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Dubai Paper

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Section A. *Introduction:*

Dubai's economy relies greatly on migrant workers. With so many migrant workers, a better system needs to be created to affirm their rights. The current Kafala system is not working to the advantage of the migrants. It seems as if workers within the Kafala system are grossly underpaid and overworked from what is currently known to the public. This system works to the advantage of the UAE because it is run by private owners rather than the government. Many of these workers live in labor camps in awful conditions and with very little rights because they are not citizens of the UAE. Most data about the migrants, (origin, number, age), is not kept or provided to the public as well, so transparency in the future is something Dubai plans to strive for. Data on families and migrant minors is also not released to the public and are greatly ignored by the government as well. Dubai's main goals at this conference are to get funding for a better migration system and to be more transparent in its migration data.

Section B. *Demographics:*

In 2016, the population of Dubai was estimated to be a total of 2,504,000. The ratio of males to females of its population is skewed, with 75% of inhabitants being male (*World Population Review*). In addition, only 15% of these 2.5 million people are native residents, the remaining 85% are composed of expatriates (*World Population Review*).

Of these expats, 85% were Asian, predominantly Indian (51%), Pakistani (17%), Bangladeshi (9%), and Filipino (3%). (*World Population Review*). Somalis also make up a large number of Dubai's population and as for the Western expatriates, the British makes the largest portion of them (*World Population Review*). Another group of migrants living in Dubai is the

Syrian refugees, as the UAE has declared that they would accept 15,000 refugees over the next five years (*What's On*).

Islam is the official religion of Dubai, but Dubai is notably tolerant of other religions and has minorities of Christians, Hindus, and other religions (*World Population Review*). In addition to the mosques in the city, there are also many other places of worship such as churches and temples (*Dubai.ae*). It is expected that all visitors and residents should respect Islam and abide by certain customs and code of conduct, including special circumstances during the month of Ramadan (*Government of Dubai*). Anyone preaching racism, religious hatred or promoting religious extremism would be jailed and deported from the city (*Khaleej Times*).

The main reason expatriates move to Dubai is to find a job, and the *kafala* sponsorship system likely augment and facilitate the migration (*The Internations Survey*). However, despite the UAE's high GDP of 382.58 billion USD and Dubai's low unemployment rate of 1.72%, the income distribution is considerably unequal (*Trading Economics*). While there are disparities within the Emirati (national) minority, most live relatively comfortably, with electricity, running water, health care, and social security. However, 19.5% of the UAE population live below the poverty line, with many foreign workers earning extremely low wages. In addition, Wealth is incredibly concentrated, with only 0.2% of people controlling 90% of the country's wealth, while 10% of people live under the lowest income group. These inequalities tend to overlap with differences in origin or ethnicity, such the Emirati population having access welfare programs that foreign workers are restricted to (*Fanack*).

The most prominent sectors in the Dubai government are extraction of crude oil and natural gas, wholesale and retail trade, repair services, real estate, business services, construction, and manufacturing.

Section C. Key Points:

- *Leadership & Governance*: Give more autonomy and rights to migrant workers by reforming the Kafala System
- *Urban Planning*: Improve the living conditions of migrant workers living in Dubai and better enforce the regulations of labor camps

- *Economic Integration:* Help low-skilled migrants earn fair wages for the work they provide and reform the Kafala System so welfare and other government benefits are supplied to migrants.
- *Social Cohesion:* Acknowledge ongoing discrimination of migrant workers and enforce Anti-Discrimination laws more diligently
- *Youth Education:* Address and give basic rights to the migrant minors that come to Dubai, especially those who migrate illegally or who are looking for refuge.
- *Health:* Collect more data on the health of workers in the Kafala system so they can receive proper healthcare and the system can be properly reformed
- *Resilience:* Recognize and address the harmful effects of the Kafala system on migrant and domestic workers and introduce government reforms to attempt to correct these issues.

Section D. Background of the City:

Dubai, one of the seven emirates of the UAE, is an cosmopolitan business hub located in the Middle East. Currently, Dubai is led by Sheikh Mohammed bin Rashid Al Maktoum, who also happens to be the vice president and prime minister of the UAE. Though the capital of the United Arab Emirates is actually Abu Dhabi, this Arabic city is the largest of its country with a population of over 3 million (*Global Media Insight*). However, the makeup of Dubai's population, as described above, is largely expatriates.

