The brain circulation and brain drain of South Africans in the United Arab Emirates
Survey on demographic information, motivation factors and adaptation problems

Please do not complete this questionnaire if you can’t answer yes to all three the following questions:

Y N
Are you a South Africa citizen and raised in South Africa?             Do you work in the United Arab Emirates?
Do you live in the United Arab Emirates?

If you answered “NO” to any of the above questions, please do not complete this survey.

This survey is for post-graduate academic and research purposes only.
The responses are confidential.
Respondents will remain anonymous.

Demographic information

1. Gender
   Tick appropriate box
   F     M

2. Please state your home language
   Tick most appropriate box
   Afrikaans
   English
   Tswana
   Xhosa
   Zulu
   Other

3. Please state your race
   Tick appropriate box
   White
   Coloured
   African
   Indian
   Other

4. Please state your age group
   Tick appropriate box
   15-19
5a. Marital status
Tick appropriate box
If Single, please skip to question 7

- Single
- Not married, but attached
- Married

5b. Please specify nationality of spouse or partner
(open ended question)

6. Does your partner or spouse work in the UAE?
Tick appropriate box

- Y
- N

7. Do you have children?
Tick appropriate box
If No, please skip to question 9

- Y
- N
8. Please indicate the number of male or female children in each age group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2 years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2-5 years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-12 years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13-18 years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18+ years</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

9. Please state your religion
Tick most appropriate box
- Christian
- Muslim
- Hindu
- Buddhist
- None
- Other

10. Please state your educational level
Only tick highest education level
- Matric/Grade 12
- Diploma
- Bachelors Degree
- Honours Degree
- Masters Degree
- Doctorate Degree
- Other, please specify__________________

11. Please state the industry in which you work in the UAE
Please select your industry from the drop-down list below
**Banking**
- Depository Institutions
- Non-depository Credit Institutions
**Insurance**
- Insurance Carriers
- Insurance Agents, Brokers and Service
**Other Finance**
- Security & Commodity Brokers, Dealers, Exchanges & Services
- Holding & Other Investment Offices
**Process Manufacturing**
- Food & Kindred Products
- Tobacco Products
- Textile Mill Products
- Paper & Allied Products
- Chemical & Allied Products
Petroleum Refining & Related Industries
Rubber & Misc Plastic Products
Stone, Clay, Glass & Concrete Products
Primary Metal Industries
Fabricated Metal Products except Machinery & Trans. Equipment
Discrete Manufacturing
Apparel & Other Finished Products Made From Fabrics
Lumber & Wood Products (except Logging)
Furniture & Fixtures
Leather & Leather Products
Industrial & Commercial Machinery Including Computers
Electronic & Other Electronic Equipment & Components (except Computers)
Transportation Equipment
Measuring, Analysing & Controlling Instruments
Miscellaneous Manufacturing Industries
Transportation & Transport Services
Railroad Transportation
Local & Suburban Transit & Interurban Highway Passenger Transportation
Motor Freight Transportation & Warehousing
Water Transportation
Transportation by Air
Pipelines (excluding natural gas)
Transportation Services (travel agencies)
Telecommunications
Telephone Communications
Telegraph & Other Communications
Media
Printing, Publishing & Allied Industries
Motion Pictures
Radio & Television Broadcast Stations
Cable & Other Pay Television Stations
Utilities
Electric, Gas & Sanitary Services (includes water)
Wholesale
Wholesale Trade-Durable Goods
Wholesale Trade-Nondurable Goods
Retail
Building Materials, Hardware, Garden Supply & Mobile Home Dealers
General Merchandise Stores
Food Stores
Automotive Dealers & Gasoline Service Stations
Apparel & Accessory Stores
Home Furniture, Furnishings & Equipment Stores
Eating & Drinking Places
Miscellaneous Retail
Professional Services
Real Estate
Business Services (including advertising agencies & services, credit agencies, computer programming, data processing, etc)
Legal Services
Engineering
Accounting
Research
Management & Related Services
Health Care
Doctor
Nursing
Dentistry
Psychiatry
Other health services
Education
Primary Education
Secondary Education
Tertiary Education
Government
Federal/Central Government
Local Government
Resource Industries
Coal Mining
Oil & Gas Extraction
Metal Mining
Mining & Quarrying of Non-Metallic Minerals (except Fuel)
Agricultural Production - Crops
Agricultural Production - Livestock
Agricultural Services
Forestry
Fishing, Hunting & Trapping
Logging
Construction
Building Construction-General Contractors & Operator Builders
Heavy Construction - Other than Building Construction-Contractors
Construction-Special Trade Contractors
Personal Services
Hotels, Rooming Houses, Camps & Other Lodging Places
Personal Services
12. Please state your career level
Tick most appropriate box

