



### Saudi women's rights in Civil Public Service System

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#### Abstract

The authors discuss reality of Saudi women's rights in Civil Public service system, and the planning indicators for increasing awareness the women her rights. So, this paper tried to achieve this objectives first, identify and analyze the reality of rights granted Saudi women Civil Public service system, second, identify deficiencies in the system and the degree of awareness of women's rights, third, identify the factors affecting this awareness, fourth, determine the relationship between the level of women's awareness of their rights in the civil service system and the reality of this system, six, try to reaching the mechanisms of increasing awareness Saudi women's rights in Civil Public service system, through the social survey (338) faculty members in five universities, (384) staff in this universities, (383) teachers in public schools, and (384) staff in this schools, by applying SPSS software, which were then verified to test the indications of reliability and validity, which for increasing awareness Saudi women's rights in Civil Public service system.

**Keywords** Saudi Women; women's rights; Social planning indicators; Civil Public service

#### Introduction

Saudi society remains a religiously and socially conservative society in which the family is the central unit. Islamic law emphasizes the integrity of the family unit through

regulations on marriage, divorce, child custody, and inheritance. (Natana, 2009, p.20) KSA`s government is deemed to advocate for and impose sex segregation in its totality. Even though the policy might not be discriminatory when assessed from its face value since it is targeting both women and men, in reality, it hinders the Saudi women from practicing any significant public life.( Safaa, 2014, p. 2)

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Women's issues in Saudi society are often mistakenly connected to Islamic teachings. The gender inequalities that are obvious in different aspects of Saudi life are institutionalized and difficult to dislodge through individual action. Women's inequality is traditionally structured in the society. (Safaa, 2014, p. 8)

The higher national committee specialized in women's affairs and the 13 social protection committees established in 2004. The Committee also notes with satisfaction that Saudi Arabia is currently in the process of drafting new legislation on the implementation of women's rights and that the State party plans to compile, in writing, the provisions of Sharia on personal status. (CEDAW, 2008)

Women's rights in Saudi Arabia have improved modestly. Women can now study law, obtain their own identification cards, check into hotels alone, and register a business without proving first that they have hired a male manager. Their overall degree of freedom, however, remains among the most restricted in the world. (Sanja, 2009).

Therefore, this article focusing on determine reality of Saudi women's rights in Civil Public service system, and the planning indicators for increasing awareness the women her rights.

A new feminist analysis discuss, which welfare state structures developed in the post-war period, incorporated assumptions about women's role in the family. Policies based on the traditional family and intended to support it are being disrupted by changes in marriage and work. The traditional model is increasingly adrift from the real world, but in this respect, welfare structures have changed more slowly than work and families in the 1980s and 1990s.

Welfare structures reflect men's power in the workplace, family and state; but welfare provision is crucially important to women as carers who may have little or no personal income. "Changes to increase family responsibility weigh more heavily on women; and full citizenship for those who do caring work is still not in sight". (Gillian, 1997, p.2)

### **Civil Public Service System at KSA**

In recent years, women have gained some economic rights, such as establishing companies and charitable institutions, which a Royal Decree was issued to re-form the Civil Service Commission<sup>9</sup> for a period of three years, on the expiry of its current term on August 16, 2004. promulgates the Civil Service Regulations which define the public functions, officials, their functions, duties, allowances, indemnities, awards, compensation, termination of service and general and transitory provisions. (United Nations, 2004, p.9-10)

Therefore, these new civil service duties and disciplinary rules were compatible with the social values and Islamic heritages. Though the Saudi government has enacted civil service and disciplinary regulations influenced by the Egyptian experience, it has also maintained that the civil service enactments must find their justifications in Islamic law and its heritage. (Abd El-Mahdi, 1992, p.8)

### **The evolution of civil service system at KSA;**

Kingdom of Saudi Arabia was establishment in 1932 marked the culmination of several decades of successful military and political efforts led by the Kingdom's founder, 'Abd al-'Aziz bin 'Abd al-Rahman Al Saud. After that, it has a population of more than 28 million, 82% of whom live in urban areas. In addition, it has

influence radiates across the region and throughout the world in the form of investment capital, media, foreign aid, the championing of Muslim causes, and the conduct of diplomacy.( Middle East Institute, 2016, p.7)

