

## Qualifications

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**PhD** | Awarded: 2007 Area of Study: Monetary and International Economics  
**Durham University, UK**  
*Fully funded by the Economic and Social Research Council, the UK's leading research and training agency.*

**Master of Science** | MSc Economics: Distinction (Awarded 2002)  
**Birkbeck College, University of London, UK**

**Bachelor of Arts** | BA Arabic & Economics: 1<sup>st</sup> Class (Awarded 1998)  
**School of Oriental and African Studies, University of London, UK**

## Work experience

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**2007 – Present** | Associate Professor of Economics  
**UAE University, UAE**  
I teach Economics, Business and research courses at the bachelors, masters and doctoral level as well as providing post-graduate research supervision for the CBE's DBA program. In addition I have designed several undergraduate courses as well as core postgraduate courses for the university's MBA and DBA programs. In 2016 I received both the *College and University's Excellence in Teaching Awards*.

**2004 – 2006** | Economist  
**Gulf Research Center, UAE**  
Provided economic analysis for consultancy projects commissioned by international and regional governmental organisations.

**2001 – 2002** | Economist  
**Her Majesty's Treasury, UK**  
Worked as a member of the Productivity and Structural Reform team on a 1 year fixed term contract. Part of a team responsible for drafting the Roberts Report, formulating policy on issues relating to competitiveness, productivity gains and R&D.

**1999 – 2001** | Fixed Income Analyst  
**Investec Asset Management, UK**  
Worked on various models for ascertaining fair value in sovereign bond markets and also responsible for the in-house monthly oil market forecast report.

# Publications

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## PEER-REVIEWED ARTICLES

1. | Rutledge, E. (2017), Oil rent, the Rentier State/Resource Curse Narrative and the GCC Countries. *OPEC Energy Review*, 41: 132–152.
2. | Rutledge, E.J. and Madi, M. (2017). Parental Influence on Female Vocational Intentions in the Arabian Gulf, *International Journal of Manpower*, 38(2): 145-159.
3. | Lekhraibani, R., Rutledge, E.J. and Forstenlechner, I. (2015). Securing a dynamic and open economy: the UAE's Quest for Stability, *Middle East Policy*, 22(2): 108–124.
4. | Forstenlechner, I., Rutledge, E.J. and Alnuaimi, R. (2012). The UAE, the "Arab Spring" and Different Types of Dissent, *Middle East Policy*, 19(4): 54–67.
5. | Forstenlechner, I., Madi, M., Selim, H.M. and Rutledge, E.J. (2012). Emiratisation: determining the factors that influence the recruitment decisions of employers in the UAE, *The International Journal of Human Resource Management*, 23(2): 406–421.
6. | Rutledge, E.J., Al-Shamsi, F., Bassioni, Y. and Al-Sheikh, H. (2011). Women, labour market nationalisation policies and human resource development in the Arab Gulf States, *Human Resource Development International*, 14(2): 183–193.
7. | Forstenlechner, I. and Rutledge, E.J. (2011). The GCC's "Demographic Imbalance": Perceptions, Realities and Policy Options, *Middle East Policy*, 18(4): 25–43.
8. | Forstenlechner, I. and Rutledge, E.J. (2010). Growing Levels of National Unemployment in the Arab Gulf: Time to Update the 'Social Contract', *Middle East Policy*, 17(2): 38–51.
9. | Rutledge, E.J. (2008). Is EMU a Viable Model for Monetary Integration in the Arabian Gulf? *Journal of Economic Policy Reform*, 11(2): 123–134.
10. | Rutledge, E.J. (2008). Business Expectations for a Common Currency in the Arabian Gulf, *Journal of Development and Economic Policies*, 10(1): 37–55.
11. | Panagiotidis, T. and Rutledge, E.J. (2007). Oil and Gas Markets in the UK: Evidence From a Cointegrating Approach, *Energy Economics*, 29(2): 329–347.

