

Saudi Feminization: Dynamical phases of Saudi women in the field of Education and Employment

Dr. Musrrat Parveen

Faculty of Economics & Administration, Department of Human Resource Management,
King Abdulaziz University, Jeddah, Saudi Arabia, Official Email: mpmohammed@kau.edu.sa
Correspondence Email: dr.musrratparveen@yahoo.com

ABSTRACT: This conceptual paper geared toward finding out (a) Tremendous ever changing phase of Saudi women in field of higher Education from past, present and growing with a decent career path for future and (b) to identify and examine the changes that have been made by Saudi government in meeting Saudis expectations especially Saudi women in field of education and creating employment opportunities. (c) Initiatives taken by Saudi government and Ministry of labor to uplift private sector to create jobs for Saudi women. (d) Highlight on the most latest achievements of Saudi women in the field of Education, Research and Employment opportunities and also emphasis on the latest planned achievement by Saudi government. This paper exclusively focuses on Saudi Feminization and tremendous growth in terms of education and employment of Saudi woman, which in turn will reverse the world's perceptions of Saudi women.

[Musrrat Parveen. **Saudi Feminization: Dynamical phases of Saudi women in the field of Education and Employment.** *J Am Sci* 2014;10(1s):52-66]. (ISSN: 1545-1003). <http://www.jofamericanscience.org>. 10

Keywords: Saudi Feminization, Ministry of Higher Education, Saudi Women, Programs, Policies, Initiatives, Achievements, Gender Equality, Employment

INTRODUCTION

This is a time of change for Saudi Arabia and especially so for the Saudi Woman. King Abdullah, who has ruled Saudi Arabia since 2005, has been slowly expanding rights for woman. Since taking over, King Abdullah Bin Abdul Aziz of Saudi Arabia has been admired for his efforts to empower Saudi women in almost every sector and the most important in the field of higher education and boosting employment opportunities for women in Saudi Arabia.

While women's education has been, since 1960, a significant goal of Saudi governments, King Abdullah has focused on higher education. "King Abdullah's reign is considered as the golden era for women's higher education," says Sabria Jawhar, columnist and former Jeddah bureau chief for the Saudi Gazette. "Since he assumed the throne in 2005, he has made it very clear that he believes educating Saudi women is a top priority for him."

OBJECTIVES

The objectives of this paper square measure to showcase the (a) Initiatives and framing of New

Policies, Programs by Saudi government to enhance the standard of Saudi Women in Higher Education in KSA (b) Current Initiatives to boost Employment opportunities for Saudi Women by Special Programs, Policies, Franchising Schemes, Workshop and Specific Training (Vocational and Technical) and conjointly making a more robust working atmosphere (c) Saudi Ministry uplift - Saudi Feminization in Private Sector in 2012-2013 (d) Saudi Arabia Initiative in bringing Technology to the market to encourage women employment (e) and additionally

taken initiative in transferral exclusive TV Channel for Saudi Women to showcase their talent and capabilities.

SAUDI WOMEN STATUS: THE PAST, PRESENT AND UPGROWING FUTURE

The aim of this paper is to focus on how important is Education and Employment in Saudi women's life. Education is one amongst the most development factors that stipulate the quality of human capital, on which depend the successful use of accessible natural resources and financial capital of a rustic. Today, Saudi women are vigorously pursuing higher Educational and Professional careers, and seeking to become active members of society, where their role is outlined in terms of what they can offer for their country's economic, as well as social and cultural, development. The subsequent paragraphs will spotlight evolution and upgrowing future status of Saudi Women's in the field of Education and their active participation in the Saudi labor market.

Saudi Women's Education

Historically Saudi women's education in kingdom of Saudi Arabia has passed through several phases. In the pre-Islamic era, Arab Society had not been concerned with any kind of systematic education for either males or females. At that time the transfer of experiences and skills from one generation to the next occurred through traditional social intermingling. This era was followed by a period of backwardness particularly in the field of education and also women who have been deprived from engaging in the learning process. In the mid 18th century, the social and tribal norms were too deeply rooted to be changed during

the first phase. The evolution of modern Saudi state and its leaders have convinced their own people of the importance of education.

Pre-official Education: Saudi Arabia used abundant of its oil financial gain to construct modern schools, transportation systems, communication networks and to boost housing and supply electricity to remote rural areas. "Kuttub" was the sole sort of education famed before the institution of the board General for Education in 1930, where lecturers received their students in their homes or in the community mosques. Twenty years later education was very limited in both quantity and quality due to the massive size of the country with meager funds, very high rate of illiteracy, inadequacies of facilities and virtually no qualified native lecturers. At that point the number of students never exceeded thirty thousand. After the establishment of the Ministry of Education in 1953, the number of students virtually doubled the subsequent year. The plans and efforts to unfold education throughout the country has been with successfully executed since 1960. Feminine education became one in all the fastest growing areas of social development in Kingdom of Saudi Arabia.

Beginning of the 1960's: At its early beginnings, official education for Saudi woman faced many obstacles and challenges, which caused the delay of official women's education. To solve this social obstacle and convince citizens of the importance of females' education, the government adopted a step-by-step policy. It encouraged the media, in particular, the press, to discuss the issue and also convinced public opinion leaders to adopt the issue and explain it to the public. Despite the difference in opinions about how profitable education was for women, there was nearly a consensus that education for ladies is an Islamic duty as well as government responsibility that need to be completed, significantly once material support and social justification for it were promptly accessible. These efforts semiconductor device to the decreasing of social resistance to women's education and, to the contrary, society became a robust supporter for women's education. In 1959 a Royal Decree was issued stipulating the gap of presidency girls' schools at intervals the dominion. The Decree put together stipulated that every one personal school that had already been established at intervals the dominion were to be beneath the new official Education. This Royal Decree has semiconductor device to special development of girls' education at intervals the dominion. This development started with the establishment of the Presidency of girls Education in 1960. The Presidency recently incorporates with the Ministry of education. (Bubshait, Al, Ghainaa Publications, 2008).

Initial Foundation of Saudi Women's Education: Saudi universities offer various specializations for Saudi women. For instance, King Saud University received the first batch of female students in 1961 as part-time students at the arts and commerce colleges. The number of female students increased until they reached 20,655, according to 1995 statistics. The number of female students at King Abdulaziz University in Jeddah, which was initially opened as a private university, reached 20,388 according to the statistics of the same year.

An educational policy document released in 1970 identified a number of bases and principles that formed the general lines for boys and girls educational system in Saudi Arabia. (a) The government will pay close attention to women's education and provide necessary facilities to every school aged child and give girls opportunities in the types of education that suit her nature and meet the needs of the country. (b) Co-education is prohibited in all educational stages except in nurseries and kindergartens. (c) Women's education also aims at qualifying a woman to perform jobs that match her instincts like teaching, nursing and medicine.

Development of Women's standing in Teaching in Arabian Peninsula: Saudi Arabia began specializing in teaching once the country entered a brand new era of speedy development within the early Seventies. In 1975, a separate Ministry of Higher Education was established. The Ministry launched a semi permanent commit to make certain that the Saudi instructional system provided the extremely high skilled manpower the Kingdom required to run its progressively refined economy. Later once these teaching establishments were unable to soak up the growing variety of graduates' ladies began to appear at different professions outside the fields of education and medication, and community faculties opened to satisfy their wants. The primary feminine junior college was opened in city within the year 2000. Over twenty community colleges were later opened in numerous components of the dominion. In 2005, feminine students at these community colleges reached 6,882.

