CONCLUSION

The United Arab Emirates is undergoing socio-economic transformations and oil revenue is acting as the catalyst, but with uneven impact. Sudden wealth and dramatic physical transformation of the UAE have given rise to significant changes in social and cultural dynamics of the Emirates' population. The Emirates with a very low population density and that too not technically qualified either to man associated construction or the service sector. Therefore, the Gulf region and the United Arab Emirates has become the Eldorado for many of the Asian and African nations and their unemployed or underemployed manpower. The craze is to migrate and seek jobs in one of the Gulf nations. However, the migrants choice varies with the opportunities in the respective countries. No doubt the basic theoretical framework of "the push and the pull" hypothesis works.

The industrial development of UAE is still at an embryonic stage. The UAE has emerged as a major oil producing country accounting for more than 6 per cent of the OPEC's output. The oil accounts for approximately 90 per cent of the income and 95 per cent of its trade earnings. It has one of the world's highest per capita income. Out of the total UAE oil reserves, Abu Dhabi possesses by far the greatest share followed
by Dubai. The rulers of the individual emirates retain control over their oil and gas resources by the provision of the UAE's constitution and have pursued independent policies in exploiting them. Despite the present cut-backs in production due to the worldwide oil glut, the search for new reserves continues to be pressed rigorously using the most sophisticated exploration units.

Apart from the petroleum resources there are consumer industries like food and beverages, textile and leather, wood and wood products etc. According to 1980 estimates the share (manufacturing industries products) was about 4 per cent of the gross domestic products, and hence one can not ignore the high share of construction activities in these seven Sheikhdoms.

The United Arab Emirates is better placed in respect to the percentage of workers in higher jobs and professions. This is particularly true in Dubai, Abu Dhabi and Sharjah. It is also clear that, these seven emirates are poorly placed in this respect. Essentially the professional and skilled technicians represent the small fraction of the labour force. The picture is dismal if the proportion of migrants is taken into account in the labour-force engaged in the higher profession and technical jobs. Migrant labour is an important factor in the economic development of the United Arab Emirates.

The economic development of UAE is directly linked with the oil and oil-products and oil-based petro-chemical industries and their percentage share is high in relation to export trade. Post 1973 oil price hike has
given further strength to these Emirates and the all oil rich Gulf countries for enlarging their industrial base as well as economic diversification. It is evident that the United Arab Emirates is capable of huge capital investment for an industry-based economic development but these emirates have entrepreneurship and management problems associated with the shortage of skilled and unskilled manpower.

Given the realities of other resources it is inevitable that the oil sector will continue to dominate the UAE's economy upto the foreseeable future. The industrial and other economic activities independent of the oil sector are being developed. In the agricultural front UAE's agricultural production has experienced a remarkable expansion. The Government has undertaken a variety of initiatives to promote its agricultural policy and implementation. The essential problem remains in the form of effective training and the mobilization of indigenous human resources. The lack of effective national training programme ensures critical dependence on imported skill for the foreseeable future. Deficiencies in the quantity and quality and distribution of human resources are perceived to be the single most important bottleneck in the future development programmes.

The demand for labour has increased over the years due to the rapid development in the industrial and construction sector, recruiting large number of migrant labour from the labour exporting countries like India and Pakistan.

International migration of skilled and unskilled labour is of crucial significance in the whole of the Gulf region and particularly in
the UAE. It started as early as 1940s with oil based economic growth in this region, but it is the oil price-hike of 1973 and onward that transformed the scale of development resulting in to great demand for additional manpower. Therefore, each and every Sheikhdoms tries and envisages industrialization as an essential component of domestic development and it has opened up opportunities to the Indians and other Asian and African countries for the surplus labour. As a result of this the proportion of migrants in the local population of these emirates is very significant. Of course, the United Arab Emirates is remarkable in the sense that at every four year interval, the countries population has doubled and this is primarily due to influx of large number of migrants to this country. Another factor working significantly in generating migration is the recent high participation rate of the Indian firms in the construction activities. Of course, it is quite important that the Indian firms have an annual turnover of about 500 to 600 million rupees. It has also similar increased participation in the Gulf region and particularly in the UAE one could have an insight by seeing the increasing number of advertisement in the newspapers regarding jobs in the United Arab Emirates as well as in other oil rich Gulf countries.

India's socio-economic relations with the UAE is reflected in its foreign economic policy. One of the most crucial components of economic relation between India and the UAE has been the flow of Gulf investment to India.

