states that the results of quantitative and/or qualitative research might permit various interpretations. This relies on the researcher to interpret the findings of the research in different ways. Either of the research types has its own strengths and weaknesses. According to Jick (1979), both qualitative and quantitative methods can be considered as 54 substitutes for each other. Looking at things from several directions may provide the researcher with a better view of the findings of both methods (McNeill, 1985).

Figure 2. Steps taken for the Research Process

The Industrial Sector of the United Arab Emirates forms the population of this study. 25 establishments, that are actively operating in the United Arab Emirates, have formed the basis of sample selection Using Stratified Random Sampling, the said 25 establishments have been adopted to collect the necessary data, companies in each stratum will be selected for sampling. These companies were stratified as Large, Medium, and Small. 30% of establishments from specific strata were selected for sampling. Stratification of these 30% units from each strata was based on Probability Sampling Method. Finally, 8 companies have been selected (3 Large, 2 Medium and 3 Small). The sample size has been disbursed to the identified 30% companies in each stratum proportionately based on the Weighted Average Method. The sample selection within each company has been done using the Convenience Method. Using Taro Yamane formulae i.e., $n = N / [1 + N(e)^2]$, and assuming the sampling error as 0.05,

aggregated size of the sample has been calculated as 100. This is considered as a sample to get the primary data. The participants were selected from all different categories of the workforce (such as cleaner, driver, engineer, Foreman, Helper, Labor, and Supervisor). Using a 10-question survey in English, we asked for the respondents' opinions on the situation post-pandemic. A five-point Likert scale ranging from 1 (strongly agree) to 5 (strongly disagree) was employed in this study. The respondents were asked to rate their opinion according to the scale. The questionnaires include different facets, that an overseas aspirant needs to go through. The questionnaire has covered phases like recruitment, compensation & benefits, psychological state of migrants, bureaucratic approach against grievances, working condition, and Socio-Economic status.

Table 2: The Research Methodology contents

| | |
|------------------------|--------------------------|
| Research Design | Descriptive |
| Sample Area | 10 Establishments in UAE |
| Sample Size | 100 employees |

| | |
|-----------------------------|--|
| Sampling Technique | A random sampling of 100 employees from 10 Establishments. |
| Data Collection tool | Primary data has been collected through a questionnaire filled by the employees. |
| Statistical tool | Cronbach’s Alpha and Likert Scale |

Respondents have explained the study’s purpose and the survey’s methodology. The anonymity of the respondents has been guaranteed to us. Participation was also made clear to them as a matter of personal choice.

- **.70 to .79 = Fair**
- **.80 to .89 = Good**
- **.90 to .99 = Excellent/Strong**

6. Data Analysis & Interpretation

In order to measure the statistical reliability of the questionnaire, Cronbach’s Alpha has been used. This is a useful tool to define a variety of descriptive statistics. Reliability was regarded to be the factor in this measurement. From 0 to 1, Cronbach’s Alpha indicates the degree of internal consistency of the data (and ultimately reliability) (J. Taylor, 2013). Cronbach’s alpha can be evaluated using the following parameters:

- **.00 to .69 = Poor**

Therefore, our analysis results of Cronbach’s Alpha value as 0.80, which is assumed to be acceptable. The values of Cronbach’s alpha as 0.7 and above confirm a satisfactory level of internal consistency.

In the below table total number of survey respondents are represented as **K**. The sum of the variance is 4.46. The analysis values for Cronbach’s Alpha and variance are obtained as 0.80 and 22.13 respectively. α is indicated as the variable name for Cronbach’s Alpha, and the results of internal consistency for the questionnaire is obtained to be “**Good**”.

Table 3: Outcome of Questionnaire using Cronbach’s Alpha

| Variable | Description | Value | Internal Consistency |
|--------------|-------------------------|-------|----------------------|
| K | # Of Items | 100 | Acceptable |
| $\sum S_y^2$ | Sum of Variance | 4.72 | |
| S_x^2 | Variance of Total Score | 22.35 | |
| α | Cronbach's Alpha | 0.89 | |
| \bar{x} | Mean | 18.44 | |