With the most important development of Health care sector in Kingdom and therefore they would like for extremely qualified cadres, the ministry of health opened variety of girl's health colleges in 1995. By 2005, the quantity of those colleges reached over 2,998 students.

Present and Growing future eminence of Saudi women in Higher Education: Women in Saudi Arabia these days are working hard to attain Higher Education and Professional careers, and seeking to become active members of society, wherever their roles are outlined in terms of what they can provide

for her country economic, yet as social and cultural, development.

As of the 2004-05 academic year, around 200,000 students were listed at Saudi universities and colleges, compared to 7,000 in 1970 – a dramatic improvement. Of the 200,000 students, more than half are female.

The 5 major universities within the Kingdom unit are King Saud, King Abdulaziz, King Faisal, Imam Muhammad bin Saud and Umm Al-Qura. All are open to male and female students. Women attend all five major universities, as well as numerous all-female colleges and private women's universities.

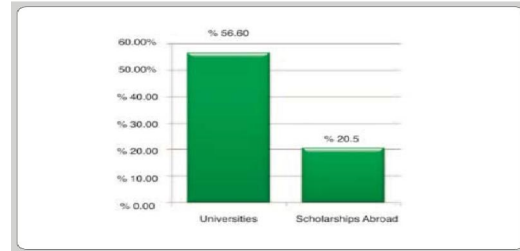
The kingdom has taken varied initiatives to support the academic and professional development of women in Saudi Society. Examples of these efforts include Effat University,, the first women university in 1999 and Dal Al- Hekma College, the kingdom's first private college for women. Each were committed to furthering women's Education and providing women with skills for the workplace.

60% of university students in Saudi Arabia are Saudi females. In Saudi Arabia, women in the labor force are mainly in the education sector. The primary cluster of girls graduated from a law program in 2008. Women's don't seem to be ready to apply law; however the government has indicated that they're ready to work in courts to help feminine clients or purchasers. This has still not happened. In keeping with the Global Bank report, feminine students in higher education in Saudi Arabia outnumber those in Jordan, Lebanon, Tunisia and West Bank and Gaza. (Ministry of Higher Education, General Department for Planning and Statistics, 2010)

According to the Global Bank, gross enrollment rate for feminine is 36.1 percent, gross enrollment rate for male is 24.7 percent, and gross enrollment rate for total was 30.2 percent in 2006.

In May 2011, King Abdullah inaugurated the aristocrat Princess Noura University, the World latest establishments of Higher learning solely for Saudi women. The institution of world's largest women – solely university - aristocrat Noura bint Abdul Rahman University was essentially designed to access to teaching for women worldwide. United Nations Educational Scientific and Cultural Organization figures show that Saudi women frame 58 percent of the full Saudi student population, and over 20 percent of these benefiting from overseas scholarship program. In terms of feminine education, the Saudi government has created great progress. The preceding Figures (1 and 2) illustrate the continuing progress throughout the past 3 years. This quantitative relation is predicted to rise more rapidly within the years to return particularly with the institution of variety of latest Universities in

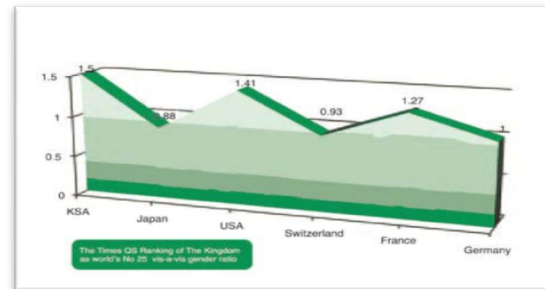
huge cities. (The Current Status of Higher Education, General Department for Planning & Statistics, 2011)



Source: Figure (1) Ministry of Higher Education-Current Status of higher Education in KSA, Info from General Department for Planning & Statistics 2011

These accomplishments are clear in world statistics and reports. The 2009 UNESCO report shows that Saudi women have developed in the field of science as their graduation percentage surpassed that of Western women. The 2009 world indicator shows of the gender gap.

Gender Ratio of University Education



Source: figure (2) Ministry of Higher Education-Current Status of higher Education in KSA, Info from General Department for Planning & Statistics 2011

Initiatives and framing of latest Policies, Programs by Saudi Government to improve the standard of Saudi Women in Higher Education in KSA

A. Non Gender Discrimination: Saudi Government has taken a serious step towards universal Education for all Males and females national, freed from charge with none discrimination. This right is embedded within the elementary provisions of the essential Law of Governance and all told education and training laws, that makes education mandatory for youngsters between the ages of six and fifteen, with equal conditions for access to free education. According to the United Nations 2010 Human Development Report, Saudi Arabia is ranked 128th nation in terms of gender equality.

- B. First Gender Mix University: The Kingdom's first gender-mixed university, known as King Abdullah University of Science and Technology (KAUST), was opened. This is one of the remarkable initiative taken by King Abdullah, Custodian of two holy mosques, as it remain the only university where men and women attend lecturer together. And today, Mai Majed Al-Qurashi has created history as the first Saudi female to be awarded a doctorate by King Abdullah University of Science and Technology (KAUST). (Saudi Gazette, 16th Dec, 2013)
- C. Al –Ameen for School/University Transportation: Public Transportation is one in every of the most important challenges faced by Saudi girls. To rise above this issue the Ministry of Education has launched the new transportation project for feminine students coming back from the region of Makkah, Al Madinah Munawwarah, Qassim, the Eastern region, Riyadh, and also the Northern frontiers. The cost of this project is more than SR three Billion. (US\$801 Million).
- D. Technology is a central part of Higher Education for Saudi Women: Several women's colleges use Distance education and E-Learning that could be a trendy technique of learning that utilizes trendy communication mechanisms, like computers, networks, multimedia, graphics, search engines, e-libraries, also as web portals, whether or not this is often distance or in-class utilization. In different words, every kind of technology area unit used to bring information to the learner within the shortest to make amends for women's poor access to transportation. Male lecturers aren't allowed to lecture at women's categories. Since there are few feminine lecturers, some universities use videoconferencing to own male professors teach feminine students without face-to-face contact.
- E. Article 50 of the Educational Policy in Kingdom of Saudi Arabia: "states that students ought to learn a minimum of one foreign language so they will act folks of different cultures and have the flexibility to speak with international language users rank as a Priority. Hence, it'd appear that policy-makers, stakeholders, and different decision-making bodies in Saudi Arabia are cognizant that English will function a really necessary tool for the event of the country in terms of each negotiation and scientific-technological advancement. English incorporates a robust and a palpable presence within the Saudi academic system because of a variety of issues. English is additionally taught in Private Schools, universities, and a range of business and government establishments. It's viewed as an instrument for modernization, advancement, technological transfer; a dependable means that of strengthening and increasing the economy, a way of absorbent trendy technology and of engrossing world science, and as a vehicle for international communication.
- Currently, those that will communicate in English face a way brighter future in terms of securing a good vary of employment opportunities, seeking information, enriching their understudying of different cultures, following their studies abroad, particularly higher ones, and widening their horizon and having a higher understanding of the world, or perhaps leisurely pursuits, like traveling internationally for pleasure".
- F. Ministry Launched Program of International Leadership: This Program was launched in Saudi Universities as a project of improving the quality of higher education. Through this program, the Ministry hopes to attain a qualitative leap in Saudi universities and to support them so as to accomplish international leadership in the numerous areas and specializations, particularly those that are with similar temperament to the kingdom's mission and aspirations field. (General Planning and Statistics@2011)
- G. Saudi Initiatives for Women Education: Tatwir, that is king Abdullah bin Aziz Al Saud project for General Education Development, could be a new academic live, to vary the system of education for boys and women. This project, that prices nearly SR twelve billion (US \$3.2 billion), aims to coach quite 400,000 male and feminine academics at school of management, academic superintendence, syllabus development, engineering science, coaching and Self – development skills and to use trendy technology within the academic method. The goal of Tatwir is to assist attain information and expertise.
- H. The Seventh, Eighth and Ninth Five year Development Plans of the Saudi Government :
1. The Seventh five Year Development Plan (2001-2005) -This plan makes primary and secondary level of education obligatory for every boys and girls. It aims to increase the quantity of male and female students registered in education from 3.99 million in 1999 to 5.1 Million by 2005. The plan put together aims to update and develop college course of study and teaching methods and improve teachers' skills. It also encourages the private sector to participate at intervals to stipulate supply of higher education. Technical education is also being emphasized, primarily by increasing enrollment at intervals in the

Kingdom's 74 technical colleges and Vocational Institutes.

