



One of the most important challenges facing Higher Education Institutions in almost the entire world, is to eradicate gender inequality. Since its origins, universities have been historically unfavorable spaces for women, who for centuries did not even have the right to access this educational level. Gender equality is a fundamental human right and to promote it is essential in all areas of a healthy society: from poverty reduction to the promotion of health, education, protection and well-being for all.

In recent years, governments and civil society organizations have made concerted efforts to formulate and implement policies capable of creating fairer and more balanced spaces for women and men, taking into account the specific aspects of each sex and addressing the main obstacles to achieving gender equality. Thanks to the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Platform for Action and other international agreements and initiatives, an international consensus and framework for action has been created that has made it possible to achieve

notable progress in closing gender disparities in areas such as educational outcomes and wages, in other aspects.

SDG 5 aims to achieve gender equality and the empowerment of women and girls to reach their full potential. To achieve this, PNU prioritizes the design of articulated strategies in the educational, organizational and community fields, which favor the effective enjoyment of rights based on the construction of equitable relationships, guaranteeing equal treatment and opportunity without distinction of sex and gender, groups and social sectors, free from any type of harassment, racism, discrimination, harassment or violence.

Gender Equality in KSA

The Kingdom of Saudi Arabia has promoted women's standing in development through capacity development and harnessing of women's capabilities in order to leverage their local and international roles. This stems from the Government's staunch belief that women constitute half of the society. Vision 2030 sets a separate strategic objective to increase women's participation in the labor market. The Vision further ensures women's rights in the fields of health, education, protection, employment and in being provided with a decent living standard. This is much in alignment with SDGs objectives and targets. Saudi Arabia has taken several measures that aim to enable women, as follows:

1. Enabling women to hold leading positions in the government;
2. By virtue of a Royal Order, dated 2013, 20% of the Shura Council (Consultative Council) seats are dedicated to female members;
3. Creating over 450,000 jobs for women;
4. An electronic portal for female job seekers;
5. Developing productive projects for households (productive households);
6. Launching a program for training women (Duroob);
7. Launching of a program to support the transport of working women (Wusool);
8. Launching of a program to support the hosting of children of working women (Qurrah);
9. Developing the household affairs database;
10. Future Researcher initiative.

Charitable societies and associations and non-profit organizations offer considerable moral and material support to Saudi women in all areas, most notably the following:

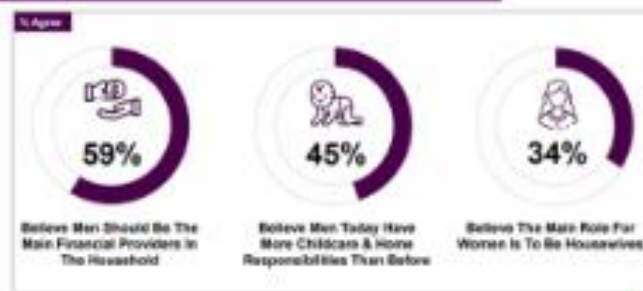
1. Prince Sultan bin Abdulaziz Fund for Women's Development
2. National family security program;

3. Deem Al-Manahil Fund (Princess Madawi' fund for women development);
4. Al-Nahda Women Charitable Society;
5. Social Development Bank (SDB);
6. Wafaa Institution for Women's Rights;
7. Mawadda Society

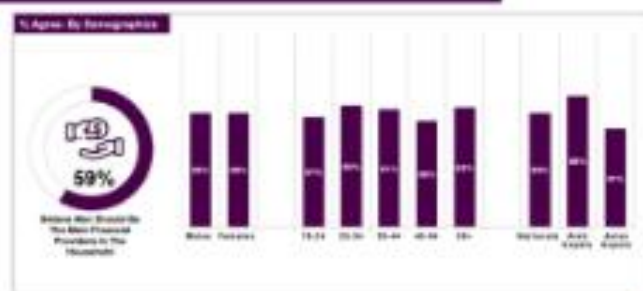
[Spotlight*KSA June – 2021 Views On Gender Equality](#)



Perceptions Towards Household Gender Roles



Men As Main Financial Providers



FROM THE 4TH ANNUAL SHORTY SOCIAL GOOD AWARDS
#BALANCEFORBETTER - GENDER EQUALITY IN SAUDI ARABIA



ABOUT THIS ENTRY

With advancements in the Kingdom of Saudi Arabia and the implementation of Vision 2030 - a series of economic and social reforms to drive progress across the nation, the kingdom is currently witnessing a new era filled with hope towards social and economic progress. Among the many announcements defined in Vision 2030 is a determination to reinforce the contribution of women to society and economy, with hopes to increase women's participation in the workforce from 22% to 30% - bringing forth the question of gender parity between men and women in Saudi Arabia.

