

# Learn The Ins And Outs Of Working As An Expatriate In The Arabian Gulf



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TPM  
16,5/6

242

Received December 2009  
Revised April 2010  
Accepted May 2010

## When Arab-expatriate relations work well

### Diversity and discourse in the Gulf Arab workplace

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#### Abstract

**Purpose** – The purpose of this paper is to document and analyze the case of a public sector organization in the Gulf region, in which Arab expatriate relations worked well and sustained a positive and high-performing organizational climate.

**Design/methodology/approach** – The research employed an embedded ethnographic approach to produce a case analysis of expatriate local work relations.

**Findings** – The study found that although there may be multiple sources of difference and potential conflict between Arab locals and expatriates in the workplace, there are circumstances where the effects of such divisions are neutralized, and a positive work environment is sustained. The paper identifies the key sources of division and social cohesion, and shows how – in this case – these factors interacted so that the negative impact of cultural difference was neutralized, and good working relations were achieved.

**Originality/value** – The paper is new in two respects. It is the first ethnographic study of Arab expatriate work relations in a public sector organization in Oman. It is also the first paper to identify, and distinguish between, the factors emphasizing alienity between Arab and expatriate workers, and those encouraging social cohesion.

**Keywords** Expatriates; Team working; Equal opportunities; Localization; Oman

**Paper type** Research paper

#### Introduction

How can we improve local-expatriate work relations in the Arab Gulf states? This is a pressing question, as the state-sanctioned localization policies in the Gulf countries are leading to increasing numbers of local Arabs working alongside expatriate employees (Alkerhan *et al.*, 2010). In order to manage such economically important work relations effectively, we need a better understanding of the dynamics of diversity among and between the different national cultural groupings in the Gulf Arab workplace. In particular, we need examples of good practice in the region – case studies of effective work relations between Arab and expatriate, which highlight the conditions and activities that encourage happy, high-performing organizations.

An improvement of Arab-expatriate work relations requires that organizations improve the management of diversity in their workplaces. Managing diversity has grown into a field in its own right (Brief, 2008). In the 1990s, writers such as Cox (1991), Cox and Blake (1991) and Higgs (1996) discussed the need for organizations to value differences in the workplace; and, since then, the various types of diversity, and their effects on teams and organizations, have been the subject of intense research. Much of the attention has centred on management issues. McCauston *et al.* (2004) highlighted the importance of skilled and sensitive leadership in harnessing and promoting



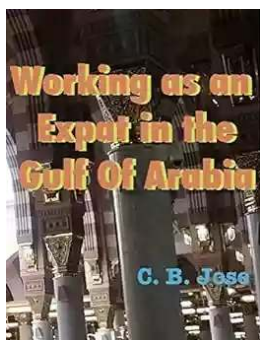
Team Performance Management  
Vol. 16 No. 6, July 2010  
pp. 242-256  
© Emerald Group Publishing Limited  
1352-7592  
DOI: 10.1108/TPM-07-2009-0011

The Arabian Gulf region, with its thriving economy and diverse workforce, has become an attractive destination for expatriates looking for new employment opportunities. With countries like Saudi Arabia, the United Arab Emirates (UAE), Qatar, Bahrain, Oman, and Kuwait offering favorable working conditions

and attractive tax-free incomes, many foreign professionals are lured to this region.

## The Growing Trend of Expatriate Workforce

In recent years, there has been a significant increase in the number of expatriates residing and working in the Arabian Gulf. The region offers a wide range of employment sectors such as oil and gas, construction, finance, hospitality, healthcare, and IT, where expatriates can find lucrative job prospects. These opportunities, coupled with the tax-free income and the benefits provided by companies, make the Arabian Gulf an appealing choice for professionals looking to enhance their careers.



### Working as an Expat in the Gulf of Arabia: Learn the ins and outs of working as an expatriate in the Arabian Gulf. by Manuela Segal(Kindle Edition)

★★★★☆ 4.7 out of 5

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Enhanced typesetting : Enabled  
Word Wise : Enabled  
Print length : 44 pages  
Lending : Enabled  
Screen Reader : Supported



## Advantages of Working as an Expatriate in the Arabian Gulf

One of the primary advantages of working as an expatriate in the Arabian Gulf is the tax-free income. Many countries in the region do not levy income tax on expatriates, allowing individuals to save a significant portion of their earnings.

