

An Integrated Approach to Combat Unemployment in the Saudi Labor Market

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ABSTRACT

The Kingdom of Saudi Arabia is accelerating its development in both public and private sectors. Unfortunately, those development processes fall short of solving the distressing problem of high unemployment in Saudi Arabia. This paper introduces and critically reviews Saudi unemployment, and identifies the deep-rooted causes behind it. It deals with special issues regarding unemployment, which are not common in other countries. Apparently, the increased reliance on foreign workforce in the Saudi private-sector economy is aggravating unemployment among the domestic, Saudi workforce. It is due to the unique socioeconomic and cultural traits of Saudi Arabia along with political, educational, managerial and externally influenced factors that the problem of Saudi unemployment persists and aggravates over time. This study puts forward a set of normative policy recommendations that focus on practical solutions aimed at protecting the local workforce from unemployment. This paper asks for an integrated approach to enhance coordination among governmental agencies and to encourage participation from the private-sector economy in enabling and increasing the effectiveness of the government's response to Saudi unemployment.

KEY WORDS: Saudi Arabia, Unemployment, Youth Unemployment, Gender Differences, Public Policy, Employment Policy, Education Policy.

Affordable Housing in Saudi Arabia: A Comparative Analysis

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Abstract

There is a growing demand for housing in the developing countries. Prevalent conditions of global and national economy and the enormous demand for housing due to the rapidly growing population of Saudi Arabia, calls for a look at the affordability of this basic necessity. Since Saudi Arabia has its own socio-economic peculiarities, it is wise to look at the public housing scenario from the consumers' affordability point of view. This paper is an attempt to define the concept of housing affordability in the Saudi Arabian context and arrive at broad directions for the provision of affordable housing. The study of the affordable housing initiatives in the developed and developing world will help in providing insights into successful affordable housing programs. The parameters that play a role in affordability of housing need to be identified. The parties that play a role and not limited to the public and private sectors, but aspiring individuals need to be kept in mind in the course of the study. For the purpose of this study the aspect of affordability will be limited to house ownership and housing finance. The parameters considered will be ability of households to acquire and repay finance for housing. The institutions and sectors which are playing a part in housing finance, housing-stock acquisition and distribution will be looked at. Concepts such as self-help, mortgage-loans, etc. need to be implemented even if at an experimental scale to find new avenues for making housing affordable.

Key Words: Affordable housing, Housing Analysis, Saudi Arabia, Housing

A Communicative Planning Approach to Combat Graduate Unemployment in Saudi Arabia

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Abstract

This paper introduces and critically reviews the Saudi education and unemployment status. It ascertains the specialized nature of issues regarding education and unemployment which are seldom found in other countries. The governmental efforts and subsequent results in the employment sectors are investigated to illustrate the reasons behind the prevailing and expected future graduate unemployment. In addition, this paper proposes the application of a combination of a rational planning model and the concept of communicative rationality in solving the problem of graduate unemployment in Saudi Arabia. It asserts the need for comprehensive data on the nature and magnitude of unemployment, and adequate consultation with all the stakeholders including the private sector. A brief survey conducted among the graduates of King Fahd University of Petroleum & Minerals (KFUPM) reveals that while they are competent and easily absorbed into the market, the scenario is not the same for other educational institutes. Similar studies for other educational institutions will facilitate an understanding of the extent of coordination with the job market. A study is being conducted to enhance the creation of a bond between the market demand of educational programs and programs offered by educational institutes.

Keywords: Graduate Unemployment, Saudi Arabia, Communicative Planning Approach

Saudization (Localization) – A Critical Review

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ABSTRACT

This paper introduces the concept of Saudization and critically reviews its existing and potential impacts and consequences. It identifies that Saudization positively has contributed to reducing the overall percentage of foreign laborers. However, there have been some difficulties, such as a decline in competitiveness among regional business companies in terms of business friendly environment, and reduced direct foreign investment, which influenced the reduction of the tax on foreign investors. Saudization should place importance on skill development among Saudi nationals by strengthening educational and vocational training, and providing time-specific incentives, rather than relying only on a quota system. Saudization should be implemented more through market forces and incentives. Collecting comprehensive information on the nature and magnitude of Saudi unemployment could be a first step in developing appropriate Saudization policies. This paper suggests appropriate coordination and consultation between the government, the private sector and the public at large, so that any policies on Saudization become more easily acceptable and executable in both the public and private sector.

