Workforce Transitions in Gulf Economies Amid Global Energy Shifts

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Abstract

The Gulf Arab states have long relied on remittances to ease their economic and labor markets. Gulf-supported foreign capital and labor flows underpin much of the workforce. However, the Gulf Arab states are now undergoing significant economic and labor market changes. Oil and gas revenues are declining, and the Gulf Arab states are implementing economic diversification plans and reforms to their labor markets. This paper analyzes the current labor market and economic trends in the Gulf Arab states, and it explores the implications of these trends for the future of the workforce in the Gulf Arab states.

Gulf Arab states have undertaken significant economic and labor market reforms in response to the COVID-19 pandemic and the energy transition. This paper analyzes the impacts of these reforms on foreign labor, the country-specific and sectoral labor market trends, and the implications of these trends for the future of the workforce in the Gulf Arab states. It also explores the implications of these trends for the future of the Gulf Arab states' economic diversification plans and the energy transition.

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Introduction

The Gulf Arab states have long been oil-and-gas economies and labor markets. The economies of the Gulf Arab states have been underpinned by oil and gas revenues, and the labor markets have been dominated by foreign labor. The Gulf Arab states have been able to ease their economic and labor market challenges by relying on remittances from their workforces. However, the Gulf Arab states are now undergoing significant economic and labor market changes. Oil and gas revenues are declining, and the Gulf Arab states are implementing economic diversification plans and reforms to their labor markets. This paper analyzes the current labor market and economic trends in the Gulf Arab states, and it explores the implications of these trends for the future of the workforce in the Gulf Arab states.

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National and Sectoral Profiles

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- **Section 3:** Potential Scenarios for Gulf Economies and Workforces
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Labor Nationalization Policies

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2. Labor Market Implications of the Energy Transition

Economic Adjustments to the Energy Transition

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Case Study of Kuwait

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3. Potential Scenarios for Gulf Economies and Workforces

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Leveraging Expatriate Workforce (LEW)

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Merging Labor Markets (MLM)

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National Labor Only (NLO)

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4. Conclusion and Policy Implications

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Findings

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