

CHAPTER 6

LABOR MARKET IN THE SIXTH DEVELOPMENT PLAN



6. LABOR MARKET IN THE SIXTH DEVELOPMENT PLAN

The formation of a productive national work force through investment in human capital is a fundamental goal of all development efforts in the Kingdom. The rapid expansion of the Kingdom's education and training systems in successive development plans reflects the importance attached to this basic objective.

The results of manpower development efforts take longer to achieve than in other development areas. Thus, the early aspirations for the rapid development of the Saudi economy and infrastructure could not be met by the Saudi labor force alone, which was limited both in size and available skills. As a result, large numbers of non-Saudi workers were needed to facilitate the development process. Successive development plans, however, aimed at realizing a gradual balance between Saudi and non-Saudi employment, as increasing numbers of Saudi graduates of the Kingdom's education and training programs began to enter the labor market. Development efforts concentrated on the expansion of job opportunities for Saudis, and on replacing non-Saudis in the private sector, which is expected to lead the Kingdom's future development.

As the number of Saudi graduates from the education and training systems continues to grow, the Sixth Plan renews the emphasis on replacing non-Saudis by Saudis (Saudiization). This will require the adoption and implementation of policies that will not only provide a good match between the qualifications and skills of those seeking employment with the manpower needs of Saudi employers, but will also address those key issues and constraints that are hindering the employment of Saudis in greater numbers by private sector employers, and enhance replacement programs in different sectors and occupations.

This chapter deals with the major features of the labor force in the Sixth Development Plan, and in particular with the labor market objectives and key issues, the sectoral distribution of employment, and the overall balance between supply and demand in the labor market. The chapter also outlines the policies and executive procedures proposed to address the employment issues and to achieve the labor market objectives in the Sixth Development Plan.

6.1 LABOR MARKET OBJECTIVES IN THE SIXTH PLAN

In the light of the Sixth Plan strategy, the labor market objectives are:

- (a) to replace non-Saudis by appropriately qualified Saudis in a gradually progressive manner in all occupations and economic sectors;
- (b) to rationalize the growth of the non-Saudi labor force in all occupations and economic sectors;

- (c) to provide job opportunities for all Saudi new entrants to the labor market, mainly in the private sector;
- (d) to increase job opportunities for women in conformity with Islamic Sharia;
- (e) to increase the number of graduates with skills and qualifications consistent with the requirements of the national economy;
- (f) to reduce the number of unskilled Saudis entering the labor market before completing their education and training;
- (g) to develop labor market services, including appropriate statistical information services.

6.2 LABOR MARKET ISSUES IN THE SIXTH PLAN

The specific labor market priorities of the Sixth Development Plan are to encourage the private sector to generate job opportunities for Saudi nationals and to replace non-Saudis with Saudis. Thus, policies are designed to address the key issues constraining the achievement of these priority objectives. These issues can be broadly classified into four groups: (i) labor supply issues; (ii) the demand for non-Saudi workers, (iii) Saudiization issues and (iv) labor market services issues.

6.2.1 LABOR SUPPLY ISSUES

Saudi Labor Force Participation Rate

The population census of 1413 indicated a total Saudi population of 12.3 million persons, of whom 7.4 million are in the working-age group (12 years and over). The participation rate of this group in the labor market in turn determines the size of the Saudi labor force. At the beginning of the Sixth Plan, this rate is at the internationally low level of only 30.2 percent. Three factors behind this low rate are: the young age structure of the Saudi population, with about 50 percent aged under 15 years; the large numbers of young people enrolled in education and training schemes; and the low participation of Saudi females in the labor market (under 5.5 percent) during the Fourth and Fifth Plan periods.

