

## THE SAUDI WOMEN'S EMPOWERMENT LEVEL AND SUSTAINABLE DEVELOPMENT IN LIGHT OF SAUDI'S VISION 2030<sup>1</sup>

### *O NÍVEL DE EMPODERAMENTO DA MULHER SAUDITA E O DESENVOLVIMENTO SUSTENTÁVEL À LUZ DA VISÃO DA SAUDI 2030*

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#### **ABSTRACT**

The current research seeks to investigate the level of empowerment of the Saudi women and its effect on sustainable development considering Saudi Arabia's vision 2030. To reach these objectives, a descriptive-analytical method was implemented. For collecting data, a questionnaire was designed and distributed to women entrepreneurs in the Kingdom of Saudi Arabia. The findings of the study revealed that Saudi women could construct new entrepreneurial businesses that contributed to increasing sustainable development as well as satisfying the demands of the labor market. Additionally, women's entrepreneurial work has also contributed to the recruitment of additional workforces over the past few years. The current research recommends that Saudi women need to implement a variety of entrepreneurial projects and provide due care to these projects. Increasing Saudi women's participation in the workforce in its various sectors is the key to economic empowerment. As part of Saudi Arabia's vision 2030, a national strategy should be developed which ensures Saudi women's significant role in entrepreneurship and enhance their ability to achieve sustainable development.

**Keywords:** Women empowerment; sustainable development; the kingdom's vision 2030.

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## **RESUMO**

A pesquisa atual procura investigar o nível de empoderamento das mulheres sauditas e seu efeito sobre o desenvolvimento sustentável considerando a visão da Arábia Saudita para 2030. Para alcançar estes objetivos, foi implementado um método descritivo-analítico. Para a coleta de dados, um questionário foi elaborado e distribuído às mulheres empresárias no Reino da Arábia Saudita. Os resultados do estudo revelaram que as mulheres sauditas poderiam construir novos negócios empresariais que contribuíssem para aumentar o desenvolvimento sustentável, bem como para satisfazer as demandas do mercado de trabalho. Além disso, o trabalho empresarial das mulheres também contribuiu para o recrutamento de força de trabalho adicional nos últimos anos. A pesquisa atual recomenda que as mulheres sauditas precisem implementar uma variedade de projetos empresariais e dar o devido cuidado a esses projetos. Aumentar a participação das mulheres sauditas na força de trabalho em seus vários setores é a chave para o empoderamento econômico. Como parte da visão da Arábia Saudita para 2030, deve ser desenvolvida uma estratégia nacional que garanta o papel significativo das mulheres sauditas no empreendedorismo e aumente sua capacidade de alcançar um desenvolvimento sustentável.

**Palavras-chave:** Empoderamento das mulheres, desenvolvimento sustentável, a visão do reino em 2030.

## Introdução

Efforts to empower Saudi women and make them active participants in social, economic, and political life have been a response to the special ideology of Saudi society which relegates women to their traditional roles as mothers to care for children and to conduct household affairs. On the other hand, women's empowerment increases functionally their participation rate in all governmental sectors, by investing their time, energy, and capacity in expanding the variety of accessible leadership positions in governmental organizations through participating in developmental programs in education, health, law, technology, and community services.

Legislation and regulations that enhance Saudi women's status in the community have accelerated their path to empowerment since it bridges the gap between a culture of isolation, marginalization, and discrimination and a culture of participation and gender equality. Women's integration into economic activities and their increased participation in the labor market also generate certain economic benefits; for example, employment provides them with a continuous income, as well as the optimal utilization of human resources at all levels, especially the national level, which sustains targeted economic growth rates, as well as increases the competitiveness of women's potential in the labor market by focusing on market economies and privatization and globalization requirements and reducing unemployment. Therefore, women's participation in enterprises with their levels contributes positively to strengthening national economies **(Account & Glower, 2017)**.

In recent years, women have become increasingly involved in entrepreneurial work, which has an impact on activating the economy. To achieve sustainable development for Saudi society, it is necessary to empower Saudi women, provide a conducive environment for them, and encourage them to engage in many entrepreneurial endeavors. In return, empowering women fosters economic and social development. **(Paramanandam & Packirisamy, 2015)**.

The status of women in society can be determined by their participation in the workplace. The empowerment of women and access to a continuous source of income results in positive impacts in various sectors of the community. International studies indicate that bridging the gender gap through women's empowerment is such a smart economy. On top of that, empowering women supports flourishing economies and promotes productivity and economic growth **(Ambrish, 2014)**.

