

The Impact of Women Empowering on Psychosocial Well-Being in Light of Vision 2030

Amani O. Abuzahera

Master of Science in Sociology, University of Texas at San Antonio
Social Worker, Developmental and Behavioural Disorder Department at Children
Hospital, Taif, KSA
Email: gustymisty@hotmail.com

ABSTRACT

This thesis explores the impact of women's empowerment initiatives under Saudi Arabia's Vision 2030 on their psychosocial well-being. Focusing on the quantitative analysis of survey data, the research investigates the relationship between increased access to education, workforce participation, and leadership roles with improvements in women's mental health, emotional stability, and self-esteem. The study uses a structured questionnaire to assess women's perceptions of empowerment in the domains of education, workforce, leadership, and social integration, as well as the barriers they face in these areas. The findings reveal that while significant positive changes have been observed, particularly in workforce participation and leadership opportunities, the psychosocial benefits, including mental health and self-esteem, are experienced variably across different demographic groups. The data further highlights persistent barriers, such as cultural and economic challenges, that limit the effectiveness of these reforms. This research provides a statistical analysis of the progress made under Vision 2030 and identifies areas where further efforts are needed to achieve full empowerment. The study contributes to the understanding of how national policies can influence women's psychosocial well-being, offering insights for policymakers to refine initiatives that aim to empower women and promote gender equality in Saudi Arabia.

Keywords: Women, Psychosocial, Light of Vision 2030.

1. Introduction

Women's empowerment has been established as one of the cardinal causes for supporting sustainable development and human welfare. The importance of advancing women would correlate to the growth of the single person, stream, people group, and nations. International and regional initiatives and frameworks like the United Nations Sustainable Development Goals and the Kingdom of Saudi Arabia Vision 2030 ensure that gender equality remains an essential aspect of development for growth in the economy, society, and politics. This paper explores the complex interaction between women's empowerment and their psychosocial health, mainly influenced by the Vision 2030 programs. These changes are intended to give women opportunities and promote gender equality and inclusion of women in different sectors of life. Analyzing the effects of these policies on female subjects regarding psychological well-being, unspecified emotional strength, and the subject's activity in society enlarges the understanding of the further paths of social progress in the indicated matter.

1.1. Background of the Study

Women's empowerment is a crucial issue that has been central to the development agenda in most nations due to its transformative impact on the advancement of societies and human welfare. Empowerment aims to increase women's ability and authority to acquire and use resources, get opportunities, and make decisions that allow them to claim rights and promote their meaningful productivity across different spheres of life. However, existing and emerging challenges that affect women's education today remain a hindrance to women's potential despite increasing global efforts to alleviate such obstructions that date back to the earlier years of this century. This paper synthesizes existing evidence to show how issues relating to Maori marginalization in education, healthcare, and employment have persisted and how

these have impacted psychosocial well-being, which encompasses mental health, emotional regulation, and social belongingness (Kumar, 2020).

In the case of Middle Eastern countries, women's empowerment has been a growing issue of focus in the recent past. The present century has seen the quest for gender parity in the international arena through different initiatives, including the United Nations Sustainable Development Goals (SDGs). Globalization and policy interventions at the local level these positive changes have been realized. Among all the countries, Saudi Arabia has taken center stage in the region's fight for women's rights. This commitment can be further seen when the Kingdom identified Vision 2030, an ambitious vision that promised rampant economic and Social reform for gender equality. Action plans under Vision 2030 have had some facets, such as women's employment, women's businesses, and higher education for women and women in leadership or executive positions (Begum, 2024).

By definition, psychosocial well-being is an empowering element or is inherent in empowering goals of gender-sensitive concerns and remains both a cause and an effect of such changes. The empowered women, thus, have increased self-esteem, social support, and even mental well-being. To handle life issues, make wiser decisions, and foster more functional societies. Nevertheless, there is a complex interaction between the level of empowerment and overall psychological well-being and its cultural, economic, and policy determinants (Al-Chetachi et al., 2022). Where Saudi Arabian women were expected to stay at home and have no decision-making power, some positive correlation between economic empowerment and mental health is less surprising.

Saudi Arabia's Vision 2030 initiatives may best be characterized as an endeavor to position and enhance women's societal roles and produce more resilient personalities. These reforms have elicited hope, but change issues remain, such as culture and the distribution of resources. The identification of the direction of change and the

effectiveness of empowerment policies will be established while focusing on the psychosocial well-being of women, hoping to reveal the possibilities that such directions have for the positive transformation of society (Lambert et al., 2020).

1.2.Aim and Objectives of the Study

This research aims to investigate the impact of women's empowerment on psychosocial well-being in the context of Saudi Arabia's Vision 2030 and explore the effectiveness of empowerment policies/strategies within the scope of women's mental health and social reintegration.

The specific objectives of the study are as follows:

1. To examine the scope and implementation of women empowerment policies under Vision 2030.
2. To analyze the relationship between empowerment and psychosocial well-being among women in Saudi Arabia.
3. To identify barriers and challenges women face in achieving empowerment and enhanced psychosocial well-being.
4. To provide recommendations for optimizing policies and practices to support women's empowerment.

1.3.Rationale of the Study

The justification for this research stems from the rising recognition of women as agents of change within society and the economy. Saudi Arabia seeks reforms through the Vision 2030 framework, which earmarks women's empowerment with actions implemented to eradicate gender disparities. However, as these reforms have gained public acknowledgment, it is imperative to understand how they have impacted female subjectivity and psychosocial health to determine the efficiency and sustainability of the reformed policies.

Women's empowerment is not just an aspiration for gender parity but a social imperative that shapes economic development, social stability, and organizational capacity. Women are valuable in creating diverse economic sectors, job markets, companies and organizations, and leadership and business. Classical and cultural barriers, for example, racism, colorism, stigma, the lack of affordable and effective mental health services, and persisting and after-mentioned economic disparities, keep on challenging progress on these fronts (Alasgah & Rizk, 2023). To elaborate, these challenges speak to the need for the refrigerator literature to more thoroughly examine the psychosocial aspects of empowering women, to explore case studies, and to uncover where women suffer most so that reforms can be made. Saudi Arabia provides a vantage point for considering these challenges differently due to the dynamics of the socio-cultural environment (Alanazi & Alkoutli, 2023). The country's current policies under Vision 2030 are finding women new roles within the homes and, at the same time, being an example to other countries in the region. As a result, this research intends to dissolve the gap in the literature concerning empowerment, gender, and psychosocial well-being, enabling its users to add another understanding of gender equality and development to the international debate and aid policymakers and advocates in constructing an inclusive society.