Output of Education and Training Systems

Although a labor force with a wide range of qualifications and skills is needed in all sectors of the economy, there is a shortage of graduates in some important occupations, notably those requiring technical skills. An important factor contributing to this skill mis-match between the graduate output of the education and training systems and the needs of private sector employers is the rapid enrollment growth at academic institutions at the expense of more scientific and technically based education and training. The economy's heavy dependence on imported technicians provides convincing evidence of

this trend. Thus, the unbalanced occupational structure of the Saudi labor force may be hindering efforts to replace non-Saudi workers.

Dropouts from the Education and Training System

Dropouts from the education and training systems, particularly at elementary level, represent a source of under-qualified manpower. Estimates indicate that 27.9 percent of new labor market entrants during the Sixth Plan period will be dropouts from elementary level and adult vocational training programs. In addition to the financial waste this causes, such dropouts further contribute to the problem of under-qualified job seekers entering a competitive labor market that is already amply supplied with low-wage imported labor that may be better trained and more in line with employers' needs.

6.2.2 DEMAND FOR NON-SAUDI WORKERS

The labor market in the Kingdom has been characterized by its inflexible response to prevailing economic circumstances. Following the downturn in the economy in 1402, for example, the total number of non-Saudi workers had decreased by only 100,000 between 1405 and 1406, or three years later. Since then, the number of foreign workers has continued to grow at relatively high rates, regardless of calls in the Fourth and Fifth Development Plans for a reduction in non-Saudi worker numbers in line with the actual needs of the economy.

With the virtual completion of the physical infrastructure, concentration in recent years has shifted towards the operation and maintenance of the existing facilities using skilled and semi-skilled non-Saudi workers. At the same time, there has been the rapidly rising demand for unskilled non-Saudi workers in the community and personal services sector. Continuous recruitment of non-Saudi workers will increase the difficulties in finding such jobs for poorly qualified Saudi workers, who make up such a high proportion of new entrants to the labor market.

6.2.3 SAUDIIZATION ISSUES

Saudiization Constraints in the Private Sector

Saudi new entrants to the labor market have shown a marked preference for employment in the government sector, which paid higher wages at middle level positions and below than the private sector, and provided greater job security and better working conditions, in terms of working hours, employment regulations and promotion prospects.

The recruitment practices of Saudi private sector employers have added to the constraints on higher Saudi employment in the private sector. These employers have naturally tended towards the recruitment of foreign workers, whose qualifications, training, operating flexibility and wage demands have

more closely matched their own requirements. Furthermore, the training costs of upgrading new Saudi graduates in such a competitive labor market are perceived as too high.

Saudiization Constraints in the Public Sector

The jobs created for Saudis in the public sector are more the result of filling vacant positions than through the implementation of an effective scheduled Saudiization program. Considerable scope still exists, however, for replacing non-Saudis. It is estimated that about 261,000 public sector jobs are currently filled by non-Saudis, most of which could be occupied by suitably qualified Saudis in various locations throughout the Kingdom.

The failure to implement replacement programs in the government sector can be attributed to three factors:

- (i) inadequate numbers of Saudi graduates in scientific, technological and technical fields in general, and in various medical specializations in particular;
- (ii) the demand for more general academic graduates in the civil service has already been met sufficiently, particularly in the major cities;
- (iii) the difficulty for female graduates in taking up job opportunities in locations far from their families and homes and the consequent failure to replace non-Saudi female workers with Saudis, particularly with respect to female teachers.

6.2.4 LABOR MARKET SERVICES ISSUES

Current institutional and administrative structures are inadequate to deal with the complexities of the Saudi labor market and the apparent unrestrained demand for foreign workers. Most Saudis seeking work in the private sector tend to contact prospective employers directly, without referring to the labor offices responsible for studying recruitment applications and nominating Saudi citizens for employment in the private sector. Thus, the ability of these offices to match employer needs with the available Saudi labor supply is constrained.

Existing institutional structures are also constrained by a lack of human and financial resources to enable them to determine the true non-Saudi labor demand of the national economy, both in quality and quantity, and to assess the recruitment requests of employers accordingly, in order to eliminate the need for large numbers of foreign workers who are imported at a rate exceeding real economic needs and the national capabilities to replace them.