- Managing Director/Owner
- Top Management Level
- Professional
- Mid Management Level
- Non-Management Level
- Entry Level
- Unskilled (eg waitress)
- Other ______________
<table>
<thead>
<tr>
<th>13. Length of time in the United Arab Emirates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tick most appropriate box</td>
</tr>
<tr>
<td>How long have you and your family lived in the UAE?</td>
</tr>
<tr>
<td>How long do you and your family intend to live in the UAE?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Motivation reasons</th>
</tr>
</thead>
<tbody>
<tr>
<td>14a. Reasons for leaving South Africa</td>
</tr>
<tr>
<td>Tick any number of appropriate boxes</td>
</tr>
<tr>
<td>- The cost of living</td>
</tr>
<tr>
<td>- Taxation</td>
</tr>
<tr>
<td>- Safety and security (crime levels)</td>
</tr>
<tr>
<td>- Standard of public and government services</td>
</tr>
<tr>
<td>- Affirmative action policies</td>
</tr>
<tr>
<td>- Political factors</td>
</tr>
<tr>
<td>- Salary levels</td>
</tr>
<tr>
<td>- To gain international experience</td>
</tr>
<tr>
<td>- Other, please specify ________________</td>
</tr>
</tbody>
</table>

| 14b. Please elaborate on the reasons selected in Q14a. |
| Open ended question |

| 15. Existing or current links with South Africa |
| Tick appropriate box |
| Y | N |
| In South Africa, do you still: |
| Own a house? |
| Own any other properties? |
| Have a bank account? |
| Have investments? |
| Have a job to return to? |
| Have family members? |

| 16. Frequency of Return to South Africa |
| Tick appropriate box |
| Often (once every 2 months) |
| Occasionally (once every four months) |
| Once or twice a year |
| Once or twice in 5 years |
| Never |
17. Please indicate whether South Africa or the UAE is BETTER for you personally regarding the following issues:

<table>
<thead>
<tr>
<th>Issue</th>
<th>UAE</th>
<th>South Africa</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Personal economic conditions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job availability</td>
<td></td>
<td></td>
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<tr>
<td>Prospect for professional advancement</td>
<td></td>
<td></td>
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<tr>
<td>Job security</td>
<td></td>
<td></td>
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<tr>
<td>Income levels</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cost of living</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job benefits</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical plans</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pension plans</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other benefits (i.e. travel allowances, accommodation allowances)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>General economic conditions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest rate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rand/Dirham exchange rate</td>
<td></td>
<td></td>
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<tr>
<td>GDP growth</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Education and Health Care</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education for children</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tertiary education, i.e. Technikons and Universities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Future of your children in the country</td>
<td></td>
<td></td>
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<tr>
<td><strong>Standard of services</strong></td>
<td></td>
<td></td>
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<tr>
<td>The upkeep of public amenities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Safety and security</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal safety</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family safety</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

