

Government Workforce 2024 in Saudi Arabia

By Mennatallah EL-Khateeb



Menna El-Khateeb

About Dataset



This dataset presents **quarterly** statistics on the **government** sector labor force in **Saudi Arabia** for the year **2024**. It includes detailed breakdowns by gender (**male/female**), nationality (**Saudi/non-Saudi**), administrative **region**, and **job cadre**. The dataset provides insights into workforce composition, gender distribution, and employment trends across different regions and roles in the public sector.



[Link Dataset](#)



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Clean Data

- **Split the dataset**

The original dataset was divided into three separate tables for better organization and analysis.

- **Convert data to English**

Arabic column names and values were translated to English to ensure consistency and compatibility with analytical tools.

- **Check for duplicates**

The dataset was scanned and cleaned of any duplicate rows to maintain accuracy.

- **Apply filtering**

Filtering was used to explore the data and understand key patterns and structure before analysis.



Before



After

Think

In a country as big as **Saudi Arabia**, with hundreds of government institutions
How many people do you think **were employed** in the **public** sector in **2024**?
And were they **all Saudi** nationals **or** is there more to the **story**?



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6.0M
Total Labor

Total Workforce Non_Saudi

202.9K

Total Workforce Saudi

5.8M

Sum of Non-Saudi_Males

107K

Sum of Non-Saudi_Females

96K

Sum of Saudi_Males

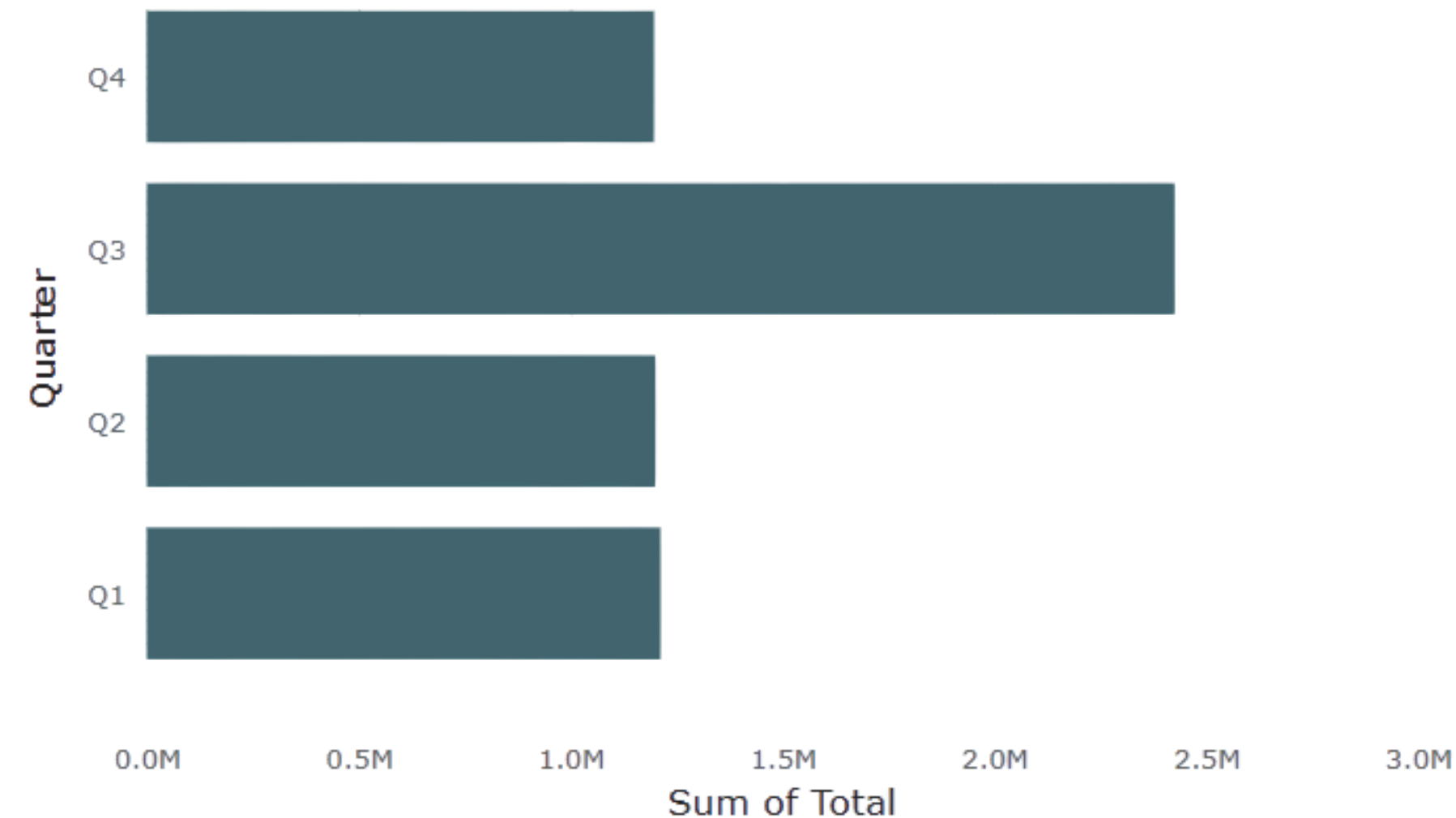
3.3M

Sum of Saudi_Females

2.5M

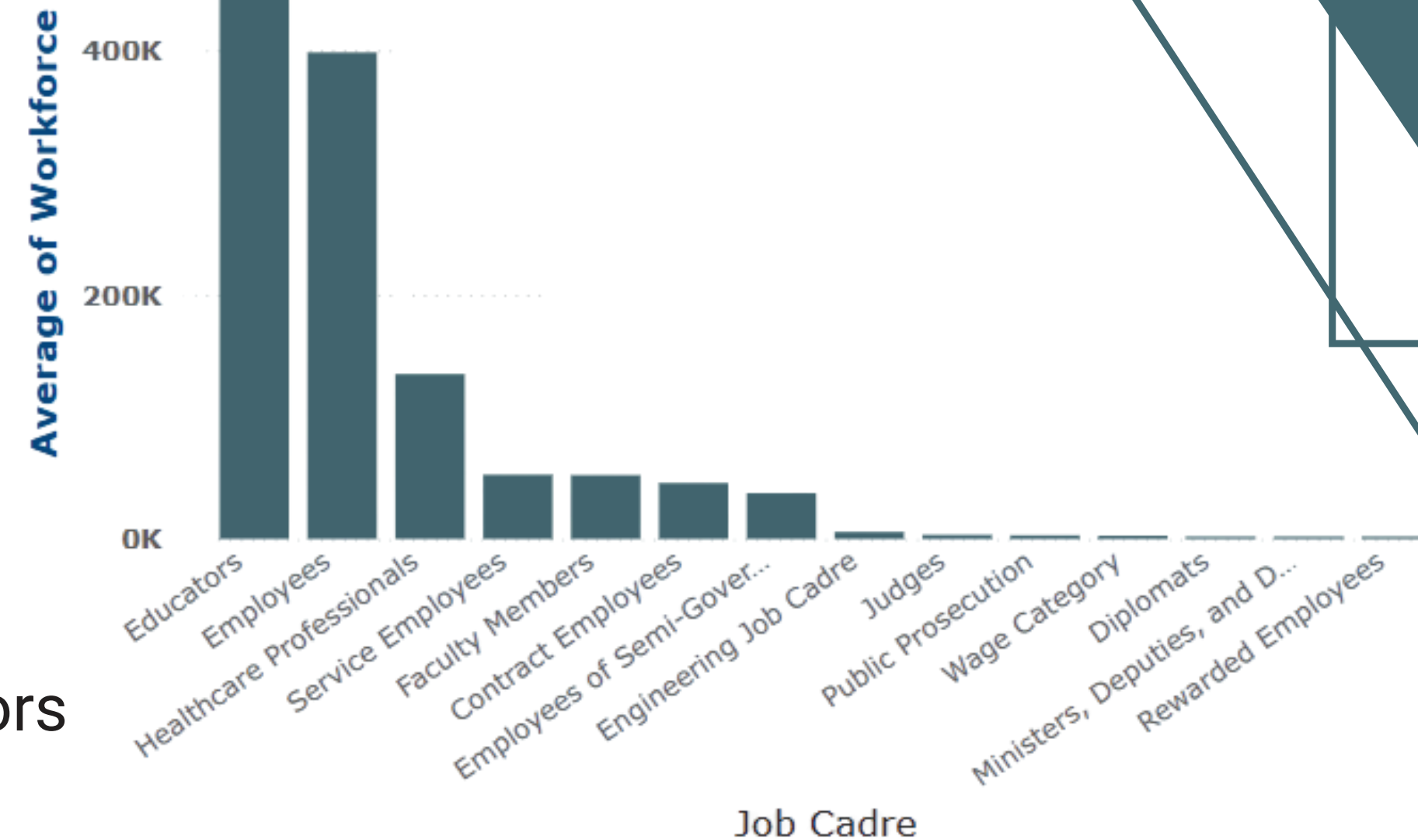
- So, when do you think the Saudi government does the most hiring during the year?
- -- It turns out that **Q3** of 2024 experienced a significant jump, almost double that of other quarters.
- **Why?** Probably due to the **Hajj season**, the start of **the school year** (which necessitates the hiring of more teachers), and also the push to **hire recent graduates** in roughly equal numbers between men and women.