1.4. Significance of the Study

This study's practical importance is to contribute to the development of policies and advocacy for enhancing women's existence. Analyzing the connection between the process of empowering women and men and the impact of psychosocial factors in gender reforms is beneficial for the overall appreciation of the dynamics of the reforms and their effects.

- Firstly, the study provides significant findings for policymakers and other actors interested in Vision 2030. Thus, the paper aims to provide a list of the strategies that should be maintained and episodes that should be developed to tailor the

empowerment programs. This means that the programs are responsive to national priorities and the needs of women in their respective backgrounds.

- Secondly, the study looks at the question of addressing the psychosocial dimension of empowering women part of empowering them. In policy decisions, cognitive and psychological conditioning largely remain unexplored, although they determine how women can best overcome societal obstacles or seize emerging opportunities. This work, therefore, called for a broad model of empowerment that entails mental healthcare, supportive social networks, and democratic participation.
- Finally, the study adds further insight to the body of knowledge on the Middle East from a gender-empowering perspective. Although research on gender equality and development is well explored at the international level, there is a dearth of literature on the psychosocial aspect of empowerment in the Saudi Arabia context. This research fills that void by providing the much-needed cultural and policy analysis to understand women.

2. Literature Review

Women's capability has increasingly drawn the attention of international development partners due to its potential to elevate the standard of living of citizens and promote sustainable development. Research done so far applying women empowerment is linked to various fields such as Gender and Women studies, Sociology, economics, and Psychology, which shows that it is a complex concept. Prominent in this conversation is the role of empowerment in individuals' psychosocial health, including mental health, emotional health, and social health (Alasgah & Rizk, 2023). This chapter will discuss the theoretical frameworks, global and regional environment, and general and specific consequences regarding empowering women, including Vision 2030, in promoting psychosocial well-being efficiency and problematic aspects.

2.1.Theoretical Foundations of Women's Empowerment

Women's empowerment has been a dynamic process that has changed with time through paradigm shifts in theoretical frameworks for delivering empowerment that incorporates equity, social justice, and self-empowering agency. The Capability Approach elaborated by Amartya Sen and Martha Nussbaum can be considered a framework that contributes to the understanding of empowerment. This approach stresses that the freedoms people wish to have must be promoted to provide education, health care, and decent employment to the people (Hassan et al., 2022). In the context of women, it calls for removing systems that constrain them and empowering women to live meaningful lives.

The discourse has also been enriched by Feminist theories, which fight for a change in structures and practices considered patriarchal in society. These theories also opine that the empowered premise suggests that it is more or less an effort that involves the creation of opportunities as well as educating society on the issues that result in inequality (Jeevanasai et al., 2023). Here, intersectional feminism emphasizes the heterogeneity of female experiences due to factors like race, class, and culture, and it is also notable in calling for policy reforms that may favor specific women's courses.

Popular psychosocial theories, such as Maslow's Hierarchy of Needs, associate empowerment with mental health. According to Maslow, self-actualization is possible only when a person gets all of the fundamental satisfactions, including safety, love, and belongingness needs (Maslow, Showkat, et al., 2024). The programs that should be implemented to empower education and economic and social security meet these basic needs to help women achieve emotional stability and accomplishment.

These theoretical underpinnings, taken together, underscore that empowerment is multifaceted and needed in the process of human improvement and development.

Thus, by applying these approaches, such programs as Vision 2030 can design gender-equal and effective psychosocial development of women (Gupta et al., 2024).

2.2.Global Perspectives on Women's Empowerment

Gender equality is now considered one of the critical insiders to sustainable development and the United Nations' Sustainable Development Goals (SDGs). Gender equality, as outlined in Goal 5, is crucial to ending poverty, improving economic status, and creating more harmony and well-being. It was agreed that empowering women enhances several people and broadly influences families, communities, and nations. Several reports point to policies supporting equal opportunities for men and women, improving health status, literacy levels, and economic crisis resistance.

Women's rights enforcement has been associated with poverty and hunger-substance in many areas. For instance, findings show that if women are empowered through provisions of education and economic capital, the household income rises, and the well-being of children rises. Thus, better conditions exist in the countries that provide equal access to healthcare to women, which leads to decreased maternal and infant mortality. Education, widely documented as the foundation of empowering women, enables them to attain knowledge and personal tools to be productive in social and economic activities. This brings about change generation. According to Ndunda et al. (2020), some impacts of violence against women and girls continue to be rampant across the world, denying women control over their lives. Pay inequalities not only in developing countries but also in developed countries show that women cannot break barriers to economic freedom. Furthermore, the future progressive female representation in leadership positions is still. However, needs to be improved some improvement is seen all over the political, corporate, and academic world due to the cultural and structural imprints.

Hence, comparative case studies can offer insight into how to operate under these scenarios. Other issues like paid parental leave and the recent statutes to ensure women's representation on the boards through quotas have placed Sweden as a beacon in matters of gender equality. Rwanda's exciting progress in the political arena, with women occupying over 60% of the legislative assembly, underscores how legislative measures spearhead women's rights. These examples suggest practical recommendations for the current nations, such as KSA and Vision 2030, which want to bring empowered practices from the global stage to the local level.

2.3.Psychosocial Well-Being and Empowerment

Psychosocial factors, including mental health and emotional and social health, are crucial for individuals and societies. Empowerment and psychosocial well-being are correlated concepts since power and independence promote women's emotional and psychological well-being alongside measures that offer women improved access to resources. These forms of women's empowerment of education, health care, and economic activities enable them to gain higher self-esteem, better ways of coping with incidents, and generally increased control over their lives (Almadani & Alwesmi, 2023).

Empowerment is mentioned in research publications as having a positive effect on mental health results. Education has enabled women to attain knowledge and reasoning, building their self-esteem and opening up their perspectives. Such opportunities grant economic independence that helps to reduce financial pressures by either getting a job or starting a business and puts people with disabilities in a positive direction in terms of purpose and self-esteem (Sweileh, 2024). Moreover, social programs that foster social participation help women's welfare regarding social support, hence mitigating constant dormancy or loneliness. Nevertheless, there are some issues that need to be solved, especially in some countries, for example, the nations of the Middle East; the women in these countries still have social phobia

about mental health problems. Most of the time, culture and traditions frown upon discussing tormenting emotions, thus denying most women the chance to address their issues freely. Furthermore, their psychological dilemmas result from limited access to relevant and culturally appropriate mental health services, which results in voids in both treatment and encouragement.

