

Constraints on the saudization of private female schools:

A social study on a sample of Saudi teachers, principals and supervisors of employment in private female schools in Riyadh.

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Summary of the Study

Title: Constraints on the saudization of private female schools: A social study on a sample of Saudi teachers, principals and supervisors of employment in private female schools in Riyadh.

Human resources are considered as one of the most important pillars of social and economical development. And human resources have special status in the Kingdom of Saudi Arabia as a result of having a lot of unemployed citizens in the Saudi labor market in addition to the expatriate workers who compete with the Saudi citizens for the available jobs. Therefore, jobs' saudization appears as a crucial issue which attracts the attention of employers, employees as well as job seekers.

The importance of this study stems from its focus on the private education and particularly the private female schools because the public education sector has reached a degree of self-sufficiency which has driven the attention towards the private sector to provide job opportunities for the increasing number of graduates. It also has its importance as being one of the very few studies which focus on the female employees in the private sector and

it could be considered as the first study that focuses on the female employees in the private sector (to the extent that the researchers are aware of).

It concludes that the financial factor represented in the salary is the most important constraint which stands against the full Saudization in the private schools from the point of view of the teachers, principals and supervisors of employment. Besides, the lack of job stability is a crucial problem that threatens the teachers as well as the schools themselves.

The teachers, principals and supervisors of employment agree on some points which would help in the Saudization process and which would attract the teachers to work in the private schools:

1. A minimum salary of 3000 SR.
2. To pay (at least part of the salary) during holidays.
3. To insure the job stability, a three-year official contract must be signed by the ministry of education.
4. The teaching load should not exceed a maximum of 20 periods per week.
5. Every teacher should only teach the courses which are related to her academic specialization.
6. The number of subjects taught by every teacher should be minimized.
7. Giving the teacher clear and sufficient instructions to do his work as it should be done.
8. Allowing sick leave and maternity leave.
9. Providing courses to improve the teachers' capabilities.
10. Offering annual bonus.
11. To minimize the number of children in each class in kindergartens and providing an assistant.
12. Making sure that the salary is paid in the right time and that the paid amount matches the amount mentioned in the contract.

The researchers highly recommend that the job contracts should be signed by the ministry of education and clear conditions and penalties should be

mentioned clearly in those contracts. Besides, the schools should try to minimize the weekly teaching load to a maximum of 18 periods in addition to minimizing the number of subjects taught by every teacher. Furthermore, available job opportunities should be announced via the internet in addition to the newspapers rather than keeping the announcements inside the schools' walls. Moreover, the qualifications required for joining the jobs should be reasonable.

In sum, the Saudization process does not only depend on the private schools themselves, but it also depends on the job seekers, i.e. teachers and their true interest in those jobs. The schools, however, should attract the teachers by guaranteeing job stability.