Total Workforce by Quarter



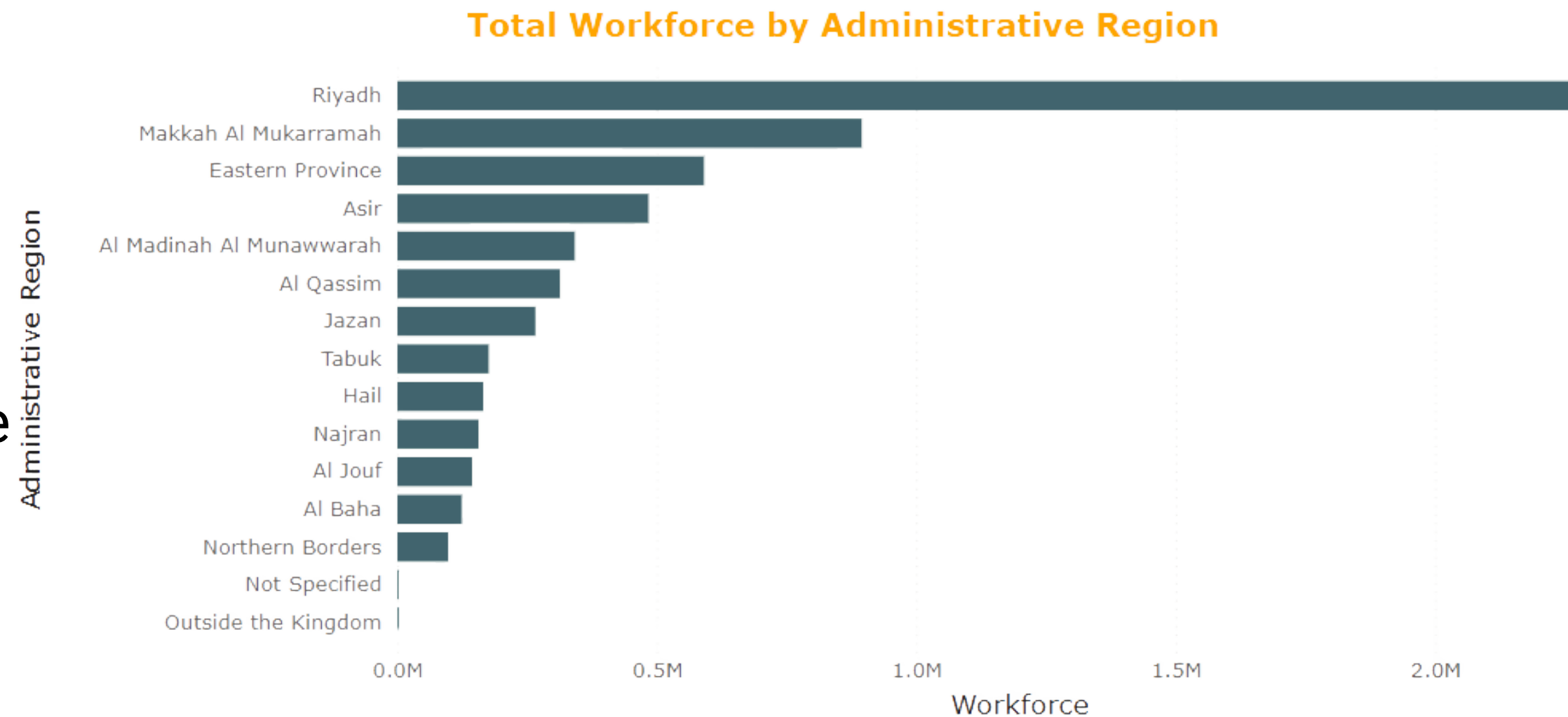
What do you think were the most hired job categories during the year?

- The data shows that **Educators** topped the list, followed by **Employees**. After that, with a noticeable gap, came **healthcare professionals like doctors**.
- This likely reflects the government's strong focus on the education and healthcare sectors.
- Interestingly, around **98%** of the Educators hired were **Saudi** nationals.
- On the other hand, most of the **non-Saudis** were concentrated in two areas: **healthcare** and **Faculty Members**.



Which city in Saudi Arabia employs the highest number of government workers?

- As expected, **Riyadh** ranks first, given its role as the **capital** and the administrative hub of the Kingdom.
- **Makkah** follows, largely due to the substantial workforce required to support services in and around the **Grand Mosque**.



CONCLUSION

In 2024, government employment in Saudi Arabia showed clear patterns driven by national priorities and seasonal needs.

Key insights include:

- **Hiring Peaks:** The highest hiring occurred in **Q3**, likely influenced by the Hajj season, the start of the academic year, and efforts to employ fresh graduates.
- **Top Job Categories:** **Educators** led the hiring charts, followed by general **employees** and **healthcare professionals**, reflecting the Kingdom's focus on education and healthcare.
- **Saudization Trends:** Nearly 98% of **Educators** hired were Saudi nationals, while non-Saudis were mostly found in **healthcare** and **faculty members** roles.
- **Geographic Distribution:** **Riyadh** had the highest concentration of government employees, followed by **Makkah**, due to its central role in managing services around the Grand Mosque.

RECOMMENDATIONS

1. Sustain targeted hiring in Q3 to align with national events like Hajj and academic planning.
2. Increase investment in education and healthcare training to support Saudization in specialized roles.
3. Enhance regional hiring strategies, especially in Makkah, to ensure workforce readiness during peak seasons.
4. Continue balanced gender hiring, particularly for fresh graduates, to promote inclusive workforce development.

THANK YOU

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