Table 5: Descriptive Statistics on the Pandemic effects on the employment sector in UAE

| Statement | N | Minimum | Maximum | Mean | Std. Deviation |
|-----------|---|---------|---------|------|----------------|
|-----------|---|---------|---------|------|----------------|

| | | | | | |
|---|-----|---|---|------|------|
| Q1. The recruitment process remains as easy as before | 100 | 1 | 5 | 1.89 | .634 |
| Q2. There is no job insecurity concern | 100 | 1 | 5 | 1.92 | .706 |
| Q3. Social lifestyle has not changed | 100 | 1 | 5 | 1.72 | .726 |
| Q4. Compensation and Benefits terms remain the same | 100 | 1 | 5 | 1.69 | .647 |
| Q5. There is psychological comfort working overseas | 100 | 1 | 5 | 1.78 | .660 |
| Q6. The work schedule has not affected | 100 | 1 | 5 | 1.80 | .620 |
| Q7. The salary bracket has no impact | 100 | 1 | 5 | 1.88 | .640 |
| Q8. There is no complexion in working conditions | 100 | 1 | 5 | 1.87 | .677 |
| Q9. No extravagance on traveling for a job search | 100 | 1 | 5 | 1.96 | .724 |
| Q10. The Job availability ratio is maintained | 100 | 1 | 5 | 1.93 | .671 |

Note: 5 Strongly agree, 4 Agree, 3 Neutral, 2 Disagree, 1 Strongly Disagree

As given above a five-point Likert scale has been used to grab the data and it's considered as an interval scale. The mean is to be significant enough with different ranges. From 1.0 to 1.8 it means *Strongly Disagree*. From 1.81 to 2.60 confirms it to be under *Disagree*. From 2.61 to 3.40 states, it to be *Neutral*. From 3.41 to 4.20 to be optimized as *Agree*. And finally, 4.21 to 5 stands for *Strongly Agree*.

In the first statement, the mean is **1.89**, which states that the majority of respondents Disagree with the statement and believe that the recruitment process has got complicated. In the second statement, the mean is computed as **1.92**, which again lies most of the respondent under Disagree category. Due to the outbreak layoff practice is common with establishments. This is just to reconcile the financial loss of establishments. Statement three has a recorded mean of **1.72**, where the dissent of respondents brought the scale under the Strongly Disagree category. This means that majority of respondents have strongly felt that social life in employment has the impact of Pandemic.

Most of the workers explained that their life is confined to professional boundaries. They are not free to roam around due to restrictions from employers. Employers are worried that the workers if left free to roam around, they are more vulnerable to infections that are highly communicable in nature, which finally will result in loss of manhours at the mass level. The fourth statement has a mean valuing of **1.69**, which states that the consent of respondents is far from the statement while refusing with Strongly Disagree state and reflects that the Compensation and Benefits have got compromised. The fifth statement has a record value of **1.78** as mean and again the dissent reached the Strongly Disagree. Respondents explained their emotional concerns while staying far from family. The sixth statement has been refused with a mean of **1.80**, which confirms that the respondents are Strongly Disagree that the work schedule is not influenced due to Pandemic. The seventh statement has a mean value of **1.88**, which states that the respondent Disagree with the statement and believes that the salary bracket has got influenced. Earlier the salary range for different categories had a superior edge than what is available in the market now.

Labor wage has been reduced with harsh conditions included. The eights statement too got refused with the mean value of **1.87**, as Disagree to the statement. The working condition has much complexity now. Once a worker is joining the company, they are being quarantined for one to two weeks, then after they have to go for diagnosis for the infection. After the report confirms them as a negative carrier, they will be allowed to join the work. The duration they stay out of work scope remains unpaid. Statement on row nine was also refused with a mean value of **1.96**. The respondents confirmed that companies are not willing to go to their countries for recruitment drives. This is because of the complex mobilization procedures for manpower from India on an employment visa.

Therefore, the workers have to travel to UAE, on an invalid visa for employment i.e. Tourist/Visit Visa, as this is the only country for now with the least travel restrictions and most job opportunities in Gulf Cooperation Council. Additionally, the airfares are quite expensive after the pandemic. Prior to travel, they have to go through several rounds of covid tests, where failure in securing a negative report means financial loss. All these expenses are being shouldered by the workers most of the time. Last but not least, the tenth statement too has a negative response to the statement with a mean of **1.93**. The respondents disagree that the job availability ratio is maintained. Due to huge layoffs from other Gulf nations in Pandemic and lack of new projects available in the market, United Arab Emirates is the best destination for job aspirants. Due to lots of manpower in the nation, the supply has gone vast more than demand, finally resulting in job scarcity.