Before Dubai became one of the world's leading tourist destinations filled with plenty of attractions and skyscrapers, it was a small fishing village with a rich history that dates back to around 3000 BC (*Emirates*). Dubai used to be a vast mangrove swamp, but by 3000 BC it had dried up and was seemingly uninhabitable. It is thought that the first settlers were nomadic cattle herders who established a date palm plantation to survive around 2500 BC (*Visit Dubai*). Their agricultural success marked the first time the site was inhabited. In the 5th century the area was known as Jumeirah, and caravans used it as a stop while traveling on the trade route connecting Oman and Iraq (*Emirates*). In 1095, Andalusian-Arab geographer Abu Abdullah al-Bakri wrote the Book of Geography which had the first ever recorded mention of Dubai (*Visit Dubai*). During

this time, people's livelihood depended on fishing, pearling, building boats, and providing housing and food for merchants traveling along the caravan routes selling gold, spices, and textiles. Products like these can still be found in Dubai markets today. During the 16th century, European merchants increasingly traveled to the area due to its strategic position between Europe and India and China. In 1580, Gasparo Balbi, a Venetian pearl merchant, visited the area and mentioned Dubai (Dibei) for its pearling industry which would become Dubai's biggest source of income for almost the next 400 years.

The area was taken over by the Bani Yas tribe in 1793 and was ruled by the Maktoum family who still rules over the emirate today. The tribe settled in the modern day capital of the UAE, Abu Dhabi, and kept Dubai as a dependency. Over the next 30 years, many tribal wars riddled the area (*Emirates*). The constant fighting kept merchants away, significantly hurting the economy. A maritime truce drafted up by the British was signed by local rulers in 1820, reopening trade routes and leading to the name "the Trucial Coast" (*Emirates*). British influence continued throughout the 19th century as they signed a series of agreements with individual Emirates resulting in an area known as "The Trucial States" (*UAE Embassy*). The agreement declared that the Emirates wouldn't involve themselves with any foreign government other than the United Kingdom without their consent, and the British would protect the coast from any attacks at sea or on land.

One of the leaders of the Bani Yas Tribe, Maktoum bin Butti, led his people to the Shindagha Peninsula at the mouth of Dubai Creek in 1833 (*Emirates*). The group settled there and declared independence from Abu Dhabi. The Al Maktoum dynasty that would continue to rule until modern day was now established in the city. The Dubai Creek was a source of fish and pearls, the backbone of the economy in the 19th century. The pearling industry thrived in the 19th and early 20th centuries (*UAE Embassy*). Income and employment were given to the people of the Gulf and the economy of Dubai was booming. In the 1950s the economy saw a significant decrease when the pearling industry was disrupted by artificial pearls from Japan (*Emirates*). However, this trouble didn't last long. Oil was discovered near Dubai in 1966, and they began to export it soon after (*Emirates*). To increase oil trade, the ruler spent a large sum of money to

dredge a deeper waterway in Dubai's port to allow for ships with heavier cargo, and more oil, to enter and exit the city.

Another large trading port in Iran, the Port of Lingeh, began to tax merchants heavily. Many trade ships began to go to Dubai instead because it was much cheaper. Dubai also created a new law where they would not tax foreigners, drawing even more immigrants to the city. These two pieces ended up doubling Dubai's population. Many foreigners were from India and Pakistan, which greatly increased the textile market in Dubai, as well as increased trade with Asia.

Originally, Britain planned to combine the Trucial States with Bahrain and Qatar to create one nation. However, they were struggling economically and financially, so they relinquished control over these territories. The states decided to continue similarly with the British's plan, and officially formed the United Arab Emirates on December 2, 1971 (*Thought Co.*).

In the later years of the 20th century, Dubai started to evolve into what it looks like in modern day. It is widely believed that Dubai's modern economy thrives off of oil production, but in fact, oil makes up less than one percent of Dubai's Gross Domestic Product as fossil fuels become less popular. Dubai's port, Jebel Ali, is a crucial exporting center. Finance and IT are also primary booming industries there, as well as tourism (*Dubai.com*). Dubai has become the 4th most visited city in the world, featuring destinations such as the Burj Khalifa, the tallest building in the world, and the Burj Al Arab, the only 7-star hotel in the world. The city also hosts a wide range of events, such as the Dubai Shopping Festival, Dubai World Cup, and Expo 2020. In 1985, the world famous Emirates airline was founded, now one of the most popular airlines worldwide (*Emirates*).

Overall, Dubai is currently one of the fastest growing economies globally, with 6,073 buildings completed in 2018 alone (*Dubai Statistics Center*) and bringing in a GDP per capita of \$17,000 annually. Dubai, modern as it is, is far from perfect. There are still a variety of issues, including immigration, that it must tackle.

Section E. Issues:

LEADERSHIP AND GOVERNANCE: Caroline Breckling

Dubai's economy thrives, but many issues regarding immigration still exist. The laws in place in Dubai and the UAE do little to better the lives of immigrants, especially migrant workers.