Empowerment initiatives require the inclusion of culturally appropriate psychosocial support to help fill those gaps. Awareness-creating programs, affordable counseling services, and enhanced awareness among leaders concerning psychosocial issues can help bring needed changes. Vision 2030 has a woman's empowerment pillar that offers value to integrating PSS into other frameworks, ensuring that when women are provided with objects and resources, they also get adequate attention in their state of mind and within their society (Mosca et al., 2023).

2.4. Women's Empowerment in the Middle East

Middle Eastern countries resolve modernization with firmly entrenched traditional beliefs that make women's advancement a multifaceted issue. On the one side, remarkable socioeconomic changes have taken place in the region due to globalization, technological development, and changing attitudes about the role of women. On the other hand, cultural and religious beliefs remain a significant factor in determining gender roles, thus resulting in the limitation of women's rights (Alghamdi et al., 2022). These double-edged forces pose a threat on the one hand or provide prospects on the other for the advancement of women in the region.

Saudi Arabia is one of the most critical countries in the region, and the presented analysis provides insight into the dynamics of these issues. Saudi women have for a long time been denied their rights to access education, work, and political power, but with Vision 2030. Through Vision 2030, the Saudi government has vowed to boost the female employment rate, increase the political status of females, and encourage

the establishment of businesses. Changes like permitting women to drive, banning the segregation of allowing women to travel without male chaperons, or even encouraging females to be active in fields like tech or business are measures towards gender equality. These reforms have expanded women's opportunities, and education enrollment, economic activity, and social status have improved.

Nevertheless, some difficulties remain (Meharunisa et al., 2024). Traditional norms, gender roles, and attitudes toward women remain hurdles. Some women encounter a lack of support from their families or communities as they try to get a job or embark on a leadership career because such roles are reserved for men in those patriarchal societies. Furthermore, the internal institutional constraints regarding these areas, including the hiring and promotion of gender discrimination against female candidates, remain rife (Assaf, 2024).

Nevertheless, the existing changes in Saudi Arabia and other Middle Eastern countries are of utmost significance as a sign of the process of empowering women. However, more effective practice continues to be required over a long period to eliminate the challenges hindering women's ultimate potential in the region. Vision 2030's largely integrated strategy provides other countries in the Middle East with an optimistic guide that recognizes policy improvements and cultural alterations (Abdelwahed et al., 2024).

2.5. Vision 2030 and Its Empowerment Initiatives

Vision 2030 is a groundbreaking and challenging strategic development plan for women's advancement in Saudi Arabia. As stated in Vision 2030, one of the aims is to enhance the percentage rate of women's employment from current status to 30% by the year 2030. The initiative also seeks to increase women's participation and leadership and management roles and decision-making in the various sectors at country and global levels, including the government, business and the private sector

(Ali et al., 2021). These steps can be seen as a part of the more significant efforts to reduce the Saudi dependence on the oil sector and promote women's rights to contribute to the Saudi development previously hampered by the segregation between men and women.

Research done to determine the early effects of Vision 2030 reveals enhanced performance in some of the core sectors. In recent years, there has also been a significant rise in female human capital involvement in STEM employee markets, which have long been a preserve of male candidates. Further, women's business ownership has increased mainly because women have ventured into entrepreneurship through programs that are authorized to provide credit, laws that support women, and opportunities for access to the network. Executive posts have also witnessed increased representation of women, especially in education, healthcare, and business management. However, some remaining issues remain (Al-Otaibi et al., 2024). Although some progress has been made in granting the disabled full power, the divide between policy and practice is a significant challenge. Although the government has launched initiatives for Gender Equality and Women Empowerment, they lack enough capacity-building training for women, affecting their career growth. Moreover, cultural and societal barriers, including conservatism, exist from the Saudi side (Alquwez et al., 2021). Such attitudes always lead to conflict, especially between Vision 2030 liberal policies and conservative cultural norms embraced by some cultures.

However, with a society that is still comparatively new to such reform and a continued attempt to close these gaps, Vision 2030 may indeed become the model for women's empowerment not only in Saudi Arabia but throughout the larger region (Aldossari, 2024). It could frame gender equality since it focuses both on institutional adjustments and altering culture, thereby inspiring other nations of the region and beyond to follow the same examples.

2.6.Challenges in Achieving Psychosocial Well-Being

Empowerment measures within Vision 2030 of the Kingdom of Saudi Arabia have seen significant improvement in gender inequalities, but attaining psychological well-being for women remains a challenge. Psychosocial adjustment is a broad concept that includes psychological, emotional, social, and coping adaptability to specific demands and challenges in daily life. Though there is a need for women to be empowered to get more opportunities, studies show that women are not fully psychologically and socially optimized, and here are the reasons for this: Culture, lack of mental health facilities, and women are paid less Money than men (Eid et al., 2023).

- Culture is also one of the most significant barriers, borne out of tradition and, more significantly, the traditional and conservative beliefs and culture about gender. In many societies today, there is disapproval of women having jobs, being employers, or holding managerial positions. Although Vision 2030 has brought many reforms to question these norms, social perceptions remain central to how these factors influence women (Alghamdi & Aldossari, 2024). So, in the eyes of many women, attaining the goal of 'empowerment' is not merely a question of having access to Money; it also entails completely disregarding patriarchal and conservative familial and social disapproval (Khan, 2024). These factors can quickly impact female mental health, causing stress, anxiety, and loneliness.
- Another significant issue is the weak support system for mental health. Mental health services in Saudi Arabia and, indeed, many other Middle Eastern countries have always been scarce and not widely accepted. Adverse mental health disorders, such as depression, anxiety, and post-traumatic stress disorder, in women particularly remain untreated due to inadequate access to services, resources, and professionals (Kumar, 2020). Also, the idea of mental health is generally considered shameful in many societies, especially in the conservative ones; this makes it hard for women to seek the help they need.

- Finally, economic disparities are still significant obstacles enough to enhance psychosocial health. Of course, economic enfranchisement has advanced; however, women in KSA continue to experience wage discrimination, dismal chances for high-wage positions, and unequal opportunities in specific sectors (Begum, 2024). It always makes stressors worse and affects mental health because when you have less employment, you feel insecure, unworthy, et cetera.

To address these challenges, a multilayered approach focused on promoting the cultural storyline of well-being, stigmatizing mental health discussions, and increasing spending on mental health services (Al-Chetachi et al., 2022) is necessary. Moreover, specific pushes for gender equality in economic policies should go hand in hand with primary pushes to enhance social support received by women, which is not only economic power but psychological and spiritual power needed by women.