2. Eight Five Year Development Plan (2005- 2009) - seeks to comprehend an enrollment average of 100% in primary education. It endorses a spanning new educational strategy to satisfy the needs of the native job market. The Supreme Council of Education, appointed by the government, aims to elevate the standard of higher education and to spice up the quality of Saudi education, at the side of technical education for ladies and greater professional training whereas getting ready them to enter at intervals in the marketplace.
3. Ninth Five-Year established includes \$385 Billion in New commercialism - The Saudi Council of Ministers has approved the Ninth Five-Year Development plan, which allocates \$385 billion (SR1.4 trillion) to project across all sectors through 2014. The financial budget for this plan is just about 67% larger than the previous five-year plan. The government's commercialism square measure dedicated to human resource development which includes education and training – reinforcing the Kingdom's goal of creating a knowledge-based society. (US. Saudi Arabian Business Council, 05th Dec, 2013).

Human Resources

The Ninth Five-Year arrange includes increasing the capability of primary, intermediate, and secondary colleges to over 5.3 million students beside increasing the capability of universities to 1.7 million students. Varieties of recent facilities are designed, together with 25 technology colleges, 28 technical institutes, and 50 industrial coaching institutes. The government also will expand and diversify the post-graduate programs offered at intervals in the dominion and request to extend the quantity of post-graduate students to 5% of all university students.

The plan additionally encourages innovation in science and technology by providing \$240 million (SR900 million) in grants for research project every year. Alternative initiatives embody the institution of 10 research centers, 15 universities technological innovation centers in association with King Abdullah City for Science and Technology (KACST), and a minimum of 8 technology incubators at KACST and alternative universities. The government will also still promote university collaboration with international corporations.

- I. International Agreements: Saudi universities have signed over 247 agreements with variety of international universities covering the fields of medication, engineering, technology, training, exchange of information, research and others. Examples of these are the agreements concluded by King Saud University, that embody eleven

international agreements within the field of medication, six in computer science and information, and ten in engineering. King Abdulaziz University signed seven memoranda of understanding within the areas of research, training, and exchange of information with variety of French universities. Additionally Tabuk University signed 5 service contracts with some Chinese universities in areas of research, education, and coaching, and Najran University signed 2 contracts with French universities in medication and engineering. (Current Status of Higher Education, Ministry of Education, 2011)

- J. The Ministry of Higher Education together by the government has spent over fifty five billion SR (Saudi Riyals) on the enlargement of some existing campuses and therefore the addition of buildings, college facilities, and services. The great achievements value mentioning embodies the projects undertaken by the Ministry on variety of university campuses. For examples, contracts are signed for variety of giant projects on the field of King Saud University, like the women student field project, for which seven billion riyals were allocated; the completion of the university medical city for SR 1.8 billion; the development of faculty-member housing, which has four hundred homes and five hundred flats in twelve buildings, for SR 2.1 billion; and therefore the building of schools within the field for college kids, for SR 1.1 billion. At Imam Muhammad Ibn Saud Islamic University, the shielder of the 2 Holy Mosques arranged the cornerstone for a feminine student field in 2006. Regarding 2 billion riyals square measure allotted for that project. The total value of approved projects that square measure underneath construction at the feminine student field is 1,377 million riyals. (Ministry of Education, 2011)

- K. Scholarship Program was launched in 2005 so as to satisfy job market demands. The government of the Shielder of the 2 Holy Mosques has targeted on the desired specializations like

- Medicine
- Engineering
- Computer and Information Technology
- Economics and Management.

The government call is predicated on the need to satisfy the work market demands, and those of the non-public and therefore the public sectors for a selected reasonably qualified graduate. The foremost vital aims of the program are:

- Providing Saudi qualified personnel with scholarships to check in prime world.

- Achieving a high level of educational and skilled standards through the mission program.
- Exchanging scientific, instructional and cultural experience with alternative countries.
- Building qualified and skilled Saudi personnel within the work surroundings.
- Enhancing and developing expertness among Saudi Personnel.

Table (4): Learners vis-a vis gender and Program

Gender	Bachelor	Master	Doctorate	Fellowship	Other	Accompanying personnel studying language	Total
Male	40,872	13,950	3,809	1,544	22,094	-	82,269
Female	7,836	7,705	1,578	514	7,320	-	24,953
Total	48,708	21,655	5,387	2,058	29,414	12,370	119,592

Source: Figure (3) Ministry of Higher Education-Current Status of higher Education in KSA,

- L. Scientific Research and Creativity: The Ministry has launched the Promising Research Project Center. Eight construction contracts are signed for this purpose in many Saudi universities costing over than sixty three million riyals and expected to be completed in three years. These promising centers embody Information technology research center for the service of the Holy Qur'an in Taibah University; center for social research and women's studies in aristocrat Nora Bint Abdul Rahman University; center for external body part deformities in King Khalid University; center for biological management and agricultural information in Qassim University; center for top altitude medication and research in Taif University; center for illicit substances psychotropic drugs) in Jazan University; center for sensing element networks and cellular systems at Tabuk University; and center for electronic sensors research in Najran University. It additionally aims to create and enhance scientific research structure; support and develop research capacities and skilled activities in several disciplines; highlight the strengths; and crystallize research areas in all universities to be at intervals specialized research centers so as to be leading research at native and regional levels. It's additionally expected that these promising research centers are the nucleus of research excellence centers giving pioneering research surroundings for college members, researchers, and students. It's additionally expected that the initiative project of promising research centers can support the scientific and research standing of Saudi universities and their role in supporting the event goals of the dominion. (Current Status

of Higher Education, Ministry of Higher Education, 2011)

Achievement of Saudi women and Saudi Government:

Achievement of Saudi women - Saudi ladies have become specialist and skilled in a variety sort of fields, most conspicuously science and research and have received international awards. As per the 2009 international Education Digest of UN agency showed that Saudi ladies return remarkably sooner than western ladies in terms of getting academic degrees. Also, the 2009 international gender gap report stratified Saudi Arabia at 25th among countries in terms of the gap between the 2 sexes in university registration. The dominion therefore stratified sooner than variety of advanced countries like USA and European country.

Saudi Women shine as Exemplary figures in Science and Research: Saudi ladies shine as Exemplary figures in Science and Research: According to Samar Fatany (Radio broadcaster and Writer), Consistent with the newest report by UNESCO the proportion of women's graduating from university in Saudi Arabia is above than in countries in the West. In the field of science, 40% of Saudi doctors are ladies and there's an increasing variety of triple-crown ladies who have acquired international recognition as scientists and researchers and have impressed several Saudi ladies reception.