In general, the United Arab Emirates tends to favor its nationals over foreigners. The Nationality Law, which states paths to citizenship, is quite strict and specifically favors Emiratis and Middle Easterners over others on the path to citizenship. For example, one clause states that Arabs who have settled in the UAE can become citizens after living there for seven years, but this time is reduced to three years if the prospective migrants are from Bahrain, Oman, or Qatar. Otherwise, others can only become citizens if they have resided in the United Arab Emirates for at least 30 years and are familiar with the Arabic culture and language. This piece of legislation demonstrates how difficult it is to become a citizen in the UAE. Although they are open to immigration, Emiratis try to limit the number of foreigners that naturalize in order to preserve their culture. In many cases, Emiratis are also given privileges above foreigners.

Since most migrants aren't able to become citizens, there is a practice called the Kafala System in place to manage incoming migrant workers, who make up a large portion of migrants entering the United Arab Emirates. Workers are recruited by an agency, who connects them to a sponsor. This sponsor becomes responsible for the worker legally and economically for at least two years. If their employment ends, the worker must leave immediately.

This process is effective in maintaining a migrant workforce, but there are many underlying issues. The Kafala System is not run by the government but is rather a partly independent group with ties to the powerful Emirati ruling families. Because of this, they act in the interest of Emirati natives instead of fighting for workers' rights. This system is economically detrimental to workers, as the cost of migration alone takes up about one-third of their paycheck. If workers wish to bring their families along, they must make \$27,000 per month, while the average monthly income of a migrant worker is \$363. Due to this, most workers are single men who live in overcrowded, filthy labor camps.

Because workers are under such strict restrictions, they have little freedom. Without their employer's consent, they aren't able to leave or change jobs, let alone go back to their original country. Their sponsor also has complete control over their deportation. If a worker tries to fight for more rights, their sponsor can easily force them out of the country. For this reason, the vicious cycle of exploitation continues because these jobs are so precious to workers. This system resembles modern slavery, leaving migrant workers with few rights.

In order for a migrant to live in Dubai, they must have a valid Emirates ID and temporary visa. Lately, the government has been more generous and has created a two-month amnesty period for any illegal immigrants. As long as they leave the country in this period, they will not be punished.

Following the Syrian refugee crisis, the United Arab Emirates have made a few adjustments to help these people. In 2016, they agreed to accept 15,000 Syrian refugees over a period of five years. However, it is estimated that 250,000 Syrians were already residing there, the majority of them being refugees. These refugees entered the UAE through the migrant worker system, and rely on that to stay in the country. Once their period of work is over, the Syrian refugees have accumulated so many fines from not renewing their visas that they are no longer able to return to Syria for economic reasons. Another step was taken in 2018 when the government allowed refugees from countries of war to stay in the United Arab Emirates on a visa for one year. The UAE also has spent 540 million dollars on humanitarian aid for refugees, including funding camps in Jordan in Iraq. It was notable that these refugee camps were not in their own country, which was explained by that refugees would be better off closer to their home country to make for an easier return. It seems that the UAE is willing to help in this crisis, but doesn't want any refugees interfering with their daily life.

The effect of technology on migration in Dubai is very large. Dubai is one of the most modern and efficient cities, with large buildings that require lots of construction, causing a high demand for manual labor.

URBAN PLANNING: Angel Lin

The city of Dubai is composed of an area that is roughly 4,114 square kilometers in size (*World Population Review*). With a population of 3.137 million people, there is approximately 762.6 individuals living per square kilometer (0.38 square mile) (*World Population Review*). The population in the city is made of 96.2% expatriates who live rather isolated from the small amount of natives in the city (*Dawn*). This circumstance had developed over time from a multitude of reasons, ranging from cultural misunderstandings to personal causes. Some of the most popular are justifications such as the expatriates and the natives do not want to form relationships that might end after a short period of time when the expatriate return to their home country (*Telegraph U.K.*). Combined with the cultural differences between the expats and the natives, there are rarely non-work related interactions between these two groups of people (*Telegraph U.K.*). As political science professor, Karen Young, says, “[in Dubai], foreigners contribute to society but, as outsiders, are not part of the society” (*Telegraph U.K.*).

Housing shortage is becoming an increasing dilemma in Dubai. As the population rises and more expats and migrant workers move into the city, the demand for housing is as high as ever (*Reuters*). In 2017, there is a total of 528,500 residential units in Dubai, including apartments, houses, villas, however, those numbers will not be enough for the expanding population (*Gulf News*). A demand of 557,000 houses had been calculated at the start of 2018 and an additional 45,000 housing units had been promised (*Gulf News*). However, multiple project delays had occurred during 2018 and numbers are pushed back farther into the next few years; as a result, only 41% of the necessary housing units will be completed by the deadline and there will be an estimated shortage of 7,083 homes (*Gulf News*). The rising expenses of the limited housing also mean that inhabitants will be pushed out of the metropolitan area of the city (*Reuters*). As richer expatriates buy up the houses in the city, middle income expats are being forced out of the metro area and into the suburbs, farther and farther away from where they work (*Reuters*). Migrant workers who earn even less money than middle income expats end up in a worse situation; in order to save expenses, some are crowded into one apartment where living conditions are horrifying. However, as dire as the situation of the workers mentioned above sounds, others who wound up living in “labor camps” built by their employers are in even poorer conditions.

