SAUDIS' ATTITUDES TOWARD FEMALES' EMPLOYMENT: SURVEY

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Abstract - This study explored possible determinants of Saudi attitudes toward females' employment. The aim of the study was to provide an updated picture of Saudi attitudes toward females' employment and to test for which factors impact these attitudes. In addition, the study aimed to shed light on changes in attitudes toward gender (in)equality as well as toward religion due to their important linkage with female employment. 1640 Saudi participants were surveyed, participants' responses to statements taken from the "multidimensional aversion to women who work scale" (MAWWWS). The study found that being male, married, less educated and considering religion as very important, have a negative impact on attitudes toward females' employment. Differences in the determinants of attitudes towards female employment based on gender were also found. For male participants, attitudes are significantly different across regions of provenience, whereas for female participants, age, marriage, and religiosity are significant predictors of their attitudes. The results revealed that Saudi males' attitudes are becoming less traditional over time. However, scepticism around females' employment still exists. The study also found that attitudes toward gender equality in education, employment and politics have dramatically changed. However, the importance of religion in Saudi life did not change.

Keywords - Female Employment, Attitudes, Social Culture, Norms