On the other hand, the lack of adequate, regular labor market information has reduced the awareness of students and job seekers about available job opportunities and their location, prevailing wage rates, and conditions of employment, all of which would help to achieve a better match between demand and supply.

6.3 EMPLOYMENT DURING THE SIXTH PLAN

6.3.1 AGGREGATE EMPLOYMENT

To achieve the economic growth targets of the Sixth Plan, total civilian employment is projected to increase from (6867.7) thousand in 1414/15 to (7059.4) thousand in 1419/20, an increase of 191,700, representing an average annual growth rate of 0.6 percent (table 6.1). In conformity with the Sixth Plan strategy to replace non-Saudi workers with qualified Saudis and to encourage the private sector to generate more job opportunities for Saudis, around 95 percent of the net growth in aggregate employment is expected to occur in the private sector. Employment growth in the government sector will be limited to meeting the additional requirements of the health and education sectors.

As shown in Table 6.1, the net increase in employment during the Sixth Plan is expected to be 182,200 workers in the private sector and 9,500 in the government sector, bringing the total net increase in both sectors to 191,700 workers.

Table 6.1

Civilian Employment in the Sixth Plan

	Employment		Net Increase	
	1414/1415 ('000)	1419/1420 ('000)	('000)	Percentage Share - %
Private Sector	6,050.0	6,232.2	182.2	95.0
Government	817.7	827.2	9.5	5.0
Total	6,867.7	7,059.4	191.7	100.0

It is also anticipated that some 319,500 jobs in the government and private sectors will be Saudiized during the Sixth Plan period, so that the number of non-Saudi workers will fall at an average annual rate of 1.5 percent. Accordingly, the private and public sectors will absorb 511,200 Saudis, through employment or replacement, during the Sixth Plan, at an average annual growth rate of 4 percent. This

Table 6.3

Civilian Employment by Occupation in the Sixth Plan

	1414/15		1419/20		Net Change (thousand)	Average Annual Growth %
	Employment		Employment			
	(thousand)	%	(thousand)	%		
Professional & Technical Management & Administration	1,002.7	14.6	1,086.2	15.4	83.5	1.6
Clerical workers	158.0	2.3	189.3	2.7	31.3	3.7
Sales persons	858.4	12.5	889.8	12.6	31.4	0.7
Services workers	645.6	9.4	692.9	9.8	47.3	1.4
Agriculture and related workers	1,559.0	22.7	1,482.8	21.0	(76.2)	(1.0)
Production, construction & transport related workers	274.7	4.0	298.6	4.2	23.9	1.7
TOTAL	2,369.3	34.5	2,419.8	34.3	50.5	0.4
	6,867.7	100.0	7,059.4	100.0	191.7	0.6

() Numbers in brackets are negative

6.3.4 NEW JOBS AND REPLACEMENT NEEDS

The total number of new job openings expected over the Sixth Plan period is about 191,700 jobs, while replacement needs to fill positions left vacant by those leaving employment because of retirement, serious illness or death, are expected to amount to 148,700 jobs. Thus, total expected job openings during the Sixth Plan will be 340,400.

Table 6.4 shows the occupational composition of these expected job openings during the Sixth Plan. The professional and technical group will have 102,000 job openings (or 30 percent of all job openings), while a surplus of 17,800 is expected in the service workers category.