KEY WORDS: Saudization, Unemployment, Foreign Labor Force

HRD or Manpower Policy? Options for Government Intervention in the Local Labor Market that depends upon a Foreign Labor Force: The Saudi Arabian Perspective

ABSTRACT

The prolonged dependance on foreign labor force in Saudi Arabia has created an ever-increasing feeling of discomfort for the government as well as the local labor force. This paper outlines the problems associated with foreign workers against the alternatives of developing human resource locally through training and skill development. It also examines the sterotype myths about the Saudi local workers by the private sector decision makers. The paper later explores what policies are in practice to localise the labor force given the prevailing evidence from the local labor market. The paper then oulines a few general policy approaches to the nationalization of the local labor force, supported by more detailed implementation mechanism type of policies to effectively nationalize the labor force. The paper concludes with a few specific policy options that may well lead to the natioanlization of the labor force through developing skill profile of nationals in a concerted effort as a planned human resources development planning and selecting appropriate labor force importation policies. These policies represent the Saudi perspective of the general labor importing countries government's position, which are applicable to all the labor importing countries given a few minor customization steps.

Key Words: Human Resources Development, Foreign Labor Force, Local Labor Force, Nationalization of Labor Force, Labor Importing Countries, Manpower Policy

A GIS APPLICATION VIEWER FOR WATER SUPPLY, KFUPM, DHAHRAN

ABSTRACT

The integration of a GIS within a water district allows the data to be stored in an efficient manner and allowing the information easily. The Projects and Maintenance department, KFUPM, Dhahran, Kingdom of Saudi Arabia, deal with data in many different forms coming from many departments and locations. Our mission is to help the Projects and Maintenance Department to better organize and manage their data. This Project is an attempt to highlight the advantages of using Geographic Information Systems (GIS) in Pipe Information Analysis and reaching its goal by developing a GIS based Application Viewer for Pipeline Layout. The main components of Application Viewer are Pipeline Segment Characteristic Display and Updating Dialog boxes and the Complaint Intake Form. This Project can be developed on a large scale and could be implemented over the whole King Fahd University of Petroleum and Minerals Campus and many other geographical urban areas.

Keywords: GIS, Facilities Management, Pipeline Information, Application Viewer and Infrastructure Planning.

TRENDS AND DIMENSIONS IN PLANNING THOUGHT AND THEIR IMPACT ON THE PLANNING PROCESS DECISION MAKING

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Abstract

The theoretical trends of planning thought and the dimensions they emphasize instrumentally guide the activity of planning and decision-making and its impact on the shaping of places. The paper identifies seven theoretical trends that emerged clearly in the 20th century. The trends deal with, and emphasize technical, political, economic, environmental, technological, and human issues. The discussion highlights each trend's principal dimensions contribution to planning and decision-making. The paper seeks to foresee the future of planning thought into the 21st century. It concludes with a forecast of future development of planning thought. It also suggests that synthesis between these trends and their relative dimensions could contribute to a coherent planning thought, especially if the human cultural dimensions are appreciated.

Key Words: Planning, Thought, Trends, Dimensions, Planning Space, Planning Education, Planning Impact

A HEALTH MANPOWER PROJECTION MODEL : THE CASE OF MINISTRY OF HEALTH HOSPITALS IN SAUDI ARABIA

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ABSTRACT

One of the major factors of effective operation of health care system is adequate supply of health personnel. In this paper an attempt has been made for presenting a methodology for projecting the health manpower requirements, and Saudi Arabia was used as a case study to demonstrate the working of the methodology. It has given the current numbers of skilled health manpower(which includes doctors, nurses, x-ray technicians, lab technicians and pharmacists) in the Ministry of health hospitals in the Kingdom of Saudi Arabia and projected the same for the next 10 years. The stepwise regression technique has been used for the projection of the health manpower. The computational work is carried out in Statgraphics software. Based on the methodology presented in this paper the decision makers can be provided with the requirements of the health personnel to formulate the policy guidelines in health education planning.

The National Perspective Of Manpower Planning In Labor Importing Countries: A Case Study

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ABSTRACT

Labor importing countries such as Saudi Arabia, have imported a large foreign workforce to implement their development plans over the past two decades. Recently however, there were strong calls for the evaluation of such labor importing strategies. The aftermath of the Gulf war in 1991 made these calls even more pressing. In this paper, the problems associated with the foreign work force in such labor importing countries were highlighted. The manpower planning process models in the literature, were examined, and a new look is introduced. The national perspective of manpower planning is a fairly new concept in manpower planning, where it is dealt with as a single system. As an application of planning theory, this new approach provides the logical planning process steps, for the development of a comprehensive look, with many controls acting simultaneously on both, supply of , and demand for, manpower to meet the needs of the national economy.

