

United Arab Emirates

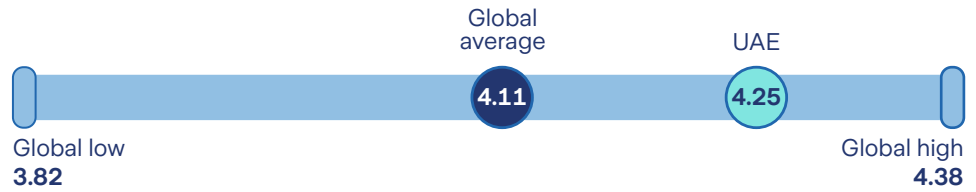
Workforce Resilience Profile

Financial preparedness is the UAE's clearest area to build on, with physical health as the strongest foundation.



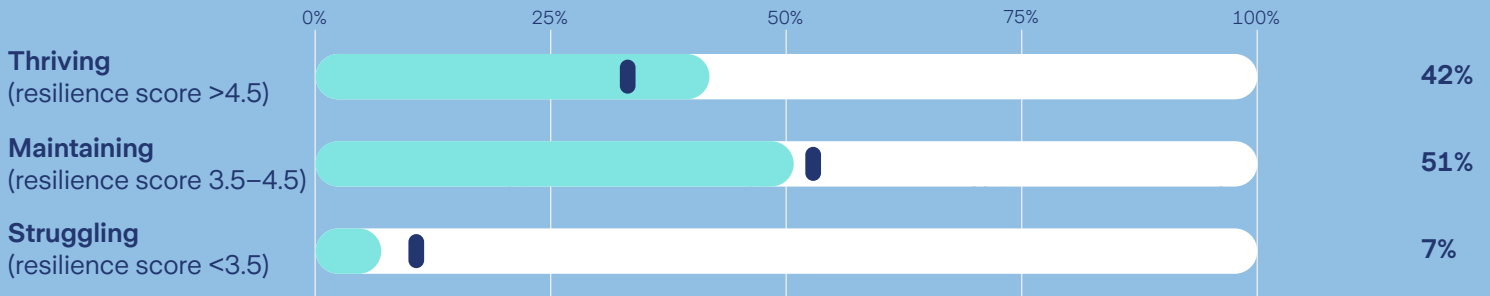
AI generated

Overall resilience

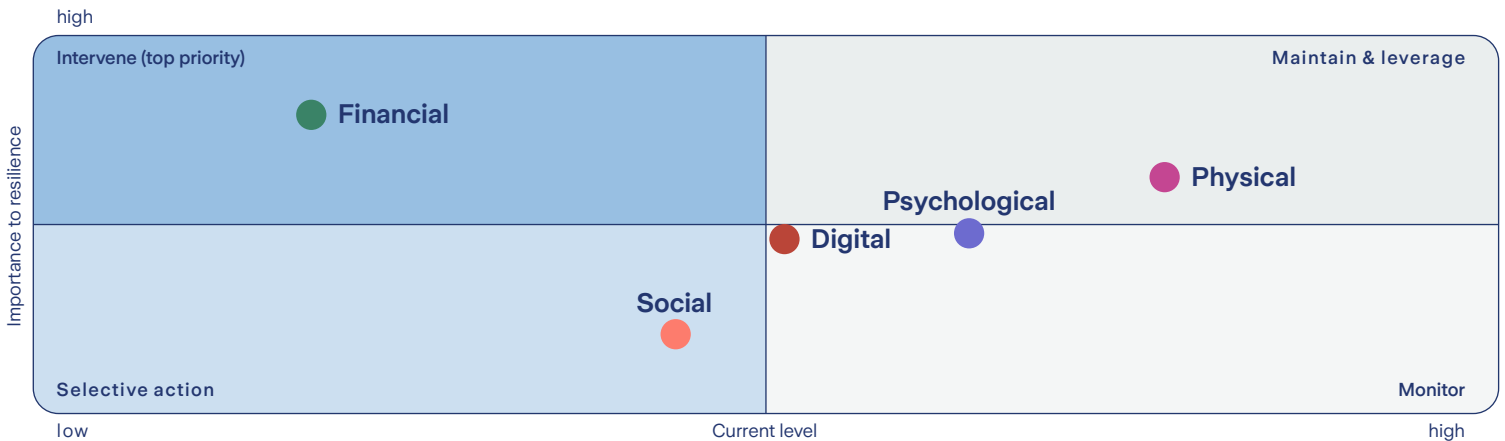


Split by resilience band

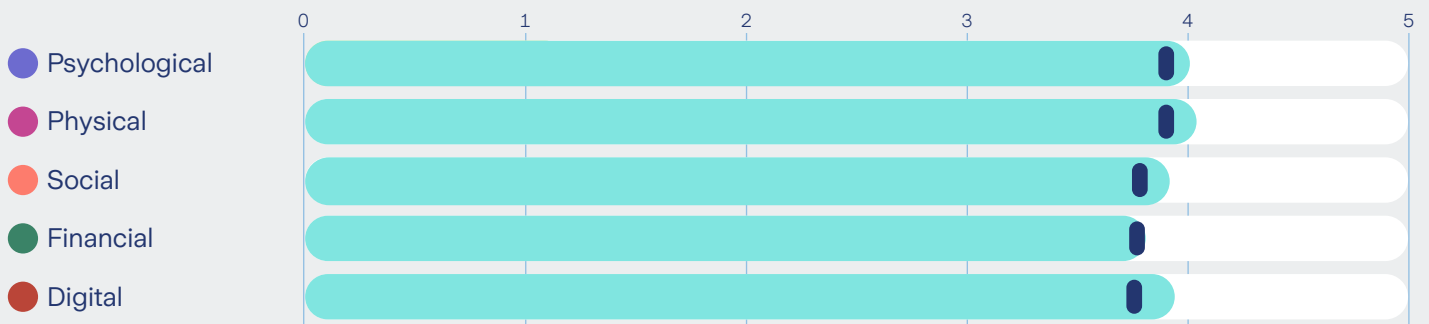
Share of workers in each band.



What drives resilience — and where to act



Domain scores



What this means for businesses and leaders

Resilience pays off at work.

86% of UAE workers in the top resilience band (score >4.5) report good or excellent performance, against 56% of those with low resilience (score <3.5).

Financial is the clearest opportunity.

It is the strongest driver for overall resilience and scores lowest of all domains.

Physical is a strong force.

It scores highest of all domains and is also a strong driver of overall resilience.

How's the UAE looking?

Income is the sharpest demographic divide

Top earners score 4.42, against 4.25 for the lowest earners.

Highest scoring items

Drive to learn new skills and confidence reaching goals score highest.

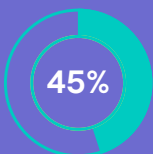
Lowest scoring items

Savings buffer and confidence in insurance meeting needs score lowest.



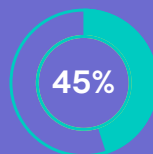
Four emerging catalysts of resilience

Financial resilience



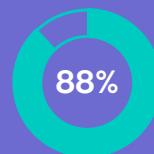
do not have a savings buffer (vs. 49% globally)

Digital fluency



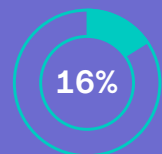
use generative AI daily (vs. 32% globally)

Caregiving



of workers are caregivers (vs. 63% globally)

Sleep



report poor sleep quality (vs. 17% globally)

Forward, into action

Resilience is a workforce capability employers can shape. The recommendations below focus on where UAE employers can make the biggest difference.



Build financial preparedness first.

Prioritize short-term savings support and access to insurance cover to help workers recover financially.



Don't let physical health slide.

Keep rest, nutrition and energy support on the agenda.



Target the income gap directly.

Lower earners score lowest. Target this group, rather than using a one-size-fits-all approach.