For International Women's Day and powered by a firm belief that a more balanced society allows progress and growth, and in line with this year's theme Alnahda Society launched its #Balance_for_Better campaign. It highlighted the positive impact that balanced participation could have on social and economic aspects of society and was awarded in July 2019 "Best Practice" by the International Women's Day Committee.

The campaign was set to achieve 3 main aims:

1. To spark conversation around the active roles of men and women in society and the workplace, in order to change perception in KSA and trigger action towards achieving balanced roles.
2. To question stereotypes affecting both genders and the causes hindering women in KSA from reaching their full potential whether at home, in the workforce or in society.
3. To stress how low penetration of women in the workforce negatively impacts the economy, and consequently causes a larger financial burden on their male counterparts.

RESULTS

For 2019, Alnahda Society is emphasizing the alignment of its intervention strategies with the Sustainable Development Goals defined by the UN. Consequently, the International Women's Day campaign responded to SDG 5 (Gender Equality) and was able to achieve the following:

Intangible Results:

1. Trigger conversation around the expected role of men and women in society, and contribute in a change of perception;
2. Highlight stereotypes affecting both genders and define the causes that hinder women in Saudi from reaching their full potential whether at home, in the workforce or in society;
3. Change mindsets towards the topic of gender parity by showcasing how the low penetration of women in the workforce negatively impacts the economy, and consequently causes a larger financial burden on their male counterparts.

Tangible Results:

- Attendees: 300 of mixed genders
- Number of pledges taken towards achieving a #Balance_For_Better: 1,048 pledges

- Instagram Campaign received a Total Video Views: 204,160 - Total Reach: 501,265 - Total Interactions: 193,643.

The campaign also allowed Alnahda Society to gain valuable insights and offer a space for subject matter experts and the general public to come together and explore solutions towards achieving a more balanced society. Furthermore, the event provided Saudis with the space to question and explore stereotypical behaviors and to understand the positive value of balance between genders. The campaign allowed viewers to rethink their attitudes towards assigned gender roles for both genders and opened a platform for an inclusive and insightful conversation around gender parity in Saudi.



PNU and Women Empowerment

Princess Nourah bint Abdulrahman University (PNU) provides various women's access schemes through scholarships, mentoring, and other targeted supports.

The Kingdom of Saudi Arabia affirms the vital importance of the role women play in development, and endeavors to invest her energies and activating her essential role at the local and international levels. Moreover, as part of the Kingdom's strategic Vision 2030, women have been set a comprehensive goal for increasing their contribution to the labor market, retaining their rights in the health and education sectors, in unison with the fifth goal of the sustainable development goals. Thus, among the Kingdom of Saudi Arabia's initiatives in partnership with PNU for promoting gender equality and women empowerment, there are several points to highlight.

In 2019, PNU launched its new brand identity, which revolves around providing an educational environment that stimulates creativity and innovation, enabling the preparation of female cadres capable of promoting community culture, spreading positive thinking, and rooting cultural heritage, which is also emphasized in the brand slogan "edifice of empowerment". Following is the university's vision and mission statements, as well as the brand identity guide.



Figure 1. Source [1].



Figure 2. Source [2].

On the other hand, the Kingdom of Saudi Arabia offers scholarships to non-Saudis to enroll in Saudi universities for different purposes including, but not limited to, communicating the message of Islam, teaching the Arabic language, disseminating sciences, and promoting solidarity between Saudi Arabia and the world countries to serve humanity.

In PNU, the Scholarships pision, which is related to the Deanship of Admission and Registration administratively, is responsible for following up the implementation of scholarship programs at the University. It also organizes the admission process according to the regulations approved by the Ministry of Education in the Council of Ministers' Resolution No. (94) dated 28/3/1431 AH- 14/03/2010 AD, which regulates the rules for admission of non-Saudi scholarship students in higher education institutions in the Kingdom.

The Kingdom of Saudi Arabia offers scholarships for non-Saudis for enrollment in Saudi universities for various purposes including, but not limited to, spreading the message of Islam, teaching Arabic language,

dissemination of sciences and strengthening collaboration between Kingdom of Saudi Arabia and the world countries to serve humanity.