2.7.Comparative Analysis: Lessons from Other Nations

Comparative studies about women's empowerment in various countries help in the development of critical perspectives and lessons that may benefit the better improvement of initiatives such as Saudi Arabia's Vision 2030. To a considerable extent, countries that have implemented gender democracy and pro-democracy include the Scandinavian countries, where policies aimed at a woman's enhancement of her social, economic, and political status that bring about positive psychosocial impacts are comprehensively implemented. In these nations, women's empowering strategies are formulated as national goals and objectives, including providing equal opportunities in education and health, among other sectors, and parity in employment opportunities and executive positions (Lambert et al., 2020). These countries also encourage women's employment by providing policies that enable them to be employed fully while they attend to their families. Well-equipped childcare, parental leave, and flexibility in working give women the best chance to succeed in home and working life. These policies' benefits are evident in higher female workforce rates and

better mental health and general well-being among women (Alanazi & Alkoutli, 2023).

Rwanda, despite belonging to an entirely different socio-cultural background, represents another exciting and helpful example, particularly in the wake of the genocide that occurred in this country in 1994. When reconstructing the nation, Rwandan authorities learned the significance of women in management. The country put in measures that barred any elected chamber from having at least thirty percent women, which amplified the provision of women in all sectors of government, business, and civil organizations. As a result, this approach has dramatically changed social perceptions towards women and their role in both the public and the domestic domain (Alasgah & Rizk, 2023). Studies have found that women's participation in leadership roles has boosted economic growth and recovery and enhanced national psychosocial cohesiveness. Women are critical in peace-making and post-conflict reconstruction.

Based on these international practices, researchers can discover factors that may be useful in empowering the agenda in Saudi Arabia. For instance, coordinating the concepts of empowerment and mental health could significantly improve women's psychosocial quality of life (Hassan et al., 2022). Moreover, improving gender-sensitive education at all levels may aid in encouraging cohesive attitudes toward the rights and development of women. Implementing such strategies within the local context of Saudi Arabia, Vision 2030, may enhance the process of achieving empowerment objectives much faster than many would expect and promote further improving women's quality of life throughout the Kingdom.

2.8.Gaps in Existing Research and Future Directions

Although there is a considerable amount of literature on women's empowerment in a global society, more still needs to be discovered about its psychosocial consequences

within Middle Eastern cultures. A large portion of research prevalent in the literature in this area provides only restricted definitions of empowering factors, primarily economic enfranchisement or education levels, rather than encompassing women's lives. This is especially apparent in areas of the globe such as the Middle East Unit, where gender and culture considerably influence women's ability to obtain the empowerment that will lead to enhanced betterment of the female populace (Jeevanasai et al., 2023). Also, there needs to be more studies that may embrace time series data to evaluate the long-term impact of empowerment efforts on women's psychological health, subjective well-being, and social incorporation. The lack of such research leaves the community struggling to implement assessments on the extended effects of policies such as Saudi Arabian Vision 2030 on women.

Further, there is a lack of qualitative studies examining the details of Middle Eastern women's lives. This type of research is most useful when details of the day-to-day struggle women face, trauma resulting from social pressure, or the diversity of women's liberation interacting with race, class, and religion are needed. A lack of appreciation of these personal experiences makes empowerment lose some features of women's psychological needs (Showkat et al., 2024).

Subsequent studies should also examine the relationship between culture and empowerment, given that culture encapsulates cultural values, religious beliefs, and attitudes toward women. Moreover, community-based intervention and inclusion of participated measures are the most important to discuss here because such strategies are effective in other settings, such as the present one, in providing empowerment with the psychosocial support needed among Rwandese children. Now, future research includes investigating experiences of vulnerable women, women from rural areas, women with disabilities, or from low-income families, as well as a comparative analysis of practices in various countries. Moreover, knowledge about empowering these groups is still limited since their unique challenges and barriers to empowerment, beyond the general, still need to be addressed in the literature. Filling

these gaps will enhance policy sensitivity to women's diverse needs, thus augmenting policies such as Vision 2030 (Ndunda et al., 2020).

A positive correlation between women's empowerment and six dimensions of psychosocial health through socio-cultural, economic, and policy influences is found in the literature. Saudi Arabia Vision 2030 is an excellent chance to change these dynamics by having the best international experience while considering the country's peculiarities (Almadani & Alwesmi, 2023). Faithful empowering women should combine mental health and education and change the culture for constant and nonstop female empowerment. From this review, it is clear that more research and policy development on women's empowerment must be done to guarantee that these programs bring about positive changes in women's lives.

3. Research Method

The research design, approach, population, sampling procedures, data collection, and analysis methods employed in this study are also described in the subsequent section. This study aims to establish how women empowerment programs, especially those in Saudi Arabia's Vision 2030, affect or influence psychosocial health. Due to the emphasis placed on measuring such impacts, a survey questionnaire was the primary data-capturing method (Rigaud et al., 2024). To achieve the research objectives, the survey targeted 250 participants to understand better the effects of empowerment programs on women's health in Saudi Arabia.

3.1. Research Design

The research methodology used in this study was an observational cross-sectional research design because this study aims to explore women's empowerment and psychosocial well-being in Tanzania at a given time. Such a research design enables one to gather information on a sample of individuals at a particular time, thus capturing the existing scenario. The primary strength of the cross-sectional design is that results derived from research studies conducted under this design can tell a researcher the levels, types, or extent of one variable against another, for example, empowered and non-empowered employees' mental health, self-esteem, or social integration without the need to follow the participants for many years (Chen & Chen, 2024). Taking this cross-sectional design in the context of this study, the study aims to determine the impact of Vision 2030 initiatives on women's empowerment and psychosocial outcomes of women in Tanzania. It also makes it possible to quickly gather a large amount of data from the sample, making the study feasible in time and cost yet rich in credible and valuable results.

3.2. Research Approach

The methodology for this research study is quantitative, where numbers are relied on to quantify the impact of women's empowerment programs on psychological health.

Quantitative research comes in handy when estimating the size of the relationship between variables. In this study, applying the research type will help provide a structured look at the data collected from the participants. This approach adopts a structured survey that uses closed questions to ensure that the collected responses are coherent, easily quantifiable, and can provide exhaustive information about the phenomena under study, according to Okte et al., 2024. It also means that Likert scale ratings used in the survey make quantitative quantification of the respondent's empowered attitude and well-being possible, allowing statistical analysis to discover patterns and relations within the given data. This approach was chosen due to its potential to obtain valid, reliable, and generalizable findings; it befits the method for measuring the advancement caused by Vision 2030 on Saudi Arabian women.

