CHAPTER V

EDUCATION, VOCATIONAL TRAINING, AND CULTURAL AFFAIRS

Stimulus for the educational and cultural development and advancement of a society through the application of expanded creative capacity in various fields comes from its educational institutions and public information system. This development is sustained and enhanced by the availability to the society of libraries, museums, historical landmarks, and cultural centers.

This section of the Plan looks specifically to the following plans:

1. Plan for general education (boys and girls), special education, and religious education.
2. Plan for the cultural development programs of the Ministry of Education.
3. Plan for vocational training.
4. Plan for information (radio and television).

The overall objectives of the development plan for education and cultural affairs are:

1. Continued expansion of opportunities for education at all levels to provide the capability at each level of accepting all qualified graduates from subordinate levels who seek enrollment;
2. Strengthening educational institutions at all levels with efforts concentrated on those measures that will improve efficiency and produce excellence in the educational program;
3. Concentrated efforts to preserve national sites of historical significance and to uncover links with past societies and cultures;
4. Improving the quality and reliability of existing radio and television broadcast system with augmentations to extend coverage to additional areas of the Kingdom.

As measured by their contribution to GDP, education services are planned to expand at an annual average rate of 19.0 percent. This is 8.3 percent more than the previous rate (10.7 percent).

EDUCATION

Introduction

Opportunities for formal education are available in the Kingdom for all elements of society from the elementary through the university level, and educational statistics have shown sizable gains in enrollment each year at all levels of education. The number of students enrolled full-time in public schools from the elementary through the secondary level increased from 373,100 in 1387-88 to 410,300 in 1388-89, a gain of 11 percent. Partial reports of 1389-90 enrollment indicate continuation of this growth trend at about the same rate.

With the addition of special education schools for the blind (Noor Institute) or the deaf and dumb (Amal Institute), students in part-time evening classes, and private school totals, school enrollment reached 441,900 in 1388-89 as compared with 400,400 in 1387-88.

Most of the students — approximately 94 percent of the total — are enrolled in general academic programs, predominantly at the elementary level. Over 80 percent of the students are attending elementary schools, a reflection of the continuous effort to expand the primary education system to accommodate a larger proportion of the elementary school-age population. The impact of this growth at the elementary level in recent years is now beginning to be felt at the intermediate level and, to a lesser degree, at the secondary school level. Between 1387-88 and 1388-89, intermediate school enrollment increased by more than 20 percent as enrollment passed the 60,000 student mark in 1388-89. Similarly, secondary enrollment has moved to the 10,000 student level in the same period.

— 95 —
A considerable degree of the growth in student enrollment can be attributed to the increasing interest in providing more educational opportunities for girls. In 1383-84 there were only about 32,000 girls enrolled in elementary school. By 1389-90, there were almost 115,000 girls in elementary school alone and another 10,800 attending intermediate level classes in the public system. Girl students now represent about 30 percent of the total elementary level enrollment, and, as the above intermediate level enrollment totals indicate, they are responding to new provisions for further education. However, beyond the intermediate level, there is at present only one public general academic secondary school for girls and five small secondary level teacher training institutes.

A summary of all student enrollment through the secondary level is shown below in Table 24:

TABLE 24

TOTAL STUDENT ENROLLMENT, ELEMENTARY THROUGH SECONDARY
(87/88 — 89/90 A.H.)

<table>
<thead>
<tr>
<th>Schools</th>
<th>1387-88</th>
<th>1388-89</th>
<th>1389-90</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General academic education</td>
<td>359,300</td>
<td>394,200</td>
<td>433,400(a)</td>
</tr>
<tr>
<td>Teacher training and upgrading</td>
<td>6,200</td>
<td>7,700</td>
<td>10,800</td>
</tr>
<tr>
<td>Vocational and technical education</td>
<td>900</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>Religious education</td>
<td>6,700</td>
<td>7,600</td>
<td>8,300</td>
</tr>
<tr>
<td>Special education programs</td>
<td>1,000</td>
<td>1,100</td>
<td>1,200</td>
</tr>
<tr>
<td>Night schools</td>
<td>9,200</td>
<td>10,200</td>
<td>6,300(a)</td>
</tr>
<tr>
<td>Total</td>
<td>400,400</td>
<td>441,900</td>
<td>460,800</td>
</tr>
</tbody>
</table>

(a) Does not include enrollment in Ministry of Defence schools.

These students, particularly those in the elementary grades, are attending schools that for the most part have been established in rented facilities or in government buildings that were originally constructed for other than school purposes. As of 1389-90, over 75 percent of the public elementary schools and about 60 percent of the post-elementary schools were rented buildings. At the elementary level, the use of rented facilities represents a reasonable short-term expedient solution to the problems associated with expansion. However, the requirements for special purpose facilities such as laboratories, libraries, practical work rooms, etc., for post-elementary schools present specifications that rental properties can seldom meet. If the expansion at the post-primary level that will be necessary to accommodate the growing elementary schools output is to be realized, school construction on a continuing basis will be necessary.

The educational system described above has had to look to a large number of contract personnel to meet the staffing requirements. Graduates of the boys' and girls' teacher training programs are not qualified for initial teaching assignments beyond the elementary school level, and teaching and key administrative positions in the intermediate and secondary levels call for college-level graduates or personnel with considerable elementary teaching experience. As of 1389-90, over 73 percent of the teaching staff in the girls' education system was non-Saudi, and the proportion of Saudi teachers in boys' education was 55 percent at the elementary level and less than 15 percent at the general secondary schools and teacher training institutes.

Higher education enrollments have also increased; however, the growth has been more modest as two of the general education institutions are still in the process of development. The College of Petroleum and Minerals began its third year program for undergraduate students in 1389-90 and did not expect to become fully operational at the undergraduate level until the 1392-93 academic year. Similarly, the undergraduate program at King Abdul Aziz University had progressed to the second regular academic year in 1389-90, with the full four-year program scheduled for the 1391-92 academic year.

Thus total regular student enrollment in colleges, institutes, and universities had moved from 3,886 in 1387-88 to 4,148 in 1388-89. The external student enrollment, which includes all female students in public institutions as well as male students in part-time programs, also increased from 925 to 1,204 during this period. King Abdul Aziz University, the only private higher education institution in the Kingdom, reported enrollment of 148 students for 1388-89, an increase over the total of 76 students in 1387-88. A breakdown of the higher education enrollment is shown in Table 25.

— 96 —
<table>
<thead>
<tr>
<th>University or College</th>
<th>1387-88</th>
<th>1388-89</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Regular</td>
<td>External</td>
</tr>
<tr>
<td>Riyadh University</td>
<td>1,303</td>
<td>539</td>
</tr>
<tr>
<td>College of Education</td>
<td>229</td>
<td>30</td>
</tr>
<tr>
<td>College of Petroleum &amp; Minerals</td>
<td>147</td>
<td>—</td>
</tr>
<tr>
<td>King Abdul Aziz University</td>
<td>76</td>
<td>—</td>
</tr>
<tr>
<td><strong>Programs of Religious Colleges</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sharia Colleges</td>
<td>1,427</td>
<td>211</td>
</tr>
<tr>
<td>Arabic Language College</td>
<td>617</td>
<td>145</td>
</tr>
<tr>
<td>Dawa College</td>
<td>87</td>
<td>—</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>3,886</td>
<td>925</td>
</tr>
</tbody>
</table>

Riyadh University now has eight faculties, having initiated a Faculty of Medicine with a preparatory student enrollment of 35 in 1389-90. The Faculty of Arts and the Faculty of Commerce together account for about half of the total enrollment, the Faculty of Science and the Faculty of Engineering together have about one third of the students, and the remainder are distributed among the Faculties of Agriculture, Education, and Pharmacy.

The Riyadh University faculties operate at dispersed locations rather than at a unified campus, with the Faculties of Engineering and of Agriculture, for example, being several miles distant from the central university facilities. Because of this arrangement, the University is not able to provide departmental instruction service in common subjects for all of its students. Instead, some of the individual faculties have developed small departments to meet the needs of their students in basic subjects. As is the case in elementary and post-elementary education, some of the university facilities have been developed by converting large villas or other type buildings, with resultant shortcomings in classroom space, faculty offices, and facilities such as laboratories, libraries, storerooms, etc.

Riyadh University continues to depend on contract personnel for many of its teaching positions. However, the University is maintaining an aggressive policy of staff development through a continuous scholarship program for advanced studies abroad for graduates and teaching assistants who have demonstrated outstanding ability and who show potential for future staff positions.

King Abdul Aziz University, which began operations with preparatory year students in 1387-88, has two faculties—the Faculty of Economics and Administration and the Faculty of Arts and Human Sciences. The former has sections for public administration and business administration and the latter has a department of English language. This private university was established at a donated estate in Jiddah, and students attend without charge, as is the case in public institutions. The University looks to meeting its expenses through public donation augmented by an annual government subsidy of SR. 1.5 million. However, the most recent financial statement indicates that contributions have not met expectations and a deficit of over SR 3.6 million is reported for 1389-90.

The College of Petroleum and Minerals, having completed the first phase of its campus development program has discontinued its former policy of sending students abroad for study beyond the second undergraduate year. The College offers three programs—applied engineering, engineering science, and science—with specialties within each program. Student intake has been set at 200 students per year, a quota that was reached in 1389-90, and classes for third year students in engineering sciences are now being conducted at the college. Since the college began operation, almost all of the instructional staff and many of the key administrative positions have been held by contract personnel The turnover rate, however, has been high; 63 of the 133 persons engaged over a six-year period have terminated their service either prior to, or at the completion of, their initial contract. Despite this personnel turnover, the college has maintained academic standards and has been recognized by 96 accredited engineering universities for course credit transfer.

The College of Education and the College of Sharia in Mecca are under the jurisdiction of the Ministry of Education and represent the main source for instructors in intermediate and secondary schools. The College of Education specializes in general academic fields while the College of Sharia concentrates on religious subjects, Arabic language, and history. The facilities of both colleges are contiguous and adequate for the present level of enrollment; however, equipment and the necessary special purpose facilities are either lacking or inadequate. Religious education at the college level is also provided at the Islamic University and the colleges that extend the 5-year programs of the 37 religious institutes. The programs are directed toward the education of Islamic scholars, specialists in jurisprudence, and those who would work toward propagation of the Islamic faith.
Finally, the number of students studying abroad in higher education programs declined slightly, from 1,990 in 1387-88 to 1,937 in 1388-89. This decrease reflects in part the reduction in the number of first-time students studying abroad from 171 in 1387-88 to 111 in 1388-89. Scholarships for study abroad are being limited to critical or non-available fields within the Kingdom.

The foregoing summary of the present status of education indicates some of the areas that are considered in the Development Plan. Additional details, preserved at CPO, are presented in the individual reports and plans of the agencies and institutions that have cooperated in the formulation of the Plan.

Objectives

Educational advancement is a complicated and integrated process — expansion at one level can rarely take place without immediately or ultimately affecting other levels. The plan for education is conceived as an integrated plan that recognizes the interdependence of all elements of the educational system. Because of this interdependence of elements, any diminution of efforts at one level will have an adverse effect on all levels. Accordingly, the statements of objectives and the programs proposed to achieve these objectives while presented and discussed individually, represent a total requirement without order of preference or importance.

Objectives within the major divisions of education are as follows:

Boys’ Education

1. Elementary Education
   a. To increase present (1389-90) total enrollment by 55 percent by the completion of the Plan;
   b. To achieve the capability of enrolling at least 90 percent of the total 6-year-old male population in the first grade at the end of the plan period;
   c. To expand provisions for educational opportunities in rural areas;
   d. To increase the proportion of buildings designed and constructed as elementary schools by 11 percent during plan period;
   e. To initiate a pilot school meal program, beginning in the 1391-92 school year.

2. Intermediate Education
   a. To provide facilities for all elementary school graduates who would be expected to apply for intermediate school enrollment (85 percent of elementary school graduates);
   b. To increase the proportion of buildings designed and constructed as intermediate schools by 30 percent during the plan period;
   c. To expand the curriculum to include vocational guidance that is oriented to the environment, activities, and opportunities of the school community.

3. Secondary Education
   a. To enroll 50 percent of the intermediate school graduates as well as all other applicants with appropriate entrance qualifications, then to maintain this rate throughout the plan period;
   b. To develop total enrollment to assure that the number of qualified graduates each year is sufficient to meet the demands for new students implicit in the development plans for higher education.

4. Teacher Training Institutes
   a. To achieve the capability of meeting all annual requirements for fully qualified elementary teachers with trained Saudi personnel on completion of the Plan;
   b. To expand provisions for specialized teacher training in art and in physical education.

5. Vocational Education
   a. To extend the system of secondary level industrial education to include six more areas in addition to the present four;
   b. To initiate a system of secondary level commercial education with three schools to be operational within the first two years of the Plan;
   c. To establish an institute for technical/vocational teacher training;
   d. To complete the agriculture technical school in Buraydah as scheduled and to initiate work on three additional schools by 1391-92.
1. Elementary Education
   a. To increase present (1389-90) elementary school enrollment by 95 percent by the completion of the Plan;
   b. To increase the number of communities with elementary schools for girls from 178 to 300, and the number of schools from 347 to 595;
   c. To reduce overcrowding in elementary classes in the first and second grades, attaining an average enrollment of 33 students per class in these grades.

2. Intermediate Education
   a. To improve the enrollment relationship between intermediate level education and elementary education from the present 9.3 percent (intermediate enrollment as a percentage of elementary enrollment) to 17.4 percent at completion of the Plan;
   b. To provide more opportunities for intermediate level education in small communities and rural areas.

3. Secondary Education
   a. To increase general secondary enrollment from the present level of 350 students to over 4,900 students by the completion of the Plan;
   b. To establish general secondary schools at ten new locations within the Kingdom during the plan period.

4. Teacher Training Institutes
   a. To achieve the capability of meeting all annual requirements for fully qualified elementary teachers with trained Saudi personnel on completion of the Plan;
   b. To increase the emphasis on teacher training at the secondary level;
   c. To initiate a program of teacher training in small communities, beginning in 1390-91.

5. Women Teachers' College
   a. To establish the proposed women teachers' college in Riyadh and to provide the first group of "Bachelor of Arts" graduates beginning in 1393-94;
   b. To attain total enrollment of 900 students by the end of the plan period.

Higher Education

1. University of Riyadh
   a. To maintain a capability of enrolling 50 percent of the general secondary school graduates as well as all other applicants with appropriate entrance qualifications;
   b. To strengthen all present eight faculties through the addition of staff and facilities as necessary to meet enrollment increases;
   c. To attain a student: faculty staff ratio of 10:1 by the end of the plan period;
   d. To provide the necessary interim facilities for the Faculty of Medicine and to initiate first-stage development of the proposed permanent facilities at the earliest possible date;
   e. To activate the proposed university consolidation and relocation program, with initial phase work to begin by 1391-92.

2. College of Petroleum and Minerals
   a. To expand undergraduate enrollment to reach a total of 1,150 students by the end of the plan period;
   b. To complete Phase II and Phase III of the present campus master development plan, with building occupancy by 1393-94;
   c. To complete the phasing-in of programs for undergraduate work by the 1392-93 academic year;
   d. To initiate graduate studies in 1390-91, with target at full development of approximately 5 percent of enrollment in Master degree level work and 2.5 percent in Doctor degree level work.

3. College of Education, Mecca
   a. To increase enrollment to approximately 950 students by the completion of the plan period;
   b. To continue existing arrangements for female external students in all programs;
   c. To increase the number of trained teachers produced annually from the present 40 to approximately 150 at the end of the plan period.

4. King Abdul Aziz University
   a. To reach a total enrollment of 825 students by the final year of the plan period;
   b. To expand the Faculty of Arts and Human Sciences from one to three departments by 1391-92;
   c. To establish a Department of Accounting in the Faculty of Economics and Administration in 1392-93;
d. To initiate studies in 1393-94 for eventual establishment of a Faculty of Sciences;
e. To inaugurate a closed circuit television system in 1390-91 for instruction;
f. To construct facilities for 35 additional classes on a phased program, beginning in 1390-91.

Religious Education

1. Religious Institutes
   a. To increase present (1389-90) total enrollment by 45 percent by the completion of the Plan;
   b. To eliminate overcrowding in classes, establishing an average of 30 students per class as the standard to be attained;
   c. To increase the number of communities with religious institutes for education from 37 to 41;
   d. To replace all rented facilities with government-owned buildings by the end of the plan period, constructing 20 buildings in a phased program.

2. College of Arabic Language
   a. To increase the intake of new students from the present 42 percent of the total graduates of religious institutes to 48 percent by the final year of the Plan;
   b. To initiate post-graduate sections in grammar, literature, and social sciences in 1390-91.

3. College of Sharia
   a. To maintain the intake of new students at 41 percent of the graduates of religious institutes for the first three years of the Plan and to increase the proportion by one half percent each year until the completion of the Plan;
   b. To initiate Master degree programs in Interpretation and Hadith, Principles of Shariah, and Islamic Call and Guidance in 1390-91.