Table 6.4

Labor Requirements by Occupation in the Sixth Plan Period (thousands)

	New	Replacement	Total job opportunities	
	Jobs	Needs	Number	(%)
Professional and Technical workers	83.5	18.5	102.0	30.0
- Engineers	2.7	0.8	3.5	1.0
- Technicians	(2.1)	0.7	(1.4)	(0.4)
- Chemists and physicists	(0.2)	0.1	(0.1)	0.0
- Other natural sciences	(1.0)	0.1	(0.9)	(0.3)
- Natural sciences technicians	(0.5)	0.2	(0.3)	(0.1)
- Accountants	29.7	1.0	30.7	9.1
- Economists, Statisticians, Mathem- aticians & Computer specialists	11.9	1.4	13.3	3.9
- Medical & health personnel	6.6	2.8	9.4	2.8
- Teachers and instructors	13.8	6.3	20.1	5.9
- Other professional	22.6	5.1	27.7	8.1
Management & Administration workers	31.3	4.4	35.7	10.5
Clerical workers	31.4	12.2	43.6	12.8
- Book keepers	4.8	0.8	5.6	1.7
- Cashiers	15.9	1.5	17.4	5.1
- Secretaries, stenographers and typists	10.5	1.8	12.3	3.6
- Receptionists & telephone operators	(1.8)	0.3	(1.5)	(0.5)
- Office machine operators	1.2	0.1	1.3	0.4
- Data processor operators	(0.3)	0.1	(0.2)	(0.1)
- Other clerical workers	1.1	7.6	8.7	2.6
Sales persons	47.3	19.5	66.8	19.6
Service workers	(76.2)	58.4	(17.8)	(5.2)
Agriculture & related workers	23.9	19.4	43.3	12.7
Production, construction, transport and related workers	50.5	16.3	66.8	19.6
- Carpenters	3.1	0.1	3.2	0.9
- Electricians	(0.1)	0.3	0.2	0.1
- Plumbers	(2.5)	0.2	(2.3)	(0.7)
- Mechanics & equipment assemblers	12.5	1.9	14.4	4.2
- Other occupations	37.5	13.8	51.3	15.1
TOTAL	191.7	148.7	340.4	100.0

() Numbers in brackets are negative.

6.4 THE SAUDI CIVILIAN LABOR FORCE SUPPLY

6.4.1 SAUDI CIVILIAN LABOR FORCE

As Table 6.5 indicates, the size of the Saudi working-age population is expected to increase from 7.9 million in 1414/15 to 9.5 million in 1419/20. The participation rate for Saudi males in the labor force in the base year is estimated at 54.4 percent, and the female participation rate at 5.5 percent, giving an overall participation rate of about 30.2 percent.

Since the participation rates of the population in the labor force change slowly due to demographic and socio-economic factors, the Sixth Plan assumes that the participation rate for males will reach 54.7 percent at the end of the Plan, while that for females will be 5.8 percent. Thus, the overall participation rate is expected to reach 30.4 percent. As a result, the estimated size of the Saudi civilian labor force in 1419/20 is 2,895,400, an increase of 511,200 over the base year.

Table 6.5

**Saudi Working-Age Population and Civilian Labor Force Projections in the Sixth Plan
(in thousands)**

	1414/1415			1419/1420			Increase in labor force		Average Annual Growth
	Working -age Population	Participation rate (%)	Labor Force	Working -age Population	Participation rate (%)	Labor Force	Number	(%)	%
	Males	3,986.2	54.4	2,168.6	4,796.3	54.7	2,622.7	454.1	88.8
Female	3,919.1	5.5	215.6	4,715.5	5.8	272.7	57.1	11.2	4.8
TOTAL	7,905.3	30.2	2,384.2	9,511.8	30.4	2,895.4	511.2	100.0	4.0

6.4.2 SAUDI NEW ENTRANTS TO LABOR MARKET BY EDUCATION LEVEL

Numerical changes in the size of the labor force between two points in time do not reflect all the changes in the composition of the labor force that are taking place. People withdraw from the labor market because of retirement, illness or death, or a return to the education and training system, or for a variety of other personal or family reasons. New entrants flow into the labor market as a result of graduation or dropout from the education and training systems, while individuals also enter the labor market who were not actively involved previously, or who are retiring from the armed forces.

