

Kingdom of Saudi Arabia
Ministry of Higher Education
Al-Imam Muhammad ibn Saud Islamic University
Faculty of Social Sciences
Department of Sociology and Social Work



Efforts of the Public and Private Sectors towards Addressing Saudization Obstacles

An Analytical Study

A thesis submitted to the Department of Sociology and Social Work, Faculty of Social Sciences, Al-Imam Muhammad ibn Saud Islamic University in fulfillment of the requirements for the Masters Degree

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Abstract

Study Title:

Efforts exerted from both public and private sectors to confront Saudization obstacles.

Study Problem:

Problem of this study focuses on determine the main efforts exerted by both public and private sectors to face Saudization obstacles, aiming at increasing the participation of national workforce in the labor market.

Study Inquires:

- 1- What are the basic obstacles facing Saudization from the view of leaders in both public and private sectors?
- 2- What are the main efforts exerted from both public and private sectors to confront obstacles in front of Saudization?

Study Objectives:

- 1- Specifying the main obstacles facing Saudization from the view of leaders in both public and private sectors.
- 2- Determining the main efforts exerted by public sector to face Saudization obstacles.
- 3- To know some of the efforts exerted by the private sector to face obstacles facing Saudization.
- 4- Determine some of the aspects of integration and variation in efforts exerted by both public and privates sector in facing obstacles in front of Saudization.

Study Methodology:

Study depended on the uses of ready data analysis, and strategy of personal interview.

Study Main Results:

- 1- Data indicated that there is some kind of agreement between public and private sector about existence of some obstacles preventing national work force from participating in the labor market.
- 2- From the study data, obstacles facing Saudization can be divided into social, economic, educational and training obstacles.
- 3- Efforts exerted to face obstacles in front of Saudization from both public and private sectors vary, from regulatory efforts

represented in the activity of the Ministry of Labor, training efforts represented in the efforts of Human Resources Fund, Chamber of Commerce and Industry, and General Organization of Technical Education and Vocational Training.

- 4- Data also indicated that there is some kind of cooperation between both public and private sectors in qualifying and training national work force, through the national cooperative training, and through the program of cooperative training and the Military Vocational Training Program.

Main Recommendations:

- 1- Plan a future strategy for jobs Saudization that both public and private sectors shall participate in.
- 2- Specify one government department to be responsible for supervision and coordination of efforts between all departments participating in the field of job Saudization.
- 3- Prepare a data base for the size of current and future national manpower, size of available jobs to return to it by parties concerned by the problem of Saudization.
- 4- Open a way in front of private establishments to participate in selecting training programs that match their needs of national manpower.
- 5- Determine a minimum job salary scale for national manpower.
- 6- Limit the numbers of recruited foreigners..