4. Higher Institute of Justice: To maximize utilization of existing staff and facilities through increased enrollment.

5. College of Sharia, Mecca
   a. To increase the enrollment to approximately 725 students by the end of the plan period;
   b. To expand the higher studies program;
   c. To explore all opportunities for cooperative arrangements with the College of Education.

6. Islamic University and Associated Institutes, Medina: To continue the development of a comprehensive program of Islamic studies for students from the Moslem world.

Special Programs for Education

1. To provide additional facilities for the academic and vocational instruction of the blind and the deaf and dumb;
2. To expand the opportunities for part-time adult education at all levels;
3. To extend the literacy program through the expansion of the literacy center system, the continuation of the summer campaign program, and the use of television;
4. To establish a regional training center for the preparation of instructor specialists in adult education and literacy programs by 1393-94;
5. To initiate a pilot educational television system in a selected community for instruction in appropriate subjects during the school day.

Cultural Affairs Programs, Ministry of Education

1. To improve the status of the existing public library system by providing additional books, library furniture, and equipment;
2. To replace five rented library facilities with new building construction;
3. To establish additional libraries as required, with initial priority to a library location in Tayif;
4. To initiate a continuous program of annual archaeological field exploration and surveys;
5. To initiate a program of historical site maintenance and rehabilitation;
6. To establish an archaeological collection and museum;
7. To undertake a purchase program for government ownership of historical and archaeological sites.
Proposed Programs

The proposed programs call for a financial outlay well above any sum previously allotted for education. Nevertheless, there are no extravagant or immoderate proposals in the program.

Boys’ Education  (See Fig. 7)

Elementary Education. The program of public elementary education proposes a 55 percent increase in total enrollment from 267,500 in 1389-90 to 416,140 at the end of the Plan. In this projected enrollment, the intake of new students to the first grade will move from 46,200 in 1389-90 to 81,000 in the final year of the plan period.

The above projection assumes that factors, such as improved quality of instruction, improved facility maintenance, the school meal program, and an adequate allocation of basic school equipment and furniture, will operate to reduce dropout and repeater rates. This program for elementary education is expected to graduate over 142,000 pupils during the plan period. By the final year of the Plan, about 35,000 graduates a year from elementary school can be expected.

To support this program, the elementary school system will require a net increase of 7,488 classes during the plan period. This net requirement has been established after planning for the consolidation of more than 500 classes, generally in rural areas, where student class enrollments are expected to be low. Most of the required additional classes will be provided through the development and expansion of existing school systems within districts, and approximately 17 percent are to be provided through new school additions.

In planning new schools, consideration is given to requests from communities that have satisfied basic eligibility criteria such as enrollment potential, distance from existing schools, etc. The Plan looks to establishing 590 additional schools, about two-thirds of which are to be opened in rural districts. Concurrently, a school construction program is planned that will broaden the basic government-owned elementary school system. It is planned to build 379 elementary schools during the plan period; some will replace rented schools and others will be opened as new schools. The distribution of constructed schools by size is as follows:

<table>
<thead>
<tr>
<th>Size</th>
<th>Number of Classes</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large schools</td>
<td>(16 classes)</td>
<td>84</td>
</tr>
<tr>
<td>Average schools</td>
<td>(10 classes)</td>
<td>128</td>
</tr>
<tr>
<td>Small schools</td>
<td>(6 classes)</td>
<td>167</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>379</td>
</tr>
</tbody>
</table>

It should be noted that this total is not in addition to the 590 schools intended to be added to the systems during the Plan. Rather, this construction program seeks to increase the proportion of the total number of schools — 1,973 at the close of the plan period — that will be government-owned and properly constructed as school buildings.

Due to the rapid development of elementary education in the Kingdom, elementary school operations have sometimes been handicapped by shortages of basic equipment as well as replacements for equipment in poor repair or unusable. The Plan looks to cover all existing equipment deficiencies at the earliest possible date and to provide appropriate allocations to meet equipment needs associated with the student enrollment expansion on an annual basis for each year of the Plan.

The results of various research efforts in countries throughout the world indicate a direct correlation between the nutritional state of the pupil and his academic performance, particularly at the elementary level. In view of these findings, it is planned to initiate a pilot school meal program in selected elementary schools where enrollment is predominantly from the lower income families. It is expected to start the nutrition program in the first phase of the Plan.

Requirements for additional school staff personnel have been projected at 10,503 teachers and teacher/administrators and 800 administrative staff members for the plan period. These additions will bring the elementary school staff to almost 29,000 for the operation of a system of approximately 2,000 schools with some 17,900 classes. Since the teacher training institutes are expected to graduate 7,275 students who would be available for teaching assignments during the plan period, there remains a requirement for some 3,200 additional contract teachers to meet the teaching staff needs indicated above. However, if the expansion plans for intermediate level education and secondary level teacher training are implemented the output of graduates from teacher training institutes would match the annual need for additional elementary teachers by the final year of the plan period.

Intermediate Education. In this plan, general intermediate education is being expanded to provide, insofar as possible, for all elementary school graduates wishing to pursue their studies, whether in urban or in rural areas. Experience over past years shows that applicants for enrollment represent about 85 percent of the elementary graduates. Accordingly, intermediate enrollment must double during the plan period in order to accommodate 85 percent of elementary school graduates; i.e., from 37,389 students in 1389-90 to 80,190 in the last year of the Plan. The annual intake of new students into Grade I is expected to increase from 12,782 in 1389-90 to 27,203 in the final plan year.
Over 50,000 intermediate education graduates are projected for the plan period. This graduate total is highly important as intermediate school graduates represent the principal student resource for secondary schools and technical institutes.

In planning the development of opportunities for intermediate education, considerable emphasis has been placed on providing intermediate level classes for graduates of rural elementary schools. Here, the required intermediate classes will be attached to existing elementary schools wherever practicable. As the attached intermediate grades demonstrate viability by attracting, holding, and graduating significant numbers of students, they would be considered for reorganization as independent intermediate schools. In the urban areas, requirements are to be met by a combination of approaches—expanding existing intermediate schools by adding classes; attaching classes to some elementary schools; and by opening new intermediate schools.

These programs for rural and urban areas will require 1,519 additional classes, and this growth in classes will find the intermediate school system expanding from 215 schools to 339 schools during the plan period. The addition of 124 new schools, however, will consist mostly of the attached class arrangements described above rather than independent schools. The breakdown of the expansion at the end of the plan period is as follows:

<table>
<thead>
<tr>
<th>Total schools in 1389-90</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>New attached schools</td>
<td>76</td>
</tr>
<tr>
<td>New independent schools</td>
<td>48</td>
</tr>
<tr>
<td><strong>Total schools at end of Plan</strong></td>
<td><strong>339</strong></td>
</tr>
</tbody>
</table>

The "modern intermediate school" concept is being examined in four schools that were established in 1388-89. No expansion of the program to other schools is contemplated at this time, since the results of this educational innovation have yet to be determined. However, a regular program of vocational guidance is to be introduced in intermediate schools to provide students with a broader orientation to the activities and opportunities of the school community as well as an appreciation of educational choices beyond the intermediate school level and the related employment and career opportunities.

Success of the Plan must ultimately rest on the degree to which teachers with proper qualifications can be recruited. The proposed plan requires almost 2,900 additional teachers, raising the total number from 2,619 at present to 5,516 teachers at the end of the Plan. Most of the additional teachers will have to be contract personnel — about 2,000 non-Saudi teachers to be recruited during the plan period. Relaxation of this situation cannot be expected to occur until college-level teacher training programs have expanded well beyond their present level.

Most of the staff positions other than headmaster or assistant headmaster are expected to be filled by Saudi personnel who would account for almost 90 percent of the administrative staff.

**Secondary Education.** The Development Plan looks to continued expansion in secondary education; however, the Plan also recognizes the need for more graduating intermediate students to enter teacher training, technical/vocational programs, or other post-intermediate training institutes. Therefore, the development of general secondary education is based on holding new student admissions to about 50 percent of the preceding year's intermediate school graduates and accepting in addition all other qualified applicants from night schools, private, and other programs.

This restriction notwithstanding, general secondary education enrollment will increase from 8,242 students in 1389-90 to 18,324 by the end of the Plan. The intake of new students is expected to increase from 3,344 in 1389-90 to 6,745 in the last year of the plan period. Approximately 14,600 students are expected to graduate during the plan period, more than doubling the annual output of graduates between the initial and the final year of the Plan. Nevertheless, the demands for these students will be heavy as institutions of higher education look to increased enrollment of new students each year. While the projected output for the secondary schools is sufficient to meet all anticipated requirements of the higher education system, the number of graduates remaining to satisfy all other requirements for secondary school graduates will be less than 1,000 in the last year of the plan period.
BOYS' EDUCATION

THE GROWTH OF EDUCATION AT ALL LEVELS DURING THE PLAN PERIOD

Note: Secondary level includes: General Secondary, Teacher Training, Industrial, Vocational, Commercial, Art and Physical Education Institutes.

Fig. 7
The present general secondary school system of 39 schools is to be expanded to 65 schools by the completion of the Plan, with the 26 additional schools being introduced at a regular rate throughout the plan period. Changes will also be made during the Plan in the composition of the school system, as shown in the following comparison:

<table>
<thead>
<tr>
<th>School Type</th>
<th>1389-90</th>
<th>End of Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent schools</td>
<td>25</td>
<td>48</td>
</tr>
<tr>
<td>Special schools (Dar Al Tawhid)</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Model schools</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Combined schools</td>
<td>9</td>
<td>12</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>39</strong></td>
<td><strong>65</strong></td>
</tr>
</tbody>
</table>

The expansion and change in school types will add 361 classes to raise the total number of classes from 316 as of 1389-90 to 677 at plan period completion. Most of the added classes are allotted to existing schools and to the new schools after they have been established for a year or more.

This expansion program requires an additional 735 teachers and 450 administrative staff personnel. The teacher requirement constraints that were discussed in the program for intermediate education operate even more severely in secondary education. On the basis of experience and projected outputs of education institutions in Saudi Arabia, it appears that probably 100 Saudi instructors would be available for teaching. The remaining 635 would have to be recruited contract personnel. (See Fig. 8 for school graduates - boys).

**Teacher Training Institutes — Secondary Level.** Development of the teacher training institutes is crucial to the success of the plan for boys' public education. Efforts are to be directed toward channelling about 35 percent of the intermediate school graduates into teacher training, and the total enrollment is expected to be more than triple in the plan period. The intake of new students into Grade I has been projected as increasing from 1,410 in 1389-90 to 3,853 in the last year of the Plan. Over 9,200 graduates are forecast for the plan period, with annual rate passing the 2,000 mark in 1393. By the last year of the plan period, the annual graduating class would be sufficiently large to meet the needs for additional elementary teachers each year and also to replace some contract personnel and relieve some Saudi teachers for further study and upgrading.

The largest annual enrollment increases are scheduled for the beginning of the plan period. This early growth is necessary if there is to be any significant increase in the annual output of graduates within the plan period. Therefore, the plan for development of teacher training calls for opening 4 new teacher training institutes in 1390-91 with a total of 13 classes. At the same time, the existing 9 institutes would add 48 classes to bring their total to 152 classes. By the end of the plan period, there would be 16 teacher training institutes with a total of 364 classes. The development of the new schools would be phased over three years, with higher grades and classes added each year.

This expansion carries with it a requirement for 540 additional teachers and 193 additional administrative staff personnel. Meeting this requirement calls for the recruiting of 464 foreign contract personnel and at the same time obtaining 76 qualified Saudi teachers from the graduating classes of higher education institutions. About 25 percent of the additional administrative personnel will also have to be recruited from non-Saudi sources. (Fig. 9 shows the ratio of teachers for all levels during the plan period).

**Technical/Vocational Education.** This plan looks to sizable increases in the industrial education program through the modernization and expansion of the existing vocational secondary schools and the construction of six new schools at other locations. Together, these ten schools will represent a total capacity of 3,445 students. However, some of the schools are not scheduled for completion until the closing years of the plan period, and therefore total enrollment at the end of the plan period is projected at 2,727 students. This total, even though below school capacity, is four times as large as the current year (1389-90) total enrollment of industrial and vocational schools.

The projection of graduates, based on an anticipated success rate of 80 percent, looks to 1,271 students completing the three-year program during the plan period, with the annual output passing the 300 mark by the end of the 1393-94 school year.

The expansion carries with it a requirement for 177 additional instructors and 82 additional administrative staff. Because of the subject matter, the practical and theoretical instructors must have a considerable degree of specialized knowledge and experience. Given the extreme shortage of such persons in the local economy, most of the instructor staff requirement will have to be met through contract hire and external assistance programs.
EDUCATION

GROWTH IN NUMBERS OF MALE AND FEMALE GRADUATES

(Thousands)

BEGINNING OF PLAN

ELEMENTARY
INTERMEDIATE
SECONDARY

END OF PLAN

ELEMENTARY
INTERMEDIATE
SECONDARY

Fig. 8
Since no relaxation in requirements for foreign skill-instructors can be expected, the establishment of a local vocational instructor training institution is critical to future development of the technical/vocational education program. Two external assistance proposals for such a project have been submitted and, with an early decision, work on the training institution program could begin within the same year.

Training in office skills and related subjects is being initiated with opening of a commercial institute in Riyadh, to be followed next year with two additional institutes, one in Dammam and one in Jiddah. Initial enrollments have tentatively been set at 25 students per class, with provisions for expansion if this type of education is proved a success.

The current development project for the agricultural technical school in Buraydah is expected to be completed by the end of the plan period. Meanwhile, work is to be initiated on three additional schools in 1391-92, following the final determination of locations. A 75 percent completion status in construction is anticipated by the end of the plan period.

**Girls' Education** (See Fig. 10)

**Elementary Education.** Enrollment in public elementary schools for girls is to increase from 114,800 in 1389-90 to 224,500 in the last year of the Plan, a gain of approximately 95 percent. At this point, girls will account for about 35 percent of the total number of children enrolled in elementary school. The number of new girl students entering the first grade is projected at over 52,000 in the last year of the plan period, and the program for girls' elementary education is expected to graduate over 87,000 students during the plan period. The annual graduate total will pass the 22,000 figure before the Plan is completed.

The elementary school system will require 3,439 additional classes, increasing the total number of classes from 3,329 in 1389-90 to 6,768 at the end of the plan period. Part of this requirement — 154 classes — has been established to reduce the present overcrowded situation in the first and second grades; the additions will set the average number of students per class at 33.

It is planned to increase the number of elementary schools from 347 to 593 by the end of the Plan. Some 126 of the additional 248 schools would be added to existing school systems to relieve some of the enrollment pressure, while the remaining 122 schools would be established in communities that had no girls' schools. This would bring the number of communities with schools for girls up to 300 at the completion of the Plan.

The total elementary school staff is to be increased by 4,509 teachers and 1,522 administrative personnel over the plan period. However, a significant increase in the proportion of Saudi personnel holding school staff positions is anticipated, from 29 percent at the beginning of the plan period to 48 percent at the end. This achievement is dependent upon the successful development of plans for intermediate and secondary teacher training that are described in this total plan for girls' education.

**Intermediate Education.** Emphasis at the intermediate level is being shifted from teacher training to general education which is expected to increase its share of the total intermediate level enrollment from 44 percent to 60 percent at the end of the plan period. In so doing, general intermediate enrollment is projected to increase from 4,400 students in 1389-90 to 23,500 students in the final year of the Plan. Over this period, a total of 16,900 graduates are projected.

To support this expansion, it is planned to open 34 additional general intermediate schools, 19 of which are to be established in small communities with strong elementary school programs but without provisions for further education. Concurrently, existing schools are to be expanded by adding a total of 283 classes over the plan period.

Unlike elementary education, the staffing requirements for intermediate education will call for foreign contract personnel for the most part. Some of the administrative posts will be filled by Saudis but, until the proposed teacher's college for women is operational, the resources for qualified Saudi instructors at this level and the secondary level are limited. The Saudi proportion of the teaching staff is therefore estimated to increase at about 2 percent per year, reaching approximately 20 percent in the last year of the plan period.

**Secondary Education.** A sizable expansion of general secondary education is planned in anticipation of larger numbers of general intermediate school graduates and broader and more numerous opportunities for girls who complete general secondary education. Ten additional general secondary schools are to be opened, and the school now operating in Riyadh is to be enlarged.

Initially, the new schools will operate either as attachments to existing general intermediate schools or through the interchange of facilities with an intermediate school that would then relocate. The maximum eventual capacity of all new schools is being set at 480 students. The projected development of the general secondary school enrollment looks to 4,900 students in school in the last year of the Plan.
The staff required for this school system will increase from the present 15 teachers to 318 teachers and 60 administrative personnel by the end of the Plan. For the first three years, almost all of the teaching staff will be contract personnel; however, Saudi personnel will then begin to take up more of the teaching posts as more girls become available from higher education. (See Fig. 8 for school graduates - girls).