#### STATEMENT OF THE PROBLEM

Despite the developmental efforts exerted by the Kingdom through Vision 2030, which is represented in the expansion of the regulatory base and amendments in legislation and laws, these efforts demand more executive procedures. As part of these required efforts, Saudi women should develop their capabilities and potential, improve their positions, and gain appropriate opportunities to participate socially and economically. Considering a large number of women looking for jobs, as well as their distinctive workplace competencies, women's empowerment has become one of the key concerns of planners in the Kingdom. Therefore, more attention should be given to providing women with appropriate competencies for workplace and life skills. However, evidence from research literature concluded that very few university competencies could empower women functionally and continuously. Though, Saudi Arabia is more interested in upgrading the capabilities of Saudi women to achieve the greatest benefit through their participation in the development and reform of society (Al-Rashidi, 2016; Redwan, 2014). This is evident in the Kingdom's Vision 2030, in addition to enabling women to carry out the undertaken tasks, whether at work or in a related position.

Saudi women's workplace has undergone a series of changes in recent years that affect various aspects of their lives. Thus, Saudi institutions have realized that developing a strategy to suit women's new roles has become imperative. These institutions needed to take many actions and decisions that could assist women to work. Consequently, the current study tries to investigate the level of empowerment of Saudi women and its impact on sustainable development considering Saudi Arabia's Vision 2030.

## STUDY OBJECTIVES

The current study seeks to investigate the level of empowerment of Saudi women by identifying:

1. The number of entrepreneurial businesses through which women contribute to sustainable development in the Kingdom of Saudi Arabia.
- 2- The number of activities in which women participate in sustainable development in Saudi Arabia.
- 3- The profitability of the business in which women participate and its effect on sustainable development in Saudi Arabia.
- 4- The number of women working in jobs that contribute to sustainable development in Saudi Arabia.

## STUDY SIGNIFICANCE

The study's significance stems from several considerations, as follows.

### THE THEORETICAL ASPECT

The widespread interest in the issue of empowering Saudi women represents obvious evidence of awareness of women as the major partner in the sustainable development process.

### THE APPLICABLE ASPECT

The current study contributes to helping decision-makers in developing plans and programs to increase the empowerment of Saudi women, resolve all barriers that can impede their empowerment, and identify the best practices that support the role of women considering the social policies of the kingdom and Vision 2030.

## **Literature review**

### EMPOWERING WOMEN IN SAUDI ARABIA

The concept of women's empowerment emerged in the middle of the last century. The United Nations Secretariat restricted women's empowerment to five

concerns: self-belief, decision-making, the ability to gain resources, the ability to adjust public and private life, and the opportunity to engage in the local community with the aim of influence (Paramanandam & Packirisamy, 2015).

Saudi Arabia's Vision 2030 has developed a plan that will change the mission of the Kingdom during the next fifteen years, during which it focused on empowering and supporting Saudi women as they are important partners in building and advancing the country, as women constitute 50% of the total university graduates. Therefore, Saudi vision (henceforth **SV**) 2030 sought to provide full support to women by developing their talents, investing their energies, enabling them to have a permanent presence in all sectors, and providing access to appropriate opportunities in the labor market. A great deal of appreciation has been expressed in Saudi Vision for the wise and precise leadership of Saudi women who successfully prepared respectable and self-sufficient women. This vision confirms and enhances the positive role of Saudi women, who have achieved remarkable gains in many sectors of life.

Al-Sayed (2010) defined empowerment as "full support for women and their ability to influence their lives and in all economic, political and social institutions", and he identified the dimensions of empowerment in four dimensions: the first dimension: the task so that the individual can perform his tasks freely, working independently and achieving the goals set by the organization, the second dimension: strength, which is represented in the possession of individuals with powers and capabilities that help them make appropriate decisions, and the third dimension: Commitment. The employee's commitment is related to raising his/her moralities by increasing his/her motivation to perform his/her work by providing the individual with his/her demands and increasing self-confidence, and the fourth dimension: is culture, which means the method followed by the organization to implement the empowerment process and the strategy that the organization seeks to achieve.

Career empowerment is "giving managers authority and independence so that they can properly make judgments, and the powers to act and deal with the issues facing them by effectively contributing to decision-making related to their work. Certainly, there are several requirements for women to achieve their

progress, including that they must estimate their capabilities and the requirements of the job they do, and this requires confidence in their potential and capabilities and being able to face many different problems and conflicts at work and deal with them professionally to attain the intended outcomes (Ahmed, 2008).