The system of immigration in Dubai, called the Kafala system, is a system in which sponsorship from employers are required in order for workers to travel to the city (*Migrant-Rights.org*). This system is often abused as employers confiscate passports and withhold wages in order to trap workers in the city; in addition, employers also have the ability to cause a migrant to be deported or achieve an illegal status (*Migrant-Rights.org*). Spurred on by the injustices of the Kafala system, companies are unrestrained in their horrible treatment of their employees (*Building U.K.*). They house workers in so called “labor camps”, where workers live in rooms shared with eight to thirteen (and sometimes even more) roommates (*Khaleej Times*). As some witnesses claimed, there isn’t enough space in some rooms to sit down comfortably or even lay down on their sides comfortably (*Dailymail U.K.*). Depending on which labor camp the worker is situated in, electricity, clean water, and other everyday commodities could be considered privileges instead of necessities (*Khaleej Times*). In a specific case of such a labor camp, laborers were expected to build their own gas pipes, which is highly dangerous and risky (*Khaleej Times*).

The government of the UAE does have specific regulations in place for the labor camps. Under UAE laws, the camps must have forty square feet of space supplied for every worker and there should be one bathroom for every eight man - which is also the maximum number that are allowed to share a room. Every camp should also ensure that there would be enough “ventilation, natural or artificial light, thermal insulations, drainage, water supply, gas, electric supply and fire safety measures” (*Building U.K.*). However, despite the presence of these laws, the majority of employers do not follow these rules since as Nicholas McGeehan, the found of Mafiwasta, an organization campaigning for workers’ rights, says, “laws are only as strong as the mechanisms that enforce them and there appears to be no mechanism to see that the labour laws are consistently implemented” (*Building U.K.*).

ECONOMIC INTEGRATION: Lily Makkas

Dubai’s economy over the last three decades has changed drastically as it has diversified and become more dynamic. Growth in trade, tourism, transportation, industry and finance has helped Dubai’s economy grow and expand. The location of the city has also helped the economy

thrive with access to a large, growing and prosperous market. It is also the largest re-exporting city in the Middle East. Other key advantages include the political and economical stability of the UAE, the cost structure of the city, increasing exports and manufacturing, the high quality of life and the extensive trade network to which Dubai has access. The main sectors of the Dubai government include extraction of crude oil and natural gas, wholesale and retail trade, repair services, real estate, business services, construction, and manufacturing. (UAE government) Typically, low skilled male migrants that immigrate to Dubai often find work in low skilled service sectors while low-skilled women often find work in domestic services or retail jobs. High-skilled migrants who immigrate to Dubai often find work in oil and gas, education, investment, and finance sectors. Services like Amnesty International spotlight the hardships and exploitation migrants have to face in Dubai and the abuse of them.

The informal economy in Dubai comprises of 60% of all expat labor; mainly low-skilled workers in this sector, especially ones who don't have visas. It is easy for migrants to work in this sector as it usually has slightly better pay for them and it is easy to drop in. ILO and the Informal Economy Unit help to provide people with transitions from the informal to formal sector of the government. Low-skilled migrants that come to Dubai tend to end up in less entrepreneurial jobs and lower skilled jobs like working on oil rigs. However, 90% of Dubai is comprised of immigrant workers who tend to be successful. The wealthier migrants tend to be more entrepreneurial than low-skilled migrants in Dubai.

The current unemployment rate in Dubai is 1.72%. One factor that contributes to the unemployment rate being so low is the cost of living there. Not many low-skilled migrants move to Dubai without a job secured and not many people without steady and sufficient income live there due to this. Many migrants in fact travel to Dubai on travel visas and try to secure a job. If they get one they will go back home then move to Dubai so they don't have to move to an expensive city jobless. Additionally, many migrants are moving to Dubai for the purpose of work and finding jobs.

Welfare is not very accessible to migrants. The kafala system in place excludes migrants from several benefits like welfare and jobs which puts them at the bottom of the social hierarchy. This contributes to the rigid class boundaries in Dubai. In general, citizens and gulf nationals are

given more opportunities and are often favored when it comes to job opportunities, welfare and special programs. However, some citizens may need welfare more than migrants as migrants are often more willing than citizens to work under worse conditions for little money. There is little strain on the social services system as migrants are usually offered little to no social services in general. The kafala system is the main reason for this as it prevents immigrants from getting adequate benefits. Migrants in Dubai tend to be more self-sufficient as they are offered less and usually live there because they have a secure job. They are not perceived as a strain by the majority of the population as low-skilled migrants are not viewed highly and are mostly used for their labor but don't receive any benefits or services to help them.