**Teacher Training Institutes.** The annual increase in total enrollment in teacher training institutes at the intermediate level is to be held at 1,500 additional students per year. This will provide the number of graduates to meet the new enrollment requirements projected for the expanded teacher training secondary level institutes as well as a sizable number of teachers for elementary school assignments.

Some of the intermediate teacher training students will attend the small institutes that are to be opened in 19 rural area communities. However, most will be accommodated in the existing 26 schools that will be expanded by adding classes. Enrollment is expected to reach 13,280 students by the end of the Plan as compared with 5,480 in 1389-90. During the Plan, over 12,500 students are expected to graduate.

The four technical institutes also provide teacher training at the intermediate level in home economics subjects. These schools are to be expanded by adding classes and enrollment is projected at 2,010 students at the end of the Plan. Approximately 1,900 graduates are anticipated during the plan period.

The program for secondary-level teacher training institutes looks to expand from a 5- to a 15-school system during the plan period, with total enrollment of 2,667 students in the 2-year program by the end of the Plan. The new schools are to be opened on the same basis as the present five schools, which have operated as attached facilities to other schools. The schedule for introducing the new institutes calls for opening seven of the ten additional schools in the first two years of the plan period.

Since the curriculum in these secondary institutes represents an extension of the intermediate teacher training program, enrollment is restricted to graduates of the intermediate teacher training schools. The secondary level program anticipates accepting approximately 50 percent of the intermediate training program graduates each year, and enrollment is expected to move from the present total of 221 students to 2,667 in the final year of the Plan.

There will be a large requirement for teaching and administrative personnel in both the intermediate & secondary level teacher training institutes. Although a good number of the administrative staff posts will be filled by Saudis, the teacher requirement for the most part will have to be met by contract personnel. (Fig. 11 shows the ratio of female teachers for all levels during the plan period).

**Teachers’ College for Women.** The proposed College of Education for Women in Riyadh is scheduled to begin classes in 1390-91 with an anticipated intake of 130 students for the first year. By the final year of the plan period, the college is expected to reach an enrollment of 948 students and the intake that year will be 300 students. The college will produce its first class of 43 graduates at the end of the 1393-94 school year and a class of 102 graduates at the end of the Plan.

An initial staff of 36 persons, 14 of whom would have academic assignments, is planned for the opening year of the college. By the final plan year, the college staff will total 197 persons, with 103 in the academic section. It is anticipated that the non-academic administrative positions as well as academic administrative positions will require 164 contract personnel by the end of the Plan.

**Higher Education**

**University of Riyadh.** The University of Riyadh expects to enroll approximately 7,500 new students during the plan period. It will enroll approximately 50 percent of the qualified general secondary school graduates and an additional increment of students from other sources who qualify for admission. The total enrollment of the University, after accounting for dropouts and graduates, is expected to reach 7,000 students in the last year of the Plan, more than double its enrollment at the start of the Plan.

An indication of the direction of effort and emphasis is provided in the following comparison of the present and the end-of-plan distribution of student enrollment.

<table>
<thead>
<tr>
<th>Faculty</th>
<th>1389-90</th>
<th>End of Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts</td>
<td>838</td>
<td>1,350</td>
</tr>
<tr>
<td>Commerce</td>
<td>781</td>
<td>1,782</td>
</tr>
<tr>
<td>Sciences</td>
<td>422</td>
<td>1,140</td>
</tr>
<tr>
<td>Engineering</td>
<td>395</td>
<td>1,068</td>
</tr>
<tr>
<td>Education</td>
<td>185</td>
<td>608</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>145</td>
<td>536</td>
</tr>
<tr>
<td>Agriculture</td>
<td>102</td>
<td>252</td>
</tr>
<tr>
<td>Medicine</td>
<td>35</td>
<td>262</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,903</strong></td>
<td><strong>6,998</strong></td>
</tr>
</tbody>
</table>
GIRLS' TEACHERS: ALL LEVELS

1389/90
3.277 1.184

PLAN REQUIREMENTS FOR ADDITIONAL TEACHERS
3.203 3.326

POST PLAN TEACHING STAFF
6.480 4.510

Fig. 11
The above projections assume that the proposed long-range university consolidation and relocation program is to proceed according to schedule, so that the preliminary stage work of surveys, design, and bid requests can be completed by the end of 1391-92. The completion of subsequent stages, to include construction of first-phase buildings for all faculties other than the Faculty of Medicine is scheduled for 1394. However, concentrated effort on one or two rather than all of these facilities could result in an earlier completion date. This would release some of the existing college space in Riyadh for temporary use by the other faculties that would be awaiting construction of their accommodations at the new campus.

Even with this construction effort, the University will be hard pressed to handle the additional annual enrollment that can be expected before the move to the new campus begins. As temporary solutions, short-term rental of some buildings that can be adapted with minimum cost, and the readjustment of the existing schedule of classes and the school day are expected to provide some relief. The effectiveness of such steps, however, will diminish after the early years of the plan period when the annual intake of new students begins to rise sharply.

The present academic staff (professors and lecturers) of 212 persons represents a student: faculty ratio of slightly less that 14:1. This total includes 36 Saudi personnel, the remainder being qualified contract-hire personnel. At the completion of the plan period, the academic staff will total approximately 700 for a student: faculty ratio of 10:1. The number of Saudi instructors is expected to total 120 at that time as a number of persons now working abroad for advanced degrees will have returned to take assignments with the University.

The development of the Faculty of Medicine is an integral part of the proposed Health and Medical Sciences Center project which is to be established on the new university campus. The Plan includes provisions for continuation of the pre-medical phase of the program in temporary rented facilities. Construction work to provide facilities at the center location for pre-clinical studies is programmed for 1392-93 with a concurrent effort to implement the initial stages of the remainder of the medical school and teaching hospital as soon as possible. It is anticipated that the arrangements with the University of London for the development of the medical educational program will continue beyond the plan period.

College of Petroleum and Minerals. Total student enrollment at the College is planned to reach 1,150 students by the last year of the plan period. New student admissions will be held at 200 students per year until the 1394-95 academic year when the annual intake will be increased to 250 students. The distribution of total enrollment among programs is estimated as follows:

<table>
<thead>
<tr>
<th>Program</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Engineering</td>
<td>50 percent</td>
</tr>
<tr>
<td>Engineering Sciences</td>
<td>33</td>
</tr>
<tr>
<td>Science</td>
<td>17</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100 percent</strong></td>
</tr>
</tbody>
</table>

The preparatory year program, which precedes the regular under-graduate program, will be continued through the plan period; however, content may be modified in keeping with the abilities of incoming students. The phasing-in of third, fourth, and, as necessary, fifth year under-graduate programs is to be completed by the 1392-93 academic year when all programs will be fully operational at the college. Some graduate work is to be initiated in 1390-91 in anticipation of the eventual development of both Master degree and Doctor degree level programs at the college. In this connection, the UNESCO program at the Center for Applied Geology is to continue to 1393-94 under the present agreement.

The College plans to promote utilization of the computer center (IBM 360/50) by both government and industry with the view of broadening the applications, extending the instructional value of the installation, and optimizing equipment usage.

The required staff level for instructional and key administrative personnel is expected to increase from 78 at the beginning of the plan period to 146 at the final year. A comparable requirement for qualified non-academic support personnel at the technician level on a one-to-one basis is anticipated. To assist in reaching these levels, the College looks to a continued relationship under the IFP (France) cooperative program with a representation target of 10 percent of the total staff. Efforts are also continuing toward the development of an agreement with a university consortium that would provide 10 percent of the instructional research staff. Concurrently, attention is being directed toward the selection of Saudi candidates for assignment or for further academic study prior to staff assignment.

To accommodate this growth, work is scheduled for construction of buildings programmed for Phase II and III of the campus master development plan, adding to the buildings now completed and in use at the ultimate campus site. Building occupancy for the new construction is scheduled for 1393-94; site preparation is completed and designs are ready for release for bidding. At the same time, work is to continue on the student dormitory development through
rehabilitation of the Al-Salamah buildings at a rate to meet the additional enrollment. Faculty housing and additional site development will also progress through the plan period. Additional equipment and furnishings are scheduled for purchase to meet growth and replacement requirements.

College of Education, Mecca. The College of Education plans to raise its total enrollment to approximately 950 students by the last year of the plan period. About 150 of these students will be girls who take evening courses combined with home study and come under the external student classification. A chemistry/biology division is to be opened in the 1392-93 school year in response to the urgent need for science instructors at the general intermediate and secondary schools, and a sociology division is scheduled for the 1394-95 school year. In the final year of the Plan, the number of graduates would be approximately 150 students, including an estimated 25 girls.

The College shares a building of recent construction with the College of Sharia and classroom space is adequate to accommodate the anticipated expansion and additional course divisions. However, there is a requirement for laboratory facilities and other instructional equipment to increase the effectiveness of the instructional program and the Plan calls for remedying this situation in the beginning years of the plan period.

King Abdul Aziz University. The degree to which the programs of King Abdul Aziz University, a private institution, can be implemented will rest on the ability of this University to muster significant public and private financial support for its efforts. Recognizing the potential contribution that this institution can make to educational development, the plan for educational development includes an annual allocation of SR 3 million for this school.

The University looks to attaining an enrollment of approximately 825 students in the final year of the Plan, with girls representing about 315 students. The first graduating class of 30 students is expected at the end of the 1391-92 school year, and 261 graduates — 171 males and 90 females — have been projected for the plan period. These graduates would include representatives of all faculties of economics and administration, arts and human sciences. However, future graduates would include representatives of these faculties with specialization in fields scheduled to be introduced during the plan period. Consideration is being given to providing academic majors in accounting, sociology, and others in addition to the present economics, public administration, business administration, and language. Plans for a Faculty of Science are to be introduced for study and consideration either in 1393 or 1394.

Since its establishment, the University has undertaken a program of building rehabilitation and expansion which will carry on through the plan period. Among the projects scheduled are the construction of 35 additional classrooms, a lecture hall, expansion of the library, and the installation of a closed-circuit television system for instructional use.

Religious Education

Religious Institutes. Enrollment in religious institutes is planned to reach 12,000 students at the end of the plan period, an increase of slightly over 3,700 students over the 1389-90 total. This estimate is based on an increasing yearly intake of new students to the first grade of the institutes, from 2,330 at the first year of the Plan to 3,120 in the last year, combined with a reduction in failure and dropout rates. The expected number of graduates during the plan period is 5,863—1,400 of whom will graduate in the last year of the Plan.

To meet this expanded enrollment, 4 new institutes are to be opened in 1390-91 and the present 37 institutes will be expanded with added classes as required over the plan period. By the end of the Plan, the system of 41 institutes will have 401 classes. It is also planned to replace 20 rented facilities with government-owned buildings during the plan period.

Implementation of this program calls for a teaching staff of 666 instructors, supported by 332 administrative employees at the end of the plan period.

College of Arabic Language. Since this College as well as the College of Sharia, looks to the graduates of the religious institutes as the principal source of students, its program for development is linked to the plan for the growth of the religious institutes. The intake of new students, which at present represents 42 percent of the religious institute graduates, is expected to continue the past upward trend and reach 48 percent in the final year of the Plan. Total enrollment will move from 790 students in 1390-91 to 2,153 students at the end of the Plan, and the number of graduates is estimated at 1,083 for the plan period.

Three post-graduate sections, one for grammar, one for literature, and one for social sciences, are to be opened in 1390-91 with initial admissions of 15 students each. A three-year program leading to a Masters degree is planned and each section is expected to graduate 33 students with advanced standing during the plan period. This advanced studies program and the expanded regular program will require a staff of 135 teachers by the last year of the Plan, 39 of whom will be in the post-graduate sections.
College of Sharia. Efforts are to be directed toward arresting a declining enrollment trend and maintaining the intake of new students at 41 percent of the graduates of the religious institutes for three years. A subsequent slight improvement from one half to one percent per year is seen for the remaining years of the Plan. This will provide a total enrollment of 1,902 students at the end of the Plan and 1,200 graduates during the plan period.

Three postgraduate departments — Interpretation and Hadith, Principles of Sharia, and Islamic Call and Guidance — are to be opened in 1390-91 with initial intakes of 15 students for each department. The first graduates are expected at the end of the 1392-93 school year and each department expects to grant the Masters degree to 33 graduates by the end of the Plan. Together, the undergraduate and the postgraduate classes will call for a staff of 153 instructors by the end of the last year of the Plan.

Higher Institute of Justice. The present staff and facilities of the Higher Institute of Justice are adequate to accommodate the anticipated increase in regular student enrollment from 19 students in 1389-90 to 51 students in the last year of the Plan. Efforts will be directed toward reversing the declining enrollment in the external student category to provide for more efficient utilization of the present faculty and administrative staff.

College of Sharia, Mecca. The College of Sharia in Mecca, a Ministry of Education activity, draws most of its students from the Dar al-Tawhid school in Ta'if and the general secondary schools. The College plans to reach a total enrollment of 727 students in the last year of the plan period, a net increase of 461 students over the 1389-90 enrollment. The output of graduates during the plan period is estimated at 394, with 120 graduates anticipated in the final year of the Plan. The Sharia department is expected to continue to account for about half of the total enrollment, with the remainder being divided between the History and Islamic Civilization department and the Arabic Language department.

The Higher Studies section, a three-year program of postgraduate work, is scheduled to reach its full enrollment goal of 72 students in the 1392-93 school year and will continue at this level for the remainder of the plan period. This section will have a full staff of 14 instructors at that time, 8 more than the present assignment of teachers. The undergraduate section plans to add 31 teachers during the plan period to reach a 72-teacher level for the last year of the Plan. Staffing needs are to be met by a continuation of past procedures which involved recruitment from abroad, utilization of visiting professors and lecturers, and development of promising students and graduate assistants through scholarships for advanced studies.

Islamic University. Development of the complex of intermediate and secondary level religious study institutes, colleges, and higher studies programs that comprise the Islamic University in Medina will continue through the plan period. The first graduates of the newly inaugurated Language and Literature section and the Masters degree program are expected in 1394-95. Total graduates at the college level for the plan period have been estimated at 1,015, distributed as follows:

<table>
<thead>
<tr>
<th>College</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sharia College</td>
<td>440</td>
</tr>
<tr>
<td>Al-Dawa College</td>
<td>400</td>
</tr>
<tr>
<td>Language and Literature</td>
<td>110</td>
</tr>
<tr>
<td>Masters Degree Program</td>
<td>65</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,015</strong></td>
</tr>
</tbody>
</table>

Special Programs for Education

Special Education. Two new institutes for the deaf and dumb, one for boys and one for girls, are to be opened in Jiddah during 1390-91. At the same time, an education program for the mentally retarded is to be initiated with two institutes, one for boys and one for girls, being established in Riyadh. Libraries in the existing eight institutes for the blind are to be expanded and additional special texts and other publications obtained for student use. A program of regular demonstrations and exhibitions of work by handicapped students is to be established to encourage students in their work and to stimulate public awareness of the vocational potential of the handicapped individual. The enrollment of students in special education programs is expected to reach 3,181 in the last year of the Plan.

Adult Education and Literacy. Expansion of the night school program of adult education is planned to parallel the development and expansion of the general intermediate and secondary school program for boys. As new day schools are opened, attention will be directed toward establishing night classes for adults in the community who wish to study in these levels of education. Day school staff would be used as instructors with salary augmentations for this additional duty.

The adult literacy program of evening instruction in reading, writing, and simple arithmetic is to be expanded from 592 to 792 schools during the plan period, using day school facilities of the Ministry of Education. A final plan-year enrollment of more than 77,000 students is projected; about 50,000 of this total would be in the basic literacy
program and the remainder in the two-year follow-on program. Concentrated summer campaigns in selected localities are programmed for each year of the Plan, with participation by at least 1,000 adult students in each annual three-month effort. A program to publicize literacy education opportunities and to present short courses is incorporated in the overall literacy program efforts.

To increase the effectiveness of the adult literacy programs, plans are now underway to join with UNESCO in the establishment of a regional training center for specialists in adult education and literacy programs. The timetable looks to completion of all arrangements so that students could be enrolled at the beginning of the 1392-93 academic year.

Educational Television. A pilot program in education by television for schools is to be undertaken to determine the potential for wider application of this approach to education. The initial program will be restricted to one community, with the number and level of the participating schools to be determined after further investigation. Either low-power conventional transmission or coaxial cable will be used and production elements will be capable of providing taped or live programs to the classroom on curriculum subjects.

Figures 12 and 13 show the number of students during the last year of the Plan and the number of male and female graduates during the plan period.

Cultural Affairs Programs, Ministry of Education

Public Library System. The ten general public libraries are to be expanded and improved, with priority given to enlarging the book collections and periodical sections and to providing the necessary additional furniture and equipment. A photographic department is to be established at the Riyadh Library to record documents and publications. Five of the libraries that now occupy rented facilities are to be provided with appropriate buildings through a phased construction program, and a new library is to be established in Taif.

