

البعثة الدائمة للمملكة العربية السعودية
لدى منظمة التجارة العالمية
PERMANENT MISSION OF THE
KINGDOM OF SAUDI ARABIA TO
THE WORLD TRADE
ORGANIZATION



Vision 2030, an economic diversification strategy and women's economic empowerment

23 June 2021



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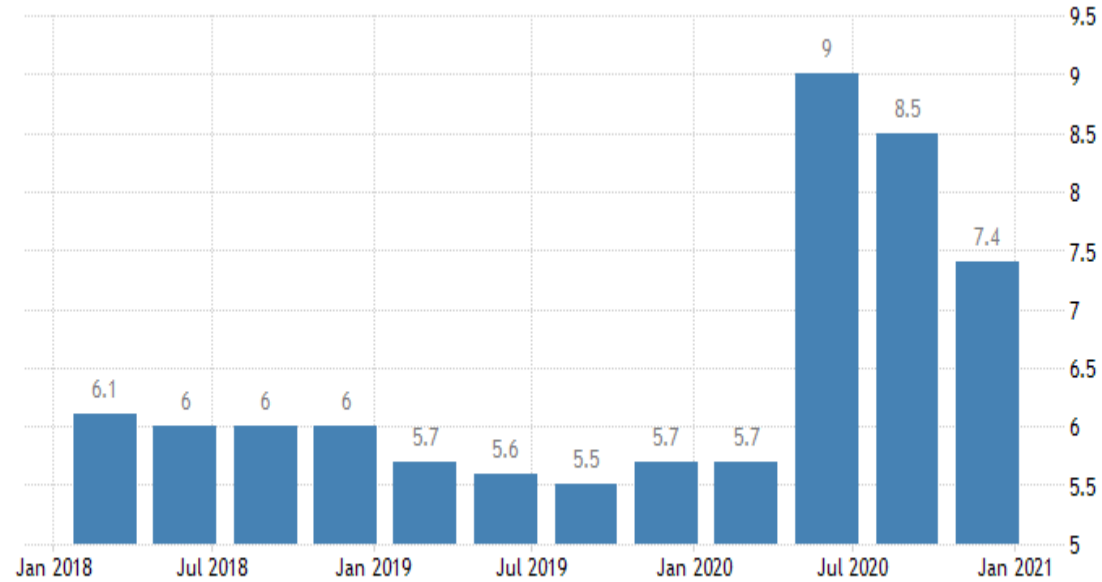
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Vision 2030: Women Empowerment

- Reforms to empower women since the launch of Vision 2030 has **helped the Saudi economy become more resilient.**
- Vision 2030 reform plan aims **to decrease the unemployment rate to 7 percent by 2030.**
- Vision 2030 reform program has an objective **to increase the female labor force participation rate to over 30 percent.**
- Vision 2030 aims to **create 1 million jobs for women.**
- Over the last four years, the rate of **female unemployment in the Kingdom decreased by 13.9 percent.**
- Commitment to achieve the United Nations Sustainable Development Goals (SDGs) **related to women at the global level.**
- Launching a number of tailored **initiatives such as the “Empowerment and Progression of Women’s Economic Representation” (EMPOWER)**
- The **Saudi G20 Presidency** worked with the theme of **“Realizing Opportunities of the 21st Century for All”**, and accorded special attention to discussing policies related to women, through **engagement groups (W20)** and various ministerial meetings.
- Riyadh named ‘Capital for Arab Women 2020’

Saudi Arabia Unemployment Rate

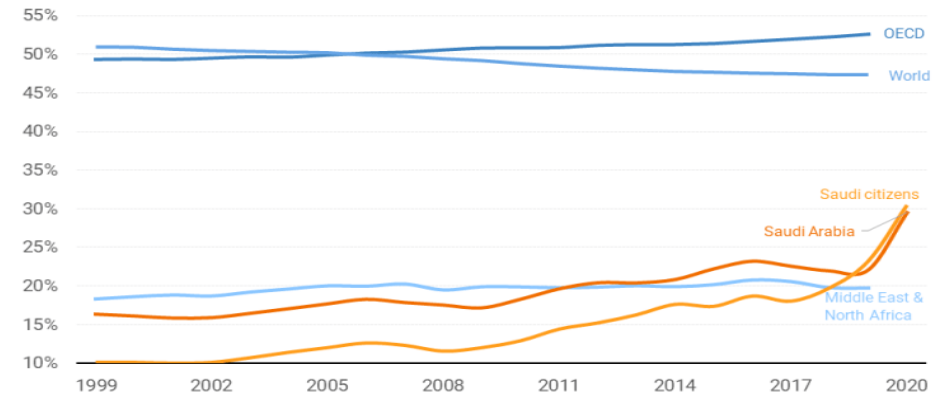


SOURCE: TRADINGECONOMICS.COM | CENTRAL DEPARTMENT OF STATISTICS AND INFORMATION

Saudi Female Labor Participation

Figure 1. Historically, the female labor force participation rate for Saudi women was low, but increased substantially in the last three years