Between 1996 and 2000, Saudi Arabia acceded to four UN human rights conventions and, in 2004, the government approved the establishment of the National Society for Human Rights (NSHR), staffed by government employees, to monitor their implementation. To date, the activities of the NSHR have been limited and doubts remain over its neutrality and independence. Saudi Arabia was one of only eight countries that did not accept the UN's Universal Declaration of Human Rights when it was launched in 1948. Now, only Saudi Arabia remains openly opposed to the declaration. In response to the continuing criticism of its human rights record, the Saudi government points to the special Islamic character of the country, and asserts that this justifies a different social and political order.( Wikipedia, , 2016)

After that, Women were allowed to vote in some limited elections. They were allowed to stand in the elections of the Chamber of Commerce of Jeddah and Dammam only as yet. The only national elections that SA held were the municipal elections end of 2004. In those elections women were not allowed to participate on the grounds that the infrastructure for women's participation was not ready yet. It was interesting to know that UNDP was an adviser to the High Commission for the Municipal Elections, but did not criticize the Saudi decision on excluding women from elections and considered the Saudi step as an advancement, although, elections

did not include but 10% of the population.(

In 2015, the municipal elections scheduled may gave this time with women participating. Little power is vested in the municipalities and half the candidates were selected.( Caroline, 2015, p.7)

### **Civil service regulations related to the work of Saudi women;**

Saudi Labor and workmen Law included, Part I, definitions and general provisions, content {Chapter One; Definitions - Chapter Two; General Provisions}, Part II, organization of recruitment, content { Chapter One; Employment Units -Chapter Two; Employment of the Disabled}, Part III, employment of non- Saudis, Part IV, training and qualification, Part V, work relations, content { Chapter One; Work contract - Chapter Two; Duties and Disciplinary Rules - Chapter Three; Termination of Work Contract - Chapter Four; End-of-Service Award}, Part VI, work conditions and circumstances, content {Chapter One; Wages -Chapter Two; Working Hours -Chapter Three; Rest Periods and Weekly Rest Days - Chapter Four; Leaves}, Part VII, Part – Time work, Part VIII, Protection against occupational hazards, content { Chapter One; protection against occupational hazards - Chapter Two; Protection Against Major Industrial Accidents - Chapter Three; Work Injuries - Chapter Four; Medical and Social Services}, Part IX, employment of women, Part X, employment of minors, Part XI marine work contract, Part XII, working in mines and quarries, Part XIII, work inspection, Part XIV, commissions for settlement of labor disputes, Part XV, punishments, Part XVI, concluding provisions.(for more

look; <http://www.the-saudi.net/business-center/labor-law.htm>)

Therefore, this law gave Saudi women grouping from advantages for example;

1- Maternity leave; It time is (sixty days) and grants for women working full pay an official function, but for working women on the contracting system could be granted maternity leave for a period not exceeding (forty days) only.

2- The death Edate vacation; it time is (130 days) according to Islamic Shriiaa.

3- Exceptional leave with the husband out the country; It is an extraordinary leave without pay, so much as for accompaniment, and a maximum of no more than six years.

4- Part time system; there are not in Civil service regulations at KSA.

So, the Saudi women still search the working in public function without enter the working in private function agencies.

### **The reality of Saudi women's rights in Civil Public service system**

#### **The Economic System for Saudi Women status**

Saudi Arabia has a robust economy that experienced rapid growth from 2003 to 2005 but remains largely dependent on the production and exportation of oil. Saudi Arabia produces more oil and natural gas liquids than any other country in the world. The Saudi Arabia Oil Company (Saudi Aramco), which was fully nationalized in 1988, controls this vitally important resource. (Federal Research Division, 2006, p.9)

Women's right to engage in commercial and business transactions always has been part of the Islamic tradition because the Prophet Muhammad's first wife, Khadija, was a businesswoman. Saudi women use Khadija's example to ground their requests for increased job opportunities and training programs

within the Islamic tradition. The Chambers of Commerce and Industry in various Saudi cities have been pivotal in providing support and opportunities for women seeking to operate their own businesses, receive training, and find jobs. In addition, several Saudi women have been elected to the Boards of Directors of the Chambers, beginning in Jeddah, giving women the opportunity to both participate in and contest elections. It is hoped that this practical experience in a field that is considered to be Islamically legitimate could transfer into other areas in the future. (Natana, 2009, p.19)

So, Saudi Arabia's economy is one of the largest in the world and also one of the least understood. During the decade of 2003 to 2013, it almost doubled in size on the back of a protracted oil boom. At the same time it underwent a significant modernization that brought prosperity and change to Saudi society. Household income for Saudi nationals after adjustment for inflation grew by about 75 percent during the decade, 1.7 million Saudi jobs were created, and \$450 billion was invested in health, education, and infrastructure, helping to boost living standards and improve the quality of life, through social model to a more market-based approach that brings it into line with other modern economies. that may help the KSA attain even more ambitious goals. (Gassan et al. 2015, p.11)