Archaeology. A program of annual archaeological missions for field surveys, site investigations, and site registrations will include coverage of areas such as Medina, Riyadh, Jiddah, Mecca, Taif, Dariyah, Med'in Salleh, and Hayil during the plan period. A maintenance program for buildings of historical significance includes the Mosque Jwatt in Hofuf, the Nebtain building in Ruma, and buildings in Dariyah. To retain control of other sites and buildings of archaeological or historical significance, a program for government purchase of such properties has been developed.

In view of the cultural importance of archaeological finds and the educational value of museums, the Plan includes provisions for the establishment of an archaeological museum and library.

Statistical Summaries

Tables 26 to 29 show the number of students, graduates, teaching facilities, and teaching staff in the year preceding the Plan and by the end of the Plan for boys' and girls' education, higher education, religious education, and special programs for education.

Financial Allocations

The financial allocations for the programs included in the Plan for education and cultural affairs are shown in Table 30.

<table>
<thead>
<tr>
<th>Boys' Education</th>
<th>1389-90</th>
<th>End of Plan</th>
<th>1389-90</th>
<th>During Plan</th>
<th>1389-90</th>
<th>End of Plan</th>
<th>1389-90</th>
<th>End of Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary</td>
<td>267,529</td>
<td>416,140</td>
<td>16,532</td>
<td>142,771</td>
<td>1,383</td>
<td>1,973</td>
<td>14,952</td>
<td>25,455</td>
</tr>
<tr>
<td>Intermediate</td>
<td>37,389</td>
<td>80,190</td>
<td>4,789</td>
<td>50,891</td>
<td>215</td>
<td>339</td>
<td>2,619</td>
<td>5,516</td>
</tr>
<tr>
<td>Secondary</td>
<td>8,242</td>
<td>18,324</td>
<td>1,327</td>
<td>14,592</td>
<td>39</td>
<td>65</td>
<td>661</td>
<td>1,396</td>
</tr>
<tr>
<td>Teacher Training</td>
<td>3,407</td>
<td>12,460</td>
<td>339</td>
<td>10,206</td>
<td>11</td>
<td>24</td>
<td>269</td>
<td>963</td>
</tr>
<tr>
<td>Technical/Vocational</td>
<td>694</td>
<td>2,727</td>
<td>46</td>
<td>1,271</td>
<td>4</td>
<td>10</td>
<td>261</td>
<td>438</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Girls' Education</th>
<th>1389-90</th>
<th>224,500</th>
<th>5,568</th>
<th>87,939</th>
<th>347</th>
<th>595</th>
<th>3,951</th>
<th>8,460</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elementary</td>
<td>14,800</td>
<td>23,500</td>
<td>913</td>
<td>16,900</td>
<td>12</td>
<td>46</td>
<td>198</td>
<td>1,278</td>
</tr>
<tr>
<td>Intermediate</td>
<td>350</td>
<td>4,900</td>
<td>120</td>
<td>2,541</td>
<td>1</td>
<td>11</td>
<td>15</td>
<td>318</td>
</tr>
<tr>
<td>Teacher Training</td>
<td>6,492</td>
<td>17,957</td>
<td>1,132</td>
<td>17,515</td>
<td>35</td>
<td>64</td>
<td>297</td>
<td>934</td>
</tr>
<tr>
<td>Women's College</td>
<td>948</td>
<td>145</td>
<td>1</td>
<td>103</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### TABLE 27

#### STATISTICAL SUMMARY
#### HIGHER EDUCATION

<table>
<thead>
<tr>
<th></th>
<th>Students End of Plan 1389-90</th>
<th>Graduates During Plan 1389-90</th>
<th>Faculties or Programs End of Plan 1389-90</th>
<th>Academic Staff End of Plan 1389-90</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Riyadh</td>
<td>2,903</td>
<td>6,998</td>
<td>209</td>
<td>1,856</td>
</tr>
<tr>
<td>College of Petroleum and Minerals</td>
<td>486</td>
<td>1,150</td>
<td>---</td>
<td>475</td>
</tr>
<tr>
<td>College of Education</td>
<td>311</td>
<td>950</td>
<td>40</td>
<td>469</td>
</tr>
<tr>
<td>King Abdul Aziz University</td>
<td>210</td>
<td>825</td>
<td>---</td>
<td>261</td>
</tr>
</tbody>
</table>

### TABLE 28

#### STATISTICAL SUMMARY
#### RELIGIOUS EDUCATION

<table>
<thead>
<tr>
<th></th>
<th>Students End of Plan 1389-90</th>
<th>Graduates During Plan 1389-90</th>
<th>Institutes or Colleges End of Plan 1389-90</th>
<th>Teachers End of Plan 1389-90</th>
</tr>
</thead>
<tbody>
<tr>
<td>Religious Institutes</td>
<td>8,277</td>
<td>12,002</td>
<td>768</td>
<td>5,863</td>
</tr>
<tr>
<td>College of Arabic Language</td>
<td>576</td>
<td>2,351</td>
<td>113</td>
<td>1,182</td>
</tr>
<tr>
<td>College of Sharia</td>
<td>699</td>
<td>2,100</td>
<td>117</td>
<td>1,199</td>
</tr>
<tr>
<td>Higher Institute of Justice(a)</td>
<td>19</td>
<td>51</td>
<td>1</td>
<td>38</td>
</tr>
<tr>
<td>College of Sharia, Mecca</td>
<td>286</td>
<td>799</td>
<td>49</td>
<td>394</td>
</tr>
</tbody>
</table>

*Note: Detail on institutes and colleges of Islamic University, Medina, is incomplete.*

(a) Higher Institute of Justice enrollment and graduate totals do not include external students.

### TABLE 29

#### STATISTICAL SUMMARY
#### SPECIAL PROGRAMS FOR EDUCATION

<table>
<thead>
<tr>
<th></th>
<th>Students End of Plan 1389-90</th>
<th>Schools End of Plan 1389-90</th>
<th>Teachers End of Plan 1389-90</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Education (blind, deaf and dumb, mentally retarded)</td>
<td>1,238</td>
<td>3,181</td>
<td>10</td>
</tr>
<tr>
<td>Adult Education</td>
<td>40,726</td>
<td>77,347</td>
<td>592</td>
</tr>
</tbody>
</table>
NUMBER OF STUDENTS AT THE END OF THE PLAN PERIOD

BOYS EDUCATION

GIRLS' EDUCATION

RELIGIOUS EDUCATION

HIGHER EDUCATION

NUMBER OF STUDENTS

PERCENTAGE OF TOTAL

64%

2%

1%

2.1%

1.2%

32.7%
GRADUATES FROM ALL LEVELS DURING THE PLAN PERIOD

- Boys' Education
- Girls' Education
- Religious Education
- Higher Education

Number of Graduates:
- 219,700
- 125,100
- 8,700
- 3,000

Percentage:
- Boys: 61.6%
- Girls: 35%
- Religious: 2.4%
- Higher: 1%
TABLE 30
FINANCIAL ALLOCATIONS FOR EDUCATION AND CULTURAL AFFAIRS
(SR Millions)

<table>
<thead>
<tr>
<th>Ministry of Education</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boys’ Education (elementary, intermediate, secondary, vocational)</td>
<td>3,162.0</td>
<td>462.0</td>
<td>3,624.0</td>
</tr>
<tr>
<td>Special Programs (special education, adult education and literacy, educational TV)</td>
<td>195.0</td>
<td>15.0</td>
<td>210.0</td>
</tr>
<tr>
<td>Cultural Affairs (libraries, antiquities)</td>
<td>88.0</td>
<td>4.0</td>
<td>92.0</td>
</tr>
<tr>
<td><strong>Total (excluding colleges)</strong></td>
<td><strong>3,445.0</strong></td>
<td><strong>481.0</strong></td>
<td><strong>3,926.0</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Girls’ Education</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>941.0</td>
<td>77.0</td>
<td>1,018.0</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Higher Education</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Riyadh (including Faculty of Medicine)</td>
<td>440.0</td>
<td>243.0</td>
<td>683.0</td>
</tr>
<tr>
<td>College of Petroleum &amp; Minerals</td>
<td>192.0</td>
<td>71.0</td>
<td>263.0</td>
</tr>
<tr>
<td>College of Education, Mecca</td>
<td>39.0</td>
<td>6.0</td>
<td>45.0</td>
</tr>
<tr>
<td>King Abdul Aziz University</td>
<td>15.0</td>
<td>—</td>
<td>15.0</td>
</tr>
<tr>
<td><strong>Total, Higher Education</strong></td>
<td><strong>686.0</strong></td>
<td><strong>320.0</strong></td>
<td><strong>1,006.0</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Religious Education</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Religious Colleges and Institutes</td>
<td>380.0</td>
<td>65.0</td>
<td>445.0</td>
</tr>
<tr>
<td>Islamic University</td>
<td>74.0</td>
<td>48.0</td>
<td>122.0</td>
</tr>
<tr>
<td>College of Sharia, Mecca</td>
<td>39.0</td>
<td>6.0</td>
<td>45.0</td>
</tr>
<tr>
<td><strong>Total, Religious Education</strong></td>
<td><strong>493.0</strong></td>
<td><strong>119.0</strong></td>
<td><strong>612.0</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total, Education and Cultural Affairs</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,565.0</td>
<td>997.0</td>
<td>6,562.0</td>
<td></td>
</tr>
</tbody>
</table>

**VOCATIONAL TRAINING**

**Introduction**

Economic and social achievements of the Saudi society dictated the establishment of centers for rapid vocational training in order to meet a feasible maximum of the skilled and semi-skilled labor requirements of the various sectors comprising the national economy.

The month of Dhul Qi'da 1383 marked the start of this movement when the first vocational training center was inaugurated in Riyadh, followed by other centers in Dammam and Jiddah in 1385-86 and in Qasim in 1387. During the plan period, it is expected that students will start graduating from the two training centers in Jaul and Khamis- Mushayt; in addition six small training centers and three preparatory training centers are to be opened throughout the Kingdom.

As there exists a persistent demand for large numbers of training center graduates, the strategy of rapid training was adopted with a training session lasting from 12 to 18 months according to vocational requirements. It is projected to graduate about 6 to 7 thousand skilled or semi-skilled laborers during the plan period, excluding expected graduates from preparatory vocational training centers and the small training centers, after their establishment.

**Objectives**

1. **Provision of Instructors**
   a. Expansion in courses for the preparation of instructors within the capacity of the Vocational Training Center in Riyadh;
   b. Continuance in sponsoring competent young men to study abroad whether on separate scholarships or with the participation of ILO.

2. **Provision of Technical Supervisors:** Effecting work for the completion of details regarding the program for the preparation of technical supervisors with the participation of ISDC and ILO.
3. **Provision of skilled and semi-skilled labor by increasing the graduate rate of vocational training centers through:**
   a. Full utilization of the capacity of existing training centers;
   b. Opening new vocational training centers in the various parts of the Kingdom based on the economic and social feasibility of each location.

4. **Type and quality of training:**
   a. Improving the current vocational sections,
   b. Opening new sections in the light of the national economy requirements and,
   c. Introduction of modern methods for training — such as films and the so-called “teaching machines”.

5. **Administrative staff:** Raising the standard of the administrative staff to the level that corresponds to the standard of the technical staff: this involves, particularly, employees working in warehouses and workshops, who are to be prepared for work in accordance with modern methods of supplies and storage.

**Targets**

1. To achieve the following in order to parallel expansion requirements stated in the Plan for the preparation of about 7,000 skilled and semi-skilled laborers from the vocational training centers existing during the plan period:
   a. To increase the number of instructors in the 6 training centers by about 32 during the same period;
   b. To increase the present number of sections in the 6 training centers by 33 sections during the same period.

2. Establishment of six small vocational training centers in various locations of the Kingdom based on the economical and social feasibility of each location. The production capacity of each of those centers would be to enroll and graduate 100 semi-skilled laborers annually.

3. Completion of measures for the project of juvenile preparatory vocational training centers as soon as possible and establishing three centers of this type according to the offer presented by the UN organizations of UNICEF and ILO.

4. Cooperation with private institutions for on-the-job training of more than 3,600 laborers during the plan period.

**Programs**

1. Opening new vocational sections in the current six vocational training centers: Table 31 shows the present technical sections and those to be opened during the plan period for each Center (See Fig. 14).

**TABLE 31**

**TECHNICAL SECTIONS PRIOR TO AND POST-PLAN**

<table>
<thead>
<tr>
<th>Vocation</th>
<th>1389-90</th>
<th>End of Plan Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welding and Blacksmithing</td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Electricity</td>
<td>8</td>
<td>14</td>
</tr>
<tr>
<td>Diesel Vehicle Mechanics</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Carpentry including its branches</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Building including its branches</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>General Mechanics</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Plumbing</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Metal Working</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Printing</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Office Machine Maintenance</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Sewing</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>Barbering</td>
<td>—</td>
<td>3</td>
</tr>
<tr>
<td>Painting</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>42</strong></td>
<td><strong>75</strong></td>
</tr>
</tbody>
</table>

— 130 —
2. Conducting continuous research to survey local circumstances and conditions, and estimation of labor force supply and demand for all vocations requiring official training, and to improving training programs at a pace corresponding to the development of the program of general education with main emphasis on Mathematics and Properties of Materials and the other sciences upon which the modern training programs depend. Studies will include the various feasible facilities for guidance in order to encourage respect for productive manual labor. The project for establishing the preparatory vocational centers is considered a step towards this goal.

3. Establishment of six small centers for vocational training in six main cities that would accommodate the following trades:
   a. Construction and its branches
   b. General carpentry
   c. Electricity
   d. Mechanical work, painting and plumbing
   e. A trade that would be appropriate to the local environment within which the center is located. For example, the centers located in Medina and al-Hasa would prepare for a trade that would benefit from palm trees such as manufacturing from palm leaves, and the like, (see Fig. 15).

   The expenses relating to each of those centers reflect the student enrollment as the costs per student were principally estimated at about SR 10,000 annually.

4. Completion of procedure for the conclusion of an agreement with UNICEF and ILO for the establishment of three preparatory vocational centers (i.e., prior to vocational training). The objective of this project is to train juveniles in the 13 to 17 year group who drop out of elementary schools or who graduate from elementary education but fail, for some reason or other, to pursue their intermediate study. The graduates of those preparatory centers are entitled to enroll in the vocational training centers or benefit from training programs of industrial institutions (industrial apprenticeships). (Fig. 16 shows the summary of the various training programs during the plan period).

Financial Allocations

The financial allocations for the programs included in the Plan for vocational training are shown in Table 32.

| TABLE 32 |
|---|---|---|
| FINANCIAL ALLOCATIONS FOR VOCATIONAL TRAINING | (SR Millions) |
| | Recurrent | Project | Total |
| Current Programs | 51.0 | 8.0 | 59.0 |
| Expansion Requirements | 37.0 | 4.0 | 41.0 |
| **Subtotal — Current Programs** | **88.0** | **12.0** | **100.0** |
| New Programs | | | |
| Small Training Centers | | | |
| Al-Hasa | 3.0 | 2.0 | 5.0 |
| Wadi Al-Dawasir | 3.0 | 2.0 | 5.0 |
| Hayil | 3.0 | 2.0 | 5.0 |
| Bilad Ghamid-wa-Zahrani | 3.0 | 2.0 | 5.0 |
| Medina | 3.0 | 2.0 | 5.0 |
| Mecca | 3.0 | 2.0 | 5.0 |
| Preparatory Vocational Training Centers | | | |
| Riyadh | 2.0 | 0.4 | 2.4 |
| Dammam | 2.0 | 0.4 | 2.4 |
| Jiddah | 2.0 | 0.4 | 2.4 |
| **Subtotal — New Projects** | **24.0** | **13.2** | **37.2** |
| **GRAND TOTAL** | **112.0** | **25.2** | **137.2** |

— 133 —
Fig. 16

OUTPUT OF TRAINED WORKERS DURING THE PLAN PERIOD

- TOTAL
- EXISTING TRAINING CENTERS
- TRAINING IN FACTORIES
- PROPOSED TRAINING CENTERS
- GOVERNMENT DEPARTMENTS
- TECHNICAL VOCATIONAL SCHOOL

3,000
2,500
3,500
7,000
17,271
1,271
Introduction

The Ministry of Information operates 18 radio transmitters and 7 television transmitters for broadcasts in the public interest. The radio broadcasting system includes frequency modulation (FM), short wave (SW), and medium wave (MW) transmitters, located as follows:

<table>
<thead>
<tr>
<th>Location</th>
<th>FM</th>
<th>SW</th>
<th>MW</th>
</tr>
</thead>
<tbody>
<tr>
<td>Riyadh</td>
<td>1</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Jiddah</td>
<td></td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Dammam</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1</strong></td>
<td><strong>7</strong></td>
<td><strong>10</strong></td>
</tr>
</tbody>
</table>

The daytime medium wave broadcasting covers areas from these locations that range from 100 to 400 kilometers in radius. All areas of the Kingdom are covered at night time by the 1,200 kilowatt transmitter in Riyadh and at all times by the short wave transmitters. Daytime external coverage on medium wave to Kuwait, Bahrain, and part of the Gulf States is being provided by the Dammam transmitter. Night time external coverage on medium wave to Syria, Jordan, Sudan, and Iraq as well as some areas of East Africa, Lebanon, and the United Arab Republic is carried out by the 1,200 kilowatt transmitter in Riyadh. However, the reception quality of this external coverage is adversely affected by the numerous other broadcasting stations that operate on medium wave in these countries. Short wave broadcasting covers the Arab countries, North Africa, and some of the European countries and is expected to be improved with the completion of a new four-transmitter project now underway.