The total number of Saudi entrants to the labor market over the course of the Sixth Plan is estimated at 659,900 workers, of which 581,200 will be male (or 88.1%) and 78,700 females (11.9%). Table 6.6 shows the projected supply of Saudi new entrants to the labor market by level of education. In general, those leaving the education and training systems will account for 590,100 new entrants (89.4 percent), while other sources will contribute 69,800 (or 10.6%).

Table 6.6

Saudi New Entrants to the Labor Market by Level of Education during the Sixth Plan

Highest Level of Education completed	Male (000)	Female (000)	Total (000)	%
University:(Total) *	73.8	40.9	114.7	17.4
- Engineering	10.1	---	10.1	1.5
- Natural sciences	10.0	5.5	15.5	2.4
- Medical sciences & health	5.5	2.6	8.1	1.2
- Commerce, Mathematics, Computer sciences	12.7	4.1	16.8	2.6
- Agricultural, Zoology & Nutrition sciences	2.6	0.7	3.3	0.5
- Social sciences & Islamic studies	24.9	23.5	48.4	7.3
- Teacher Training	8.0	4.5	12.5	1.9
Technological Colleges	12.8	---	12.8	1.9
Secondary Schools:	209.6	11.5	221.1	33.5
- General education	172.0	8.9	180.9	27.4
- Technical & Vocational	37.6	2.6	40.2	6.1
Intermediate Schools *	119.8	7.8	127.6	19.3
Elementary Schools *	66.2	13.8	80.0	12.1
Less than Elementary	62.4	4.7	67.1	10.2
Pre-Service adult vocational training	36.6	---	36.6	5.6
TOTAL	581.2	78.7	659.9	100.0

★ Includes students who have withdrawn without completing the next level of education or training program.

6.5 BALANCE BETWEEN THE SAUDI NEW ENTRANTS AND JOB OPENINGS

All jobs currently filled by non-Saudi workers are potentially available to Saudis whose education and skills match the job requirements, provided that they are ready to accept such jobs in the locations and at the salaries on offer.

6.5.1 AGGREGATE BALANCE

During the Sixth Development Plan, job openings resulting from the planned growth in sectoral contributions to GDP are expected to reach about 191,700, and from anticipated replacement needs to reach 148,700. Thus, expected job openings from these two sources during the Sixth Development Plan will be about 340,400 (see Table 6.4). At the same time, some 319,500 non-Saudis will be replaced by Saudi manpower, so that total job openings available to Saudis during the Sixth Development Plan will be 659,900, or the same number of Saudis expected to enter the labor market (Table 6.6). Table 6.7 shows the demand composition of job openings, the sources of manpower supply and the distribution of new employment opportunities for Saudis in the public and private sectors during the Sixth Plan period.

Table 6.7

**New Saudi Labor Demand and Supply and the Distribution of
New Saudi Employment in the Sixth Plan Period
(thousands)**

<u>Labor Demand</u>	<u>Total</u>
Demand resulting from economic sectors' growth	191.7
Demand resulting from replacement needs	148.7
Sub-Total	340.4
Demand resulting from Saudiization	319.5
Total	659.9
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<u>Labor Supply</u>	
Growth in Saudi labor force	511.2
Supply from other sources	148.7
Total	659.9

**Distribution of New Saudi Employment
(thousands)**

<u>Jobs</u>	<u>Government</u>	<u>Private Sector</u>	<u>Total</u>
New Jobs	9.5	182.2	191.7
Jobs from Saudiization	35.1	284.4	319.5
Sub-Total	44.6	466.6	511.2
Replacement Jobs			148.7
Total			659.9

6.5.2 OCCUPATIONAL BALANCE

Table 6.8 presents an analysis of the balance between the expected number of job openings in different occupations and the number of Saudis who are expected to join these occupational categories. In the professional and technical occupations, where the expected number of Saudis newly entering the labor market is less than the expected number of job openings, 1,700 additional non-Saudi workers must be recruited to cover the anticipated shortage. Similarly, about 18,900 non-Saudi workers in the agriculture-related occupation category will be needed. For other categories, on the other hand, the situation is expected to be entirely different, with employment terminations expected for 161,700 non-Saudi workers in services, 115,700 in clerical occupations, 35,000 in sales, 15,900 in production, construction and related occupations, and 11,800 in administration and management.