Migrants are viewed as contributors to the economy as they help the economy function. For example, the low skilled migrants are the people who usually work in and extract oil from oil rigs. Without migrants doing this labor, there would be no one manufacturing or preparation of the exports in Dubai's economy. The money the migrants earn is used to benefit their poor native countries.

Depending on the different migrants entering the country, there are different levels of brain waste experienced. High-skilled migrants coming to Dubai often experience little brain waste. High-skilled or highly-educated migrants often move to Dubai specifically for work which is often good paying and don't experience brain waste. However there may be brain waste experienced in the low-skilled migrant population. The jobs immigrants receive usually include low-skilled labor jobs where migrants are underpaid and their work is abused by the private sector. In their home country, low-skilled migrants are promised better pay and conditions if they move to the UAE. However, they are often underpaid, overworked and live in "camps" with terrible conditions. Often times these citizens don't even have enough money to return home. Although, many of the migrants are unskilled, some may have had some previous skill in their home country but decided to immigrate to Dubai in order to make more money than they did in their native country. These people who came to Dubai for more money but a less skilled job, may be experiencing brain waste.

SOCIAL COHESION

One challenge that Dubai faces is integrating such a large migrant and expatriate population into the entire populace of the city. In 2016, 85% of Dubai's population was made up of expatriates of different nationalities (*World Population Review*). Of these, 85% were Asian, predominantly Indian (51%), Pakistani (17%), Bangladeshi (9%), and Filipino (3%), while there is also a sizable population of Western expatriates (*World Population Review*). Another group of migrants is Syrian refugees, as the UAE has declared that they would accept 15,000 refugees over the next five years (*What's On*). Islam is the official religion of Dubai, but Dubai is notably tolerant of other religions and has minorities of Christians, Hindus, and other religions (*World Population Review*). The average age of an expatriate in 2015 was 38.1 years, correlating with the primary reasons migrants are attracted to the city, for employment, better quality of life, and financial purposes (*The Internations Survey*). In particular, Dubai's seemingly "tax-free" lifestyle is appealing to migrants (*Living in Dubai*). Also, since Dubai makes up a relatively high part of the UAE's GDP, 35%, both nationals and expats are motivated to migrate to the city (*World Economic Forum*). Dubai's strong appeal to migrants creates a diverse population, but it poses issues in social cohesion.

Social integration and cohesion in Dubai seem on the surface to be unproblematic issues. The UAE government launched the National Tolerance Programme, which has passed an Anti-Discrimination Law in 2015 stating that "Any person, who commits any act of discrimination of any form by any means of expression or by any other means, shall be sentenced to imprisonment" (*Government.ae*). Tolerance is also an important principle of Islam, the official religion of the UAE, and as a result, religion has not been a problem in integration. The UAE constitution entails freedom of religion, and the UAE government actively portrays itself as tolerant (*Government.ae*). The impact of this organization seems to be reflected in the direction of Dubai's integration. According to a survey conducted by the expat network *Internations*, 72% of expatriates enjoy the general friendliness of people in the UAE and 73% of the friendliness of locals to foreigners. At least at first glance, the relationship between nationals (Emiratis) and expatriates seems to be amiable and unproblematic.

However, Dubai's strict immigration policy, specifically the *kafala* system, seems to label expatriates as permanent outsiders. The UAE *kafala* system is a visa-sponsorship program

in which employers sponsor migrant workers' visas to travel to the UAE for business (*LSE Middle East Centre*). If a worker's employment is terminated, they must leave the UAE, and this policy results in a population of temporary workers, only abroad for their jobs (*LSE Middle East Centre*). Only Emiratis, 10% of the population, are recognized as UAE citizens (*Governing Dubai*). Citizenship grants are very limited to expatriates, creating "a sense of insecurity" that "prevents the social/cultural integration of immigrants that would inevitably influence the indigenous culture" (*LSE Middle East Centre*). This exclusion of expatriates in Dubai's history as true citizens emphasizes the division between nationals and migrants by preventing expatriates from integrating into Dubai's society as true citizens, weakening social cohesion. As a result, in the 2018 Bertelsmann Stiftung Transformation Index (BTI) country report of the UAE, political and social integration is actually ranked at 3.0 on a scale of 1-10.