1. Dr. Khawla Al-Kurai, chief cancer scientist at King Fahad center related to King Faisal Specialist Hospital and Research center. This came in recognition of her distinguished analysis works in medication and her international awards in her field. She has joined the board of editors of BMC Genomic, a widely known journal in genetic science. Khawla Al Kuraya was recently appointed as a member of the antecedently all-Male Saudi Shura Council in a very historic call by King Abdullah bin Abdul Aziz.
2. Dr. Huwaida Al-Quthami, head of cardiac surgery at Prince Sultan Center for heart diseases at Riyadh Military Hospital, received King Faisal Fourth class order for her medical achievements at the first Cardiac surgery consultant in the Middle East.

Women such as Professors Ghada al-Mutairi, Hayat Sindi, Samira Ibrahim Islam, Howaida Obaid al-Qethamy and Soraya Al Turki are notable examples of Saudi women who have made significant achievements in academic and scientific research.

A historic milestone for Saudi women

The involvement of Saudi women within the Saudi Shaura Council is actually historic milestone

within the journey towards gender equality and feminine authorization within the kingdom. In Gregorian calendar month appointed the primary feminine members to the advisory Council, naming 30 ladies to the 150-member consultative body. Virtually 50 years ago, the Saudi lady was prohibited from receiving a basic teaching in her country and currently she sits among her male counterparts in its advisory assembly as an adviser to the organization.

“Saudi’s scientist Dr. Hayat bint Suleiman Sindi created history in her country once she became one in every of the primary ladies to be appointed to the Shura council.”

These Saudi ladies who have reached leadership positions and plenty of others are role models for future generations. The success of those distinguished ladies has indubitably boosted the morale of these members of society which were once neglected and marginalized. Ladies doctors, scientists and researchers are expected to contribute toward a socially, politically and economically progressive Saudi Arabia.

Saudi Position - Worldwide Women University Enrollment — The dominion managed to strike a balance between opportunities provided for both sexes in education through formidable policy of reforms. This policy bore fruit within the 2009 gap indicator issued by the international economic forum together with Harvard and American state universities wherever the dominion stratified twenty five in terms of university enrollment. The dominion got 1.50, ahead of the USA (1.41), Japan (0.88), France (1.27), Germany (1.00), and Switzerland (0.93).

According to the 2009 international Education Digest of UN agency, within the Arab states together with Saudi Arabia, numbers indicating gender parity virtually identical, nonetheless with a lot of higher rates of growth for Saudi ladies. The report says that if trends continue, ladies can before long take the lead in their region. The report predicts that the number of feminine students and graduates are superior to that of their male counterparts at the world level.

“Saudi tertiary entry ratios of men and ladies reached parity round the year 2003. Since then, the common international participation of females has been extraordinary that of males. In 1970, the male-to-female entry magnitude relation was 1:6. In 2007, it flipped, with the female-to-male magnitude relation turning into 1:8.”

It is clear that Saudi government is serious regarding rising the standard of women’s education and has begun to implement a replacement reform policy. The educational reform method is supervised by a high-level committee, consisting of academics and consultants similarly as members of the Shoura Council. These reforms are still at an initial and

preliminary stage and it's going to take a couple of years before their impact is obvious.

Latest Planned accomplishment of Saudi Government – The Ministry of higher education plans to confirm that 50,000 Saudi graduate from the world’s prime universities by the year 2020. Currently, there are 130,397 students studying abroad. Of these, 87,844 students were sent on scholarships by the Ministry of higher Education, 11,854 are studying English, 14,103 are civil servants sent on scholarships and 16,596 students are studying at their own expense. The ministry’s statistics show that 70.3 % of these students are studying commerce, business administration, engineering, information technology, medical services and medication in six countries together with the United States, Britain, Canada, Australia, Egypt and Jordan. (Saudi Gazette, 29th Jan, 2012).

Both the Ministry of Education and therefore the Ministry of higher Education reserve jobs for Saudi women of distinguished categories. Accounting, banking and computer training centers have conjointly opened to manage Saudi women for jobs, as have training programs organized by the General Organization for Technical Education and Vocational training implemented by the Ministry of Labor. Additionally, the technological, medical, and automotive sectors have opened avenues of prospect to Saudi women.

Saudi Women’s Employment Status

The introduction of striving policies of reforms to the national educational system is a major step in getting ready Saudi ladies for competitive jobs. Keeping in mind the constraints that forestall Saudi ladies to participative within the Saudi market, the Saudi government look for to form a collateral surroundings that encourage the design of programs and endow Saudi women solely vocational and technical training institute in Saudi Arabia.

New Policies, Specific Programs, Workshops, Seminars, Conferences were set to grasp the most effective vocational , technical , Job specific training to be required to reinforce the training and development skills needed to avail employment private and public sector. The most effective best-known policy for Saudi Feminization process is reflected as “NITAQAT” program that has open door for employment opportunities for Saudi feminine in several sectors.

NITAQAT program includes several different short term and long run objectives like accelerate women employment sector, training for the utilization seekers, pay, protection of rights of workers etc.

The program, known as “My future is in my Hands”, is in association with many training centers and education consultants. The aim of the organization

set by Princess Sara Al-Faisal is to socially and economically empower Saudi women through monetary assistance, training and job ability development. The main aim is to modify Saudi women to be productive members of society.

The Saudi government is making an attempt its maximum to market and train Saudi students to achieve best education and training which will rise in self-development that results in self-assurance in availing the utilization opportunities prevailing within the native and international market.

Saudi Women's Employment Status: Past Status

Saudi women's entry into the market has been slow and late within the initial stages of development. Their contribution didn't exceed 5.4% of the market till the tip of fourth development plan in 1990. The emergence of the event plans which shows reflection and consistent improvement on women's growth and contribution within the field of education and employment. Women's contribution to the Saudi market began to extend step by step. Since 1992, the women's employment rate has nearly tripled, from

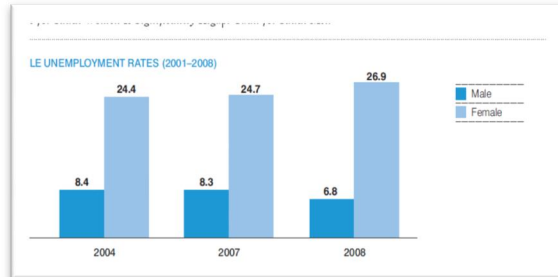


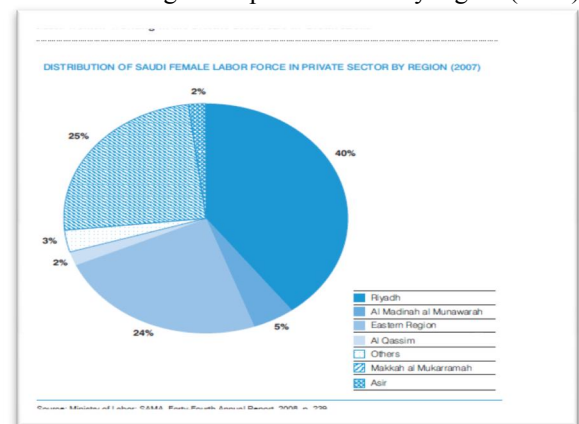
Figure 4: Source- Saudi Arabian Monetary Agency (SAMA), Forty-Fourth Annual Report, August 2008, p. 242; P.K. Abdul Ghafour, "Job Seekers in Private Sector Urged Patience," *Arab News*, March 30, 2009 (for 2008 figures only)

Since 1995 -2005 women are concentrating in firmed professions that are sex separatism by occupation in Saudi Arabia. The general public sector is that the largest leader of Saudi women, providing greater job security and good returns than the personal sector will. Saudi women presently conjure up 30% of government workers. Indeed, of the entire population of working Saudi ladies, around 95% are utilized within the public sector—an important concentration of the active, educated feminine workforce. 85% of all working women are in education, equally in teaching and administrative positions.