Table 6.8

**Occupational Balance between Saudi New Entrants and
Job Openings during the Sixth Development Plan
(thousands)**

Occupational groups	Saudi New Entrants to the Labor Market	Job Openings	Balance (Supply in excess of demand)
Professional & Technical	100.3	102.0	(1.7)
Administrators & Managers	47.5	35.7	11.8
Clerical workers	159.3	43.6	115.7
Sales workers	101.8	66.8	35.0
Service workers	143.9	(17.8)	161.7
Agricultural/related workers	24.4	43.3	(18.9)
Production, construction, & related workers	82.7	66.8	15.9
TOTAL	659.9	340.4	319.5

() Figures in brackets are negative.

6.6 LABOR MARKET POLICY MEASURES

A large number of public and private institutions are involved in the education and training of the Saudi labor force. The main agencies in this field include the Ministry of Education, the Ministry of Higher Education, GOTEVT, the General Presidency of Girls' Education and the Institute of Public Administration (IPA). The Chambers of Commerce and Industry are also involved in this field through the provision of training courses.

With respect to the labor market, three government agencies are responsible for developing and implementing labor market policies, for employment regulations concerning both Saudi and non-Saudi workers, and for providing services to match job seekers with available jobs. The Ministry of Labor and Social Affairs (MOLSA) is responsible for enforcing the provisions of the Labor and Workmen Law, providing employment placement and counseling services to Saudi nationals looking for work, and regulating the employment of non-Saudi workers in the private sector. The Civil Service Bureau is responsible for recruitment and employment regulations in the civilian public sector, while the Manpower Council is responsible for developing labor market policies and coordinating the manpower-related activities of all government agencies.

The replacement of non-Saudi labor and the private sector's creation of job opportunities for Saudis are high on the list of government priorities in the Sixth Plan. The achievement of these high priority objectives will require the establishment and follow-up of an integrated combination of labor market policy measures. These can be classified into three main categories aimed at the supply side of the labor market (manpower development), the demand side (replacement of non-Saudis), and the improvement of labor market services and information.

6.6.1 SAUDI MANPOWER DEVELOPMENT POLICIES

The following policy measures will address the qualitative development of Saudi manpower through the acquisition of skills and qualifications commensurate with the needs of the national economy.

General and Higher Education: The concerned agencies will study aspects of general education that adversely affect the quality of the labor force, the elimination of illiteracy according to a specific time schedule, and making primary education mandatory for all boys and girls. The reasons for dropout at all educational stages and training centers will be studied during the Sixth Plan period, in order to establish the necessary measures for reducing this problem and its associated financial waste and to eliminate it as an indirect source of unskilled labor. This study will examine the impact of the system of incentives on this phenomenon.

Policy measures in the field of higher education will include the re-consideration of admissions policies at the universities through the establishment of specific criteria to be agreed upon by the universities, and within the framework of studying the future of post-secondary education. Furthermore, applied and practical terms will be expanded in the university curricula, so that graduates can acquire some skills prior to joining the labor market. Chapter 10 (Human Resources Development) addresses all issues and policies pertaining to education and training in a more detailed manner.

Scientific Specializations: To achieve greater consistency between the needs of the labor market and the education profile of new labor market entrants, a shift is needed in the balance between scientific

and literary specializations. More students will be encouraged to enroll in scientific specializations that are currently in demand in the labor market, such as medicine, dentistry, auxiliary medical sciences, engineering, computer science, electronics, physics and chemistry. The admissions policies of the universities will be guided by these development requirements, and university bursaries will be restricted to students in these fields of specialization. Other measures for promoting scientific specializations include the creation of new scientific specializations for girls in universities and colleges, in medical science, health management and other areas. The private sector will be encouraged to establish colleges and institutes specializing in scientific and technological disciplines.