The limited role of women is not the only unusual aspect of the Saudi labor force. Foreign workers, largely from India, Pakistan, and Bangladesh, constitute more than half of the total workforce. They tend to be relatively unskilled and are paid far less than Saudi nationals; their average monthly wages of \$400 are less than one-third the

average monthly wage for Saudi nationals in the private sector, and one-sixth the average for Saudi public-sector employees.( Gassan et al. 2015, p.13)

Women's banks were an innovation allowed in 1980 to give women a place to put their money without having to have any contact with men. The banks employ women exclusively for every position except for the guards posted at the door to see that no men enter by mistake, additionally, Saudi women are now seen developing professional careers as doctors, teachers and even business leaders, trainee lawyer...etc. ([https://en.wikipedia.org/wiki/Women%27s\\_rights\\_in\\_Saudi\\_Arabia#Business\\_and\\_property](https://en.wikipedia.org/wiki/Women%27s_rights_in_Saudi_Arabia#Business_and_property))

### **The Educational System for Saudi Women status**

Education remains closely tied to Islamic teachings. All curricula must conform to Islamic laws and the Quran, and traditional gender roles still limit the educational opportunities available to females. The education of females has increased dramatically in recent years, from 25 percent of all students in 1970 to 47.5 percent in 2001. However, classroom instruction remains strictly segregated. Additionally, women can only attend six of the nation's eight universities, and they are prohibited from studying certain subjects. (Federal Research Division, 2006, p.7)

Saudi society is a unique mix between religion and culture, which poses difficulties for the government over education for women. The position of women in this society is complicated and they have to face a lot of barriers to get an education as they live under male authority all the time. Yahya, A.(2015, p. 1)

The Ministry of Economy and Planning, in its 2009 Report on the achievement of

the Millennium Development Goals in Saudi Arabia, states that: "Education is a main pillar of economic and social development and the most important factor of its sustainability. If the ultimate goal of development in a developed society is improving human welfare, then this cannot be attained without educated, productive citizens and individual commitment to human values and ideals.( Annalisa, 2014, p.42)

Women's issues in Saudi society and the gender inequalities that are obvious in its education system are institutionalised and difficult to dislodge through individual action. Women's inequality is traditionally structured in the society. "The rationale for a need to focus on women's achievements in higher education is considered a key social development indicator measuring women's status and conditions in any country" (Rashti, 2003, p.2).

So, public education in Saudi Arabia is sex-segregated at all levels, and in general females and males do not attend the same school. Moreover, men are forbidden from teaching or working at girls' schools and women are disallowed from teaching at boys' schools, and Princess Nora bint Abdul Rahman University is the home of Saudi Arabia universities, the world's largest women-only university. Religious belief about gender roles and the perception that education is more relevant for men has resulted in fewer educational opportunities for women. The society's need for sex segregation in professional life is also used to justify restricting women's fields of study. Traditionally, women have been excluded from studying engineering, pharmacy, architecture, and law. ([https://en.wikipedia.org/wiki/Women%27s\\_rights\\_in\\_Saudi\\_Arabia#Business\\_and\\_property](https://en.wikipedia.org/wiki/Women%27s_rights_in_Saudi_Arabia#Business_and_property))

### **The Political System for Saudi Women status**

When it comes to civil rights, women were not permitted to vote in Saudi Arabia's first elections for municipal councils, yet a number of women put their names forward as candidates and expectations are high for women's inclusion in future elections.(Eleanor, 2010)

Therefore, the persistence of women's exclusion from public life in contemporary Saudi Arabia is one of the most heated debates not only among Muslims but also worldwide, as Saudi society comes under more and more scrutiny internationally. In 1980, there were more female graduates in the humanities than male. University women could study most of the same subjects as their male counterparts except those, which might lead to their mixing with men. (Amani, 2005. p.42)

#### **The Health System for Saudi Women status**

Health benefits for Saudi citizens have increased exponentially since the implementation of the first five-year development plan in 1970. Today, according to the Saudi government, every citizen has access to unlimited, free medical care. The government provides the bulk of financing to build and operate hospitals throughout the country. As of 2006, the Saudi Ministry of Health operated 62 percent of the country's hospitals and 53 percent of its nonurgent-care centers. Expenditures for health and social services account for about 13 percent of the government's 2006 budget. Although spending has increased, management problems have hindered coordination among the various state, private, and military health care providers. (Federal Research Division, 2006, p.8)