The empowerment of women is an approach through which their role is enhanced to become active members of society in its social, economic, and political sectors (Joseph, 2013). A woman's empowerment concept can be understood as the choice to live in a certain way and the strength to succeed (Sen, 1987), while (Malhotra, 2002) indicates that the concept of women's empowerment can be addressed as ensuring the involvement of women in political, economic, and social decision-making that is reflected positively in their daily lives and society as a whole. Kulkarni (2011) claims that the aim of empowering women is to activate more engagement with them through overcoming obstacles to ensure their effective economic participation. As mentioned above, it is obvious that empowering women enhances their human capacity. According to vision 2030, women have gotten the thorough opportunity to take part economically and socially and then undertake leadership and political positions.

## SUSTAINABLE DEVELOPMENT

Developmental plans in the Kingdom of Saudi Arabia have been rolled out to achieve leadership in all fields in general, and in the field of entrepreneurship in particular, to achieve entrepreneurial works based on experiences, skills, and knowledge that contribute to resolving solutions to business problems and in return enable profitable entrepreneurial businesses to access their highest levels of development that makes them a key source in the advancement of society (Al-Zu'bi, 2016).

Constructing entrepreneurial work requires identifying and evaluating opportunities, developing a business strategy, identifying the required resources and the necessary fund, and then launching it (Hattab, 2012). The benefits of entrepreneurship are reflected on the personal level of the pioneers in achieving independence and improving their financial status. It is considered an opportunity for excellence and achievements, and the benefits of entrepreneurship extend to

society, and its economic benefits are to provide job opportunities, develop local industries and increase local production, as well as satisfy the demands of the society of goods and services and open more markets. Additionally, entrepreneurial work could encourage reliance on modern technology, conduct research and studies, and provide a climate for entrepreneurship, as entrepreneurship is characterized by creativity, growth potential, and competitive strategic goals that ensure its continuity (Khan, 2013).

The Global Observatory indicates that entrepreneurial businesses are represented in three main stages of development: emerging businesses that are uniquely owned or in partnership, little businesses that provide income and last for a short period, and stable businesses. There are no specific criteria to measure the growth of entrepreneurship and sometimes use quantitative and qualitative criteria or both, due to the variation of these criteria among countries according to the difference in the standard of living and the extent of technological progress. Moreover, they sometimes vary in one country and from the criteria used. This includes the number of employees, the amount of invested capital, the return on sales, the value-added, and the level of technology utilization (Abu Mudallala, and the wheel, 2013).

New entrepreneurship tends to grow rapidly at start-up, and previous research on entrepreneurial development has indicated that it is not necessarily a stable phenomenon, and the features of the development in business vary and change constantly, and development may be permanent or temporary (Al-Najjar and Al-Ali, 2014). Entrepreneurial businesses constitute (55%) of innovation-based businesses in the world and constitute (95%) of the origin of global innovations that enable entrepreneurs to register works characterized by innovation, creativity, and uniqueness. The Global Entrepreneurship Observatory report for 2019 indicated that about (76.3%) of the population in Saudi Arabia is conscious of having good opportunities to build a business, as Saudi Arabia was ranked to be second out of 49 countries surveyed (Dobbs & Hamilton, 2007).

Saudi Arabia's Vision 2030 is based on three main foci: an active society, a flourishing economy, and an ambitious homeland. Particularly, the goal of the second focus, a flourishing prosperous) is to stimulate the economy and diversify



sources of income, which also emphasizes the importance of medium and small enterprises as a key engine of economic growth, as they provide jobs, support innovation, and promote exports. Additionally, one of the commitments of the vision of the Kingdom of Saudi Arabia 2030 in this aspect is to enhance the contribution of small and medium enterprises from 20% to 35% by 2030.

Entrepreneurial business owners seek to expand their business activities for success and growth, so businesses practice sales, trade, manufacturing, production, marketing, service and intellectual activities, technology, arts, and other activities needed by societies, and entrepreneurial business in various manufacturing activities such as traditional craft industries that satisfy the demands of low-income classes. Industries that use manufacturing methods between modern and traditional such as leather products, furniture, and building materials, and industries that produce modernized products in various fields of Engineering, commerce, and industry (Carneiro, 2007).

Therefore, the practice of women's entrepreneurial work in various activities makes a balance for the process of economic development for all regions in the country, as the diversity in these activities such as industrial, commercial, and services ones contributes to the geographical spread of these businesses, achieving a balanced pattern, increasing the volume of investments in these areas, and eliminating regional differences resulting from the concentration on economic activities and thus having focused opportunities of jobs (Al-Sakarna, 2006).