This split seems to advance into discrimination, which migrant workers in the UAE especially suffer from. Despite the UAE's Anti-Discrimination Law, the BTI 2018 country report describes harsh punishments for migrant worker strikes, including imprisonment and deporting strike leaders, as well as the abuse of female domestic workers and migrant workers. In addition, there are instances of discrimination in the job market, such as employers stipulating extremely specific requirements (gender, age, nationality, etc.) and restricting jobs to Filipina women (*The National*). This unjust treatment of women makes it more difficult for them to integrate into Dubai's populace. The media, especially from outside of Dubai, does not ignore the discrimination occurring in Dubai. *The Telegraph*, a British newspaper, highlights how some South Asians, who make up 53% of the UAE's population, earn as little as AED 700 (\$190.58 USD) a month, while the average monthly salary of Western expatriates living in the Gulf in 2013 was more than \$10,924.75. Also, *The National*, a media platform from the UAE, reports on the aforementioned discrimination of Filipina women and women finding jobs. However, *The National* has another article describing Dubai as "a land of hope," boosting Dubai's appeal to migrants and reputation as a welcoming city. The media's perception of migrants varies, in particular sometimes heightening Dubai's image, but it generally addresses the significant issue of discrimination that is evident in Dubai.

YOUTH EDUCATION: Zoe Moumoutjis

In Dubai, the public schools are not very overcrowded, considering most of its youth attends private schools. 25.5% of the youth in Dubai goes to public schools, but after they turn fifteen, the students must apply to high schools that are private and cost around 25,000 DHS a year. The schools are fairly well resourced according to a census done in 2010, less than a sixth of Dubai's public school mark as "inadequate." There is a protected right of education for youth in Dubai, but it ends when they are fifteen years old because many students cannot afford to go to a private high school. All students can take the bus and around 65% of students do take the bus on a daily basis. Luckily 85% of students in Dubai schools say they are happy and 73% of them are well fed daily. Mostly all students who attend a private school graduate, but public school completion rates are much lower. Also, not many migrant children go to public schools, they are not even documented as migrants. Many students come from India, Pakistan, and the UK, but all of these students are sent to private schools with lots of money. Freedom of religion is a basic right in Dubai, therefore religion is not taught in schools, but many schools focus on Islamic values.

Migrant children are guaranteed the right to education in Dubai, as long as they are currently housed there. If their family is sponsored through the Kafala system, the student could end up going to high school with that funding. Migrant children are expected to assimilate with the help of sixteen school run programs dedicated to teach them new languages and catch them up with curriculum. Unfortunately, these programs are only available to migrants who can afford private school and that reside in the country legally. In school, Arabic is the main focal language, while English is taught as a secondary language. Outside of school, migrant children are mixed and expected to live with the natives. Problems that many children in Dubai face are trying to get a job and sex trafficking. Since it is so hard for native children to get a job, one can only assume that it is more difficult for a migrant child to obtain a job as well. They are allowed to work with the proper paperwork, but most likely they will not be able to find a job.

The main problem involving the migrant youth is that they are not well documented. Yes, the ones in the Kafala system are most likely documented, but there is no record released to the public of minor migration numbers. They do not have rights protected by law and there are no

regulations for children seeking refuge. These children need protected rights and access to private education from the government.

HEALTH: Piper Evans

In the UAE, healthcare is regulated at both the federal and Emirate level, and each of the seven Emirates has its own internal laws to dictate healthcare standards. Dubai has a high standard of healthcare for its citizens and expats. Dubai has six public hospitals which offer free or low-cost services for its residents (*Expat Arrivals*). These services are also accessible for expats who apply for a health card from the Department of Health and Medical services (*Government.ae*). With its 32 private hospitals, Dubai's private health sector is expanding (*U.S.-U.A.E. Business Council*). Although most public hospitals in Dubai offer high-grade healthcare, many expats choose more expensive private medical centers (*Expat Arrivals*). The Dubai Healthcare City (DHCC) is a free economic zone located in the city that provides easy access to various treatments and specialties (*dhcc.ae*). It is comprised of two hospitals, clinics, over 4000 medical professionals, teaching and research facilities, pharmacies, and partnerships with international institutions including Harvard Medical School (*Government.ae*). DHCC has two sections, one dedicated to healthcare and medical education, and the other to wellness (*dhcc.ae*). With all of the different facilities in Dubai, there is no shortage of options for people seeking treatment.

In Dubai, healthcare is overseen by the government-run organization Dubai Health Authority (DHA) which licenses all healthcare facilities and professionals. The DHA aims to provide a functional, accessible, and integrated healthcare system (*DHA*). In 2015, the DHA implemented new legislation that made it mandatory for all people to have health insurance (*Expat Arrivals*). A government-funded scheme covers Emirates, but expats are handled under their private health insurance schemes (*The National*). Companies must provide their expat employees with a health insurance plan that includes at least a basic level of coverage. This does not include an employee's spouse or children, but the government highly encourages the company to cover the dependants too (*The National*). Although the type of coverage might not be perfect for everyone, all people in Dubai are now covered to a minimum level.