3.3. Population and Sampling

The target population for this study cuts across women living within the Kingdom of Saudi Arabia who are on the receiving end of the empowerment provisions of Vision 2030. This includes many-segmented women sectors, for example, women in the workplace, women leaders, women in business, and women educators. The participants were recruited by employing a stratified random sampling process that considered all the population groups (Duarte, 2024). The sampling was done using stratified random sampling, which focused on a few significant demographic variables, including age, employment status, education, and area of residence, whether urban or rural, to ensure maximum variation in the sample.

The needed sample was calculated based on statistical power estimates, and the total number of respondents involved was 250. Respondents were recruited through an online questionnaire disseminated through social networks and emails and personally by surveying members of local communities active in various events and programs (Faridmarandi & Komasi, 2024). This approach achieved the purpose of having a diverse sample of women and recruiting women of different socioeconomic statuses.

3.4.Data Collection

A questionnaire survey was used for data collection for this study and comprised closed-ended questions that aimed at obtaining multiple perspectives on women's empowerment and their psychosocial health. The survey aimed to measure the following key areas:

1. **Women's Empowerment through Vision 2030 Initiatives:** The questions in this part of the questionnaire focused on women's perceptions of how Vision 2030 affected their ability to take on more leadership roles, education, employment, and new business ventures.
2. **Psychosocial Well-Being:** This area is concerned with assessing several aspects of psychosocial functions and morale, mood state, quality of life, and personal and social adjustment. The issue of power was defined, and respondents were requested to share their experience of how empowering empowered them, concluding that empowering affected their general mental and emotional condition.
3. **Social and Cultural Integration:** This section of the survey looked at the extent to which women feel accepted in society and in various contexts of social support systems.
4. **Perceived Barriers to Empowerment:** Respondents were required to state whether or not they faced any hindrances regarding the actualization of empowerment instruments due to cultural, economic, or institutional constraints. In some ways, this section identified areas that may require extra attention in the future.
5. **Satisfaction with Vision 2030 Initiatives:** Satisfaction questions were meant to assess the degree of satisfaction of respondents with the specific policy or reform undertaken under Vision 2030, the effectiveness of the policies, and what needs to be done.

The questionnaire implemented closed-ended questions through Likert scale indices, which allowed the target respondents from the group to indicate their level of

agreement ranging from strongly agree to strongly disagree. This approach also enabled enhanced and streamlined response earlier mentioned besides facilitating quantitative data analysis of the information that was gathered.

This paper uses data from only surveys conducted online and questionnaires that were administered on the face-to-face basis so as to ensure maximum variability in sample subjects. The online version was advertised on the social networks, and the respondents were sent the email invitations. However, the paper-based questionnaire was self-administered in community centers and had the same chance to enroll all ages and ethnicities (Rigaud et al., 2024). In order to obtain accurate data from the participants, and to safeguard their rights, all participants were told of their rights to privacy and anonymity before participating in the research activity.

3.5.Data Analysis

In this case, the data collected from the survey was quantitatively analyzed through the frequency and percentage distribution methods. Hence, these responses were coded and entered into the respective statistical analysis software to answer each of the survey questions. This was in form of tables where by the number and percentage frequency of response for each question was indicated as this gave an easy baseline for comparing patterns in different sets of responses. However, to supplement the given data findings, the frequency distribution was used, as well as pie charts and bar graphs to make the outcomes more understandable and convenient for the analysis (Chen & Chen, 2024). These visual supports helped in emphasizing the relationships between women's emancipation and psychosocial wellbeing initiatives and demonstrate the impact of Vision 2030 on the Saudi Arabian women. By employing various statistical analysis tools and graphics, the study could be placed in easier measure as to the extent or direction in which empowerment impacts most or some aspects of psychosocial well-being.

Lastly, the findings of this study were followed by a discussion section that attempted to compare the previous literature aimed at determining the relationship between various measures of empowerment and the welfare outcomes (Okte et al., 2024). Thus, the findings emerged in this study aim at contributing to the existing knowledge base on women empowerments and its effects on Saudi Arabian women’s mental health and emotional health.

4. Results and Discussion

This chapter presents the analysis of the collected data and key findings from the study. It begins with a detailed exploration of the participants' responses, organized by thematic categories, to address the research objectives. Patterns, trends, and significant insights are highlighted to provide a comprehensive understanding of the results.

4.1. Results

4.1.1. Women’s Empowerment through Vision 2030 Initiatives

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Vision 2030 has increased access to educational opportunities for women.	30%	20%	40%	10%	0%
Vision 2030 has provided more opportunities for women to participate in the workforce.	20%	30%	35%	5%	0%
Vision 2030 has enabled women to access leadership and entrepreneurial roles.	25%	25%	50%	0%	0%

Table 1: Women’s Empowerment through Vision 2030 Initiatives

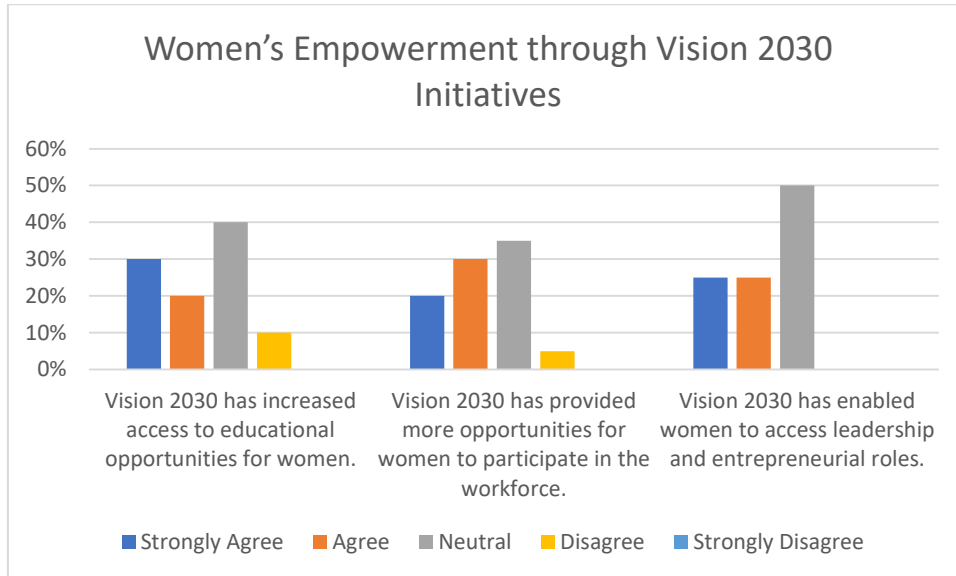


Figure 1: Women's Empowerment through Vision 2030 Initiatives

The data reveals mixed perceptions about women's empowerment through Vision 2030 initiatives. Regarding increased access to educational opportunities, 50% of respondents either strongly agreed or agreed, indicating progress in this area, while 40% remained neutral, suggesting a segment of the population is either unaware of or unaffected by these changes. Only 10% disagreed, highlighting minimal dissatisfaction.