18. Reasons for moving to the United Arab Emirates

Tick any number of appropriate boxes

- No tax duties
- Safety and security (low crime rate)
- Standard of public and government services in the UAE
- Equal employment opportunities
- The geographical location of the UAE
- Job opportunities
- Higher income levels
- The quality of the education system
- I was transferred here by my company
- Muslim country
- The multi-cultural environment
- The climate
- The fast growing economy
- Other, please state_______________________
Living Conditions in the United Arab Emirates vs. South Africa

Tick one box

19. In general, would you say your quality of life today is better, about the same or worse than it was in South Africa?

- Better
- Worse
- Same

Investments in the Property Market in the UAE

Tick one box

20. Have you, or are you planning to invest in the property market in the UAE?

- Yes
- No
- Thinking about it

Adaptation problems in the UAE

Tick any number of appropriate boxes

21. What would you say were the main adaptation problems you experienced upon relocating to the UAE?

- Religion
- Climate
- Less contact with family or friends
- Cost of living
- Cultural differences
- Distance from South Africa
- Difference in housing (e.g., smaller space, apartment living)
- Language (e.g., speaking English instead of Afrikaans)
- Lack of cultural activities (e.g., theater, ballet, opera, symphony)
- Segregation of different nationalities in the UAE
- Loss of job/career for spouse or partner
- Other
- No problems

Perceived Behaviour / Attitudes towards South Africans in the United Arab Emirates

Tick one box per line

22. How would you classify the behavior/attitudes of the following groups of people towards South Africans?

<table>
<thead>
<tr>
<th>Group</th>
<th>Negative</th>
<th>Positive</th>
</tr>
</thead>
<tbody>
<tr>
<td>UAE Nationals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-South African co-workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UAE Government officials</td>
<td></td>
<td></td>
</tr>
<tr>
<td>South African co-workers</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Attitudes towards South African Membership Groups and Organisations in the UAE

23. Are you a member of a South African group or organisation in the UAE? □ Yes □ No

If yes, please specify to which of the following:

- Church group
- South African Business Council
- www.sagroupdubai.com
- tokoloshe@sanguae.com
- South African Sports Team/Group
- South African Network of Skills Abroad (SANDA)
- Other, please specify____________

General Questions:
Tick one box

24a. Besides South Africa and the UAE, have you lived and worked in other countries?

□ Yes □ No

24b. If yes, please specify how many times you have worked in other countries and in which countries.

Open-ended table

<table>
<thead>
<tr>
<th>Country</th>
<th>Amount of times permanently employed in country</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Social interaction of South Africans in the UAE

Open-ended question.

26. What are the nationalities of your main social circle / friends in the UAE?

1

2

3

4

5

6

7

8

9

10
Perceptions on safety and security in South Africa
Tick any number of appropriate boxes
27. Have you or your immediate family been a victim of the following criminal acts in South Africa?
- Mugging
- Household theft
- Vehicle theft
- Hijacking
- Farm attacks
- Murder
- Rape
- Any other criminal act against your person

Perceptions on Terrorism in the Middle East Region
Tick one box per line
28. How would you rate your safety in the United Arab Emirates?
- Very Safe
- Moderately Safe
- Unsafe

29. How would you rate your safety in the Middle East Region, outside of the UAE?
- Very Safe
- Moderately Safe
- Unsafe

30. Do you think it is likely that the attacks on westerners in Saudi Arabia could spill over to the United Arab Emirates?
- Yes
- No
- Don’t Know

Motivating reasons to return to South Africa
Select the three most appropriate responses
31. What would motivate you and your family to return to South Africa permanently?
- A change of the ruling political party in South Africa
- Relaxation of affirmative action policies
- Drop in the crime rate in South Africa
- More job opportunities in South Africa
- Better income levels in South Africa
- Wanting to raise children in South Africa
- An improvement in the educational system in South Africa
- Increase in the standard of public and government services in South Africa
- To retire in South Africa
- Pressure from family to move back
- A specific job offer
- Other, please specify______________________________

Thank you for your cooperation.
End of Survey