Female labor force participation rate by region and country

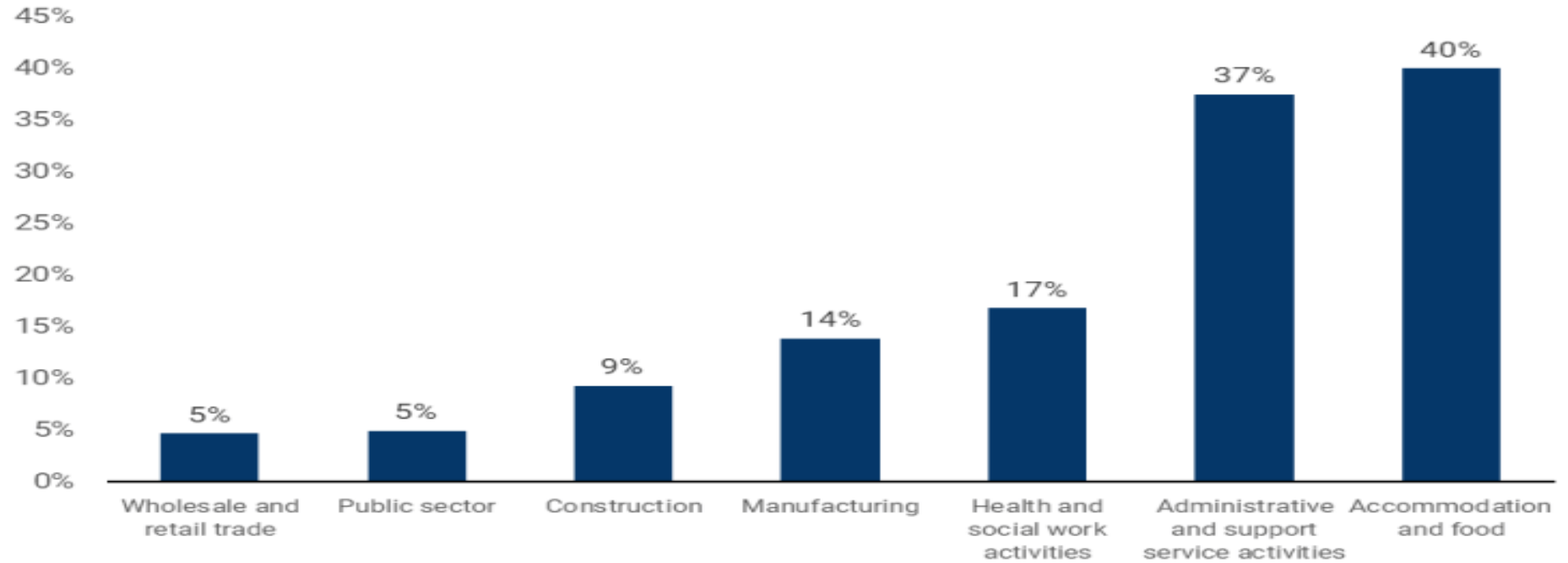


Source: World Bank World Development Indicators. Data for Saudi citizens and for Saudi Arabia 2020 taken from the Saudi General Authority for Statistics (GASTAT). Notes: (1) The female labor force participation rate is measured as the share of the adult (15+) female population that is active in the labor market (having or actively looking for a job) over the total adult (15+) female population. (2) For Saudi Arabia, the number refers to the total female population, including the female expatriate population. Saudi citizens shows the same number for only women with Saudi citizenship.

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Saudi Female Employment by Economic Activity

Figure 2. Employment of Saudi women increases substantially across sectors
Growth of Saudi female employment by economic activity (%) between 2019 Q1 and 2020 Q4



Source: Saudi General Authority for Statistics (GASTAT)