## BOOKS AND CHAPTERS IN BOOKS (PEER-REVIEWED)

12. | Rutledge, E. J. (2018). Labor Markets in the Gulf and the South Asian Migration. In M. Chowdhury & S. I. Rajan (Eds.), *South Asian Migration in the Gulf: Causes and Consequences* (pp. 101-122). London: Springer International Publishing.
13. | Rutledge, E.J. and Al-Shamsi, F. (2015). The Impact of Labor Nationalization Policies on Female Participation Rates in the Arab Gulf. In M. Karshenas and N. Chamlou (Eds.). *Women, Work and Welfare in the Middle East: The Role of Socio-Demographics, Entrepreneurship and Public Policies*. (525–551) London: Imperial College Press.
14. | Rutledge, E.J. (2012, paperback; 2009, hardcover). *Monetary Union in the Gulf: Prospects for a Single Currency in the Arabian Peninsula*. London: Routledge.
15. | Rutledge, E.J. (2006). GCC Economic Performance in 2005 and Prospects for 2006, in *Gulf Yearbook 2005-2006*. Dubai: Gulf Research Center.
16. | Rutledge, E.J. (2006). Education, Not Quotas. In *The Report: Dubai 2006*. Oxford: Oxford Business Group.
17. | Rutledge, E.J. (2005). Obstacles to Economic Reform in the GCC, in *Gulf Yearbook 2004*. Dubai: Gulf Research Center.

## POLICY PAPERS

18. | Rutledge, E.J. (2014). GCC Currency Union: Necessary Precursors and Prospects, *Gulf Policy Papers*, August 2014, Cambridge: Gulf Research Center.
19. | Rutledge, E.J. (2009). GCC Monetary Union: A Cost-Benefit Analysis, *Emirates Occasional Papers*. Abu Dhabi: The Emirates Center for Strategic Studies and Research
20. | Rutledge, E.J. (2005). Establishing a Successful Currency Union, Preparations and Future Policy Choices. *Policy Analysis Series*, Dubai: Gulf Research Center.

## SELECTED MEDIA COMMENTARY AND APPEARANCES

- | Rutledge, E. (2018, May 10). Giving private sector jobs the required significance, *Gulf News*. Retrieved from <https://gulfnews.com/business/analysis/giving-private-sector-jobs-the-required-significance-1.2218799>
- | Pennington, R. (2017, April 23). Educated Emirati fathers want more for their daughters, *The National*. Retrieved from <https://www.thenational.ae/uae/educated-emirati-fathers-want-more-for-their-daughters-uae-study-shows-1.82837>
- | Swan, M.(2015, November 16) Incentives needed to increase Emiratisation in private sector, *The National*. Retrieved from <https://www.thenational.ae/uae/incentives-needed-to-increase-emiratisation-in-private-sector-1.27972>
- | Dubai One (2014, February 3). Why are so few Emirati women seeking employment? [Television interview] Retrieved from <https://www.youtube.com/watch?v=ykVVEQleSgE>
- | Swan, M (2014, January 29) Future of Emirati women often determined by parents, *The National*. Retrieved from <https://www.thenational.ae/uae/education/future-of-emirati-women-often-determined-by-parents-1.687617>
- | Qabbani, B. (2011, February 1). Women are 'underutilised', *The National*. Retrieved from <https://www.thenational.ae/uae/women-are-underutilised-1.422350>
- | Shaheen, K. (2010, June 6). Emiratis 'must be steered into private sector'. *The National*. Retrieved from <https://www.thenational.ae/uae/emiratis-must-be-steered-into-private-sector-1.514367>
- | Rutledge, E.J. (2010, March 29). What comes after the petrodollar? *Gulf News*. Retrieved from <https://gulfnews.com/business/sectors/features/what-comes-after-the-petrodollar-1.604366>
- | Rutledge, E.J. (2009, May 9). Time to rethink dollar peg. *Gulf News*. Retrieved from <https://gulfnews.com/business/analysis/time-to-rethink-dollar-peg-1.69340>
- | Rutledge, E.J. (2007, November 2). Your Dinar is in the oven. *Gulf News*. Retrieved from, <https://gulfnews.com/business/sectors/investment/your-dinar-is-in-the-oven-1.210866>
- | Rutledge, E.J. (2007, May 26). Single currency at a crossroads. *Gulf News*. Retrieved from, <https://gulfnews.com/business/sectors/investment/single-currency-at-a-crossroads-1.179874>
- | Rutledge, E.J. (2007, May 5). An inconvenient truth. *Gulf News*. Retrieved from, <https://gulfnews.com/business/sectors/investment/an-inconvenient-truth-1.177129>
- | Rutledge, E.J. (2006, December 16). Gulf monetary union is a cracking project?. *Gulf News*. Retrieved from, <https://gulfnews.com/business/sectors/investment/gulf-monetary-union-is-a-cracking-project-1.179198>
- | Rutledge, E.J. (2006, July 31). Sukuk rising fast in popularity. *Arab News*.
- | Rutledge, E.J. (2006, May 28). The Dollar declines, while the Euro shines. *Khaleej Times*.