The Saudi Labor Market Need For Construction Oriented Professionals

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ABSTRACT

The business volumes of the construction industry over the past decade in Saudi Arabia have declined significantly. The decline caused some concern over the future of programs offering degrees in construction oriented professions. This paper presents an analysis of the Saudi labor market up to 2000 AD. In this analysis, the demand for, and supply of, professionals in these fields were projected and examined, and an assessment of the market need was conducted. The outcome of this analysis seems to justify the continuous support for programs offering construction oriented professional degrees. The demand for their services in the Saudi labor market is likely to continue, as the local market builds up a stock of skilled Saudi professionals.

A Conceptual Model Of A National Manpower Plan For Labor Importing Countries: The Case Of Saudi Arabia

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ABSTRACT

Saudi Arabia, as a labor importing country, has imported a large foreign workforce to implement its ambitious development plans. However, strong and logical calls for the evaluation of such labor importing strategies were recently voiced out. The aftermath of the Gulf war in 1991 made these calls more pressing. In this paper, we are examining the problems associated with the foreign work force in such labor importing countries. The manpower planning process models, are examined in the literature, and a new look is introduced. The National Manpower Plan is a new concept in manpower planning, where it is dealt with as a single system. As an application of planning theory, this new plan provides the logical planning process steps, for the development of a comprehensive look, with many controls acting simultaneously on both, supply of and demands for manpower to meet the needs of the national economy.

"التعليم العالي وسوق العمل : نظرة مستقبلية وتطلعات واقعية"

الدكتور عادل بن شاهين الدوسري

أستاذ التخطيط المشارك ورئيس قسم تخطيط المدن والأقاليم
كلية تصاميم البيئة - جامعة الملك فهد للبترول والمعادن

ورقة عمل مقدمة الى

ندوة التعليم العالي في المملكة العربية السعودية
"رؤى مستقبلية للقرن الحادي والعشرين"
الرياض : ٢٥-٢٨/١٠/١٤١٨ هـ

ملخص:

يعاني سوق العمل في المملكة حالياً من اختلال الاتزان بين العرض والطلب من مختلف التخصصات ومستوى المهارات بين القوى العاملة المواطنه والوافده، مما أدى الى ظهور حالة غير مرغوبة من البطالة وأحياناً البطالة المقنعة، وهو ما يشكل هدراً لمصادر بشرية مهمة يمكن استثمارها بشكل افضل. وتعالج هذه الورقة هذه الظاهرة من وجهه نظر نظام اقتصادي تعليمي مغلق، حيث يتم الفصل بين جانبي المشكلة، قبل وبعد ظهورها، ونقترح في هذه الورقة نموذجاً لوصف سوق العمل بشكل مستقبلي يسمح بالتنبؤ باحتياجاته خلال سنوات الخطة واستخدام هذه الاسقاطات للتحكم في عملية القبول في برامج التعليم العالي المختلفة، لضمان الحصول على العدد المطلوب من التخصصات المطلوبه في نهاية الخطة، كما تقترح الورقة ايجاد إطار عمل وآلية تنفيذ تضمنه نجاح هذه الفكره. وتختتم الورقة النقاش بطرح عينة لتطبيق هذا النموذج المقترح.

كلمات هامة:

التعليم العالي، القوى العاملة، تخطيط التعليم، سوق العمل، نماذج اسقاطات ، توظيف الوظائف.

**EVALUATION AS A TOOL FOR DEVELOPMENT DIRECTION DECISION
MAKING: A CASE STUDY OF THE KHOBAR CORNICHE, SAUDI ARABIA**

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ABSTRACT

The paper addresses the problem of decision making in respect of areas with outdated physical plans. Decision makers always have problems in deciding on the direction of development of areas with plans that have not been implemented within their scheduled plan life span. The paper proposes the use of evaluation as an aid in such decision making. A case study of the application of evaluation for the Khobar Corniche, Saudi Arabia, is presented. Evaluation was used to identify current issues in the development of the Corniche and to assess its outdated plan within the context of these issues. The outdated plan was found to have performed averagely. A review of the plan was suggested. The study showed that evaluation provided a rational means for decision making in respect of outdated physical plans.