Many countries adopt the number of employees as a criterion for the size of the entrepreneurial business, but the number varies from one country to another. Accordingly, small and medium enterprises in the Kingdom can be identified given the economic conditions and competitiveness in the market as follows: Microenterprises have between (1-9) employees, and small enterprises are enterprises in which the number of employees is between (1-20) employees, while medium enterprises have (21-99) employees. What is invested in the size of the capital does not exceed more than 20 million Saudi riyals without land and buildings, and its annual sales do not exceed 5 million Saudi riyals (Al-Nufaie, 2019).

Therefore, the current study relied on criteria related to the number of businesses and activities practiced by entrepreneurship, the number of workers in

entrepreneurial businesses, and the profitability of entrepreneurial businesses, as these criteria are important for entrepreneurs, especially women, in achieving sustainable development and economic growth, in addition to the need to employ a larger workforce in Saudi society.

## STUDY DESIGN

The current study utilized the descriptive analytical design, which is considered an appropriate method for the qualitative aspect that illustrates its characteristics, and for the quantitative study that illustrates its size, changes, and level of correlation with other phenomena.

## Methodology

### - Population and Participants:

Ten thousand female entrepreneurs in Saudi Arabia represented the study population. Only two hundred and ninety-one entrepreneurs participated in this study. For statistical analysis, a questionnaire was distributed to them, and the number of fully responsive and valid questionnaires was one hundred and fifty-five.

## INSTRUMENTATION

In the current study, the researchers designed a questionnaire that included (16) items with four dimensions as follows: women's empowerment levels in several entrepreneurial works at sustainable development in the Kingdom and included (4) items, the level of women's empowerment in the number of activities provided by entrepreneurial work in sustainable development in the Kingdom and included (4) items, the level of women's empowerment on the profitability of entrepreneurial work in sustainable development in the Kingdom and included (4) items, the level of women's empowerment on the workers' numbers in entrepreneurial work at the sustainable development in the Kingdom and included (4) paragraphs.

## VALIDITY OF INSTRUMENT

To calculate the validity of the questionnaire, logical validity was utilized. The questionnaire which includes sixteen items was submitted to a jury member in Saudi Universities. They were asked to determine the validity of the instrument in terms of clear instructions, the relevancy of items to their dimensions, and its proper language. the internal validity of the questionnaire was verified, which was administrated to a pilot sample consisting of fifty entrepreneurs, who were randomly selected, and excluded from **the** study subjects, by calculating the correlation coefficient of each item with the total degree of the questionnaire, and this is evident in Table (1) below.

Table 1 – Correlation Coefficients of Each Item to the Total Degree of the Questionnaire

C C V	N	C C V	N
<b>**0.811</b>	<b>9</b>	<b>**0.853</b>	<b>1</b>
<b>**0.819</b>	<b>10</b>	<b>**0.812</b>	<b>2</b>
<b>**0.823</b>	<b>11</b>	<b>**0.843</b>	<b>3</b>
<b>**0.833</b>	<b>12</b>	<b>**0.809</b>	<b>4</b>
<b>**0.803</b>	<b>13</b>	<b>**0.831</b>	<b>5</b>
<b>**0.821</b>	<b>14</b>	<b>**0.830</b>	<b>6</b>
<b>**0.817</b>	<b>15</b>	<b>**0.825</b>	<b>7</b>
<b>**0.822</b>	<b>16</b>	<b>**0.817</b>	<b>8</b>

Table (1) showed that all correlation coefficients are significant at (0.01) level, which indicates that the internal validity of the study instrument has been achieved.

#### RELIABILITY OF QUESTIONNAIRE

The reliability of the instrument was measured in two ways: the first was Cronbach's alpha reliability coefficient, where the values of the reliability coefficient for the scale were (0.86). The second was by re-administrating the questionnaire to the previous sample (50) entrepreneurs, with a duration of two weeks, where a correlation coefficient was calculated between their results in the first and second time of the administration, where the calculated reliability coefficient was (0.89). Also, the reliability coefficients of the sub-dimensions were calculated, and the

values of the reliability coefficients were proper for the objectives of the study, which are shown in Table (2) below.