# Research awards and Selected consultancy

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## RESEARCH AWARDS

| *June 2009, 2010 and 2011*

**UAEU College of Business and Economics Summer Research Grant, UAE**

*For three years in succession I was successful in securing this grant (18 weeks' worth of salary)*

Sole Investigator

| *Jan 2011 – Dec 2011*

**General Secretariat of the Executive Council, UAE**

*Study on the Issues, Needs and Priorities of Women in Abu Dhabi (\$76,213)*

Principal Investigator (with team of three other UAEU faculty members and Research Assistants)

| *Dec 2010 – Sep 2011 and Dec 2010 – Jun 2011*

**Federal Demographic Council, UAE**

*UAE Labour Market Productivity (\$49,002)*

Principal investigator (with three other academics, two from UAEU)

*UAE fertility rates: trends, comparisons and policy options (\$51,725)*

Principal investigator (with team of two other UAEU faculty members)

| *Mar 2010 – Dec 2011*

**Emirates Foundation for Philanthropy, UAE**

*Assessing the role of family influence on the career choices of national females (\$48,471)*

Principal investigator (team of 3 other researchers and 5 research assistants)

| *Sep 2008 – Jun 2009*

**Emirates Foundation for Philanthropy, UAE**

*Current issues in workforce localization (\$54,461)*

Co- Investigator (Principal Investigator: Ingo Forstenlechner, UAEU)

| *Jan 2007 – Mar 2008*

**The World Bank and Center of Arab Women for Training and Research (CAWTAR)**

*Labour nationalisation policies and employment opportunities for female nationals (\$37,069)*

Co-investigator (Principal Investigator Fatima Al-Shamsi, UAEU)

## SELECTED CONSULTANCY

| *Aug 2006 – 2012*

**Oxford Analytica, UK**

Providing analysis and reports on GCC socio-economic issues e.g.:

'The UAE: key economic, environmental and socio-political challenges going forward' (2012)

| *April 2014*

**The International Institute for Strategic Studies, UK**

Contributor to a roundtable discussion on the theme of 'Trade and Flag: The Changing Balance of Power in the Multilateral Trading System'; convened in Bahrain (6–8 April).

| *Oct 2007 – Jan 2008*

**Dubai Council for Economic Affairs, UAE**

Consultant and contributor on GCC currency union prospects project; prepared research report, edited working papers and presented at a closed seminar with UAE Central Bank governor.

| *Oct 2005 – Dec 2005*

**Middle East Consulting, UK**

Co-authored report "GCC Oil Revenues and Business Opportunities", commissioned JETRO.