The television transmitters are located in the following cities: Riyadh, Dammam, Qasim, Tayif, Jiddah, Medina, and Mecca. While the reception areas vary with terrain conditions and other technical factors, the transmitters provide a maximum coverage that is generally about 40 to 50 kilometers in radius. The recently established Dammam transmitter may exceed this area as tests of coverage capability are still under way.

The degree to which a radio or television system can provide reliable broadcast service depends upon the availability of reserve power and transmitting equipment. However, such standby equipment is not on hand at all of the broadcasting facilities at this time, although some items have been purchased and others are under installation. There is still a requirement for reserve electrical power, transmitting equipment, and link equipment between studios and broadcasting transmitters to minimize the frequency and duration of service interruptions.

A substantial number of engineers and technicians are required to operate and maintain this broadcasting system. The Ministry of Information has had to rely heavily on foreign personnel, contracting with companies and with individuals for the necessary staff. Meanwhile, Saudi personnel have been sent abroad for training and some are beginning to return to take positions with the Ministry. The numbers, however, are still small in comparison to needs.
Objectives

1. To improve programming and communication within the existing medium and short-wave radio system;
2. To extend local and external medium-wave broadcast coverage in all border regions of the Kingdom;
3. To expand the capability of short wave stations in Jiddah;
4. To improve and expand the capability for mobile and remote broadcasting;
5. To expand television coverage to selected areas in the south, north, and central regions that are not now receiving programs;
6. To improve communications between elements of the television system;
7. To provide research facilities for broadcast monitoring, surveillance, and measurement;
8. To provide for the safeguarding of projects currently underway to protect the public and the installations;
9. Construction of a new building adequate for the technical requirements of the Ministry’s offices to replace present offices.

Proposed Programs (See Fig. 17)

Several projects have been planned to achieve improvements in programming and in communication within the existing radio system. One project calls for the construction of a radio single-sideband transmitter (30 kilowatts) at Riyadh and a reception station at Jiddah to provide for transmission of radio programs from Riyadh to Jiddah as well as for wireless communication between these two cities. This system would replace the current method of using telephone lines for such transmissions; telephone lines lack the capability of transmitting sufficient band width for the reproduction of music.

A similar project looks to the purchase and installation of an FM broadcasting link between the Riyadh studio and the broadcasting transmission station on Dariyah Road. This system would replace the existing link equipment which is outdated, wearing out, and subject to frequent breakdown.

To provide a reserve link between the new Riyadh studios and the megawatt station on Khurais Road, a coaxial cable link system presently under installation is to be extended to include these two facilities.

Continued improvement of the facilities for broadcasting in the Holy area includes construction of a broadcasting shed in Arafat.

Four projects are directed toward extending local and external medium wave broadcast coverage in border regions of the Kingdom. The largest of these, the “North Stations Project”, calls for installation of a medium wave transmitter system to cover the north region and nearby countries of the Arab world. A 500 to 750 kilowatt transmitter is proposed for installation at Dammam to provide day and night coverage of the Eastern Province and the Arab Gulf States. This second station in Dammam would ensure reliability for continuous broadcasting in the event of breakdown of one transmitter.

A similar station is planned for Jiddah to cover the western coast and the entire Hijaz area, again providing a second station for this area to assure continuity of service. The fourth station, also a 500 to 750 kilowatt installation, is to be located in Jaizan to provide coverage of the southern area of the Kingdom. At present, there is no day coverage of this region by medium wave broadcasting. The plan for this station also includes a provision for receiving programs and radio communication from Jiddah. Cost estimates for these four projects include site selection and acquisition, construction and equipment costs, and maintenance for the first year of operation.

The three short wave stations in Jiddah are of relatively high capacity but are limited in their application because of the limitations of the aerial systems. Only one of the stations can operate in a given direction at a specific time because of this limitation. It is planned to add a semi-directed aerial at the station on Kilo 29 to increase the efficiency of the transmitters and provide more flexibility in broadcasting and range.

Mobile units that are, in effect, mobile studios provide a capability for locating coverage of events for either direct broadcast or rebroadcast. At present, the broadcasting of out-studio programs is carried on through telephone lines as the two existing mobile units are out-dated and incapable of providing the remote service that is required. The plan calls for replacing the units at Riyadh and Jiddah with new equipment and adding a third unit to be located at Dammam.
LEGEND

EXISTING BROADCASTING STATIONS
EXISTING TV STATIONS
PRANKS TV STATIONS
RECEPTION UNITS
RESEARCH DEPARTMENT
PROPOSED BROADCASTING STATIONS
BROADCASTING VEHICLES
COMMUNICATION UNITS

INFORMATION PLAN

FIG. - 17
Three television stations are to be added to the television system during the plan period, with locations at Abha, Jaiwan, and Tabuk. In the event that the Abha-Jaizan area can be served by a single transmitter with the necessary associated equipment to provide appropriate coverage, the third transmitter would be located at Hayil.

Communications between the television stations at Riyadh and at Qasim (Buraydah) are unreliable. It is planned to install a transmitter/receiver system similar to that planned for radio between Riyadh and Jiddah to ensure communications between Riyadh and Buraydah.

The establishment of a research unit in the Directorate of Engineering Affairs includes the construction and equipment of a scientific laboratory. This laboratory would be capable of monitoring broadcasting to correct frequencies as well as to maintain surveillance for unauthorized broadcasting. Provisions would be available for making various measurements for radio and television broadcasting to very close tolerances, an essential requirement for quality broadcasting.

Facilities for the Nazla transmitting station at Jiddah and the short wave station on Khurais Road in Riyadh are reaching a point in construction where protective walls are required to eliminate hazards to passersby and to the equipment. The electric plants and the towers in particular are dangerous and all possible safeguards should be employed. Construction of the protective walls should be accelerated.

It is planned to construct an office building of appropriate design for the radio and television element of the Ministry of Information in Riyadh, replacing the present facilities which occupy a former villa.

**Statistical Summary**

Table 33 shows the number of radio transmitters, mobile units, and television stations in the year preceding the Plan and by the end of the Plan.

**Financial Allocations**

The financial allocations for the programs included in the Plan for Public Information — Radio and Television — are shown in Table 34.

---

**TABLE 33**

**STATISTICAL SUMMARY**

**PUBLIC INFORMATION — RADIO AND TELEVISION**

<table>
<thead>
<tr>
<th></th>
<th>1389-90</th>
<th>End of Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medium wave radio transmitters</td>
<td>10</td>
<td>14</td>
</tr>
<tr>
<td>Short wave radio transmitters</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>FM radio transmitters</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Television stations</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Mobile units</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

---
TABLE 34

FINANCIAL ALLOCATIONS FOR
PUBLIC INFORMATION — RADIO AND TELEVISION
(SR Millions)

<table>
<thead>
<tr>
<th>Ministry of Information</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total Expenditures</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRESENT PROGRAMS</td>
<td>402.2</td>
<td>25.0</td>
<td>427.2</td>
</tr>
<tr>
<td>PROPOSED PROGRAMS</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Radio Facilities**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Riyadh-Jiddah link</td>
<td>1.7</td>
<td>2.9</td>
</tr>
<tr>
<td>b. Riyadh-Dariyah FM link</td>
<td>0.3</td>
<td>0.5</td>
</tr>
<tr>
<td>c. Riyadh cable extension link</td>
<td>0.1</td>
<td>0.1</td>
</tr>
<tr>
<td>d. Arafat broadcasting shed</td>
<td>---</td>
<td>(a)</td>
</tr>
</tbody>
</table>

**Medium Wave Stations**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Northern stations</td>
<td>30.8</td>
<td>105.0</td>
</tr>
<tr>
<td>b. Jiddah station</td>
<td>7.4</td>
<td>13.4</td>
</tr>
<tr>
<td>c. Dammam station</td>
<td>7.1</td>
<td>12.8</td>
</tr>
<tr>
<td>d. Jizan station</td>
<td>9.5</td>
<td>17.0</td>
</tr>
</tbody>
</table>

**Semi-directed Antenna**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semi-directed Antenna</td>
<td>0.3</td>
<td>0.7</td>
</tr>
</tbody>
</table>

**Mobile Units (3)**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobile Units (3)</td>
<td>2.6</td>
<td>7.5</td>
</tr>
</tbody>
</table>

**Television Stations**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Abha-Khamis-Mushayt</td>
<td>3.1</td>
<td>2.8</td>
</tr>
<tr>
<td>b. Tabuk</td>
<td>3.1</td>
<td>2.8</td>
</tr>
<tr>
<td>c. Jizan or Hayil (if Hayil, recurrent is 2.1)</td>
<td>3.1</td>
<td>2.8</td>
</tr>
</tbody>
</table>

**Riyadh-Bursydah link for TV**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Riyadh-Bursydah link for TV</td>
<td>0.5</td>
<td>0.4</td>
</tr>
</tbody>
</table>

**Protective Walls**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Jiddah site</td>
<td>---</td>
<td>0.1</td>
</tr>
<tr>
<td>b. Riyadh site</td>
<td>---</td>
<td>1.7</td>
</tr>
<tr>
<td>Research Unit</td>
<td>1.4</td>
<td>0.8</td>
</tr>
<tr>
<td>Office Building</td>
<td>---</td>
<td>9.0</td>
</tr>
</tbody>
</table>

**Proposed Programs — Sub — total**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proposed Programs — Sub — total</td>
<td>71.0</td>
<td>180.3</td>
</tr>
</tbody>
</table>

**TOTAL**

<table>
<thead>
<tr>
<th></th>
<th>Recurrent</th>
<th>Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL</td>
<td>473.2</td>
<td>205.3</td>
</tr>
</tbody>
</table>

*(a) under SR 50,000*
CHAPTER VI

HEALTH AND SOCIAL AFFAIRS

Improvements in the health and well-being of individuals and communities are necessary to enable the various elements of society to contribute more effectively to development, and to benefit more extensively from the process of development.

To achieve this objective the development plan for health and social affairs provides for:
1. Improvement and expansion of health services, with strong emphasis on raising the standard of existing services, on development of preventive services, and on education in health and nutrition;
2. Expansion and improvement of social welfare programs;
3. Implementation of recently enacted legislation on conditions of employment of labor; and,
4. Raising standards of housing, in particular the housing of lower income groups.

As measured by their contribution to GDP, health services are planned to expand at an average annual rate of 9.5 percent compared with the rate of 2.4 percent experienced over the three years up to 1388-89. The corresponding figures for ownership of dwellings are 8.6 percent and 7.0 percent, respectively.

HEALTH AND NUTRITION

Medical services have expanded greatly in recent years: by 1390, total doctors in the Kingdom numbered 1020 and paramedical staff 3,750 of whom 2,400 are qualified. Over the last 5 years hospital beds have increased by 30 percent, dispensaries by 60 percent; and health centers by more than 200 percent.

This rapid expansion has been characterized by:
1. Growing problems of manpower and organization;
2. Emphasis on curative services at the expense of preventive medicine;
3. Increasing community awareness of the benefits to be obtained from improved medical and health services which has been accompanied by increased demand for more and better services; and,
4. Insufficient research into the basic requirements of a health program that will reduce morbidity and mortality most effectively through the employment of limited human and financial resources in preventive and curative medicine.

It is necessary to undertake a review and basic restructuring of policies and programs for the provision of medical and health services within a realistic assessment of the constraints on expansion imposed by available manpower, limited financial resources, and the community’s willingness to accept changes in the terms on which medical services are provided.

Improvement of the health and nutrition of the Kingdom does not depend exclusively on health services provided by government through the Ministry of Health.

In addition to private sector health services, agencies of government other than the Ministry of Health that are engaged in activities affecting the health and nutrition of the people include:
1. The Armed Forces through the health services provided to its personnel and their dependents;
2. The Ministry of Education through its school health services;
3. The Ministry of Labor and Social Affairs through the provisions of labor and social security legislation;
4. The Ministry of Agriculture through its programs for the expansion of food production and construction of urban and community water supplies;
5. The Ministry of Interior through its responsibilities for urban development, environmental sanitation, and operation of urban water supply systems; and,
6. The Red Crescent Society which provides emergency and first-aid services.

In meeting its overall responsibility for the health and nutrition of the society as a whole, the Ministry of Health is concerned, to some degree, with each of these activities.

The following tabulation shows the total health labor force of the Kingdom in 1390 and projected for the final year of the Plan: (See Fig. 18)

<table>
<thead>
<tr>
<th></th>
<th>1390</th>
<th>Final Year of the Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctors</td>
<td>1,020</td>
<td>1,600</td>
</tr>
<tr>
<td>Technicians (qualified)</td>
<td>2,400</td>
<td>5,300</td>
</tr>
</tbody>
</table>

— 145 —
In 1390, about two-thirds of the forces in this sector are employed by the Ministry of Health. Although the Ministry’s policy encourages the private health sector, the Ministry is expected to develop three-quarters of the required increase, leaving the balance to be developed by the private sector and other government agencies.

Formulation of a comprehensive and scientific health plan of the kind required to achieve a major impact on morbidity and mortality rates — for example, reduction in the infant mortality rate — will require concentrated and continuous study over several years. During this period, basic information relating to the epidemiological distribution of diseases, death, and environment and community factors will be collected and analysed.

Meanwhile it is necessary to formulate and implement basic changes in the policies and programs of the Ministry of Health to prepare the way for formulation and implementation of such a plan. Thus the present plan is focussed on the improvement of the health services and programs of the Ministry of Health.

**Objectives**

The Plan for health consists of two phases: The first covers the first two years of the Plan, and the second the remaining years of the Plan. Emphasis during the first phase will be placed on achieving the following objectives:

1. Making more effective use of the technical manpower employed in providing health services.
2. Improving standards of sanitation, diets, services, maintenance and supplies in existing facilities.
3. Undertaking studies of policies relating to the following:
   a. Full or part-time employment of doctors;
   b. Registration of patients or collection of nominal fees for medical services; and,
   c. Encouraging the development and improvement of health services provided by the private sector.
4. Preparing and implementing a preventive health services program.
5. Studies required for the implementation of the second phase of the Plan.

Other objectives of this first phase are to increase the number of doctors and technicians working in health services and to expand and improve the training facilities for technicians. No new health facilities will be established during this phase; however, the structures and equipment of existing facilities will be improved and some that have already been constructed will be opened for services.

The objectives to be achieved during the second phase are to:

1. Increase the number of doctors and technicians and expand training programs;
2. Expand preventive health services;
3. Commence the construction of new facilities and the reconstruction of old ones in accordance with the requirements of a general health network for the country that will provide health care throughout the Kingdom; and,
4. Complete the studies required for the preparation of a scientifically based plan for the future development of health services that will, within a decade:
   a. Lead to improved standards of health throughout the Kingdom;
   b. Reduce morbidity and mortality caused by infectious diseases and nutritional deficiencies through concentration on preventive health services; and,
   c. Increase the proportion of Saudi doctors and technicians from, respectively, 15 and 23 percent to 50 and 70 percent.

**Targets**

Because the major constraint on the development of health services lies in the field of manpower, the main targets of the Plan relate to manpower and training. The targets for the quantity of professional and technical manpower, as identified in the health services plan, are twofold:

1. Increase the number of doctors in public health services from 775 in 1390 to 1200 by the last year of the Plan; and,
2. Increase the number of qualified technicians in public health services from 2,195 in 1390 to 3,900 by the final year of the Plan.

The targets for increasing the proportion of Saudis employed as doctors and technicians at the end of the Plan are: (See Fig. 19).

1. **Saudi doctors:** from 15 to 35 percent; the target figure is based on the numbers of students already pursuing medical studies who can be expected to graduate and accept employment during the period of the Plan.
PROPORTION OF SAUDIS EMPLOYED AS DOCTORS AND TECHNICIANS

DOCTORS

TECHNICIANS

Fig. 19
2. **Saudi technicians:** from 23 to 50 percent; the target figure calls for rapid expansion in the output of training institutes, so that total graduates by the end of the Plan are increased from the 775 that existing programs can produce to the required 1,425.