Table 2 – Reliability Coefficients of the Total Women's Empowerment Scale and Its Sub- dimensions

Dimensions	Number of Items	The value of the Reliability Coefficient using Cronbach's Alpha	Reliability Coefficient Value Via Re-administration
Women's empowerment level considering the number of entrepreneurial works in sustainable development in the Kingdom.	4	0.87	0.91
Women's empowerment level considering the number of activities provided by entrepreneurial works in sustainable development in the Kingdom.	4	0.88	0.90
Women's empowerment level considering the profitability of the entrepreneurial business in sustainable development in the Kingdom	4	0.89	0.89
Women's empowerment level considering the number of workers in entrepreneurial work in sustainable development in the Kingdom.	4	0.87	0.90
The general reliability of the study instrument.	16	0.86	0.89

#### TREATMENT OF INSTRUMENT

The questionnaire in its concluding version consisted of (16) items distributed on four dimensions, the respondent puts a sign in front of each item to indicate the extent to which the item matches his self-conviction on a Likert scale of five responses (strongly agree, agree, neutral, disagree, strongly disagree). The scale

is corrected by giving scores (5, 4, 3, 2, 1) to the previously mentioned responses by order, so the score on each item ranges between one and five degrees, and the score on the questionnaire ranges between (16) and (90) degrees. Women's Empowerment Scale mean scores were classified as follows: high (more than 3.66), medium (more than 2.33-3.66), and low (less than 2.33).

## Results and discussion

### 1. Analysis of Personal Data

In this part, the personal data of the study participants presented, which numbered (150) entrepreneurs, were classified as follows:

#### 1. Qualification:

Table 3 – Distribution of Study Participants According to Academic Qualification Variable

Qualification	Frequency	Percentage
Less than the Secondary Stage	<b>10</b>	<b>%6.5</b>
Secondary Stage	<b>30</b>	<b>%19.4</b>
Diploma Degree	<b>10</b>	<b>%6.5</b>
BA's degree	<b>71</b>	<b>%45.8</b>
MA's degree	<b>29</b>	<b>%18.7</b>
Ph.D. Degree	<b>5</b>	<b>%3.2</b>
Total	<b>155</b>	<b>%100</b>

Table (3) states that the percentage of those who obtained a scientific qualification less than a high school reached (6.5%), the percentage of those who obtained a high school qualification reached (19.4%), the percentage of those who obtained a diploma reached (6.5%), that the percentage of those who obtained a bachelor's degree reached (45.8%), that the percentage of those who obtained a master's degree reached (18.7%), and that the percentage of those who obtained a doctoral degree reached(%3.2) .

#### 2. Age:

Table 4 – Distribution of Study Participants according to the Age Variable

Age	Frequency	Percentage
Below 25 years old	<b>15</b>	<b>%9.7</b>
From 25 to less than 35 years	<b>42</b>	<b>%27.1</b>
From 35 to less than 45 years	<b>57</b>	<b>%36.8</b>
From 45 years and above	<b>41</b>	<b>%26.5</b>
Total	<b>155</b>	<b>%100</b>

Table (4) indicates that the percentage of participants in the study less than 25 years was (9.7%), the percentage of participants from 25 to less than 35 years was (27.1%), the percentage of participants from 35 to less than 45 years was (36.8%), and the percentage of participants of the study from 45 years and above was (**%26.5**).

### 3- Previous Work Experience:

Table (5)  
Distribution of Participants According to the Variable of Previous Work Experience

Previous work experience	F	Ratio
Less than 5 years	<b>65</b>	<b>%41.9</b>
From 6 to less than 10 years	<b>26</b>	<b>%16.8</b>
From 11 to less than 15 years old	<b>18</b>	<b>%11.6</b>
15 years and above	<b>46</b>	<b>%29.7</b>
Total	<b>155</b>	<b>%100</b>

Table (5) demonstrates that the percentage of study participants less than 5 years old was (41.9%), the percentage of participants members from 6 to less than 10 years was (16.8%), the percentage of participants from 11 to less than 15 years old was (11.6%), and the percentage of participants from 15 years and over was (**%29.7**).

### 4. Specialization:

Table 6 – Distribution of Participants According to the Specialization variable

Specialization	Frequency	Percentage
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Business Administration	<b>72</b>	<b>%46.5</b>
Marketing	<b>32</b>	<b>%20.6</b>
Information and communication technology	<b>27</b>	<b>%17.4</b>
Accounting	<b>16</b>	<b>%10.3</b>
Others	<b>8</b>	<b>%5.2</b>
<b>Total</b>	<b>155</b>	<b>%100</b>

Table (6) indicates that the percentage of the participants majoring in business administration reached (46.5%), the percentage of participants majoring in marketing reached (20.6%), the percentage of participants majoring in information and communication technology was (17.4%), the percentage of the study participants majoring in accounting reached (10.3%), and the percentage of participants from other disciplines reached(%5.2) .