With the commissioning of various projects under the bilateral
economic co-operation agreements the demand for high technology manpower from India has increased manyfold in the recent years. The national labour market has witnessed a significant brain drain from certain sectors of the national economy, for example, the ONGC once reported departure of many offshore oil drillers to the Gulf region, particularly to the UAE. Similarly from many other sectors of national economy, engineers and highly skilled supervisors are reported to be migrated to the various project in the UAE.

India's manpower export to UAE has increased manyfold resulting a significant flow of remittances. There has been a great impact of the remittances made by Indians working in the UAE in the national economy with the slowing down of the space of economic activity in UAE, there has been a slackening of the demand for expatriates. Although, there is a decline in the revenue yielded by oil, leading to slacking down of economic activity, the country will continue to be a significant market for emigrant labour.

The projection of World Bank shows that the demand for skilled and unskilled workers may decline sharply, due to the decline in the construction sector where a large number of immigrant labour was employed.

Impact of this large scale migration could be seen at the various levels, both in the case of the countries of origin as well as countries of settlement. Migrants beside helping in the massive economic development of the United Arab Emirates has resulted into serious socio-cultural and political issues. The distribution of migrants in the various economic activities would help in making an assessment of the impact of migrants on the economy. It needs further analysis through.
It is evident that the service and construction sector accounts for the major portion of the Indian migrants' labour force. On the other hand, Palestinians and Jordanians are in the commercial and professional jobs, whereas the Indian, barring few cases of doctors, engineers, teachers etc., are mostly engaged in low-cadre jobs. In terms of hierarchy the top considerations are given to the migrants other than those who come from the sub-continent. To some extent the religion also plays a role in this respect, as in the case of Arab migrants, both the language and religion and ethnicity are significant.

The UAE and the Gulf littoral region is a checkerboard of different religious communities of migrants labour which is mostly Muslim and rest Hindus and Christians. Ethnicity is diversified in the case of migrants and they belong to different socio-cultural groups with a varied cultural background. All these are reflected probably in terms of nature of jobs and in the countries of their employment.

There are many strange incidents about the bad treatment to the migrants other than Arabs, specially the female migrants who are here as nurses and domestic servants etc. Some times migrants have to undergo severe harrassment and torture which really comes within the purview of the human rights. In terms of shelter and medi-care and other needs of daily life these migrants are shabbily treated. One has to collect empirical data and information to arrive at definite conclusion for preparing a strategy and the framework for a better life of the Indian migrants in the Gulf countries.

There are also some cases of deception, fraud and harassment to
the migrating labour from India through the various agencies operating on behalf of the contracting Indian firms and the respective embassies of Gulf countries. Many of the job seekers are being deceived by the agents and they incur lot of financial set backs. Frequently it is happening that the terms and conditions entered here are being greatly flouted and migrating labour stays there in most miserable conditions.

No doubt the UAE labour market provides India with an opportunity to pursue its policy of export promotion. India's economic policy towards the UAE takes full account of the domestic developmental priorities. The Gulf market is very relevant to us as it helps in achieving some of our developmental targets. India is one of the few countries with a large supply of skilled manpower as well as large fund of expertise which can play a greater role in changing the face of the UAE's economy.

There is a need to have a broader economic policy perspective towards the Gulf region in general and UAE in particular. We need an agressive but correct economic diplomacy in view of the changing size and orientation of Gulf market.

Considering the future massive migration to this country, one has to plan to reduce and control the discrimination towards the migrants as well as the hardships undergone by these migrants, both at their own end and at the end of the country of their destination. It is high-time to undertake comprehensive surveys regarding the various aspects of
these migrants under the aegis of the United Nations or its various other agencies. This would help understanding the processes and the pattern of migration as well as the problems they face. It is also essential that the Government of India should take due responsibility for the protection of the rights and interest of Indian citizens living abroad. The Indian migrants are increasingly being recognised as a potential bridge of understanding and co-operation and therefore, it provides a necessary bed-rock for future development, and specially the present study, however considering the future scenario and the past and the present experiences, a Commission should be set up to look into the various problems faced by these migrants in order to understand the future prospects for these toiling migrants who have shaped and revamped the economy of the UAE and who are going to play a significant role in the future. The terms and conditions of the proposed Commission may be judiciously planned and formulated with a view of conflict-management and resolution.