An Analysis of College Students Evaluation of Their Summer Program

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Summary : The purpose of this study is to investigate the reasons for the students to drop their summer classes. Other related academic issues were also investigated, such as students academic discipline, academic difficulties, in addition to some social and psychological issues. To achieve these objectives, a large scale multipurpose questionnaire, with 95 questions, was designed and 600 survey instruments were administered to a random sample from the summer program students at KFUPM on the same day in the same class period. Of the 600 students who participated 400 forms were selected, with only 85 questions, due mainly to lack of completed forms, and incompleteness of the information received, etc. The response rate is therefore about 66.7%. The survey results were coded, processed, and then analysed using SAS (Statistical Analysis Systems).

These findings gave way to some conclusions and enrollment policy recommendations.

A MECHANISM FOR FACILITATING THE DELINEATION OF URBAN BOUNDARIES USING GIS

BY

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ABSTRACT

The delineation of urban boundaries is a major area of concern for the administrative authorities as they affect the management of basic activities such as zoning law enforcement, tax assessments and collection. Geographic Information Systems (GIS) because of their tremendous spatial data handling and analysis capabilities provide a unique tool for use in facilitating the identifying of geographic limits. This paper attempts to present a mechanism that facilitates delineation of urban boundaries using GIS. A brief review of some related methodologies is presented. Thereafter an outline of the proposed mechanism, including a case study to illustrate its application has also been presented. The paper concludes by pointing out that the availability and quality of data will determine the number of measures and indicators that can be used and the level of accuracy in locating the most likely geographical limit configuration of the boundaries in an urban area.

Key Words: GIS, Identification of limits, Delineation, GIS-based Mechanism, Existing Boundary, Likely Boundary, Measures, Derived Boundary

Industrial Development in A Labor Importing Country - A Forecasting Model for Saudi Arabian Industries

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Abstract

Industrialization represents the maturity of any economy. From the macro-economic perspective, industrialization adds a big slice to the GDP (Gross Domestic product), a major component of which is the net exports, i.e., exports minus imports. Obviously, the perception is that, domestic production decreases the dependence on other countries for goods. Simultaneously, an increase in the exports results in a healthier balance of payments position, which is undeniably in the better interest of any economy. The Kingdom of Saudi Arabia, is trying to diversify its portfolio of industries and thus decrease its dependence on the oil sector as the main revenue earner for the economy. In this paper a forecasting model of the industrial development in Saudi Arabia is suggested, tested, and some conclusions are drawn with wider applicability to other labor importing countries.

A Forecasting Methodology For Academic Manpower Requirements In A Small Sized Technical University With An Application To King Fahd University Of Petroleum And Minerals (KFUPM)

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ABSRTACT

The operation of any organization depends on the supply of its manpower, and forecasting manpower needs is an essential part of the future strategic planning. Higher education in no exception, and academic manpower requirements constitute a crucial sector of the human resources development in the country. Subsequently, a simple, reliable yet rigorous method for forecasting such academic ,manpower requirements becomes a major element in any strategic planning effort. In this paper, the Stepwise Regression Analysis technique is suggested as a reasonable and reliable forecasting method for a small sized technical university. King Fahd University of Petroleum and Minerals (KFUPM) is used as an example for the application of the technique. The correlation established using the PC based Statgraphics software, was significant enough to justify confidence in the use of a technique. This method provide an attractive option for planners to develop reasonable forecasts for the decision makers.

Key Words: Forecasting, Academic Forecasting, Academic Manpower, Manpower, Stepwise Regression Analysis, Application, Projection Techniques.

A Suggested Nationalization Process for Saudi Arabian Companies

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ABSTRACT

Localization has been defined as replacing expatriates with trained and qualified local labor force in a planned manner that will ensure the continuity of work. It is considered today as one of the most challenging objectives that faces Saudi Arabian and other Arabian Gulf governmental authorities responsible for planning and managing national human resources. This paper suggests a new definition for localization and introduces a process for companies to consider when nationalizing jobs in their companies. The method suggested here could be used as well by any companies any place in the world for the employment of any particular minority.

Key Words: *localization, nationalization, Saudi Arabia, employment.*

**EVALUATION AS A TOOL FOR DEVELOPMENT DIRECTION DECISION
MAKING: A CASE STUDY OF THE KHOBAR CORNICHE, SAUDI ARABIA**

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ABSTRACT

The paper addresses the problem of decision making in respect of areas with outdated physical plans. Decision makers always have problems in deciding on the direction of development of areas with plans that have not been implemented within their scheduled plan life span. The paper proposes the use of evaluation as an aid in such decision making. A case study of the application of evaluation for the Khobar Corniche, Saudi Arabia, is presented. Evaluation was used to identify current issues in the development of the Corniche and to assess its outdated plan within the context of these issues. The outdated plan was found to have performed averagely. A review of the plan was suggested. The study showed that evaluation provided a rational means for decision making in respect of outdated physical plans.