In workforce participation, 50% of respondents positively acknowledged increased opportunities, with 35% remaining neutral and 5% expressing disagreement. The significant neutral response implies that while reforms have been introduced, their impact is either limited or not widely recognized among all women. Leadership and entrepreneurial opportunities received a rather mixed reaction. Regarding Vision 2030, 50% of the respondents selected the option 'Agree' or 'Strongly Agree' that it has been instrumental in this regard, and rest fifty percent selected 'Neutral'. This result indicates that despite these innovations, the expansion and awareness of change remains a work in progress. In sum, the present study suggests that despite the evident changes in global education and employment processes, women's rights have been

improving, yet, 28% of the participants were indifferent about it. This calls for a need to increase advocacy and measures toward making Vision 2030's programs sensitive to all stakeholder's classes.

4.1.2. Psychosocial Well-Being

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
My mental health has improved due to increased empowerment opportunities.	30%	20%	40%	10%	0%
I feel more emotionally stable as a result of empowerment initiatives.	20%	50%	30%	0%	0%
My self-esteem has increased due to the changes brought by Vision 2030.	42%	14%	44%	0%	0%

Table 2: Psychosocial Well-Being

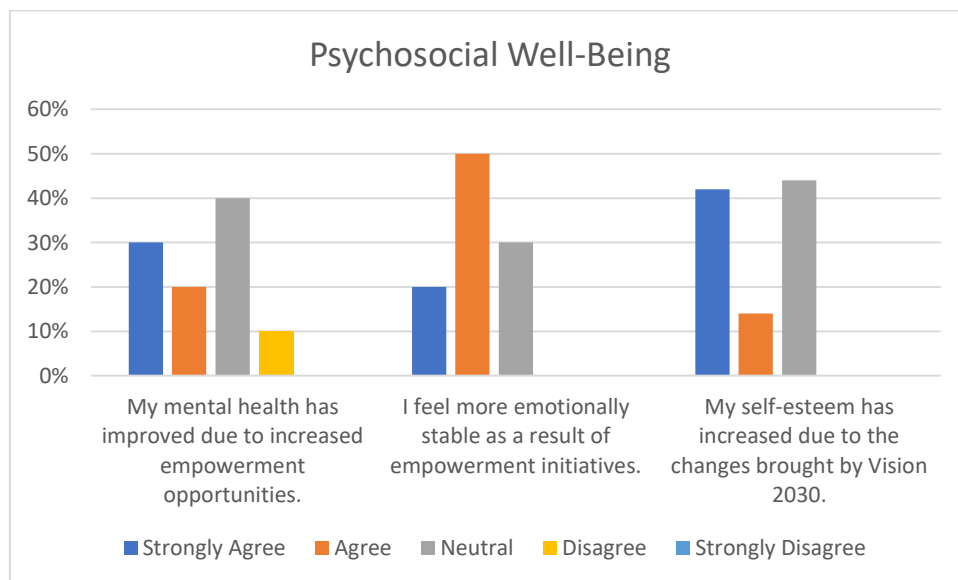


Figure 2: Psychosocial Well-Being

The data reveals the psychosocial effect on empowered individuals and institutions under Vision 2030. As for mental health improvement, 50% of respondents either strongly agreed or agreed, hence empowered opportunities are having a positive

impact on their mental health. However, 40% workers were in the middle, indicating that they have not felt this impact strongly, 10% workers disagreed. However, the answers were clearer regarding emotional stability because 70 % of people agreed or strongly agreed that empowerment initiatives have helped them to gain emotional stability. This shows that Vision 2030 reforms have played some extent in positively influencing emotional resilience among women. Specifically, no respondents offered a negative response in relation to this field, which bears testimony to the lack of negative impacts seen here. For self-esteem, 44% of the respondents negatively responded, 56% positively acknowledged improved self-esteem due to changes in Vision 2030, with a significant 44% selecting neutral. These figures can be perceived as showing that while more women believe in finding benefits to their self-esteem, still a number of them might need more additional help or more manifest efforts made to have similar results.

4.1.3. Social and Cultural Integration

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I feel more accepted within my community as a result of Vision 2030 initiatives.	22%	33%	35%	5%	5%
Social support systems have improved to help women integrate better into society.	20%	30%	35%	5%	0%
Vision 2030 has fostered greater societal acceptance of women's roles in diverse contexts.	20%	20%	50%	10%	0%