However, the advantage of longevity in itself is not enough to infer that women

are healthier than men. Currently, the well-being of women is generally affected by social influences, such as poverty, lower education and less pay than men, violence, male dominance, and lack of social equity and health care accessibility. (Al Joharah, Amana, Riaz, Mona, Maha, Al Muneef, Fawzia, & Iqbal, 2014)

#### **Methodology**

Participants distributed questionnaires conducted a descriptive study through the social survey (338) faculty members in five universities at Ministry of Education (The Universities) , (384) staff in this universities, (383) teachers in public schools, and (384) staff in this schools at Ministry of Education (The General), through the axes as follows, (Awareness of rights - Factors affecting women's rights awareness of in Civil Public service system - The reality of women's rights in Civil Public service system - Lack aspects in Civil Public service system - Modifying of Civil Public service system in Saudi women employment ), by applying SPSS software, which were then verified to test the indications of reliability and validity, for mathematic the reliability analysis- scale (alpha) value is (0.8512), which for increasing awareness Saudi women's rights in Civil Public service system.

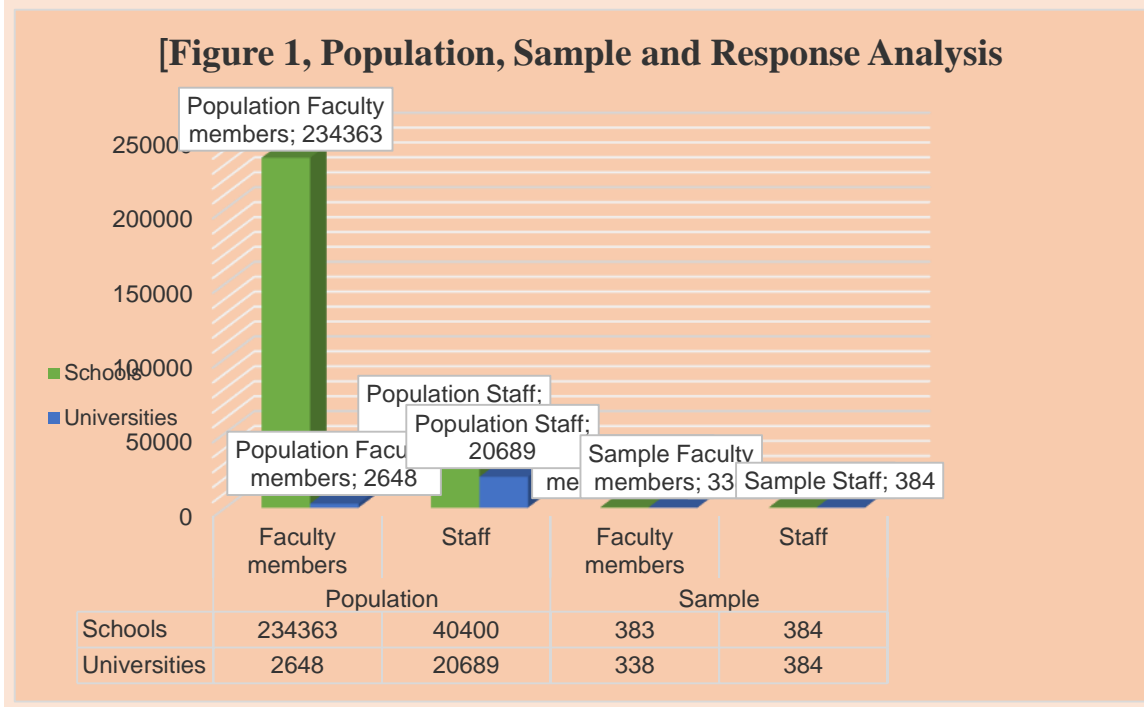
The study tried to achieved this objectives, first, identify and analyze the reality of rights granted Saudi women Civil Public service system, second, identify deficiencies in the system and the degree of awareness of women's rights, third, identify the factors affecting this awareness, fourth, determine the relationship between the level of women's awareness of their rights in the civil service system and the reality of this system, six, try to reaching the

mechanisms of increasing awareness Saudi women's rights in Civil Public service system.