# Selected Conference Presentations

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- 16–18 Jan. 2018 | ***Emerging Research Paradigms in Business and Social Science (ERPSS)***,  
Presenter, Middlesex University Dubai, UAE,  
The Role of Socio-Cultural Influences in Determining Job Satisfaction in the UAE.
- 24–26 May. 2017 | ***Eurasia Business and Economics Society, 22<sup>nd</sup> EBES Conference - Rome***  
Presenter, Sapienza University of Rome.  
‘Private sector’ Emiratisation: job satisfaction and sociocultural influences.
- 24<sup>th</sup> Nov 2015 | ***Third International Conference on Emerging Research Paradigms in Business and Social Science (ERPSS)***, Presenter, Middlesex University Dubai, UAE,  
“Attracting and Retaining Emirati Jobseekers in the UAE’s Cultural Tourism Sector”
- 4<sup>th</sup>–5<sup>th</sup> Nov 2015 | ***Monetary and Fiscal Institutions in Resource-Rich Arab Economies***, Invited  
Speaker, Arab Fund for Economic and Social  
Development and the Economic Research Forum, Kuwait City, Kuwait.  
“GCC Currency Union: a political economy choice”
- 27–29 May. 2015 | ***Eurasia Business and Economics Society, 16<sup>th</sup> EBES Conference - Turkey***  
Presenter, Bahçeşehir Üniversitesi, Turkey.  
“The Rentier State/Resource Curse Narrative and the State of the Arabian Gulf”
- 29 Jan. 2014 | ***The MBR School of Government, Gender and Public Policy Seminar Series***  
Presenter, Dubai, UAE.  
“Vocational Intentions of Female Nationals in the UAE: The Role of Parental Influence on Socio Cultural and Structural Barriers”
- 09–11 Jan. 2014 | ***Eurasia Business and Economics Society, 12<sup>th</sup> EBES Conference - Singapore***  
Presenter, Singapore.  
“Parental Influence on Female Vocational Decisions in the Arabian Gulf”
- 23–24 Jun. 2011 | ***Middle East Economic Association, 10<sup>th</sup> Annual International Meeting***  
Presenter, Barcelona, Spain.  
“Eastward bound: GCC Trade and Investment Trends, 1980–2009”
- 28 Apr. 2011 | ***UAE Socio-Economic Research Conference***  
Presenter, INSEAD Business School, Abu Dhabi, UAE.  
“The Impact of Labour Nationalisation Policies on FLFP Rates in the Arab Gulf.”
- 20–21 Nov. 2007 | ***Preparing for GCC Currency Union***  
Presenter, Dubai Council of Economic Affairs, UAE.  
“The Euro Experience: Lessons for the GCC.”
- 14–16 Mar. 2007 | ***Middle East Economic Association, 6<sup>th</sup> International Conference***  
Presenter and session chair, Dubai, UAE.  
“Policy Prerequisites for a Successful GCC Currency Union.”

## Courses Taught

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- Postgraduate** | *The UAE in the Global Business Environment, Literature Review & Critique, Academic Writing – Materials were developed for each of these bespoke DBA/MBA courses*
- Undergraduate** | *Principles of Macroeconomics, Principles of Microeconomics, Money and Banking, International Economics & Globalisation, Research Methods in Economics*

# Research Supervision

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- DBA Supervision | **2017-Present**  
Maryam Janahi  
Bahrainisation: Factors Discouraging Employers from Recruiting Nationals in the Private Sector
- | **2014-2017**  
HE Yousif Al Obaidli  
Attracting and Retaining Emirati Jobseekers in the UAE's Cultural Tourism Sector: a case study of the tour guide profession
- | **2013-2016**  
Khaled Al Kaabi  
Private Sector Emiratisation: Evaluating the Policies and Practices Designed to Achieve Abu Dhabi's Strategic HRM Goal.
- UG Supervision | **2017:** Mouza Al Neyadi, Huda Al Qanaei, Maitha Al Qemzi, Ashwaq Jassim  
Assessing the Challenges and Opportunities Facing Entrepreneurs in the UAE  
Paper presented at the Abu Dhabi University's 5<sup>th</sup> Undergraduate Research Competition, May 8, 2017.
- | **2016:** Ahmed Al Mansoori: Diversifying the Sporting Activities of the Youth in the UAE: Challenges and Prospects  
Paper presented at UAEU's Annual Student Undergraduate Research Conference, April 19, 2016
- | **2016:** Badder Mohammed Al Qasimi: The Relationship between Oil GDP and Non-oil GDP of the GCC Countries  
Poster presented at UAEU's Annual Student Undergraduate Research Conference, April 19, 2016
- | **2016:** Walaa Jassim Mulla Hassan : Cost- Benefit Analysis of the Effects of Introducing VAT in the UAE  
Paper presented Abu Dhabi University's 5<sup>th</sup> Undergraduate Research Competition, May 17, 2016 and at UAEU's Annual Student Undergraduate Research Conference, April 19, 2016
- | **2016:** Mohamad Fadi Sawas : The effect of the common market on intra-GCC trade, Paper presented Abu Dhabi University's 5<sup>th</sup> Undergraduate Research Competition May 17, 2016 and at UAEU's Annual Student Undergraduate Research Conference, April 19, 2016

## Awards and Honours

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- April 2018 | ***Federal Authority for Government Human Resources Research Award, UAE***
- Sept 2016 | ***College Award for Excellence in Teaching***
- Sept 2016 | ***College Award for Excellence in Teaching***

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n.b. All published works are here:

■ <http://www.erutledge.com>

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