Table 3: Social and Cultural Integration

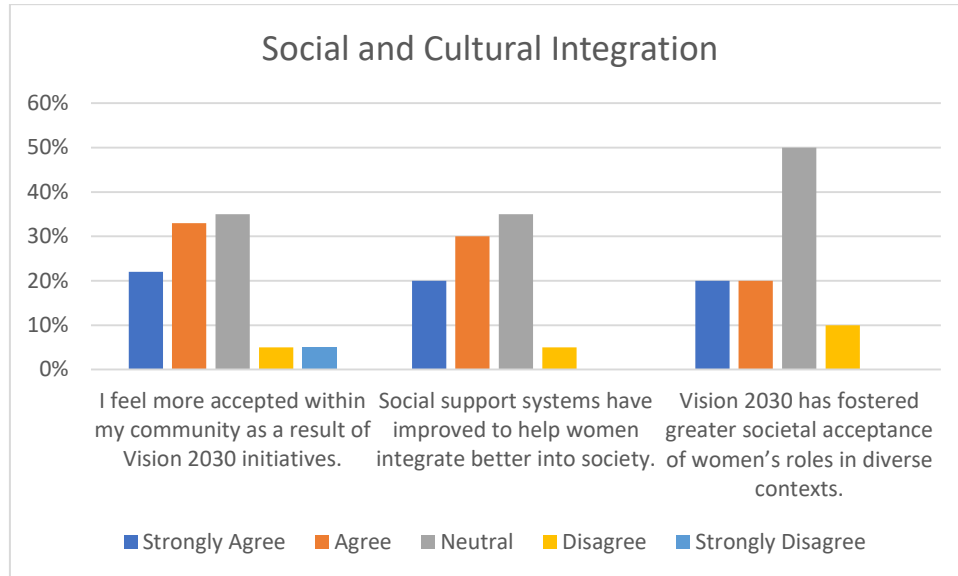


Figure 3: Social and Cultural Integration

This reality also comes out clearly from the data in terms of the social and cultural integration of people of vision 2030. On the aspect of community acceptance, the respondent's positive reactions were 55 % who strongly agreed and agreed that they feel accepted in their communities which is in the right positive trend in the quest to accept people in their communities with such disorders. But 35% were on the sideline and 10% disagreed meaning that the communities' acceptance of the equivalent system is still in its infancy and may depend on the regions or societies.

Addressing social support systems, 50 % of the respondents pointed out certain improvements that enhance women's societal reintegration indicating moderate progress. On the same, 35% chose neutral, which either indicates they have low awareness of such changes or they are applied in a very selective manner. 18% of the participants reported that they somewhat agree while 5% said that they disagree, and none strongly disagreed, what indicates minimal resistance. Despite this somewhat positive view about the FDWs taking on different roles, the respondents' perception of societal acceptance in this instance was slightly weaker attaining a 40% agreement or strong agreement. A solid 50% responded with the middle option of agreeing that

improvements may still be in the nascent stages or needing reinforcing. Only a scant 10% indicated they disagreed, which indicates that some level of resistance remains at this organization. Therefore, as outlined in Tanzania’s Vision 2030, progressive developments in social and cultural acceptance have begun to take place, but substantial proportions of neutral responses call for further improvement of inclusive acceptances for all the women.

4.1.4. Perceived Barriers to Empowerment

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Cultural challenges still hinder my access to empowerment opportunities.	35%	25%	30%	10%	0%
Economic barriers limit the effectiveness of empowerment initiatives.	20%	40%	35%	5%	0%
Institutional obstacles (e.g., policies or regulations) restrict women’s empowerment.	25%	25%	50%	0%	0%

Table 4: Perceived Barriers to Empowerment

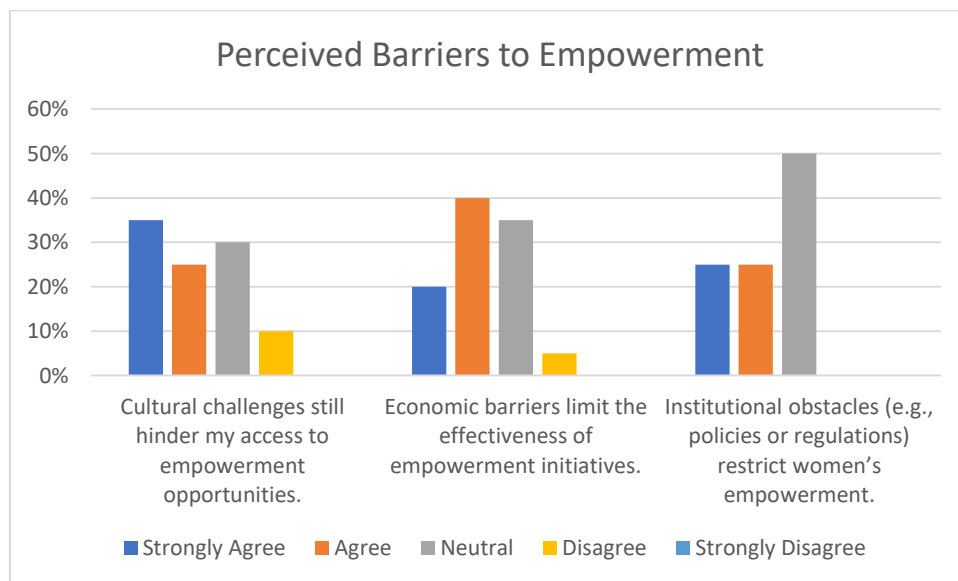


Figure 4: Perceived Barriers to Empowerment

From the data available, social factors degrade women’s rights as the Vision 2030 tries to empower them. As for cultural barriers, the respondents’ answer literally illuminates the problem as 60% out of them strongly agreed or agreed with the statement that cultural barriers limited their access to empowering opportunities. This clearly explains why despite the various empowerment measures put in place by government, culture continues to deny women the full benefits. While 30% of the respondents stated they agreed with the listed barriers, 30% said they were neutral on these barriers, whether because they never encountered these barriers in their work, or they were not willing to openly admit to experiencing them, and 10% said they disagreed with these barriers. Economic imperatives were also noted, though these were well understood with 60% strongly endorsing the notion that economic factors acted as key determinants the effectiveness of empowerment programs. This again calls for the enhancement of advanced economic policies or resource in women empowerment. But 35% had no opinion, which may be due to the fact that the economic lose is not affecting them socially or professionally, 5% arc of the opposite opinion.

With regards to Institutional barriers, which according to the following policies or regulations these were considered by 50% of the respondent as being barriers while the rest 50% considered it to be neutral. This even distribution may suggest that respondents experience institutional discrimination in different ways depending on characteristics like geography and sector. Therefore, it is clear that Vision 2030 has been achieved, however, cultural, economic and institutional challenges are some of the main barriers to women’s overall empowerment. In order to overcome these challenges, more targeted reforms and interventions are needed.