For the migrant workers in Dubai, healthcare is mandatory, but the coverage is usually basic and doesn't include life insurance. Many human rights organizations have criticized the Kafala system and the harsh conditions that workers experience. The backlash this system received caused the UAE government to pass a bill in 2017 that provides these migrant workers with the same labor laws as other workers in the country. Employers must give their workers housing, food, days of paid sick leave, and compensation for any work-related injuries which will lead to improved health among this group of individuals. Although there is little data on the health records of workers in the Kafala system, it can be noted that health insurance and evidence of good health are also requirements for obtaining a residency or visit visa in the UAE. This means that the people legally entering the country, including migrant workers, should be healthy when they first enter the country (*World Health Organization*). To truly understand the healthcare and treatment migrant workers in the Kafala system are experiencing, Dubai should be using more technology to track each worker. Collecting more data on the health records of these workers would help uncover the reality of the Kafala system.

For anybody in Dubai, residents and expats alike, healthy food is easily accessible. Nutritional food can be found wherever people living in Dubai go to get their groceries or eat. In Rashid Hospital, one of Dubai's public hospitals, there is a clinical nutrition section that provides clinical care up to international standards (*DHA*). Nutrition is so prominent in Dubai that they even host a nutrition conference that discusses the latest achievements in the nutrition and dietetics field (*Government.ae*). The importance of nutrition would carry over to the treatment of any migrants that might come into Dubai malnourished, an unlikely scenario since all people coming into the country must pass a medical evaluation that proves they are healthy. In a rare case of malnourished migrants arriving in Dubai, to make sure they were healthy, they would meet with a nutritionist at any public hospital at which they receive. This specialist would help the migrant set up a plan that meets their specific personal needs and schedule ongoing appointments to check up with the person. Usually, malnourishment can be treated by altering a person's diet (*NHS*). This might include more vitamins and nutrients which are easily obtainable items in Dubai. If the malnourishment case is extreme, then the person might need to go to a hospital and receive a feeding tube. This treatment can be continued at home if the person is well

enough. Other specialists that incoming migrants might need access to are mental health and trauma doctors. All public hospitals in Dubai have psychology sections where a migrant would be able to talk with a doctor regarding any trauma they are experiencing. Not all migrants are fleeing their country to escape disaster, persecution, or conflict, but most refugees are. For the 15,000 Syrian refugees that are being accepted between 2016 and 2021, a specialist might be helpful for someone who is hoping to recover from a traumatizing experience in their native country.

A crucial aspect to ensure the Dubai's people are healthy is proper sanitation and waste management systems. In Dubai, 97.6% of the people living there use modern sanitation facilities (*World Health Organization*). The Dubai Municipality, a government-run institution, maintains two main sanitation plants where all of the sewage in the city goes (*Government.ae*). In 2013, it was brought to the public's attention that the sewage in the city was being driven out by trucks carrying human waste to sewage plants. Dubai's rapid growth caused the city not to be equipped with proper plans for effective sewage and sanitation systems. A sewer system that connects the whole city to the two sewage plants later resolved this problem. The Dubai Municipality is also in charge of waste management Dubai (*Government.ae*). The technologically advanced waste management system consists of landfills with automated entry systems, increasing productivity among the waste trucks coming to drop off trash. All over the city of Dubai, there are also big belly waste containers. These are high tech trash cans that can hold six to eight times more trash than the average street bin can (*Envirocities eMagazine*). When the volume of the bin reaches a certain level, compaction of the garbage is triggered by sensors inside. These sensors also notify Dubai municipalities headquarters when the bins are almost full, prompting trucks to pick up the trash. All of the energy needed to run these containers is solar powered and environmentally friendly. These bins also enhance the Dubai Municipality truck fleet efficiency due to the significant increase in collection at one time and less fuel being consumed with reduced trips (*Envirocities eMagazine*).

Dubai has some of the highest quality healthcare and medical facilities in the world which is why it's population is for the most part healthy. It can't be said that all of Dubai's population is healthy because of the lack of transparency in the Kafala system. The real health

conditions of migrant workers are concealed, so it is uncertain if this hidden population of people is healthy like the other people residing in Dubai. The Kafala system cannot be reformed until Dubai reveals the health records of these people.

RESILIENCE: Addie Atwood

Due to the heavy reliance on foreign labor to sustain economic growth, the UAE receives large influxes of immigrants regularly. Dubai, the capital city of the UAE is one of the most technologically advanced cities in the world, making it a prime location for foreign businessmen and laborers. These migrants make up more than 80% of the population and are crucial to the development and functionality of the city. Most foreign workers have little to no access to UAE citizenship and tend to be employed on a short term basis. They are also often provided with no labor rights and are forced to endure harsh living and working conditions.