Furthermore, companies provide attractive employment packages that often include accommodation, healthcare, transportation, and annual flights to the home country.

In addition to financial benefits, expatriates can gain valuable international work experience and exposure to different cultures. Working in the Arabian Gulf allows professionals to interact with individuals from various nationalities and backgrounds, fostering a diverse and enriching work environment. This exposure to different perspectives can greatly enhance one's professional growth and networking opportunities.

## **Requirements and Challenges**

While working as an expatriate in the Arabian Gulf offers many advantages, it is important to be aware of the requirements and challenges that come with it.

Depending on the country, obtaining a work visa may require specific qualifications, educational degrees, and work experience. It is crucial to research and understand the visa process thoroughly to ensure a smooth transition and legal employment.

Another challenge faced by expatriates is adapting to the local culture and customs. The Arabian Gulf has a rich cultural heritage and following certain social norms is essential to maintaining respectful relationships both within and outside the workplace. Taking the time to learn about local traditions and etiquette can go a long way in fostering positive connections and avoiding cultural misunderstandings.

## **Healthcare and Safety**

Expatriates working in the Arabian Gulf are typically provided with healthcare benefits by their employers. However, it is essential to understand the extent of

coverage and any limitations. It is also advisable to have comprehensive health insurance that covers emergencies and specialized treatments.

When it comes to safety, the Arabian Gulf region is generally considered safe for expatriates. Governments in the region prioritize the safety and well-being of residents, implementing strict laws and regulations. However, it is always important to stay informed about local security advisories and follow best practices to minimize risks.

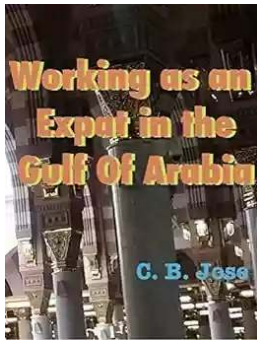
## **Cultural Integration and Community**

One of the key elements for a successful expatriate experience in the Arabian Gulf is cultural integration and involvement in the local community. Expatriate communities are vibrant and welcoming, providing support and opportunities for networking and socializing. Participating in local events, joining clubs, and making an effort to connect with locals can greatly enhance one's experience and sense of belonging.

Working as an expatriate in the Arabian Gulf offers a unique opportunity for professionals to grow both personally and professionally. With its promising job market, tax-free income, and diverse cultural experiences, the region continues to attract individuals from around the world. By understanding the requirements, challenges, and advantages, expatriates can make the most out of their Gulf experience and build a successful career in this dynamic part of the world.

## **References:**

- Arabian Gulf Economy Report - [insert link]
- Expatriate Working Conditions - [insert link]
- Cultural Integration in the Arabian Gulf - [insert link]



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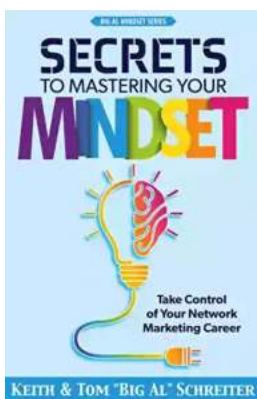


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Well this book outlines what it takes to get a job there, how to go about getting it, what type of job to take and what to do when you get there.

Know about the types of employers, the requirements for permits, where to buy and how to save money in the process.

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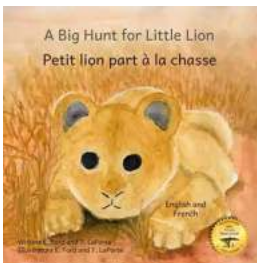
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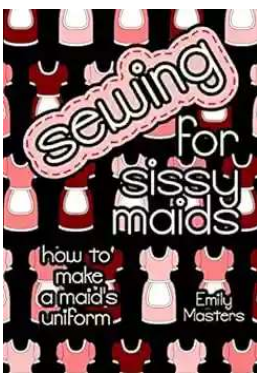
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