Technical Education and Vocational Training: Technical education and vocational training plays an important role in the occupational structure needed for further development. The Kingdom's rapid development has highlighted the shortage of national technical manpower and the consequent need to recruit non-Saudi technical workers on the one hand, and the difficulty of replacing these workers with qualified Saudis on the other. Therefore, efforts will be made during the Sixth Development Plan to raise the quantity and quality of the technical education and vocational training system, so that a greater proportion of students will be motivated to pursue technical studies. At each educational stage beyond the intermediate level, the proportion of students that should be directed towards technical education will be identified by a committee to be established by the Manpower Council. New secondary technical and vocational institutes will be established to accommodate more intermediate level graduates, while competent students will be permitted to pursue their studies in technological colleges. New technological colleges and institutes will be promptly established, while the capacities of existing colleges will be expanded.

Pre-Service and In-Service Training: Graduates whose qualifications do not match existing job opportunities will be re-trained through intensive and specialized training courses. In this context, MOLSA will coordinate with the Chambers of Commerce, GOTEVT, the universities and some large establishments and companies in order to enhance the pre-service and in-service training programs for Saudis in the private sector. At the same time, the CSB will continue coordinating with training institutions that will devote a large share of their resources to the efforts required for Saudiization plans in the government sector. In addition, the role of GOTEVT's on-the-job training programs will be expanded.

6.6.2 POLICIES FOR THE REPLACEMENT OF NON-SAUDIS BY SAUDIS (SAUDIIZATION)

The success of the Saudiization process cannot be left to market forces alone, either in the public or private sectors. Therefore, a twofold policy approach for the replacement of non-Saudis by Saudis will be adopted, combining both incentives and mandatory measures, as follows:

- Financial and other support measures provided by the government to private sector establishments will be linked to commitments for the training of Saudis and the achievement of Saudiization targets.

- The concerned government agencies will implement and follow up the decisions of the Manpower Council regarding the size of the non-Saudi labor force and the positions which should be restricted to Saudi citizens. In addition, annual minimum targets for the employment of Saudis and ceilings for the number of non-Saudis will be set for private firms of various sizes.
- The recruitment of foreign labor will be restricted to skilled and semi-skilled workers, thus reducing the demand for non-productive workers in community and personal services.
- A national information campaign will be adopted aimed at encouraging job seekers to work in the private sector and identifying new areas of employment for women in conformity with the Islamic Sharia.
- Women will be encouraged to invest in and practice their professions in private clinics, translation offices or any other industrial or service project whose feasibility is proven.
- The Civil Service Bureau will continue to implement decisions and policies concerning Saudiization in the government sector, and follow-up Saudiization plans which will be implemented annually by each government ministry and agency. Particular emphasis will be placed on vital government utilities, on increasing job opportunities for women, and on finding appropriate solutions to the problems of employment and Saudiization outside the cities, together with the necessary transfer of vacant positions in the government sector.

6.6.3 LABOR MARKET INFORMATION AND SERVICES POLICIES

The following policies will be implemented in order to make the provision of employment services more responsive to market needs.

- The financial and human resources of the Deputy Ministry for Labor Affairs will be expanded to facilitate its inspection tasks, the registration of job seekers, following up on their conditions of employment, the provision of pertinent advisory services and the establishment of a national center for information about job vacancies.
- Advisory services for students regarding appropriate professional specializations will be provided.
- Further efforts will be exerted for the regular collection of data and information on the population and the labor market, while a comprehensive population and housing census will be conducted every ten years and a sample population survey every five years.
- Regular labor market information will be provided for employers, education and training institutions, individual members of the labor force and students, to enable them to choose an appropriate career.
- The present system of job classification will be standardized to conform with the Saudi classification of occupations and will be used by all agencies.