Only 5% of Saudi ladies was working privately but the amount of them grew between the start of 2006 and the end of 2007 from 40,000 women's to 51,000 (27% increase). The amount of Saudi ladies working privately in banking sector multiplied drastically to 280% in recent years.

As a significant step taken to push Saudi feminization, the Ministry of Labor has recently known variety of opportunities tailored to women: secretarial assistant, tailor, banquet-hall worker, nutritionist, governess, artist, beautician, caterer, and hospitality or recreation trade employee. Most of the Saudi women started working privately in urban areas.

Apart from the positions already mentioned, Saudi women started managing their own business investments and enterprises, 97% of which are in wholesale and retail trade, finance and business services, and construction. Saudi women additionally own 12% of the companies within the country, together with 16% of the massive producing companies. Figure 5 shows the distribution of Saudi women working in the private sector by region (2007).



Status

A new employment strategy was adopted in Gregorian calendar month i.e. July 2009. The strategy covers an era of 25 years and is split into 3 phases (short, medium and long term). In the short term (two years) the target is to trim down the employment rate of Saudis through the adoption of active policies geared toward reducing the reliance on foreign labor and using Saudi male and females' population at a rate adequate to the amount of recent jobseekers.

The Saudi Council of Ministers has approved the Ninth Five-Year Development set up, that allocates \$385 billion (SR1.4 trillion) to projects across all sectors through 2014. The take into account this set up is just about 67% larger than the previous five-year set up. Half of the government's payments are going to be dedicated to human resource development, which has education and training – reinforcing the Kingdom's goal of making a knowledge-based society.

Current Status and Challenges

King Abdullah, ascended the throne in 2005, has indicated his intention to additionally effectively integrate Saudi women into the labor force—a essential issue for a rustic with a demographic youth bulge and extremely high rates of state combined with a big reliance on expatriate labor. However the country has made notable progress in recent years, far more remains to be done. (Aguirre, D, Hoteit, L, Rupp, C, Sabbagh K, 2012). Besides young people, women are another seriously deprived cluster on the marketplace in Middle Eastern countries. Despite their terribly low participation rates that stood at less than 19% in 2012 – fifty five proportion points below for men – their unemployment rate was 19.3 per cent, over double the speed for men. Young women that decided to participate even worse off, facing redundancy rates of over seventy percent in certain countries, particularly among the Gulf countries.

Young Saudi women's additionally play a noteworthy role in deepening the current situation in Kingdom of Saudi Arabia. Currently, 60% of Saudi college graduates are women; however they comprise only 20% of the workforce and make up only 16.5 percent of the overall workforce in 2013. The unemployment among Saudi women has reached 60%. The foremost concern for Saudi women is that the educational system, which several of them feel has didn't adequately prepare them for jobs within the labor market, together with the digital marketplace. The education system doesn't give decent job-oriented fields of study, particularly in technical and vocational training. It places a high degree of emphasis on remote learning at the expense of teaching problem-solving and significant thinking skills, like analysis, inference, and interpretation, also as technical skills, language proficiency, and higher ways that to adapt to international changes. (Saudi Gazette, 5th Feb, 2013).

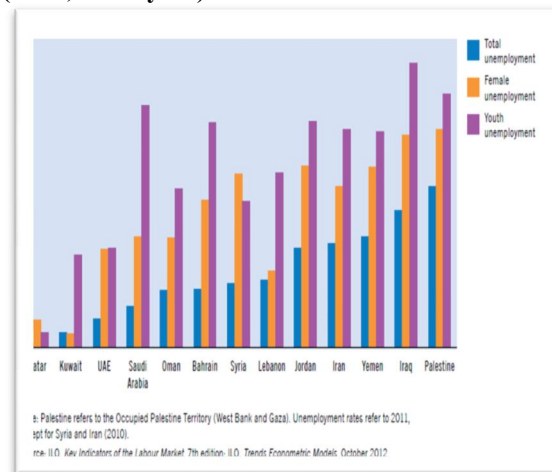
For Saudi women, unemployment rates are climbing, while they're dropping for Saudi men and non Saudi workers, according to government data. New statistics recently released by Saudi Arabia's Central Department of Statistics and Information (CDSI) reveals that unemployment for women in Saudi Arabia rose from 34.0% to 35.7% from the first to fourth quarter of 2012, while unemployment for men dropped, from 6.9% to 6.0%. (www.wamda.com, 15th May, 2013).

According to WEF Global Competiveness Report (2012-2013) According to WEF international Competiveness Report (2012-2013) abundant progress has been created in terms of promoting education within the Arab world over the past many decades. However, as newer information show, university degrees don't increase the probabilities of finding employment in several Arab countries. This situation

points to a misalignment of the skills taught in educational institutions and the needs of the region's employers. Indeed, once asked whether or not their country's educational systems are accommodating of a competitive economy, business leaders within the region aforementioned that private-sector training schemes may give solutions during this context.

The women who are working are primarily employed in the public sector – in 2009, just 6.9% of female Saudis in the workforce worked in the private sector. In all, these indicate that ladies aren't meeting their full potential in causative to Saudi Arabia's economic process. Figure 6 shows:

Unemployment rate in Middle Eastern countries (in %, latest year)



Current Initiatives to Boost Employment opportunities for Saudi Women by Special Programs, Policies, Franchising Schemes, Workshop and Specific Training (Vocational and Technical)

1. The best known of the recent new policy initiatives is Saudi Arabia's Nitaqat program, which creates rewards for firms with a powerful history of using nationals and has conjointly helped 54,000 Saudi women get jobs within seven months. 'NITAQAT' could be a distinctive program designed by Ministry of Labor to spice up Saudization in Kingdom of Saudi Arabia. As per Ministry of labor, NITAQAT is meant to induce a lot of opportunities for Saudi nationals within the private sector. It is introduced to judge private firms supported their achieved share of Saudization. Excluding the Saudization boosting, the Ministry claimed NITAQAT program includes several alternative short term and future objectives like accelerate women employment sector, training for the employment seekers, minimum wage, and protection of right of employees.