The targets for specialized training in preventive medicine and health administration are:
1. **Doctors:** 76 for one-year courses, 25 for six-month courses, and 4 for two-year courses.
2. **Technicians:** 149, mostly for one-year courses but a few of whom will take extended courses of four years, and 54 for six-month courses.
3. **Administrators:** 27 for two-year courses and 150 for six-month courses.

Other targets that have been set for the first phase of the Plan are:
1. Strengthening the Planning, Programming and Budget Unit of the Ministry of Health;
2. Implementing basic improvements in the organization of health services;
3. Improving sanitation, diets, services and maintenance in existing institutions;
4. Improving management of stores and distributions of supplies;
5. Implementing the conclusions of studies on:
   a. Full or part-time employment of doctors;
   b. Payment of nominal fees for medical treatment or registration of patients; and,
   c. Means of encouraging the development and improvement of private sector services.
6. Preparing and initiating a program for preventive health services;
7. Expanding Riyadh Health Institute;
8. Improving the structures and equipment of some health facilities and opening some that have already been constructed;
9. Raising the standard of health and vital statistics
10. Preparing and performing a program for field and clinical research based initially on work in four selected rural community centers; and,
11. Defining the organizational, manpower and physical requirements of a national health network and identification of priorities for strengthening and completing the network.

**Programs and Projects**

The following programs are proposed to achieve these targets. It may be necessary to change the scope and content of some programs as statistical data and research information are improved during the first phase of the Plan.

**Administrative Improvement**

The organization of the Ministry as well as the functions of its departments and sections have recently been defined. Subject to any necessary changes, administrative improvements are proposed within this structure. These will require the following:

1. Strengthening the Planning, Programming and Budget Unit to provide a focal point for:
   a. Investigation of health problems relating to morbidity and mortality rates;
   b. Definition of problems and priorities for their solution; and,
   c. Determination of the required allocations of manpower and finances.
2. Restructuring of salaries to provide adequate incentives for improving efficiency;
3. Definition of rates of pay and terms of service for doctors engaged full or part-time;
4. Sufficient decentralization of functions and responsibilities to make fullest use of manpower capabilities;
5. Coordination within the Ministry, and between the Ministry and other agencies, both public and private, concerned with health and nutrition.

These proposed improvements in administration will be directed particularly to reducing the administrative burden of professional staff so as to free them to concentrate on medical work directed to the solution of health problems.

**Supplies and Stores**

Time is wasted in distributing medical supplies by having the central supply stores in Riyadh, with subsidiary stores in Jiddah and Mecca only. It is proposed to decentralize stores during the first year of the Plan under the guidance of an expert in stores management from the World Health Organization.
**Food in Hospitals**

The diets provided in hospitals should conform with both the dietary habits and the foods available in each area; the former because it contributes to the welfare of the patient and the latter for reasons of economy.

At present, SR 15 million or about 10 percent of the health budget is spent on food provided to patients each year. It is proposed to spend about SR 500,000 on a study of regional diet patterns and food supplies. The results of this study are expected to lead to improved diets and reduced hospital food costs, and to provide the basis for developing a program of health education in nutrition.

**Manpower Development**

It is necessary to increase the ratio of doctors and technicians to population, and to redistribute them between urban and rural areas so as to provide increased care in rural areas. It is also necessary to increase the ratio of doctors and technicians trained to work in preventive services as such services could control more than 70 percent of diseases.

Technicians are particularly important in a developing country for the following reasons:

1. They can relieve doctors of some of their work;
2. They cost less to train and employ;
3. They more readily accept employment in remote areas;
4. They are closer to the people, and their standards are directly reflected in medical services provided to the public; and,
5. As nationals, they are better equipped by background to work in traditional communities.

**Doctors Graduating.** Three hundred doctors are expected to graduate and accept employment during the Plan. This figure allows for failures and pursuit of post-graduate studies.

**Training of Technicians.** The Plan provides for expanding the capacity of health training institutes and improving the quality of training; moreover, it will encourage graduates to pursue follow-up training and thus prevent deterioration of their skills. Attention will also be concentrated on training female nurses.

To resolve the problems which prevent training institutes and nursing schools from providing an adequate supply of qualified technicians it is proposed to:

1. Raise the standard of instruction;
2. Provide better training facilities; and,
3. Provide incentives to students.

It is expected that at least 6 health training institutes and 6 nursing schools for girls will be required to meet the objective of increasing the Saudi proportion of technicians to 70 percent.

The first phase of development will be to expand the capacity of the Riyadh Health Institute to receive a total enrollment of 360 trainees instead of the 215 that can be enrolled in 1390-91. Expansion of the Institute is planned in two phases: the first to permit increasing the enrollment by 100 additional trainees in 1391-92; the second a further increase in enrollment by 120 trainees in 1392-93.

Expansion and establishment of other institutes and nurses' schools cannot be specified until further studies have been completed.

**Other Training Fields.** Preliminary studies have shown that the minimum requirements of an effective program of public health include the following:

- Doctors with public health specialty: 76
- Technicians trained in public health: 149
- Administrative staff: 27

Table 35 shows the number of staff, by specialty and location, proposed to be given training during the Plan.
### TABLE 35
NUMBER OF TRAINEES EXPECTED DURING THE PLAN
BY SPECIALIZATION AND LOCATION OF TRAINING

<table>
<thead>
<tr>
<th>Location of Training</th>
<th>Category</th>
<th>Academic Qualifications</th>
<th>Type of Training</th>
<th>Duration</th>
<th>No. of Trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Selected Universities</td>
<td>Physicians</td>
<td>Physician</td>
<td>Public Sanitation</td>
<td>1 year</td>
<td>76</td>
</tr>
<tr>
<td></td>
<td>Assistants, etc.</td>
<td>Secondary, Secondary, Science</td>
<td>Public Sanitation</td>
<td>5 years</td>
<td>149</td>
</tr>
<tr>
<td></td>
<td>Administrators</td>
<td>Arts / Science</td>
<td>Administration</td>
<td>2 years</td>
<td>27</td>
</tr>
<tr>
<td>ARAMCO</td>
<td>Physician</td>
<td>Physician</td>
<td>Maternity and child care</td>
<td>6 months</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assistant technicians</td>
<td>Graduate of Health Institute</td>
<td>Public Sanitation</td>
<td>6 months</td>
<td>25</td>
</tr>
<tr>
<td>Institute of Public Administration</td>
<td>Administrators</td>
<td>General Administration</td>
<td>6 months</td>
<td>150</td>
<td></td>
</tr>
<tr>
<td>American University, Beirut</td>
<td>Physicians</td>
<td>Physician</td>
<td>Maternal care</td>
<td>2 years</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Technical assistants</td>
<td>Graduate of Health Institute</td>
<td>Maternal care</td>
<td>6 months</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Technical assistants</td>
<td>Graduate of Health Institute</td>
<td>Bilharzia</td>
<td>6 months</td>
<td>25</td>
</tr>
</tbody>
</table>

**Health Network**

The National health network must be defined and completed to ensure the availability of preventive and curative health services through the Kingdom and to effectively delegate responsibility for adequate services at different levels.

Network headquarters and most national institutions concerned with health services will be located at Riyadh. Preliminary investigations indicate that the remainder of the network should consist of 6 health regions and 18 health units as described below (see Fig. 20).

**Health Regions.** The Kingdom will be divided into six health regions that will be responsible for the provision of curative as well as preventive services. Each health region would have a central hospital, and, depending on regional requirements and characteristics, specialized hospitals for tuberculosis, leprosy and senility diseases, each accommodating 300 beds. A health institute, a nursing school and a research and studies unit would be attached to each central hospital.

The central hospital, the most important single component of a health region, will be a referral hospital (without a general outpatient clinic) staffed by medical specialists, equipped with sophisticated equipment for examination and treatment, and supplied with library, research, and training facilities. It will also be the headquarters for providing and supervising curative and preventive services in the region.

Three selected health regions would have 500-bed hospitals for mental diseases.

Each region would be subdivided into two to four health units, according to the density of population and geography of the area.

**Health Units.** Eighteen health units will be needed to provide curative and preventive services in each area with a population of up to about 400,000. Each health unit would have a 300-bed principal hospital in addition to local hospitals, health centers and health sub-centers.

The health centers will render their services, both curative and preventive, to the population of a village or group of villages surrounded by farms and Bedouin locations. They will generally serve communities of 10 to 20 thousands.

The function of the centers will not be limited to the treatment of patients: their basic purpose will be to transmit health care to the society as a whole, to each home or family. Each center and its sub-centers will form an integral unit operating with the guidance and support of the main hospital of the area health unit. Thus these centers will provide the foundation for health education and care for the people of the Kingdom.
Existing health facilities and services will be surveyed during the first year of the Plan within this general framework to reach a definition of the health network required to meet the long term needs of the country. Deficiencies in the existing network will be identified during this survey and priorities will be established for strengthening the existing network to meet long term needs. Starting with the second year, it is proposed to achieve the following:

1. Gradually improve existing facilities and complete or construct new facilities as manpower and financial resources permit; and,
2. Phase out any old facilities not worth renovating.

**Field and Clinical Research**

A scientific plan for improvement of the health of the nation cannot be formulated without information as to the nature and causes of morbidity and mortality; thus it is necessary to conduct detailed field surveys supported by clinical research during the first two years of the Plan. This work will be undertaken at the community development centers of Turabat al Bogoum, Al-Jafir, Qatif, and Manfouha/Dirayah.

**Programs of Public Health**

Priority programs for improvement of public health have been identified as:

1. Mother and child care
2. Health education
3. Bilharzia control
4. Vaccination and inoculation of infants below five years of age
5. Smallpox control
6. Malaria control
7. Pilgrimage health services

Work is proceeding on these programs, but progress lags because of lack of trained manpower, administrative and supply problems, and insufficient research and preparatory work.

**Saudi Red Crescent Society**

The Saudi Red Crescent Society provides first-aid, mobile hospital, ambulance, and emergency medical services, in particular on highways where traffic accidents are numerous, and during the Hajj season.

The Plan for the society provides for the achievement of the following objectives:

1. Establishing a public relations office for promotion purposes;
2. Establishing a First Aid Training Institute;
3. Expanding and improving its services throughout the plan period with particular attention to services needed during the Hajj season; and,
4. Establishment of a mobile hospital in the last year of the Plan.

**Financial Allocations**

Detailed planning is necessary to define with confidence the costs of the programs and projects described above; moreover, the rate of progress in programs requiring substantial investments will depend to a considerable degree on the financial constraint imposed by competing demands for financial resources.

Public funds allocated in 1389-90 to health services, including the Saudi Red Crescent Society, amounted to SR 173.8 million. The proposed allocation for the last year of the Plan is estimated at about SR 350 million.

The proposed increase in the allocation of the health plan corresponds to an average annual increase of 15 percent; that is, a total increase over the period of the Plan of 100 percent, compared with increases of 55 percent in the number of doctors and 78 percent in the number of technicians.

A higher percentage increase in financial allocations than in numbers of doctors and technicians will provide:

1. The extra supporting services and supplies that will be required to make more effective use of health manpower; and,
2. Capital expenditures to improve existing facilities and construct and equip new facilities.

The proposed financial allocations for Health and Nutrition are shown in Table 36.
HEALTH NETWORK

THE MINISTRY

HEALTH REGION

SPECIALIZED HOSPITAL

HEALTH UNIT (CENTRAL HOSPITAL)

HEALTH REGION

SPECIALIZED HOSPITAL

HEALTH UNIT (CENTRAL HOSPITAL)

HEALTH REGION

HEALTH REGION

SPECIALIZED HOSPITAL

HEALTH UNIT (CENTRAL HOSPITAL)

HEALTH REGION

HEALTH UNIT (CENTRAL HOSPITAL)

HEALTH REGION

HEALTH CENTER (LOCAL HOSPITAL)

HEALTH CENTER (REGIONAL HOSPITAL)

HEALTH CENTER (LOCAL HOSPITAL)

HEALTH CENTER (LOCAL HOSPITAL)

HEALTH CENTER (LOCAL HOSPITAL)

HEALTH CENTER (LOCAL HOSPITAL)

FIG. - 20
TABLE 36

FINANCIAL ALLOCATIONS FOR HEALTH AND NUTRITION
(SR Millions)

<table>
<thead>
<tr>
<th>Ministry of Health</th>
<th>Recurrent</th>
<th>Estimated Costs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Recurrent</td>
<td></td>
</tr>
<tr>
<td>Personnel</td>
<td>559.6</td>
<td>—</td>
<td>559.6</td>
</tr>
<tr>
<td>Supporting Services</td>
<td>495.0</td>
<td>242.8</td>
<td>737.8</td>
</tr>
<tr>
<td><strong>Red Crescent Society</strong></td>
<td><strong>42.6</strong></td>
<td><strong>—</strong></td>
<td><strong>42.6</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,097.2</strong></td>
<td><strong>242.8</strong></td>
<td><strong>1,340.0</strong></td>
</tr>
</tbody>
</table>

SOCIAL AFFAIRS

The social affairs program of the Ministry of Labor and Social Affairs covers five areas:

1. Social Welfare  
2. Social Security  
3. Community Development  
4. Cooperatives  
5. Youth Welfare  

Social welfare, sometimes also known as institutional care, is concerned with providing, through the institutions under its control, temporary or long term relief and assistance for individuals in distress because of economic, social, or physical circumstances. Although most of this effort involves young people, there are also provisions for the care of the aged and the disabled who usually are without families or other means of assistance. Three institutions, located in Riyadh, Mecca, and Medina, are operated for this purpose.

Youth care activities include institutions that not only accommodate orphan boys and girls, but also provide for their academic and vocational education. More than 900 juveniles were receiving care under this program of social educational institutions and social orientation institutions in 1389-90. The program of care for foundlings and infants separated from their mothers has utilized the foster family and alternative family concepts, supported by government payments for such child care. As of 1389-90, 123 infants were being provided for under this program.

Wherever possible, however, the participation of private benevolent societies in social service activities and programs is encouraged. The Ministry usually pays a subsidy for the establishment of a new society that is set in light of the programs and services that the society provides. During the last two years, more than 30 organizations applied for registration under this program.

Social security is administered by the Social Security Department through a system of 32 offices distributed throughout the Kingdom. These offices receive and process most of the applications for grants or pensions under the Social Security Law and conduct the necessary investigations to determine the validity of the request for assistance. Thus, the effectiveness with which the social security program is administered depends to a considerable degree on the size and competence of the staffs in these offices as well as the number of offices in operation.

The Community Development program seeks to coordinate government services with community efforts to maximize the use of local economic and social resources for the improvement of the welfare of the community. The present program of 11 rural and 6 urban centers has operated for several years. These centers have achieved varying degrees of self-sufficiency, and, in some instances, the shifting of a center to a new locale may soon be appropriate. In a move to strengthen the program, an agreement with the United Nations has recently been concluded that provides for the development of the center at Dariyah as a training and applied research facility for community development personnel.

Cooperatives are regulated and supervised by the Ministry of Labor and Social Affairs which also provides financial assistance and support for cooperatives during the organizational phase and the initial years of operation. This movement has expanded to all areas of the Kingdom; at present there are 39 registered cooperatives in operation that serve a variety of needs, from marketing to electrification of community areas.
Youth welfare programs are directed toward athletics and other leisure time activities. The organization of boys’ athletic clubs has been encouraged, and the Government provides subsidies to cover some of the equipment costs, salaries of trainers, and medical expense of injured players. The Government also conducts workshops and training programs for referees and game supervisors, and sanctions competitions in athletic events.

Implementation of the programs and activities of the Social Affairs Department of the Ministry calls for trained social service personnel to work in institutions, perform investigative tasks, and to follow up inquiries and requests for social assistance. To meet this personnel requirement, the Department has operated a social services training institute, initially on a part-time basis and since 1386-87 as a full-time training school. There are 98 students presently enrolled in the 3-year program which has graduated 101 students over the past 5 years.

Objectives

The overall objectives of the Development Plan for social affairs are to:
1. Improve and strengthen existing services;
2. Identify and eliminate or reduce deficient areas in existing services wherever possible; and,
3. Stimulate individual and group participation in social affairs programs.

Objectives within the major divisions of social affairs are as follows:

Social Welfare
1. To provide comparable institutional services within all major regions of the Kingdom;
2. To provide probation holding facilities in the three major provinces for juveniles who are charged with offenses;
3. To establish a child care facility in Riyadh;
4. To encourage the establishment of organizations and benevolent societies and to stimulate their participation in social welfare projects;
5. To replace temporary facilities being utilized as institutions with new construction designed for institutional use; and,
6. To undertake a continuing program of staff training and development.

Social Security
1. To provide services for social security provisions to areas not covered under the present system of social security offices;
2. To provide funds for those persons eligible for social security services;
3. To strengthen the administrative and operational staffs in central and subsidiary offices;
4. To establish and maintain vital statistics and information registers in accordance with Article 21 of the Social Security law;
5. To establish a social research office in the Department of Social Security to develop information relating to aid and pension distributions; and,
6. To encourage movement toward a production-oriented program for aid to recipients who can be trained for employment.