Most of the immigrants in Dubai are made up of foreign laborers who are traveling to Dubai with a previously established role in society. In order to attempt to control these numbers and establish laws surrounding the immigration of workers, in 1971 the government installed a temporary guest worker program known as the Kafala Sponsorship System. Under this system, nationals, expatriates, and companies are allowed to hire migrant workers. The workers have to obtain direct sponsorship from their employers which means they are dependant on their employers for entering and leaving the city. While this was an attempt at controlling the large migrant worker populations, it has caused challenges for UAW policymakers in the UAE as well as internationally. Many have condemned the Kafala system for exposing domestic and migrant workers to abusive practices and the government has attempted to reduce these concerns by reforming its laws. They outlawed employer confiscation of workers passports and allowed workers to transfer employer sponsorship and introduced wage protection measures. However, this has not been too successful because human rights and migrant organizations maintain that abusive labor practices have persisted at alarming rates due to the poor enforcement of these laws. Effectively controlling the costs of the program has also proved to be a challenge. Around \$3000 per foreign-born worker is invested to maintain national infrastructure and services. It is also a struggle to ensure economic opportunities for its own nationals due to the primary focus

being on migrant laborers. Although migrant laborers are the main concern, there are also several laws and regulations put in place to control the flow of foreign entry into Dubai.

There are many fixed laws that are put in place to attempt to control the entry and residence of immigrants in the UAE and Dubai. In order to legally enter the country, one would need to acquire a valid visa. This visa only allows entry into the UAE temporarily but can be renewed for certain periods of time. There are 8 attainable visas, tourist visa, transit visa, visit visa, multiple entry visa, residence visa, 96-hour transit visa, 14-day transit visa, 60-day renewable visa. All foreign visitors are required to obtain visas except for citizens of GCC countries (Kuwait, Saudi, Arabia, Bahrain, Oman, and UAE) as well as certain government exceptions. However, if one is applying for a visa or permit, it is necessary to obtain the sponsorship of a UAE resident or other legal entities. The Naturalization and Immigration Administration and the International Airport Authority are the UAE bodies responsible for issuing visas and permits. However, the Headquarters of Immigration and Residence are responsible for granting entry permits, which are different from visas. There are four possible grants available to foreigners in order for them to legally be able to stay in the UAE. These are the Employment Permit, Residence Permit, Residence for Employees permit and the Residence with work permit. If any of these laws are disobeyed then the Directorate of Nationality and Immigration can order deportation and make the owner of the illegal transportation take the visitor out of the country as well as pay additional expenses. If an illegal visitor refuses to comply with the deportation regulations, they will face imprisonment for as long as four months as well as a fine of up to AED 2000. While these laws are put in place in order to minimize the illegal entry of foreigners as well as to control the influx of legal immigrants there are still many complications in the system.

Due to the majority of the migrants in Dubai being migrant workers, their needs are often met by their employers. Although the safety and security of these laborers are being accounted for, under the Kafala Sponsorship System, the safety of many foreigners truly comes into question. Due to enforcement gaps in the system, local employers and recruitment agencies are able to violate international standards which in turn threatens the UAE and Dubai's efforts to uphold international humanitarian laws. According to the Human Rights Watch, the Kafala

system exposes migrant workers to many forms of abuse such as harsh working and living conditions, freedom restrictions, non payment of salaries, and sexual abuse as well as other violence. The government has responded to these issues by instituting a “mid-day break” law, which protects outdoor workers from “heat-related injuries”. They have also introduced the Wage Protection System which targets the nonpayment of salaries in the private sector. More than 2.9 million workers have enrolled in the WPS since its launch and more than 600 employers have been penalized. There have been additional efforts made to attempt to reverse the bad connotation received by the UAE for its abusive labor systems and more regulations are continuing to be put in place surrounding these issues. Dubai’s local government has been working hand in hand with the UAE’s international government to come up with ways to further reverse the abusive practices endured by the migrant laborers under the Kafala System. These reforms are continuing to be enforced and progress has been made in increasing the safety and security of migrant workers and laborers.

Dubai has upheld its reputation of being one of the most technologically advanced cities in the world throughout the years and this title is continuing to be proved true by the introduction of Artificial Intelligence. Dubai and the UAE are aiming to introduce elements of Artificial intelligence into aspects of everyday life. By 2020, the UAE plans to phase out immigration officers and replace humans with artificial intelligence to increase overall national security. The new smart system will be equipped in the new Abu Dhabi airport and will eliminate the need for any human immigration officers. Iris scan and face recognition are only the first steps in reducing the need for any human interaction. People will be able to walk through and be scanned which would get rid of the need for officers. They are hoping for these advancements to be further developed and eventually implemented in the rest of the country. One challenge would be training employees to work with the advanced technology embedded in these systems but the UAE believes that artificial intelligence is the future for the whole world. Due to the large amount of data that can be stored in the systems including information on citizens, residents, and visitors, a new level of security would be implemented on the county. According to the UAE, the hope for the future is for the entire world to rely on artificial intelligence and the need for human

immigration officers to be diminished.

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