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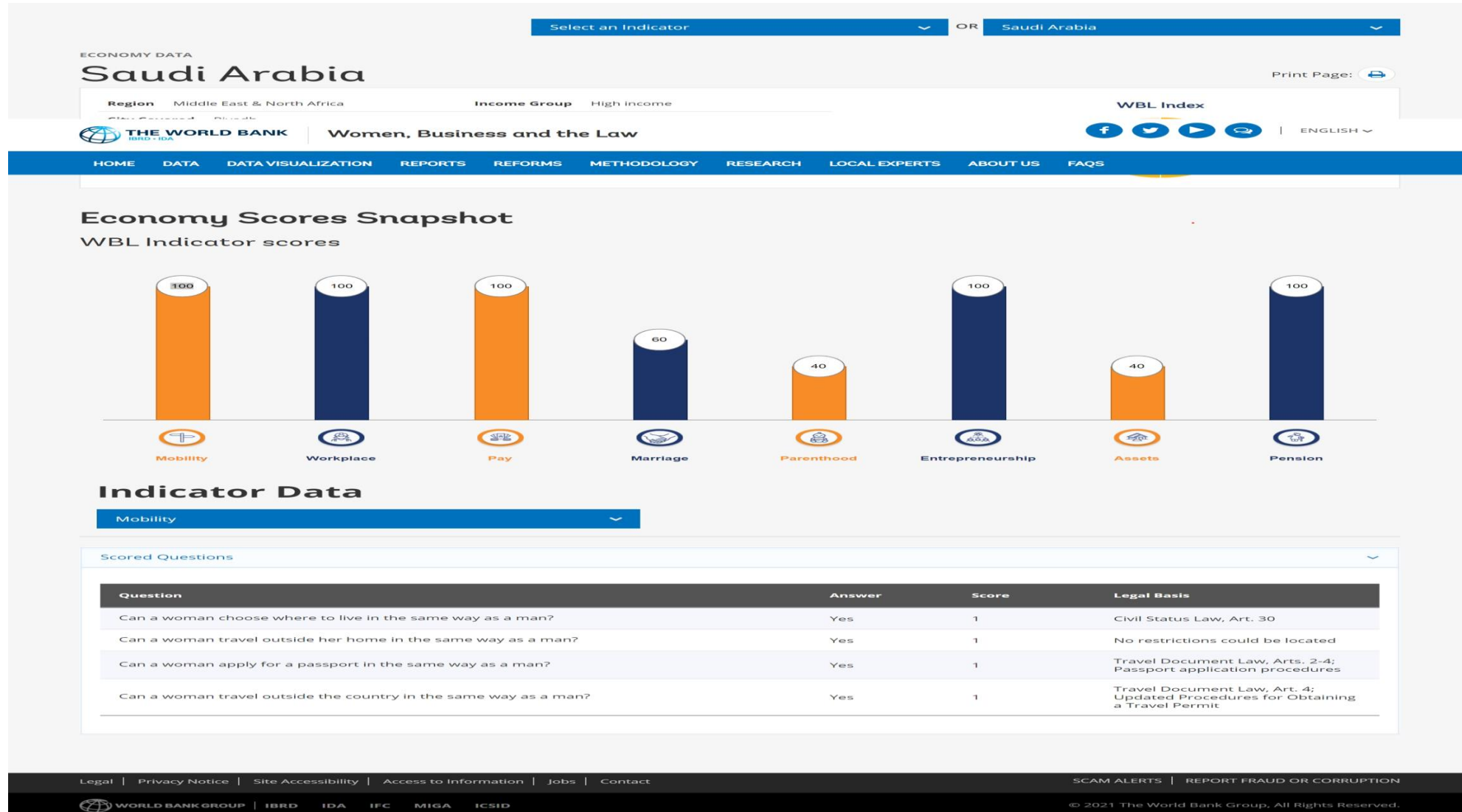


Potential Reforms related to Women Empowerment

- **90 major human rights reforms** over the past few years. **Women's empowerment** constitutes the largest share of these reforms.
- Prohibit gender-based discrimination in **accessing financial services**.
- Amendments adopted to **protect women from discrimination in employment and remuneration**, to prohibit employers from dismissing woman's rights during her pregnancy and maternity leave.
- **Voting and running for office in municipal elections**. In 2015, 38 women were elected or appointed to municipal councils
- Increase the number of **women employed in higher positions from 1.27 percent to 5 percent by 2020**.
- **Factory owners must employ female at least third** of total employees in the production process.
- Reforms regarding **women's mobility, sexual harassment law especially in the workplace and extension of retirement age**.
- Elimination of all restrictions on **women's employment in industrial jobs, such as mining, construction, and manufacturing**.
- **Digital colleges to offer women specialized training programmes in network systems management, Internet of Things, smart cities, robotics technology and artificial intelligence**.
- Technical and Vocational Training Corporation launched its Atqin community training program.
- A company is obliged to **have childcare facilities if it hires over 50 females**, and a nursery if there are ten children or more
- Decisions in support of **women's rights pertaining to protecting minors, divorcees, women who have custody of their children**
- The **Transportation Program for Working Women (Wusool)**.
- Employment Subsidy Program, created by the **Human Resources Development Fund, announced 10 percent additional incentives for the private sector to hire females**.
- **Saudi Industrial Development Fund (SIDF) has made achieving gender parity and the promotion of women to senior positions a top priority**

- Women hold decision-making positions in the **public and private sectors, assuming important roles such as deputy minister, ambassador, university director, lawyers and chairperson of the board of directors in a number of companies and banks.**
- **Industrial sector** offers more than 39,000 job opportunities to women.
- **Private sector registered a 130 % increase in the number of working Saudi women during the last four years.** Today 30 % of the total Saudi work force in the private sector is represented by women.
- **Women-owned companies in the Kingdom increased by 60% in the past two years.**
- **Thirty of the 150 Shura Council members** are now women.
- **13 women to the Kingdom's Human Rights Council (HRC) representing half of the board's members.**
- Opening of some sectors for the first time, including the **military, security services for the interior ministry, departments of criminal investigations, public prosecution, security patrol and pilgrimage security, aviation, air traffic control, and cinema production.**

Gender Equality - World Bank's "Women, Business and the Law 2021" study



Thank You