Community Development
1. To concentrate on the existing network of community development centers with the objective of improved performance;
2. To examine the existing center locations to determine whether relocations may be in order in view of accomplishments, areas being served, and the response to services by the local population; and,
3. To undertake a continuous program of staff development and training for center and community leaders at the new Dariyah training and research center.

Cooperatives
1. To promote the development of 35 additional cooperatives during the plan period to increase the number of cooperatives to 74 by the end of the Plan; and,
2. To continue the program of support and technical assistance for existing cooperatives.
Youth Welfare

1. To move toward improved coordination of the youth development programs operated by other ministries and government agencies and to investigate areas that represent a potential for integrated programs;
2. To establish a system of athletic and recreation centers;
3. To initiate a summer camp program for youth;
4. To stimulate the development of additional youth clubs; and,
5. To continue the national, regional, and area development of youth activities.

Social Services Training

1. To establish an institute for the training of female social workers; and,
2. To upgrade the level of the existing Social Services Institute.

Proposed Programs

The following programs are designed to achieve the foregoing objectives.

Social Welfare

Social orientation institutions for juveniles have been established in Riyadh and Tayif to serve youth in the central and western regions of the Kingdom. The services of institutions will cover the Eastern Province as it is planned to establish a social orientation institution for juveniles, utilizing appropriate rented facilities in Dammam.

Similarly, provisions for institutional care of the aged and the disabled exist in Riyadh, Mecca, and Medina. The plan provides covering the Eastern Province also as it is planned to establish a social welfare institution in Dammam to meet this need, offering the required services initially in rented facilities.

The social orientation institutions provide educational opportunities, health services, vocational instruction and guidance for juveniles in a comprehensive program of social orientation and rehabilitation; however, many juveniles who have been charged with offenses are often held in common custody with adults while awaiting disposition of their cases. In a move to remedy this situation, the Department plans to establish three juvenile probation homes. Two homes will be opened in 1391-92, one in Riyadh and one in Jiddah, and a third home will be opened in Dammam the following year, (see Fig. 21).

Infant and child care cases have been handled through the use of alternative and foster families which receive payment for their services. The alternative family assumes the care of children whose mothers are physically or mentally disabled or otherwise unable to provide home care; and the foster family takes on the care of foundlings. The Department expects to continue this procedure through the plan period and is allocating funds to meet anticipated requirements; however, child placement with foster families requires time as families that are willing to accept foster children are often not immediately available. Therefore, it is planned to establish a nursery home in Riyadh, using rented quarters, to assure that child care cases can be handled with minimum delay.

The Department is aware of the considerable contribution that benevolent societies can provide through their participation in social service programs. The Department plans to make continued use of these volunteer services and to encourage greater public interest in this work. The Plan anticipates that at least 15 new societies will be established during the plan period and includes provisions for their support under existing regulations.

Nine of the buildings that house existing social institutions are rented villas and lack some of the facilities associated with institutional accommodations. A construction program over the plan period will replace these buildings with new facilities designed for institutional use. The construction program will be phased over the plan period and include replacements for rented building in the following locations:

<table>
<thead>
<tr>
<th>Jof</th>
<th>Abha</th>
<th>Buraidah</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tayif</td>
<td>al-Hassa</td>
<td>Jiddah</td>
</tr>
<tr>
<td>Riyadh</td>
<td>Dammam</td>
<td>Medina</td>
</tr>
</tbody>
</table>

— 159 —
To provide appropriate services for persons under institutional care, it is planned to expand the technical specialist staff to a level of one social specialist for each 30 persons. At the same time, a program of staff upgrading is to be established, using the courses or modified versions that are provided by the Institute of Public Administration.

The allocations for the above programs are detailed in Table 37.

<table>
<thead>
<tr>
<th>Program</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social orientation institution, Dammam</td>
<td>1.4</td>
<td>—</td>
<td>1.4</td>
</tr>
<tr>
<td>Institution for Social Welfare, Dammam</td>
<td>1.3</td>
<td>—</td>
<td>1.3</td>
</tr>
<tr>
<td>Juvenile probation home, Riyadh</td>
<td>1.5</td>
<td>—</td>
<td>1.5</td>
</tr>
<tr>
<td>Juvenile probation home, Jiddah</td>
<td>1.5</td>
<td>—</td>
<td>1.5</td>
</tr>
<tr>
<td>Juvenile probation home, Dammam</td>
<td>1.1</td>
<td>—</td>
<td>1.1</td>
</tr>
<tr>
<td>Child care and nursery home, Riyadh</td>
<td>0.8</td>
<td>—</td>
<td>0.8</td>
</tr>
<tr>
<td>Child care subsidies,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alternative families</td>
<td>0.1</td>
<td>—</td>
<td>0.1</td>
</tr>
<tr>
<td>Foster families</td>
<td>0.1</td>
<td>—</td>
<td>0.1</td>
</tr>
<tr>
<td>Benevolent society program</td>
<td>0.2</td>
<td>—</td>
<td>0.2</td>
</tr>
<tr>
<td>Building construction program — nine institutions</td>
<td>—</td>
<td>16.0</td>
<td>16.0</td>
</tr>
<tr>
<td>Staff development program</td>
<td>1.0</td>
<td>—</td>
<td>1.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>9.0</strong></td>
<td><strong>16.0</strong></td>
<td><strong>25.0</strong></td>
</tr>
</tbody>
</table>

**Social Security**

Facilities for providing social security services should be expanded by adding 4 new social security offices to the present system of 32 offices. Ten candidate locations are under consideration; however, the final determination of the locations for the new offices will be made after a survey of area needs and the work loads of the existing offices. It is planned to establish the new offices in the last two years of the plan period, opening two offices each year. Additional motor vehicles are be allocated to the existing and new offices to provide for increased field work and case investigations. Concurrently, a public information campaign of press, radio, and television announcements and reports is planned to acquaint people with the provisions of the social security law and the importance of information and procedures concerning eligibility.

With this program of expanded service, some increase in claims for assistance under the social security program is expected over the plan period. A concentrated program of claim investigation is expected to reduce the incidence of duplication in relief assistance and thus make funds from the recurrent allocations available for some of the new claims. It is also proposed to add a chapter on penalties to the social security law to cover cases where claim information has been misrepresented and benefits have been obtained illegally. The Plan looks to satisfying the remaining additional claims expected over the plan period with an additional allocation of SR 30 million.

A number of technical personnel additions are planned to strengthen the operational and administrative staffs. Some 32 posts for social workers are to be added, with distribution over the plan period to the social security offices. Another 32 posts for statistical clerks will place one clerk in each of the existing offices. Training courses are planned on a continuing basis to upgrade and to update employees on social security procedures. This training will be conducted at the main social security offices in Riyadh, Dammam, and Jiddah, with students from branch offices attending on a rotating basis. A central training program will also be presented for employees in key positions, either at the Social Services Institute or the Institute of Public Administration in Riyadh.

The Plan calls for setting up information registers, as called for in Article 21 of the Social Security Law, at the Department of Social Security and at the main social security offices of the Central, Western, and Eastern provinces. These registers will include data on cases sponsored by government and private institutions and will permit the interchange of information to avoid duplication of benefit payments.

The proposed social research office in the Department of Social Security will sponsor surveys and research programs to develop information that can be used in the implementation of the social security program. The studies would include such subjects as regional variations in living costs and standards, mobility of social security beneficiaries, characteristics of aid claimants, and the like.
All social security offices are to work toward the economic rehabilitation of individuals receiving social security benefits who, with assistance, could become self-supporting. Attention will be given to establishing individual or collective projects that represent an employment potential with reasonable income. This project also includes provisions for prosthetic devices for those disabled persons who could become employable with this assistance.

The allocations for the above programs are shown in Table 38.

**TABLE 38**

**FINANCIAL ALLOCATIONS FOR PROPOSED SOCIAL SECURITY PROGRAMS**

(SR Millions)

<table>
<thead>
<tr>
<th>Program</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional social security offices</td>
<td>4.7</td>
<td>—</td>
<td>4.7</td>
</tr>
<tr>
<td>Motor vehicles</td>
<td>0.8</td>
<td>—</td>
<td>0.8</td>
</tr>
<tr>
<td>Public information program</td>
<td>(a)</td>
<td>—</td>
<td>(a)</td>
</tr>
<tr>
<td>Additions to the pensions</td>
<td>30.0</td>
<td>—</td>
<td>30.0</td>
</tr>
<tr>
<td>Personnel augmentation</td>
<td>1.9</td>
<td>—</td>
<td>1.9</td>
</tr>
<tr>
<td>Training programs</td>
<td>0.2</td>
<td>—</td>
<td>0.2</td>
</tr>
<tr>
<td>Information exchange registers</td>
<td>0.1</td>
<td>—</td>
<td>0.1</td>
</tr>
<tr>
<td>Social research office</td>
<td>0.6</td>
<td>—</td>
<td>0.6</td>
</tr>
<tr>
<td>Production project programs for social security claimants</td>
<td>2.1</td>
<td>—</td>
<td>2.1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>40.4</strong></td>
<td>—</td>
<td><strong>40.4</strong></td>
</tr>
</tbody>
</table>

*(a) Less than SR 50,000*

**Community Development**

No expansion of the existing system of community development centers is contemplated during the plan period; however, consideration will be given to possible transfer of center activities from existing locations to new locations. Details of this program are discussed below.

The programs proposed for community development focus on three general areas:

1. Improved administration;
2. Development of technical proficiency; and,
3. Development and expansion of activities within the system of community development centers.

To aid in the improvement of program administration, it is planned to establish the Central Development Committee as a board of directors for the community development program, with membership at the deputy minister level from concerned ministries and the Central Planning Organization. This committee is to be supported by the work of the Regional Development Committees and units or sections within each ministry that participates in the projects of the community development center program.

A continuing program of training is planned to provide for the up-grading of present community center staff, with courses ranging from one to six months' duration. Candidate students include center directors, social, cultural, and agricultural specialists, and supervisors in various health fields. In addition, an annual program of seminars or conferences on center activities is planned to bring together staff personnel in specific fields of work for the interchange of information, experience, problem areas and solutions. In this program of staff development, attention will also be directed to the possible introduction of academic programs in social work or related subjects at the University of Riyadh and the proposed women's college that would provide graduates for assignment in community development programs.

Within the centers, several programs of expansion are to be undertaken. These will include additional library services, increased schedules of home visits by social and health specialists, installation of pilot plots and nurseries for agricultural development programs, expanded literacy classes for adults, development of additional educational opportunities for girls and women, and extension of the preventive health program. In some cases, the introduction of new programs or the expansion of on-going activities will be preceded by preliminary studies or investigations and public
A summary of the costs projected for the above programs is shown in Table 39.

TABLE 39
FINANCIAL ALLOCATIONS FOR PROPOSED COMMUNITY DEVELOPMENT PROGRAMS
(SR Millions)

<table>
<thead>
<tr>
<th>Program</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Development Committee</td>
<td>0.1</td>
<td>—</td>
<td>0.1</td>
</tr>
<tr>
<td>Motor vehicles</td>
<td>0.4</td>
<td>—</td>
<td>0.4</td>
</tr>
<tr>
<td>Training programs, seminars, and conferences</td>
<td>0.2</td>
<td>—</td>
<td>0.2</td>
</tr>
<tr>
<td>Personnel augmentation</td>
<td>0.3</td>
<td>—</td>
<td>0.3</td>
</tr>
<tr>
<td>Center studies, public information programs, and fairs</td>
<td>0.1</td>
<td>—</td>
<td>0.1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1.1</strong></td>
<td>—</td>
<td><strong>1.1</strong></td>
</tr>
</tbody>
</table>

Cooperatives

The program for expansion of the cooperative societies looks to the registration of 35 new multipurpose cooperative societies during the plan period as follows:

<table>
<thead>
<tr>
<th>Type of Cooperative</th>
<th>Number to Be Added</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wholesale agricultural marketing</td>
<td>6</td>
</tr>
<tr>
<td>Agricultural</td>
<td>6</td>
</tr>
<tr>
<td>Services and electricity</td>
<td>5</td>
</tr>
<tr>
<td>Consumer</td>
<td>7</td>
</tr>
<tr>
<td>Vocational</td>
<td>4</td>
</tr>
<tr>
<td>Housing</td>
<td>3</td>
</tr>
<tr>
<td>Women's handicraft</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>35</strong></td>
</tr>
</tbody>
</table>

This program carries with it the requirement to provide certain subsidies in accordance with the laws that govern the establishment, operation, and control of cooperatives. Each of the new cooperatives will receive a one-time establishment subsidy of up to 50 percent of the capital of the society, with the average amount of the subsidy estimated at SR 3,000. In addition, each society will receive a monthly accounting subsidy for the first five years of operation, with average payment estimated at SR 800 per month. Finally, each society, old and new, will receive an annual social subsidy to cover funds expended by the society on social services; the average projected for the plan period is SR 1,000 a year for each society.

A schedule of annual conferences is planned for cooperative society members and staff personnel as a forum for the interchange of experience in problems, solutions, cooperative services, and general administration of cooperative programs.
Training programs in addition to the above conferences are to be established for both initial and follow-up courses, beginning with one course of three months and a follow-up course of two months in alternate years. These courses will be presented to directors, board members, and administrative personnel of the societies. In addition, arrangements are planned to provide training courses at the Institute of Public Administration for officers with responsibility in the administration of the cooperative program. It is proposed to establish a training and educational unit within the Cooperative Administration to administer this continuing program of education and training for staff and cooperative members.

This expansion in the activity of the cooperative program will call for additional staff, estimated at 34 technical officers and 8 non-technical officers over the period of the Plan. The cost projections for the programs described above are shown in Table 40.

TABLE 40
FINANCIAL ALLOCATIONS FOR PROPOSED COOPERATIVE PROGRAMS
(SR Millions)

<table>
<thead>
<tr>
<th>Program</th>
<th>Estimated Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Recurrent</td>
</tr>
<tr>
<td>Expansion of cooperatives, 35 additional</td>
<td>1.2</td>
</tr>
<tr>
<td>societies (subsidies)</td>
<td></td>
</tr>
<tr>
<td>Conferences</td>
<td>0.1</td>
</tr>
<tr>
<td>Training programs</td>
<td>0.1</td>
</tr>
<tr>
<td>Training unit</td>
<td>1.2</td>
</tr>
<tr>
<td>Staff augmentation</td>
<td>1.5</td>
</tr>
<tr>
<td>Motor vehicles</td>
<td>0.2</td>
</tr>
<tr>
<td>Motor vehicle expense</td>
<td>0.3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4.6</strong></td>
</tr>
</tbody>
</table>

Youth Welfare

The Plan looks to the construction of five youth welfare centers in the Kingdom. These centers consist of the fields and other installations for games, organized sports, cultural, and social activities for use in the community. The centers have been designed on the module principle, with smaller centers retaining the basic installations that will permit expansion in the future as dictated by requirements. The plan calls for two large “A-Category” centers to be established in Jiddah and Dammam. The remaining three centers are planned as “C-Category” installations, with the potential for later expansion to Category B or Category A facilities. The sites for these three centers have not been selected as yet; however, candidate areas under consideration include Mecca, Medina, Tayif, Qatif, and Qasim. (See Fig. 22).

The present budget of the Department of Youth Welfare includes allocations to support a variety of programs for the development of youth activities. These programs include the provision of athletic equipment, training courses for athletic officials and participants, camps, sports competitions, and the use of information media—radio, television, and press—to stimulate interest in youth welfare activities. These allocations are to be continued, with distributions for both existing and new programs within the above general classifications.

Among the new programs to be established under this system will be the program of summer camps, where approximately 100 boys will participate in a 15- to 30-day organized period of outdoor activities. Another type of summer camp, which is directed toward youth participation in development projects, is planned, with four camps to be established during the plan period. This funding will also be applied to training programs for athletic directors and referees and other support programs.
The encouragement of club programs and activities has included support payments from the Government. An additional allocation for this purpose has been proposed within the limits of previous funding to include construction subsidies for club projects of a capital nature, such as improvement of playing fields, installation of playground equipment, and other similar projects. These payments will be made on a matching basis, with the government contribution accounting for no more than half of the total cost of the improvements.

The youth development program will extend to include other activities abroad such as participation in international programs—conferences, meetings, and competitions—that will be increasing over the plan period. A program of youth trips and interchange of young persons from the Arab and Islamic countries is to be carried out during the plan period, with a minimum of two internal and two external trips planned each year.

The foregoing discussion covers some, but not all, of the various services and programs anticipated during the plan period under the youth development program. While staff additions will be required, the precise number of additional posts will depend on the level of training and the flexibility of the personnel who will take up the new assignments. Additional allocations are proposed for personnel augmentation, phased over the plan period to cover needs as they develop. A summary of the additional costs projected for the new programs is shown in Table 41.