**Findings, Results and discussion**

The sampling size, response rate and demographic data analysis are provided in the Fig. 1, which include In the schools, the sample No. (383) Faculty members from Population No. (234363) and sample No. (384) Staff from

Population No. (40400), While In the Universities, the sample No. (338) Faculty members from Population No. (2648) and sample No. (384) Staff from Population No. (20689). The value of Cronbach's alpha test used to check the reliability of the instruments illustrated in Table 1, which is perceived to be very good.



**Table 1. Reliability analysis- scale (alpha)**

Reliability coefficients	
No. of cases = 15	No. of Items = 63
Alpha = 0.8512	

In Table 2 illustrates priority focus of the results Independent Sample t-test of sample responses on the axis priority focus of the work location (Schools &

Universities). Seemingly, Table 3 the results Independent Sample One Way ANOVA of sample responses on the axis priority focus of some basic data.

**Table 2. The results Independent Sample t-test of sample responses on the axis priority focus of the work location (Schools & Universities)**

The axis	The work location	T. value	Significance
Awareness of rights	Schools	4.136-	0.000**
	Universities		
Factors affecting women's rights awareness of in Civil Public service system	Schools	5.514	0.000**
	Universities		
The reality of women's rights in Civil Public service system	Schools	4.203-	0.000**
	Universities		
Lack aspects in Civil Public service system	Schools	8.979	0.000**
	Universities		
Modifying of Civil Public service system in Saudi women employment	Schools	9.267	0.000**
	Universities		

**Table 3. . The results Independent Sample One Way ANOVA of sample responses on the axis priority focus of some basic data**

The axis	Some basic data	F. value	Significance
Awareness of rights	The Age	2.572	0.053
	Scientific Qualification	8.157	0.000**
	The Job	8.664	0.000**
	Experience of the job	9.285	0.000**
Factors affecting women's rights awareness of in Civil Public service system	The Age	6.267	0.000**
	Scientific Qualification	5.064	0.000**
	The Job	12.298	0.000**
	Experience of the job	8.650	0.000**
The reality of women's rights in Civil Public service system	The Age	3.210	0.022*
	Scientific Qualification	7.185	0.000**
	The Job	9.143	0.000**
	Experience of the job	2.623	0.073
Lack aspects in Civil Public service system	The Age	16.700	0.000**
	Scientific Qualification	12.015	0.000**
	The Job	53.586	0.000**
	Experience of the job	28.603	0.000**
Modifying of Civil Public service system in Saudi women employment	The Age	7.667	0.000**
	Scientific Qualification	12.636	0.000**
	The Job	39.246	0.000**
	Experience of the job	10.284	0.000**

## Conclusion

This study aimed at determine first, identify and analyze the reality of rights granted Saudi women Civil Public service system, second, identify deficiencies in the system and the degree

of awareness of women's rights, third, identify the factors affecting this awareness, fourth, determine the relationship between the level of women's awareness of their rights in the civil service system and the reality of



this system, six, try to reaching the mechanisms of increasing awareness Saudi women's rights in Civil Public service system.

There are some recommendations as Social planning indicators like, *Firstly, development of Saudi women's rights awareness in Civil Public service system, such as;*

a) Determine the Ministry of Civil Public service system procedures for raising women's rights awareness, through as follows; I. Write a formula contract between the employee and the point of employment prior to appointment so that the contract document contains a comprehensive explanation of their rights and duties, II. Formula advertising messages across a variety of tools visible, audible, and legible under direct supervision of the ministry, III. Provide women's employment system documentation points to look at and comeback, V. Prepare periodic meetings and seminars women's rights awareness,

VV. Prepare studies on ways to improve women's rights awareness in Saudi Arabia service system,

b) Determine the Ministry of Civil Public service system procedures for measure the level women's rights awareness, through as follows; I. centralized network communication between the ministry and government agencies that employ women design, II. Conduct descriptive surveys to identify the extent knowledge of women's rights, III. Conduct continuously evaluation for measure the level women's rights awareness,

*Secondary, The development of the civil service system at KSA to meet women's rights, such as;*

a) establishment of a special independent system for women

employing according to the nature of women and Islamic legislation,

b) activation the Council of Ministers Resolution No. (63) dated 11/03/1424 H. taking your employment options partial quorum and take advantage of the function of the woman who has a long leave or other partial or temporary employment pictures and coverage of retirement system,

c) employment of women in the absolute powers in the departments of top jobs,

d) set up a network of communication between the rehabilitation and training of women's views and her employed,

e) reduce the current retirement age for women working, appropriate to the age allowed to enter new numbers of women into the labor market,

f) must enjoy pregnant vacation of deaths that may increase one hundred and twenty days with the need for access to full wages during the period.

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