2. A brand new version of Nitaqat was launched to handle low salaries of Saudis. A Saudi ought to receive a minimum of SR3, 000 a month to be enclosed within the Saudization count.
3. The “Hafiz” program, it is a program that supports male and females Saudis who are seeking employment by providing them with jobs matching program and entry level training. The program conjointly provides an incentive grant for job seekers until they will get employment. (Arab News, 8th Jan, 2013)
4. The “Liqat” program aims to form a good atmosphere that fosters communication between every of the young male and feminine job seekers and national firms and establishments. (Arab News, 8th Jan, 2013)
5. The Ministry has launched a “Wage Protection Program” that aims to boost the working atmosphere within the private sector by making certain that wages are paid on time and within the quantity prescribed. The program also will monitor the pertinence and commitment to the private sector labor laws. This call can begin bit by bit, ranging from 01/03/2013, and can embody providing an extended enough time to change the private sector to adopt the wants of the program.
6. Equal pay for Men and Women: The Ministry of Labor has taken the initiative of launching “Equal pay for both Men and Women for similar job”. Ministry of Labor has instructed the Private sector to pay equal wages to both men and women in same kind of jobs. This has made Saudi women enthusiastic towards working in a Private Sector. (Saudi Gazette, 9th April, 2013)
7. The Ministry of Labor has taken initiative of framing a policy for feminine job seekers - Expansion of employment for Saudi women who want work. Establishing women recruitment units in the labor offices, HRDF, Encouraging distant work, settling training programs to qualify female job seekers, Determination and classification of job that could be occupied by Saudi Women.
8. Silatech has signed an agreement with Saudi primarily based Glowork to join forces to create extra employment opportunities obtainable for Saudi women’s. Through the agreement, Silatech can introduce the Tamheed program, a series of psychology assessment tests designed to assist users build objective and knowing choices on their future careers, to Glowork’s offerings. Glowork also will integrate the newly-developed Tamheed HR program into its current screening and job placement initiatives targeting young, unemployed Saudi women. Silatech also will supply variety of workshops on employability and entrepreneurship for Glowork. (Silatech, Glowork join to boost Employment opportunities for Saudi Women, Published 20th February, 2013)
9. North East Survey faculty of Technology (NESCOT) has lead a syndicate to secure a contract to run a women’s solely job and training institute in Kingdom of Saudi Arabia. The Jeddah women's college is one amongst eleven tendered for by the dominion of Saudi Arabia as a part of a SR4bn contract with leading colleges within the United State Canada, the United Kingdom and Spain to produce technical training for Saudis in line with market desires. The project comes as the 1st wave of an intensive effort to boost skills and training in Saudi Arabia, notably for Saudi women.
10. Magiff offers franchising schemes in Kingdom of Saudi Arabia - World delicate complete Magiff has launched a new business franchising schemes in Saudi Arabia, targeting the kingdom’s growing retail beauty sector.
“We are happy to launch an innovating franchising theme for the Saudi market which will facilitate making many jobs within the coming 3 years,” explained Naseem Ahmad Jawa, director Retail of Spret, the commerce company of Magiff. Saudi women's entrepreneurship potential is additionally another chance empowering native women that represent a serious and relevant supply to the event of franchising sector particularly within the beauty sector that appeals deeply for women,” he added.
11. The government conjointly declared plans to line up seventeen technical colleges for girls in several elements of the country. 25 more than three hundred technical and vocational institutes are going to be engineered to coach young Saudi men and women and supply them with new skills to enter the marketplace.
12. The Al-Nahda Philanthropic Society for women’s in Riyadh’s Training and Employment Center aims to boost human resources for Saudi females and provides free training programs, along with a web site (www.tawdeef.com) for women’s recruitment and employment. (Booz & Company).
13. Comprehensive information, referred to as the “National Observatory of the workforce,” has been developed. This may facilitate in following and understanding the marketplace statistics so as to assist the decision-making method to be supported facts regarding job seekers, employers and policy manufacturers. (Arab News, 8th Jan, 2013).

14. The ministry conjointly established recruitment centers to register and endow with recommendation for job seekers and facilitate them become higher qualified to fill job vacancies. An internet site on the web was developed recently "Virtual job market" to assist in seek for job openings. Efforts are created to produce on-line distance training via net.
15. Dar Al Riyadh to hire more professionals as have rolled out massive recruitment campaign with the launch of its fresh new career website-careers.daralriyadh.com to deliver some of KSA's biggest projects. Thousands of interesting positions for experienced engineers, architects, and other professionals. (Arab News, 8th July, 2013)
16. The ministry has conjointly has been engaged on Saudization and also the feminization of commercial jobs appropriate for Saudi women, in accordance with a decree of guardian of the 2 Holy Mosques King Abdullah.

Saudi Arabia Initiative in bringing Technology to the Market – Technology giant Oracle Encourages Women Employment in Saudi Arabia

Technology giant Oracle Saudi unit has signed a MOU with Glowork, an internet site dedicated to ladies direction within the kingdom to assist Saudi ladies boost their IT skills and find employment. The key objective is to acknowledge special talent in women's graduates of Saudi to boost their skills and maximize workplace diversity and feminine empowerment within the labor market. This new venture can specialize in long run projects that launch program, workshops, seminars and annual conference by addressing problems which will enhance skills to secure job positions and overcome obstacles which will arise before employment for targeted native Saudi Graduates.

Women merit the chance to showcase their talent and this agreement can offer the platform for them. Thus, the aim of this debut conference is to honors graduate students who achieved high sensible excellence through their educational endeavors. (Oracle Encourages Women Employment in Saudi Arabia, Published 4th Dec, 2012,)

The idea of conducting conference and workshop is to pile up the graduates with the speaker. This manner they're going to have open forum to exchange their thoughts on varied difficulties that ladies need to face whereas coming into the skilled world. According to Nina, Chief Editor at wamda, Glowork additionally makes it doable for ladies to figure versatile hours from home via a web platform. The company aims to form over 500,000 jobs for women in Saudi Arabia over successive 5 years.

The main objective of this presentation isn't merely to acquaint attendees with open positions, however to instantly interview and use potential candidates.

Saudi Arabia is more and more turning into the foremost necessary digital and also the most innovative market.

Saudi Arabia initiative in bringing exclusive TV Channel for Saudi Women

According to Arab News on 22nd July, 2013, Saudi Arabia are going to be activation of getting an exclusive satellite channel for Saudi women which is able to not solely function a platform for Saudi ladies to showcase their talent and capabilities however additionally facilitate clear misconceptions regarding Arab women abroad. The channel belongs to ideas Arabia restricted owned by businessman Sheikh Yusuf bin Awad Al-Ahmadi.

According to Al- Nazawi "The objective of the channel is to focus on the talents, traditions, culture, education, monotheism thought and issues facing Arab ladies generally and Saudi ladies specifically. The channel will fully conventional to Sharia and can facilitate raise awareness levels among women,"

Content of the programs can cowl a large vary of topics together with legitimate software, intellectual, scientific, cultural, political, social, psychological, economic, technical, body, instructional, medical and alternative areas associated with women's lives.

"We are absolutely assured that this TV channel can facilitate our ladies in sharpening their lives and understanding contemporary terms. Women's are a part of our society and lives and that we cannot ignore them and their desires," Nazawi same.

Saudi Arabia initiative in making Saudi Women Active Members of Sports Youth Welfare

Saudi women are trying forward to having a robust presence within the Kingdom's sports clubs shortly. Neda Alolayan, project manager of monetary support at Al-Nahda Philanthropic Society in national capital, said its right step although this is often a primary step to own female-only clubs competing against one another. (Saudi Gazette, 24th March, 2013)

Saudi Arabia participated in the Olympics for the primary time in 2012 with Wojdan Shaherkani competing in judo and Sarah Attar in the 800 meters in the London Games last year. Still, Saudi lady have yet to become a member of any sports club within the Kingdom.

But off late, there are feverish movements to convey ladies a berth in sports clubs further on have active participation in sports activities. The authorities currently serious in permitting ladies to own a robust presence in sports clubs through their involvement in games or taking a membership or a minimum of supporting these clubs.

Many women are pinning their hopes on the sports authorities' serious initiative to make sure women's participation. Two months ago, Prince Nawaf disclosed that the involved authorities were completing studies on the problem of permitting ladies to involve in sports. "God willing, clear steps and an working mechanism during this regard are going to be declared within the close to future,"

Saudi Ministry uplift - Saudi Feminization in Private Sector in 2012-2013

Nitaqat plays vital role in creating jobs for Saudi Women: Custodian of the Two Holy Mosques King Abdullah commended the outcome of the Nitaqat program." It was successful in creating more jobs for Saudi men and women," the king said in a cable to Labor Minister Adel Fakeih. As part of the Saudization process, the Ministry of Labor has recently identified several opportunities tailored to women such as receptionists, tailors, banquet-hall employees, nutritionists, governesses, photographers, beauticians, caterers, and hospitality and recreation-industry workers.