<table>
<thead>
<tr>
<th>TABLE 41</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FINANCIAL ALLOCATIONS FOR PROPOSED YOUTH DEVELOPMENT PROGRAMS</strong></td>
</tr>
<tr>
<td>(SR Millions)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>A-Category Youth Welfare centers in Jiddah and Dammam</td>
<td>—</td>
<td>20.4</td>
<td>20.4</td>
</tr>
<tr>
<td>Youth Welfare Centers (3 C-Category centers)</td>
<td>—</td>
<td>10.5</td>
<td>10.5</td>
</tr>
<tr>
<td>Supporting present items for activities</td>
<td>1.0</td>
<td>—</td>
<td>1.0</td>
</tr>
<tr>
<td>Staff augmentation</td>
<td>4.5</td>
<td>—</td>
<td>4.5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5.5</strong></td>
<td><strong>30.9</strong></td>
<td><strong>36.4</strong></td>
</tr>
</tbody>
</table>

**Social Services Training**

The Department of Social Affairs has operated the Social Services Institute as a training facility to prepare social workers for assignments in the various government programs.

It is planned to reorganize the instructional program to raise entrance requirements from completion of an intermediate-level school program to completion of a secondary-level school program. This move is directed toward improving the standards of the institute by enrolling students who are older and who have a more comprehensive academic background. It is also planned to remodel the present institute to increase class capacity and to provide resident quarters for the students. These plans look to opening the new institute with an intake of 50 students in 1391-92; the school capacity has been planned at 150 students.

It is also planned to establish an institute for the training of female social workers. Initially, this institute will utilize the facilities of the social education institution for girls, taking students from the group of girls who have completed their intermediate-level studies. A three-year training program is projected and the first class is expected to take 15 girls for this course.

The costs of the above training programs are shown in Table 42.

<table>
<thead>
<tr>
<th>TABLE 42</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FINANCIAL ALLOCATIONS FOR PROPOSED SOCIAL SERVICES TRAINING PROGRAMS</strong></td>
</tr>
<tr>
<td>(SR Millions)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Services Institute upgrading</td>
<td>5.1</td>
<td>1.0</td>
<td>6.1</td>
</tr>
<tr>
<td>Social Services Institute for Girls</td>
<td>1.6</td>
<td>—</td>
<td>1.6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6.7</strong></td>
<td><strong>1.0</strong></td>
<td><strong>7.7</strong></td>
</tr>
</tbody>
</table>
Financial Allocations

The financial allocations for the programs included in the plan for social affairs are shown in Table 43.

**TABLE 43**

**FINANCIAL ALLOCATIONS FOR SOCIAL AFFAIRS**

(5R Millions)

<table>
<thead>
<tr>
<th>Program</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Existing Programs</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Welfare</td>
<td>331.5</td>
<td>16.0</td>
<td>347.5</td>
</tr>
<tr>
<td>Social Security</td>
<td>40.4</td>
<td>—</td>
<td>40.4</td>
</tr>
<tr>
<td>Community Development</td>
<td>1.1</td>
<td>—</td>
<td>1.1</td>
</tr>
<tr>
<td>Cooperatives</td>
<td>4.6</td>
<td>—</td>
<td>4.6</td>
</tr>
<tr>
<td>Youth Welfare</td>
<td>5.5</td>
<td>30.9</td>
<td>36.4</td>
</tr>
<tr>
<td>Social Services Institutes</td>
<td>6.7</td>
<td>1.0</td>
<td>7.7</td>
</tr>
<tr>
<td><strong>Proposed Programs Total</strong></td>
<td>67.2</td>
<td>47.9</td>
<td>115.1</td>
</tr>
<tr>
<td><strong>Total, Existing and Proposed</strong></td>
<td>398.8</td>
<td>54.1</td>
<td>452.9</td>
</tr>
</tbody>
</table>

LABOR AFFAIRS

The labor affairs program of the Ministry of Labor and Social Affairs covers the following general areas:

1. Labor law;
2. Labor information;
3. Labor services; and,
4. Labor training.

The labor training interest, represented by the vocational training program of the Ministry of Labor, is discussed in detail in the section of this Plan that treats education and training programs.

The following discussion covers the three remaining areas—labor law, information, and services. Programs and activities for each of these areas are either specified by, or implicit in, the provisions of the labor law and the social insurance law. Both laws have been replaced by two new and expanded regulations for labor and social insurance. The Ministry of Labor is charged with putting into force the various provisions of the new laws. These include labor inspection, the application and enforcement of labor organization codes, settlement of labor cases, compliance with requirements for social services for workers, and safety regulations.

Labor information responsibilities include conducting periodic statistical surveys of employment in the private sector to provide data on wages, occupations, skills, educational levels, job experience, and age distribution of the labor force. Labor offices also submit regular reports on employment and the labor market in their areas. The Department of Research and Statistics publishes an annual bulletin on foreigners working in the private sector under Ministry of Labor permits that provides an indication of trends in the demand for technical and skilled personnel. In addition to these statistical data, the Ministry prepares and distributes reports and publications covering legal decisions in labor issues and explanatory material and instructions in other labor affairs matters.

Although discussed separately, labor information is actually one of a group of labor services and a significant element of employment service. Employment service is handled through the branch labor offices which receive applications for work and seek to refer applicants to employers. In cases where labor requirements cannot be met by Saudi personnel, the Ministry has established procedures by which foreigners are recruited for critical positions in the private sector. Another of the most important labor services is the settlement of disputes between employer and employee. The new labor law has placed initial responsibility at the branch office level where first-instance committees are to be established to hear cases. Disputes that are not settled at this level will be referred to a high committee for decision.

Social services for workers include, but are not limited to, medical care, safety precautions, housing, recreation facilities, transportation, meal service, retail purchase arrangements, and a savings system. Employer responsibilities in these matters are set forth in the new labor law which also provides for penalties in cases of non-compliance.
As a public information service, the Ministry has made wide use of radio broadcasting to direct public attention to various aspects of employment, industrial safety, and improved attitudes toward the work situation.

Objectives

The general objectives of the Development Plan for labor affairs are to:

1. Implement provisions of the new labor law and the social insurance law;
2. Broaden the scope of the labor information system; and,
3. Improve and expand the employment services system.

Specific objectives and targets of the Development Plan are to:

1. Establish a general department for labor inspection with branch inspection units at labor offices;
2. Establish 16 first-instance committees at the branch labor offices during the plan period to act on labor disputes;
3. Expand the system of branch labor offices from the present 21 offices to 29 offices by the end of the Plan;
4. Establish a system of employment service offices;
5. Expand the scope of statistical surveys of the labor force and the employment levels within the Kingdom;
6. Review all by-laws, labor organization programs, and savings system programs to be submitted for approval by establishments in accordance with provisions of the labor law;
7. Initiate training programs for field and office staff personnel of the Agency of Labor Affairs;
8. Extend the use of information and demonstration programs covering various aspects of the labor situation; and,
9. Replace rented office facilities of marginal utility with government-owned buildings through a phased construction program that will provide six buildings by the end of the Plan.

Proposed Programs

The following programs are designed to achieve the foregoing general and specific objectives.

Labor Inspection

The new labor law sets forth specific requirements for a labor inspection program. This program includes continuous supervision by an inspectorate to assure that employers are properly executing the provisions of the labor law. Particular attention is directed to employment terms, conditions of employment, wages, health and safety, and protection of employed juveniles. The inspectorate is to assist employers in reaching solutions that satisfy the requirements of the law. When differences between employers and the inspectorate cannot be resolved, the inspectorate is to refer details to the appropriate authorities for action.

To meet these responsibilities, the Ministry plans to establish a department that will be concerned with labor inspection and the development of social services as provided in the new law. The department will consist of three divisions:

1. Labor Inspection Division;
2. Social Welfare Division; and,
3. Labor Guidance Division.

The Labor Inspection Division is to be staffed to handle field work through inspection units in various cities or areas. The Social Welfare Division will prepare plans for the initiation of the various social welfare and services programs called for in the new labor law. The Labor Guidance Division will be concerned with information and demonstration programs that will be presented to acquaint and familiarize employers and employees, as well as the general public, with the provisions and interpretations of the labor law and the labor situation.

First-Instance Committee Program

An important provision of the new labor law introduces the first-instance committee system to the handling of labor disputes. Article 173 of the law states that a first-instance committee shall be constituted for every main or branch labor office, and Article 177 calls on the Minister of Labor to establish a supporting bureau of staff personnel for each committee.

During the plan period, the Ministry plans to organize 16 first-instance committees with the necessary supporting staffs. The allocation of these committees is to be determined on the basis of such factors as scope of labor activity, anticipated economic development, and employment levels in the area. Each committee will have three members; the chairman and at least one other member is required to be a graduate of Sharia' College. Each committee will be supported by a cadre staff of from four to seven persons, depending on the location and assignment of the committee.

Branch Labor Office Expansion (See Fig. 23)

At present, 21 branch labor offices provide services to workers and employers at locations throughout the Kingdom.
During recent years, a number of localities experienced considerable economic, industrial, and urban development with attendant requirements for labor office services; to meet these needs, it is planned to open eight additional labor offices during the plan period. Locations are as follows:

Yanbu'  
Abha  
Qurayat  
Unaizah  
Jauf  
Qaysumah  
Najran  
al-Ula

Priority in the schedule of office openings is to be given to the Yanbu-Abha-Qurayat-Unaizah group, and all efforts will be made to open these four offices in one year.

**Employment Offices**

The branch labor offices will provide employment services to workers and employers. To improve these services, it is planned to establish employment offices or units as elements of the labor office system. These offices are to perform the following functions:

1. Registration of work applicants, to include recording all information regarding qualifications and experience;
2. Analysis of employment opportunity information;
3. Referral of applicants to potential employers;
4. Guidance and information regarding training or re-training opportunities for workers; and,
5. Assistance in job transfers.

**Statistical Surveys and Research**

The current program of statistical surveys and labor research is to be expanded to include the following:

1. Statistical survey of employees in private establishments: three surveys are scheduled for the plan period;
2. Annual survey of foreign workers recruited for employment in the private sector;
3. Development of a uniform system of job classification and specification for application in private sector institutions;
4. Sample survey of the labor force, scheduled for the final year of the plan period; and,
5. Special surveys and studies covering internal migration, seasonal fluctuations in labor supply and demand, and society's attitude toward manual and industrial work.

**Review Program**

Implementation of the new labor law carries with it a requirement to review the various provisions that employers propose in their employment conditions to assure that they meet the labor code. All establishments employing 20 or more workers are concerned, and recent surveys estimate that at least 300 establishments will be submitting material for review and approval.

Concurrently, the savings system requirement of the labor law also places the responsibility to review and approve codes submitted by establishments that are expected to participate in the saving program in the Ministry of Labor. It is expected that the number of those establishments will exceed 100.

**Staff Development and Training**

The variety of tasks and functions, such as the review requirement outlined above, that arise out of the provisions of the new labor law can be carried out through a program that combines staff augmentation with a schedule of personnel training and upgrading. The existing staff structure has been analyzed to determine the number of additional posts that are essential if the responsibilities prescribed in the law are to be met. A total of 43 additional in-cadre posts has been set as the augmentation requirement for staff personnel.

A number of training programs are proposed to prepare staff personnel for new assignments or to upgrade assigned personnel who will assume broader responsibilities in their positions as the requirements of the labor law become effective. One training program is planned for labor inspectors and controllers, designed to produce at least 80 graduates in increments of classes of 20 with each class set for three months. Another program looks to preparation of staff members of the Statistics and Research Department in techniques of information analysis for the programs of vocational job classification. A training program has also been planned for the orientation and upgrading of personnel assigned to employment offices. Negotiations have already been initiated with the International Labor Organization (ILO) to provide expert assistance for these training programs.
**Labor Guidance Programs**

The establishment of a labor guidance division as an element of the new department concerned with labor inspection and social services has already been noted in this discussion of proposed programs. Within this division, the programs directed toward labor guidance cover a wide range of efforts to provide some basic information. A weekly radio broadcast from Riyadh and Jiddah is planned; this represents a continuation of earlier use of this media for public information programs on labor matters. A similar effort is planned for television, utilizing locally produced material and appropriate films. An intensive program of outdoor display boards is contemplated for campaigns on worker safety and other applicable subjects, complemented by supporting posters for inside use. The Ministry also plans to publish bulletins and periodicals with coverage on particular sections of the labor code, and to reinforce this program with seminars and discussions in various locations.

**Building Construction**

The phased plan for replacement of rental facilities with government-owned buildings looks to construction of two main labor office buildings and four branch labor office buildings during the plan period. Main labor office buildings are scheduled for Riyadh and Jiddah, while branch labor office buildings are proposed for construction in Mecca, Medina, al-Hassa, and Khobar.

**Financial Allocations**

The financial allocations for the above programs are shown in Table 44.

<table>
<thead>
<tr>
<th>Program</th>
<th>Recurrent</th>
<th>Project</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Existing Programs</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>63.1</td>
<td></td>
<td>63.1</td>
</tr>
<tr>
<td><strong>Proposed Programs</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Labor inspection department and its related units</td>
<td>9.8</td>
<td>0.8</td>
<td>10.6</td>
</tr>
<tr>
<td>First-instance committee</td>
<td>4.2</td>
<td>0.3</td>
<td>4.5</td>
</tr>
<tr>
<td>New branch labor offices</td>
<td>3.1</td>
<td>0.3</td>
<td>3.4</td>
</tr>
<tr>
<td>Employment units and offices</td>
<td>2.5</td>
<td>0.1</td>
<td>2.6</td>
</tr>
<tr>
<td>Staff augmentation, training and upgrading</td>
<td>4.1</td>
<td>0.2</td>
<td>4.3</td>
</tr>
<tr>
<td>Equipment replacement</td>
<td>—</td>
<td>1.2</td>
<td>1.2</td>
</tr>
<tr>
<td>Building construction</td>
<td>0.1</td>
<td>7.9</td>
<td>8.0</td>
</tr>
<tr>
<td><strong>Proposed Programs, Total</strong></td>
<td>23.8</td>
<td>10.8</td>
<td>34.6</td>
</tr>
<tr>
<td><strong>Total, Existing and Proposed</strong></td>
<td>86.9</td>
<td>10.8</td>
<td>97.7</td>
</tr>
</tbody>
</table>

**HOUSING**

At present, direct government participation in housing development has two aspects: the first is manifested in the formulation of policies for the development of this sector through the Department of Housing within the Ministry of Finance and National Economy; and the second in the form of limited financial assistance to government personnel for the construction of their own houses. Indirect government support is provided through programs for urban development and public utilities.

**Objective and Targets**

The general objective of the plan for the housing sector is summarized as the improvement of housing conditions where these fall below required social and health standards; and in particular raising the standards of housing of the lower income groups so that improvement in housing will go hand-in-hand with the Government’s efforts for the improvement of health services, water supplies, and urban development throughout the Kingdom.
To achieve this objective it will be necessary to undertake a comprehensive housing survey for the Kingdom in cooperation with the Central Statistical Department. Subject to the conclusions of this survey, the following targets are set:

1. Establishment, during the second year of the Plan, of an institution to finance housing and real estate development projects;
2. Design, in the second year of the Plan, of model residential communities; and,
3. Implementation, in the third of the Plan, of a comprehensive program for the development of the housing sector integrated with plans for urban development.

Programs and Projects

Housing Survey

The proposed housing survey will be designed to determine existing housing conditions throughout the Kingdom and to obtain data on existing methods of construction, materials, construction costs, and ways of financing housing construction. Thus this survey would provide the bases for:

1. Forecasting the requirements of different income groups for improved housing;
2. Assessing how much each group would be able and willing to pay for improved housing; and,
3. Formulating policies and programs tailored to both the needs and the financial capacity of different income groups.

The survey will also determine:

1. The means by which the private sector should be encouraged to undertake real estate development and housing construction in accordance with the programs proposed;
2. The extent to which national manpower and materials can be used in site development and housing construction;
3. How private sector savings can be mobilized to finance real estate and housing construction;
4. How the volume of housing construction can be regulated to offset cyclical movements in economic activity; and,
5. How housing development should be coordinated with town planning.

Housing Finance Institution

The Plan intends to finance housing and real estate development by mobilizing private savings and other forms of private sector financing. A housing and real estate finance institution will be established for this purpose.

Model Residential Communities

It is proposed to design and construct model residential communities in selected locations. These projects will provide the basis for determining the costs of site development and construction for new housing. They will also demonstrate the standards and characteristics of residential communities that meet local social requirements and conform with the local physical environment, availability of building skills and materials, and the financial capacity of prospective occupants.

Financial Allocations

Thirty million Saudi riyals are allocated for the execution of the programs described above and SR 0.5 million for the continuation of existing programs for housing during the first year of the Plan.