#### 5- Years of Your Entrepreneurial Project:

Table 7 – Distribution of the Participants According to the Variable of Duration of their Entrepreneurial Project

Years of the entrepreneurial project	Frequency	Percentage
Less than a year	<b>66</b>	<b>%42.6</b>
One year	<b>13</b>	<b>%8.4</b>
Two years	<b>3</b>	<b>%1.9</b>
Three years	<b>22</b>	<b>%14.2</b>
four Years and above	<b>51</b>	<b>%32.9</b>
<b>Total</b>	<b>155</b>	<b>%100</b>

Table (7) demonstrates that the percentage of participants who have an entrepreneurial project that is less than one year old was (42.6%), the percentage of study participants who have a one-year-old entrepreneurial project was (8.4%), the percentage of participants who have a two-year-old entrepreneurial project was (1.9%), the percentage of participants who have a three-year-old entrepreneurial project was (14.2%), and the percentage of participants who have an entrepreneurial project is four years old and above was (%32.9).

## 6- Nature of the Project:

Table (8)  
Distribution of Study Participants According to the Nature of the Project Variable

Nature of the project	Frequency	Percentage
Information and Computer Technology	<b>18</b>	<b>%11.6</b>
Service	<b>125</b>	<b>%80.6</b>
Industrial	<b>12</b>	<b>%7.8</b>
Total	<b>155</b>	<b>%100</b>

Table (8) demonstrates that the percentage of members of the participants whose projects are ICT was (11.6%), the percentage of members of the participants whose projects are services amounted to (80.6%), and the percentage of members of the participants whose projects are industrial was (7.8 %).

## SECOND: FINDINGS

**The first question**, states: What is the women's empowerment level considering the number of entrepreneurial works in sustainable development in the Kingdom? The mean scores and standard deviations were calculated to answer this question statistically. This is illustrated in Table (9) below:

Table 9 – Mean Scores and Standard Deviations obtained by the participants in the women's empowerment level considering the entrepreneurial works numbers at sustainable development in the Kingdom

Number of Items	Item	Mean Scores	Standard Deviation	Order
<b>1</b>	Women have been able to own more than one entrepreneurial business	<b>4.11</b>	<b>0.945</b>	<b>1</b>
<b>2</b>	Women have been able to create new entrepreneurial businesses that meet market needs	<b>4.07</b>	<b>1.004</b>	<b>2</b>



3	Women have effective policies that support entrepreneurial work	3.97	0.908	4
4	Women have leadership capabilities that encourage the creation of entrepreneurial businesses	4.03	0.835	3
General Mean Scores		4.05	0.786	

Table (9) shows that the responses of the participants on the items of the dimensions of the women's empowerment level on the number of entrepreneurial works in sustainable development in the Kingdom came with *Agree* degree with (**MS**) 4.05 and (**SD**) 0.876. The findings indicate that it is a convergence among the study participants on the items of the dimension: the women's empowerment level on the entrepreneurial work numbers in sustainable development in the Kingdom, where the averages of their agreement ranged between (3.97 to 4.11), which are located in the fourth category of the categories of the Five-Likert scale, which shows the convergence of views in terms of the agreement of the study participants on the items of dimensions, which were arranged decreasingly in concert with the agreement averages as follows:

- 1- Item (1), "Women were able to own more than one entrepreneurial work", ranked to be first in terms of agreement by the participants with an average score (4.11) and **SD** (0.945), and this result indicates that women were able to own more than one entrepreneurial work.
- 2- Item (2), which is "Women were able to establish new entrepreneurial businesses that meet the needs of the market", came in second place in terms of agreement by the participants with an average score (4.07) and **SD** (1.004), and this result indicates that women were able to establish new entrepreneurial businesses that meet the needs of the market.
- 3- Item (4), "Women have leadership capabilities that encourage the establishment of entrepreneurial businesses", ranked third in terms of

agreement by the participants with an average score (4.03) and **SD** (0.835), and this result indicates the possession of leadership capabilities that encourage the establishment of entrepreneurial businesses.

- 4- Item (3), "Women have effective policies that support entrepreneurial work", ranked fourth in terms of agreement by the participants with an average score (3.97) and **SD** (0.908), and this result indicates that women have effective policies that support entrepreneurial work.

**The second question**, states: What is the women's empowerment level regarding the number of activities provided by entrepreneurial works in sustainable development in the Kingdom? and to answer this question statistically, the mean scores averages, and **SDs** were calculated. This is illustrated in Table (10).