Saudi women in private sector:

In recent years, several changes were created by the Ministry of Labor so as to induct additional ladies into the duty market. Reforms were created by Shielder of the 2 Holy Mosques King Abdullah and efforts by Adel Fakeih, Minister of Labor, that have modified variety of legislations and laws that support ladies employment in numerous sectors. Private Sector has additionally place hand in hand with the government's vision and mission.

According to (Saudi Gazette, 12th Feb, 2013) the quantity of Saudi ladies utilized by the personal sector has raised from 48,406 in 2009 to 208,174 in 2012 a rise regarding 330%. Variety of measures will facilitate in promoting feminine nationalizations targets, the government will create incentives for private sector companies to ladies which might produce a high level of taskforce to explore the requirements of ladies within the market. (Arab News, 13th April, 2013) About 160,000 Saudi ladies presently employed in private sector, in step with statistics from the overall Organization for social welfare (GOSI). The increase in the number of Saudi women employees is being attributed to reforms and programs recently introduced by the Ministry of Labor and Human Resource Development Fund (HRDF).

Addressing a world Labor Conference, the Nitaqat program for Saudization of jobs launched in Gregorian calendar month in June 2011 has helped increase the proportion of Saudi employees within the private sector from 10 to over 13. The proportion of Saudi ladies who were utilized in regular jobs within the private sector witnessed an unprecedented increase. According to the Ministry of Labor more

emphasis on "Maximizing the Employment of Saudi Women" and his vision on the role of the private sector to develop a partnership between the private sector and the government to respond to the needs of the society. (Saudi Gazette, 13th June, 2013)

The minister's participation at a conference conducted by SABB in national capital, incontestable his sturdy commitment to support each effort that aims to extend the amount of participation of Saudi ladies within the market, and within the economic system generally.

According to the Ministry of Labor's 2011 annual report released recently, ladies employees within the private sector earn on the average SR 2,824 a month, whereas men earns SR 5,686.

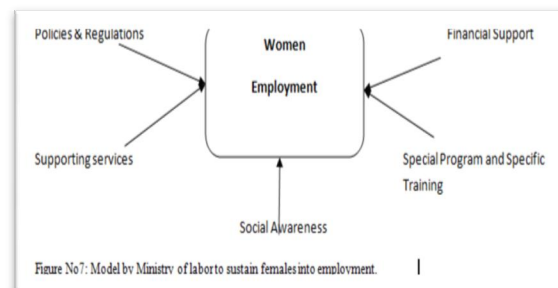
"There is a minimum wage. The distinction in wages is due to various styles of work. Ministry of Labor rules mandate that males and females ought to get equal pay if they're in similar jobs," same Hattab Al-Anazi, representative for the Ministry.

Saudi Arabia Initiative in Modernizing the Work Environment for Saudi Women

As Saudi women take jobs that were antecedently not open, they're creating a new workplace dynamic in the country. More Saudis now accept the idea of women working in jobs such as law or real estate. Employers who see the benefits of hiring women are adjusting their workplaces to accommodate them, adding women's restrooms or creating separate entrances and work spaces. (Saudi women (and the Saudi Office) adjust as more enter the workplace, Published 5th July, 2013)

The minister has great vision in creating a working environment for women in the Kingdom that becomes a benchmark for others to follow. A good healthy environment can be created through (a) Protecting the rights of Workers, especially women, (b) Creating a good environment for Saudi women by conducting Inspection in each and every company in terms of Health and Safety, Physical Work Environment, Work Environment for females, and People with disabilities.

Saudi Arabia Initiative in Enhancing the Role of Saudi Women at National level



1. The Saudi labor code grants every citizen—regardless of gender—the right to work, and

- stipulates that firms must provide all workers opportunities for training.
2. In 2006, the Saudi Labor was revised to include new gains for working women in regard to maternity and medical care leave, nursery provisions, vacation time, and pensions.
 3. The Eighth Five year plan emphasized the need for more employment and advancement opportunities for women, stressing the importance of their participation in the economy.
 4. First time, the government is licensing day care centers to help working mothers.
 5. Prince Sultan bin Abdul Aziz Al Saud announced plans in 2007 to allocate one-third of government jobs to Saudi women and to create additional job opportunities for them. The Council of Ministers recently issued a number of measures aimed at accomplishing this, in areas such as computers, librarianship, and vocational work in welfare centers and prisons.
 6. The Human Resource Development Fund (HADAF) aims to provide job opportunities for Saudi Women through telecommunicating arrangements with private sector enterprise. The fund has already created employment for more than 4,120 Saudi women.
 7. The government has also opened the tourism industry to women's employment, along with training support at institutions abroad. In the city of Al Khobar, more than 30 Saudi women now work in five-star hotels, in areas such as reservations and marketing. In the region of Tabuk, with its growing influx of tourists, a number of Saudi women are working as guides. (Arab News, 27th Feb, 2012)
 8. Women in Riyadh's training and employment center has provided job opportunities for 2,015 Saudi women in factories, banks, and social, educational, and health associations and institutes.
 9. King Abdul Aziz Women's Charity Association's Al Barakah Loans Center in Buraidah, Al Qassim, finances projects for low-income divorced and widowed women. More than 800 Saudi women have already benefited from the initiative through projects including the sale of clothing, livestock, and furniture, as well as coffee and keleja or waffle stands.
 10. In 2005, the nonprofit Centennial Fund was established to assist small businesses and young entrepreneurs outside the kingdom. Thus 26 percent of the fund's projects have benefited Saudi women's interests in areas such as art and design, administrative services, restaurants and food supply, beauty salons and clothing shops, sporting facilities, and day care centers.

CONCLUSION

The progress of any nation entirely depends on the extent it achieves in building and developing its human resources. Higher education represents one of the most important means of developing human resources, which in turn is considered a strategic investment for any country. Through higher education programs, every nation manages to fulfill its needs of knowledgeable and skilled labor forces which labor market needs and which its national development requires. Higher education globally witnesses many of the changes, transformations and challenges imposed by the technical and information developments of the contemporary civilization. (Higher Education in Saudi Arabia, Summary Report 1428 AH)

Saudi Arabia has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), that in Article 10 requires States Parties to "take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education" and to ensure equality in education opportunities for men and women through "the same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories"; "access to the same curriculum, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality" and "the same opportunities to benefit from scholarships and other study grants." (Saudi Arabia: Give women Equal Opportunities to Education and end male guardianship over women, Published, 5th April, 2011).

In 2013, Saudi women were first allowed to ride bicycles, although only around parks and other "recreational areas". They must also be dressed in full body coverings and be accompanied by a male relative. Also in 2013, the Saudi government sanctioned sports for girls in private schools for the first time.