An Analysis of Factors contributing to College Student Dropout in a Medium Sized Technical University: The case of the King Fahd University of Petroleum and Minerals Dhahran, Saudi Arabia

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Abstract

The paper presents the result of an investigation into the high student dropout rate particularly during the summer period in the King Fahd University of Petroleum and Minerals Dhahran, Saudi Arabia. The focus of the paper was on the students' perception of the reasons for the high dropout rate. A questionnaire was administered to a random sample of 600 students. The study found the students to be generally motivated and committed to the institution. There was some level of dissatisfaction with facilities. Grade, appeal of courses and instructors were, in general, found to be the major reasons contributing to the decision on persistence or dropout. Some directions for policy action to address the problem by the university were highlighted.

AN ASSESSMENT OF THE INFRASTRUCTURE PLANNING EFFECTIVENESS IN A SAUDI CITY: AN APPLICATION OF THE POST OCCUPANCY EVALUATION (POE) TECHNIQUE

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ABSTRACT

The design criteria for infrastructure in any community is a very important subject. Hence tremendous amount of effort is made to design these criteria. Saudi Aramco Home Ownership program has designed special infrastructure criteria. Al-Doha, one of the largest Saudi Aramco-designed communities will be evaluated in its infrastructure. This study presents an overview of home ownership program, detail analysis of the Doha Infrastructure, then investigate the future expansion.

A questionnaire was designed to collect the information about the satisfaction levels of infrastructure in Al-Doha. Almost 300 questionnaires were distributed to the residents of the area, and 256 of them responded. The results of the study show that the criteria designed by Saudi Aramco were found to be appropriate.

Key Words: Al-Doha, Infrastructure, questionnaire, study, analysis, future forecast, future demand, utility

Assessment of the Summer Program at King Fahd University of Petroleum and Minerals (KFUPM) in Saudi Arabia: Directions for Development

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Abstract

This study reports the findings of a survey of the perceptions of faculty and students regarding the effectiveness of the summer program at KFUPM. In this study the objective was to identify the concerns of faculty and students about the summer program and suggest possible policies for development. Information was collected using a questionnaire. Students were given 200 questionnaires to fill out and 160 were received back (80% response rate). Faculty on the other hand were given 70 questionnaires to fill out and 35 were received back (50% response rate). From the study, it was concluded that the summer program should not offer courses that require long time to develop skills. It should only be conducted as a supplementary semester to help those students, who were unable to complete their course work successfully during the regular semesters, or improve their skill, which indirectly affect their overall completion of their degrees. The study revealed that there were some concerns about the summer program that need to be addressed by the university administration. The study also highlighted the need for the introduction of relevant policy measures for the efficient operation and development of the summer program at the university.

Key Words: Summer Program, Evaluation, Assesment of Summer Program, Questionnaire Analysis

A GIS-Based Mechanism for Delineation of Urban Boundaries

By

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Abstract

Identification of exact geographic limits of urban areas is a major area of concern for the administrative authorities as they affect the management of basic activities such as zoning law enforcement, tax assessments and collection. Geographic Information Systems (GIS) because of their tremendous spatial data handling and analysis capability provide a unique tool for use in identifying the geographic limits. This paper attempts to present a GIS-based mechanism for the identification of urban limits. A brief outline of related methodologies is presented. Then an example for the demonstration of the proposed mechanism has also been presented. The paper concludes by pointing out that the availability and quality of data will determine the number of measures and indicators that can be used and the level of accuracy in locating the most likely geographical limit configuration of settlements with undefined boundaries.

Key Words: GIS, Identification of limits, Delineation, GIS-based Mechanism, Existing Boundary, Likely Boundary, Measures, Derived Boundary

A SOCIO-ECONOMIC MODEL FOR MANPOWER FORECASTING: AN APPLICATION IN THE SAUDI LABOR MARKET

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Abstract

This study discusses the labor force structure of Saudi Arabia for supply and demand during the Sixth Development Plan period (1995-2000). In the study Saudi Arabia is analyzed as a single labor market unit from a macro-economic standpoint using a socio-economic model. This provides bases for the conversion of future requirements into educational needs. This operation is crucial in human resources development and manpower planning. The model projects that, by 2000 AD, Saudi Arabia will have an acute employment problem under two different growth-rate scenarios. Both scenarios show a large surplus in foreign employment. The projections should prompt government regulation of employment policies in favor of the national labor force. Some policy directions are suggested.

Key Words: manpower forecasting, Saudi Arabia, labor force, manpower, and models