Table 10 – The responses obtained by the participants regarding the items of the women's empowerment level considering the number of activities provided by entrepreneurial work in sustainable development in the Kingdom according to the averages of agreement

Number of Items	Items	Mean Scores	Standard Deviation	Order
5	Women's business activities increased during the working years.	<b>4.19</b>	<b>0.730</b>	1
6	Increased financing in business activities.	<b>4.13</b>	<b>0.880</b>	2
7	Entrepreneurial business opportunities carried out business activities.	<b>3.91</b>	<b>0.827</b>	4
8	Business activities have increased the distinguished capabilities of women entrepreneurs	<b>3.98</b>	<b>0.871</b>	3
General mean score		<b>0.718</b>	<b>4.06</b>	

Table (10) demonstrates that the responses of the participants considering the items of the dimension of the level of women's empowerment considering the number of activities provided by entrepreneurial work in sustainable development in the Kingdom came with an agreement degree with a mean score (4.06) and a standard deviation (0.718), and the results indicate that there is a convergence in the agreement of the participants on the items of the level of women's empowerment considering the number of activities provided by entrepreneurial work in sustainable development in the Kingdom, where their average of agreement ranged between (3.91 to 4.19), which are Averages located in the fourth category of the Five-Likert Scale categories, which indicate agreement with a degree of agreement of the study instrument, which shows the convergence of views in terms of the agreement of participants considering the items of the dimension, which were arranged discerningly according to the averages of agreement as follows:

- 1- Item (5), which is "Women's business activities increased during the working years", ranked first in terms of agreement by the participants with an agreement degree with an average of (4.19) and **SD** (0.730), and thus this indicates an increase in women's business activities during the years of work.
- 2- Item (6), which is "Increased finance in business activities", ranked second in terms of agreement by the participants with a mean score of (4.13) and a standard deviation of (0.880), and this result indicates that there is an increase in finance of business activities.
- 3- Item No. (8), which is "Business activities increased the differential capabilities of entrepreneurial women" ranked third in terms of agreement of the participants with a mean score of (3.98) and a standard deviation of (0.871), and this result indicates that business activities increased the differential capabilities of entrepreneurial women.
- 4- Item No. (7), which is "Entrepreneurial Business Opportunity that is implemented by Business Activities", ranked fourth in terms of agreement by the participants with an agreement degree with a mean score of (3.91) and **SD** of (0.827), and thus this indicates an increase in the opportunity for

entrepreneurial business activities that are implemented by business activities.

**The third question**, states: What is the women's empowerment level considering the entrepreneurial business profitability in sustainable development in the Kingdom? The mean scores and standard deviations were calculated to answer this question statistically. This is illustrated in Table (11) below:

Table 11 – Responses of the Participants on the items of the level of Women's Empowerment Considering the Profitability of the Entrepreneurial Business in Sustainable Development in the Kingdom According to the Mean Scores of Agreements

Number of Items	Items	Mean Scores	Standard Deviation	Order
9	There is an annual increase in the profitability of the entrepreneurial business.	<b>3.96</b>	<b>0.810</b>	<b>9 2</b>
10	The profit margin of entrepreneurial business is satisfactory.	<b>3.71</b>	<b>0.915</b>	<b>10 4</b>
11	Laws allow for tax exemptions that increase profitability that encourages women's entrepreneurial work.	<b>4.02</b>	<b>0.959</b>	<b>11 1</b>
12	Investment laws guide women toward the profitability of the entrepreneurial business.	<b>3.95</b>	<b>0.907</b>	<b>12 3</b>
	General mean score	<b>3.91</b>	<b>0.708</b>	

Table (11) shows that the responses of the participants on the items of the women's empowerment level considering the profitability of the entrepreneurial business in sustainable development in the Kingdom came with an agreement degree with a mean score (of 3.91) and **SD** (0.708), and the results indicate that there is a convergence in the agreement of the participants on the items of the women's empowerment level considering the entrepreneurial business profitability in sustainable development in the Kingdom, where the mean scores of their

agreement ranged between (3.71 to 4.02), which are mean scores located in the fourth category of the categories of the Five-Likert Scale, which indicates the agreement with a degree of agreement of the study instrument, which shows the convergence of views in terms of the agreement of the participants which were arranged from high to low order according to the averages of agreement as follows:

- 1- Item No. (11), which is "Laws allow tax exemptions, which increases profitability that encourages women's entrepreneurial work", ranked first in terms of agreement by the participants with a mean score of (4.02) and a standard deviation of (0.959), and this result indicates that the provision of laws that allow tax exemptions increases profitability, which encourages women to entrepreneurial work .
- 2- Item No. (9), which is "There is an annual increase in the profitability of entrepreneurial business", ranked second in terms of the agreement of the participants with a mean score of (3.96) and **SD** (0.810), and consequently, this indicates that there is an annual increase in the profitability of the entrepreneurial business.
- 3- Item No. (12), which is "Investment Laws Guide Women Towards the Profitability of Entrepreneurial Business", ranked third in terms of agreement by the participants with **MS** (3.95) and **SD** (0.907), and this result indicates that investment laws guide women towards the profitability of entrepreneurial businesses.
- 4- Item No. (10), which is "the profit margin achieved by the entrepreneurial business is satisfactory", ranked fourth in terms of agreement by the participants with **MS** (3.71) and **SD** (0.915), and this result indicates that the profit margin achieved by the entrepreneurial business is acceptable.

**The fourth question**, states: What is the women's empowerment level considering the number of workers in entrepreneurial work in sustainable development in the Kingdom? The mean scores and standard deviations were calculated to answer this question statistically. This is illustrated in Table (12) below:

Table 12 – Responses of the participants on the items of the women's empowerment level considering the workers' number in entrepreneurial work at sustainable development in the Kingdom according to the mean scores of agreements

الترتيب	Items	Mean Scores	Standard Deviation	رقم الفقرة
13	Women's entrepreneurial work has contributed to the employment of additional numbers of labor during the years of entrepreneurial work.	<b>3.99</b>	<b>0.919</b>	2
14	There is a possibility of employing more workers in the coming years.	<b>4.14</b>	<b>0.949</b>	1
15	There is sufficient finance that encourages women entrepreneurs to hire as many workers as possible	<b>3.65</b>	<b>1.003</b>	4
16	Access to investment opportunities allows women to benefit from them in employing the largest number of workers	<b>3.97</b>	<b>1.010</b>	3
General mean score		<b>3.93</b>	<b>0.776</b>	

Table(12) demonstrates that the responses of the study participants on the women's empowerment level items considering the number of workers in entrepreneurial work in sustainable development came with an agreement degree with **MS** (of 3.93) and **SD** (0.776), and it indicates that there is a convergence in the agreement of the participants considering the items of the women's empowerment level on the number of workers in entrepreneurial work in sustainable development in the Kingdom, where the averages of their approval ranged between (3.75 to 4.14), which are averages located in the fourth category of the Five-Likert Scale categories, which indicate the agreement with the study instrument, which shows the convergence of views in terms of the agreement of the participants on the items of the dimension, which were arranged discerningly by the averages of agreement as follows:

- 1- Item No. (14), states "There is a possibility of employing a larger number of workers in the coming years", ranked first in terms of the agreement of the participants with a mean score of (4.14) and a standard deviation of (0.949), and this result indicates that there is a possibility of employing a larger number of workers in the coming years.
- 2- Item No. (13), states "The entrepreneurial work owned by women contributed to the employment of additional numbers of workers during the years of entrepreneurial work", came in second place in terms of agreement by the participants with a mean score of (3.99) and a standard deviation of (0.919), and this result indicates that the entrepreneurial work owned by women contributed to the employment of additional numbers of labors during the years of entrepreneurial work.
- 3- Item No. (16), states "Access to investment opportunities allows women to benefit from them in employing the largest number of workers" ranked third in terms of approval by the study members with an average score of (3.97) and a standard deviation of (1.010), and this result indicates that access to investment opportunities for women allowed them to be used in employing the largest number of workers.
- 4- Item No. (15), states "There is sufficient finance that encourages women entrepreneurs to employ the largest number of workers", ranked fourth in terms of agreement by the participants with a mean score of (3.65) and a standard deviation (of 1.003), and this result indicates that there is sufficient finance that encourages entrepreneurial women to employ the largest number of workers.

## **Conclusion**

- 1- The necessity of having a national strategy for entrepreneurship in Saudi Arabia that promotes giving a greater role to women by unifying the efforts of all concerned authorities and organizations to develop operational procedures for supporting entrepreneurial businesses and entrepreneurs in the Kingdom.

- 2- Providing specialized empowerment programs that help guide women to entrepreneurial work and enhance their capabilities for this purpose.
- 3- Being interested in empowering women economically to involve in economic participation and focusing on raising the rate of women's contribution to the work market in its various sectors.
- 4- The necessity of encouraging Saudi women to implement various entrepreneurial projects and works and provide full support for these works.



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