And today Saudi Woman granted the right to vote and run in the 2015 municipal elections — the only such contest the kingdom holds; allowed two women to compete in last year's London Olympics, a first for Saudi female athletes; and in January appointed the first female members to the Consultative Council, naming 30 women to the 150-member advisory body. First Saudi Women (the youngest Arab) to reach the peak of Mount Everest on May 19, 2013 seeks to inspire Saudi women to take up challenges and prove that they are equally competent. (First Saudi Women to Scale Mount Everest seeks to inspire, Published 27th May, 2013)

References:

1. Al Munajjed, M, Women's Education in Saudi Arabia – The way forward (work in Progress), Ideation Center Advance look by Booz & Company.
2. Al Munajjed, M, Women's Employment in Saudi Arabia – The way forward, Ideation Center Advance look by Booz & Company.
3. Al Masah Capital, 2010 -The Saudi Women: A Catalyst for Change, A Report by AMCL
4. Aguirre,D, Hoteit,L, Rupp, C, Sabbagh K, Empowering the Third Billion Women and the World of Work in 2012, by Booz & Company.
5. Bubshait, A, Women in Saudi Arabia: Cross – Cultural Views (Ghainaa Publications, First Edition, 2008)
6. Channel to bring the best out of Saudi women, Published Monday 22nd July, 2013, Retrieved 22nd July, 2013 from <http://www.ArabNews.com/news/458792>
7. Dar Al –Riyadh to hire more professionals, Published Monday 8th July,2013, Retrieved 15th July,2013 from <http://www.ArabNews.com/news/457324>
8. Diverse economy urged to create jobs for Saudi Published, Tuesday 25th December, 2012, Retrieved 30th Dec, 2012 from, <http://www.ArabNews.com/saudi-arabia/diverse-economy-urged-create-jobs-saudis>
9. Fakeih: No going back on Saudization, Published Tuesday 8th January 2013, Retrieved 10th January 2013 from <http://www.ArabNews.com/fakeih-no-going-back-saudization>
10. Five things women in Saudi Arabia want at work,Published,22 August, 2013, Retrieved from <http://www.wamda.com/2013/08/5-things-that-women-in-saudi-arabia-want> 05th Sep, 2013
11. First Saudi Women to Scale Mount Everest seeks to inspire, Published 27th May, 2013, Retrieved from,<http://www.ndtv.com/article/world/first-saudi-woman-to-scale-mount-everest-seeks-to-inspire-371850>
12. First Saudi women to earn PHD from KAUST, Published, 16th Dec, 2013, Retrieved from,<http://saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20131217189783>
13. Gender Equality in Education, Employment and Entrepreneurship: Final Report to the MCM 2012.
14. Global Employment Trends 2013: Recovering from a second jobs dip @International Labor Office. Geneva: ILO, 2013
15. Gender Segregation at colleges limits women's Access to the Job Market, Published 4th February, 2013, Retrieved from <http://riyadhbureau.com/blog/2013/2/high-ed-segregation>
16. Hamdan, A, Women and Education in Saudi Arabia: Challenges and achievements (International Education Journal, 2005, 6(1), 42-6,4. ISSN 1443-1475 © 2005 Shannon Research Press)
17. Higher Education: the path to progress Saudi women :World Policy Journal, 2011
18. Introduction by His Excellency Minister of Higher Education Dr. Khalid bin Mohammad Al-Anqari quoted from (Higher Education in Saudi Arabia, Summary Report 1428 AH)
19. It's time to listen to Saudi Youth, Published Tuesday 5 February,2013, Retrieved 10th Feb, 2013, from, <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20130205151998>
20. Kingdom of Saudi Arabia: The Political, Economic and Social initiatives, A Development Report
21. Ministry of Higher Education, General Department for Planning & Statistics, 2011@ King Fahd National Library Cataloging –in-Publication Data.
22. Ministry of Civil Service; SAMA, Forty-Fourth Annual Report, 2008. 17
23. Murphy C, Saudi Arabia's Youth and the Kingdom's future: Winter 2, 2011, Woodrow Wilson International Center for Scholars, Middle East Program.
24. Nitaqat plays vital role in creating jobs for women, Published Monday 4th June, 2012, Retrieved 07 June, 2012 from <http://www.ArabNews.com/nitaqat-plays-vital-role-creating-jobs-women>
25. Ninth five year plan includes \$385 Billion in new spending, Published 5th December, 2013, Retrieved 10th Dec, 2013, from, <http://www.ussabc.org/custom/news/details.cfm?id=775#.UdSdPKxdohA>
26. Nitaqatpayingoff:Fakieh, Published 13th,2013, Retrieved from<http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20130613169702>
27. Nitaqat Program - Saudi Arabia, Published 30th March, 2013, Retrieved from <http://upscexpress.blogspot.com/2013/03/nitaqat-program-saudi-arabia.html>
28. Oracle Encourages Women Employment in Saudi Arabia ,Published 4th Dec, 2012, Retrieved from <http://scholarship-positions.com/blog/oracle-encourage-women-employment-in-saudi-arabia/201212/>

29. Prince Sultan: Tourism is key economic driver, Published Wednesday 27th February, 2012, Retrieved 01st March, 2013 from <http://www.areabnews.com/saudi-arabia/prince-sultan-tourism-key-economic-driver>
30. Private Sector pays women half as men : MOL Report, Published 9th April, 2013, Retrieved from, <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20130409160561>
31. Saudi Arabia: Economic Weakness Led to Unemployment Rate Hike (G20 Meeting of Labor and Employment Ministers, Statistical Update), 20-21 April, Washington, DC. 2010
32. SAMA, Forty-Fourth Annual Report, 2008, p. 242; P.K. Abdul 3 Ghafour, "Job Seekers in Private Sector Urged Patience," *Arab News*, March, 30, 2009; Arabian Business.com, March 30, 2009.
33. Summary of Saudi Employment Strategy- Kingdom of Saudi Arabia: Ministry of Labour, July 27, 2009
34. 160,000 Saudi Women in Private Sector, Published Saturday 13th April, 2013, Retrieved 14th April, 2013, from, <http://www.ArabNews.com/news/447990>
35. 50,000 Saudis to graduate from top 500 universities by 2020, Published Sunday 29th January, 2012, Retrieved 30th Jan, 2012 from, <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20120129116515>
36. Saudi Women doctors, Scientists are role models for future generations, Published 18th August, 2012, Retrieved 22nd Aug, 2012, from, <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20120818133477>
37. Silatech, Glowork join to boost Employment opportunities for Saudi Women, Published 20th February, 2013, Retrieved 26th Feb, 2013 from, <http://www.silatech.com/home/news-events/silatech-news/silatech-news-details/2013/02/20/silatech-glowork-join-to-boost-employment-opportunities-for-saudi-women>
38. Saudi women in private sector up by 330%, Published 12th February, 2012, Retrieved 12th Feb, 2012, from, <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20130212152881>
39. Saudi women (and the Saudi Office) adjust as more enter the workplace, Published 5th July, 2013, Retrieved from, http://articles.washingtonpost.com/2013-07-05/business/40382685_1_saudi-women-two-women-first-female-members.
40. Saudi Arabia: Give women Equal Opportunities to Education and end male guardianship over women, Published, 5th April, 2011, Retrieved from <http://www.equalitynow.org/node/785>
41. Saudi Women eye strong presence in sports clubs very soon Published 24th March, 2013, Retrieved from, <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20130324158187>
42. Steps taken to induct women in workforce, Published, 24th 2013, Retrieved from, <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20130923181347>
43. Women in Higher Education- Saudi Initiatives and Achievements (Ministry of Higher Education, General Department for Planning & Statistics, 2010 @ King Fahd National Library Cataloging –in- Publication Data.
44. Why last year's rise in unemployment for Saudi women might be a positive trend, Published 15th May, 2013, Retrieved 25th May, 2013 from, <http://www.wamda.com/2013/05/unemployment-rises-for-saudi-women>.