At PNU, Scholarships Department, which is administratively affiliated to Deanship of Admission and Registration, is responsible for following up the implementation of PNU scholarship programs. Further, it regulates the admission process as per regulations approved by Ministry of Education by virtue of Council of Ministers' Resolution No. (94) dated 29/3/1431H- 15/03/2010 G, regulating rules of admission of non-Saudi scholarship students in higher education institutions in KSA.

Detailed information about the types of scholarships, admission requirements, benefits offered to scholarship students are made available on PNU's website.



Figure 3. Source [2]-

The next picture show letter from the council of minister's court contains scholarship admission policies and procedures.



Figure 4. Source [4]

Detailed Statistics information about scholarship foreign students at PNU both: current year and last year are also attachment. This document contains information about Nationality, Program, Number of female students, Total percentage, being obtained 301 and 251 scholarships for the first and second semester, respectively.

| | | | | | | | | | | |
|-----------|-------------|------------|-----------|---------------|-----------|------|---------|------|----------------------------|---------------------------|
| Not Saudi | Ivory Coast | 2319148470 | 441906297 | Fatma oidi | FATOUMATI | Mq | Regular | 14 | Literature Islamic studies | Jurisprudence |
| Not Saudi | Ghana | 233445183 | 441906295 | Samsa Saleh | SAMRA | Mq | Regular | 16 | Literature Islamic studies | Islamic studies |
| Not Saudi | Philippines | 2334453641 | 441906283 | Noor Khana | NURKHARA | Mq | Regular | 12 | Literature Islamic studies | Islamic studies |
| Not Saudi | China | 2352529123 | 441906284 | Margus | BAHAERGUJ | Mq | Regular | 12 | Literature Islamic studies | Islamic studies |
| Not Saudi | Ivory Coast | 2458213225 | 439000591 | Fatima Zahra | FATOUMATI | Bear | Regular | 15th | Institute for | Teaching the Teaching the |
| Not Saudi | Bangladesh | 2403280590 | 439202253 | Ajuman | ARJUMAN | Bear | Regular | 15th | Institute for | Teaching the Teaching the |
| Not Saudi | Guinea | 2476395880 | 441906325 | The names of | ASMA | Bear | Regular | 15th | Institute for | Teaching the Teaching the |
| Not Saudi | To whom | 2144749948 | 439202057 | Ahah delivers | AFRAH | C | Regular | 13 | Sciences | Biology Biology |
| Not Saudi | Syria | 2160703811 | 439202114 | Ahan Hassan | AFHAN | C | Regular | 15th | Sciences | Mathematical Mathematics |
| Not Saudi | Philippines | P9603266A | 436007256 | Hope its | AMALHAYA | C | Regular | 17 | Literature Islamic studies | Islamic studies |
| Not Saudi | To whom | 2463089534 | 439202076 | Amira Qasim | AMEERAH | C | Regular | 18 | Sciences | Chemistry Chemistry |
| Not Saudi | Philippines | 2463545554 | 439202241 | Aina Bashir | AYNA | Bear | Regular | 15th | Institute for | Teaching the Teaching the |
| Not Saudi | To whom | 4403280587 | 439202054 | Esa Gubara | AYNA | Bear | Regular | 15th | Institute for | Teaching the Teaching the |

Figure 5. Source [4]

PNU has also initiated the establishment of the Business Support and Development Center to be one of the national centers specialized in supporting and assisting female students at the university and Saudi women in the field of entrepreneurship to enhance the efforts of Saudi women in the process of economic development.

One of the main initiatives that PNU has also created to empower women is the establishment of the Center for Women's Studies [3]. The center aims at activating scientific research and addressing community issues and problems, especially those related to women, in order to reach the most appropriate solutions, and investing the specialized cadres of faculty members in making and evaluating social policy and communicating with planners and decision-makers in order to contribute to development plans at the national level. Attached is a copy of the center's newsletter, which provides the center latest news, events, and publications.



Figure 6. Source [3]



Figure 7. Source [4]

In regard to targeted support, its highlights are:

PNU considers the annual report issued by the General Authority for Statistics (survey on people with disabilities) in updating their regulations and procedures.



Figure 8. Source [8]

Evidence of the establishment and the active role of the Center for support services and accessibility program at PNU.