Figure 3. Means Plot Category wise

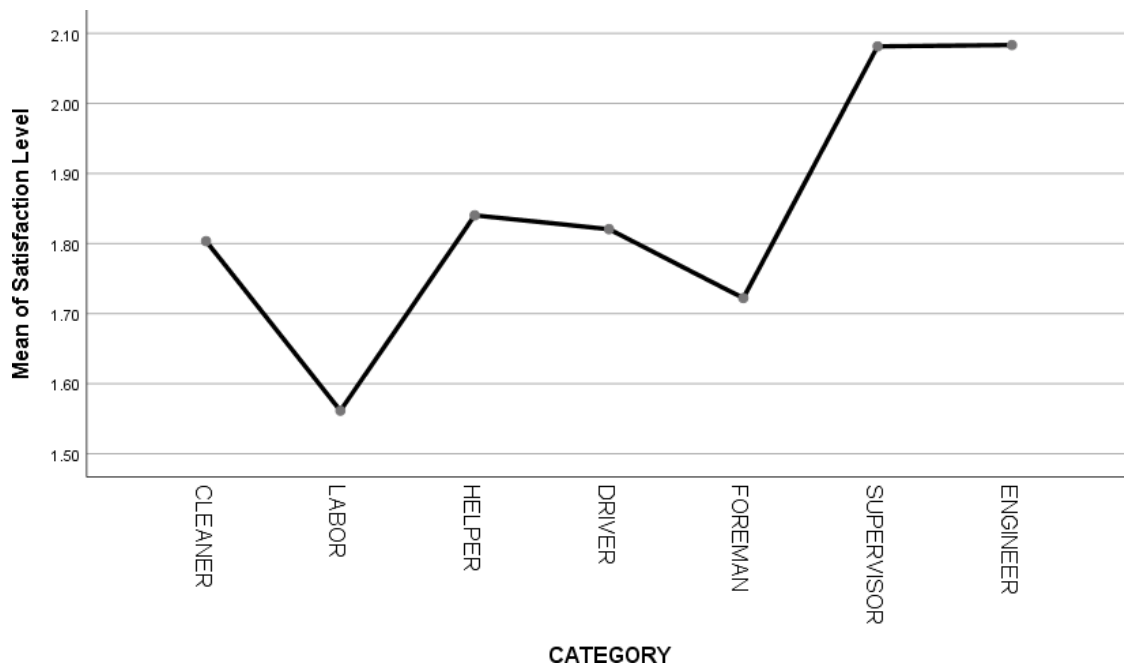


Table 6: Analysis of Variance Test

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|----|-------------|-------|------|
| Between Groups | 332.318 | 6 | 55.386 | 2.739 | .017 |
| Within Groups | 1880.322 | 93 | 20.219 | | |

| | | | | |
|-------|----------|----|--|--|
| Total | 2212.640 | 99 | | |
|-------|----------|----|--|--|

Further, for statistical analysis, an ANOVA (Analysis of Variance) is employed. Analysis of Variance compares the means of various samples to determine the effect of one or even more factors. The analysis was conducted considering the significance level as 0.05. Our analysis displays a p-value of 0.017, which is less than your significance level. As per the above hypothesis, there is a significant impact of the Pandemic on the employment sector in the United Arab Emirates. The results of our analysis indicate that *the null hypothesis has been rejected*, and our test is statistically significant.

8. Limitation

The study was administered in limited establishments and with the scanty resource. The research boundaries are confined to the host country only, hence expansion of data collection approach to the country of origin will give a far better situation.

9. Conclusion and Future Research Direction

The study has inferred that the pandemic has badly affected the employment lifestyle in the United Arab Emirates. However, it has come to notice that the UAE government has done its best to protect the social and professional rights of migrant workers. Whether it's a matter of protection of wages in this crisis or healthcare requirement of workers, the government of UAE has never discriminated to apply for the protection by law. Though there are certain factors that can't be overruled. The workers are compelled to migrate on tourist or visit visas, which is leaving them vulnerable to exploitation. They are running out of health insurance coverage upon arrival with this visa. Above all, the workforce is leaving the country for job search, without any notice to the ministry of labor and immigration in India. The exploitation of workers is a known factor, and programs like e-Migrate are specially designed to let the workers land overseas in safe and authorized

hands. The salary bracket is being designed autocratically by the companies. Benefits like paid leave (annual/ medical) are either delayed or being denied. The strong labor law can take special care of these grievances; however, the workers have no confidence in reporting incidents to the authority. The labor attaché office in the Indian mission should take immediate notice of these issues on priority.

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