4.1.5. Satisfaction with Vision 2030 Initiatives

Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I am satisfied with the educational reforms introduced under Vision	20%	22%	46%	5%	7%

2030.					
Workforce participation policies under Vision 2030 have been effective.	15%	40%	35%	5%	5%
Vision 2030 has been successful in creating meaningful leadership opportunities for women.	35%	35%	30%	0%	0%

Table 5: Satisfaction with Vision 2030 Initiatives

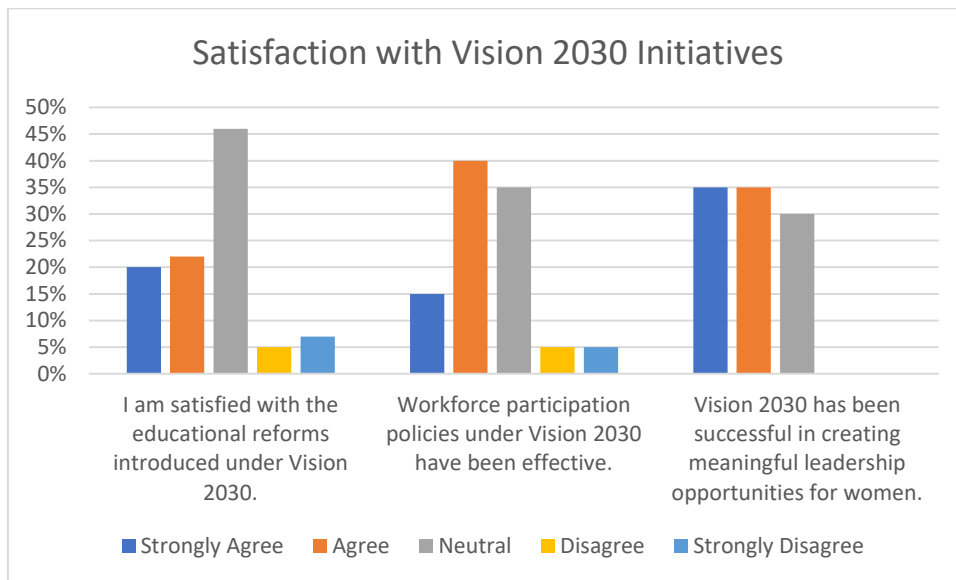


Figure 5: Satisfaction with Vision 2030 Initiatives

When it comes to Vision 2030, the results were not positive or negative but a mixed affair where the participants were asked about their level of satisfaction on various aspects of educational, workforce, and leadership reforms. Regarding the educational reforms, 42 % of the participants agreed or strongly agreed that they were satisfied with what had been done, though it still pointed out some improvement. However, 46% were neutral, likely meaning that awareness regarding these reforms' benefits has not fully spread or realized positive changes for all women yet. A fairly small share, 12 %, responded negatively, which indicates potential for increasing intervention to address heterogeneous learning requirements.

Policies regarding employees' participation in the workforce received more approval, where 55% of the respondents agreed or strongly agreed to the statement regarding their effectiveness. It provides evidences of progressive development towards labor market integration of women. However, 35% responded as neutral meaning that although there may be policies in place, their enforcement or advertisement might not be consistent. A paltry 10 % of them were dissatisfied, which shows that there is relatively little opposition. Opportunities created under Vision 2030 on leadership pulled the strongest positive response, with 70 percent of the respondents strongly agreeing or agreeing on the same. About 30% were categorically neutral about leadership reforms stating that for those passionate, they have significantly influenced their careers but for majority of women, the benefits may not yet be within reach.

4.2. Discussion

This study provides the qualitative study's most comprehensive insights into Vision 2030 program on women's empowerment, psychosocial health, social inclusion, and potential hurdles to enablement, and satisfaction about reform. Several of these reforms are discussed here from the perspective of the gender providing insights into which issues have received positive acceptance and which areas are still lacking in terms of women's full emancipation. The detailed analysis of the answers made by the participants allows looking beyond the specifics of the studied society, identifying the changes, the directions that must be continued to be explored, and the relationship between the policies and the realities.

Another reason that can be derived from the data is about women empowerments or in other words the improvement of educational Participation rate and workforce. With regard to these areas, the findings reveal much improvement has been made but perception vary widely across different groups. With regard to Vision 2030 in the area of education, 50% of the interviewed women affirmed strongly or agreed with the statement that education for women has been enhanced by Vision 2030. It indicates that there is a significant improvement in education system that needs a radical

change to allow most women access educational needs. However, the fairly large portion of neutral sentiments indicated by 40% means that the majority of women probably never noticed or were not directly affected by the reforms. These middle positions may represent different levels of awareness of educational possibilities or might simply mean that some educational changes have not permeated through all districts or societies yet. Only 10% of the respondents disagreed with the given statement, which is a rather small percentage, suggesting that in general, the broadening of education opportunities.

Employment of women, the statistics are again a mixed bag of promise and uncertainty. When asked whether Vision 2030 has given more chance for women to participate in the labor market, 44% of the respondents said ‘yes’, ‘agree’ or ‘strongly agree.’ This corresponds to important policy changes and societal transformation that has sought to empower women within different sectors of the economy. However, 35% of participants remained neutral, that don’t exclude the existence of those opportunities, but do not share the idea that they are available and effective enough (. This neutrality could therefore be understood to mean that structural shifts in the workforce have not yet been conveyed well, or put into practice uniformly across sectors. Also, only 5% of the respondents were disagreed indicating that the workforce reform is widely accepted albeit the general lack of engagement with these reforms is pertinent and prime to inform all women of these chances.

Among the leadership and entrepreneurial parts, there was a bit lower agreement. Fifty percent of the women respondents agreed or strongly agreed that through Vision 2030 women have been able to break barriers to leadership and entrepreneurship the other 50% were indifferent which indicates that while some women are experiencing the changes that have been brought about by Vision 2030, others might not have felt the impact yet. Such division leads to the understanding of the fact that leadership reforms are marked by the following complexity. Despite the growth in workplace participation of women and women entrepreneurs, these opportunities could however

still be scarce or come with some hurdles for some women say because of their regional or sectorial backgrounds. This 50% respondents remain neutral and demonstrate that the results of these reforms are still in progress, and perhaps more time is needed to make leadership opportunities available and meaningful for every woman.

The psychosocial aspect of Vision 2030 was also touched on, with special emphasis placed on the necessity of sound mental health and stability when it comes to empowerment. The results reveal that the female participants believe that power programs bring positive healthier change in the area of mental health and self-resilience. Half of the respondents claimed that their mental health has benefited from opportunities they had gotten to be empowered. This implies that, when women get a chance to go to school, get, or be employed or even get a chance to leadership, they tend to have a better standard of living. However, 40% of the women were still undecided on this either because the changes in mental health may not be too conspicuous, or the overall experience of such transformation may not be too compassionate. However, 10% of the respondents disagreed with the notion that the empowerment initiatives have had a negative effect in the women's right to access and maintain good mental health. Emotional stability was given a little better endorsement meaning 70 percent of the participants ensured improved emotional well-being facilitated by Vision 2030 activities. This response highlights the fact that empowerment is important as it helps woman to have stronger emotional stability. It also looks at the generic positive effects of power that empower women on their individual psychological well-being since other women who feel empowered more in their lives or at work are more psychologically stable.

The implementation of Vision 2030 also brought about improvements on one of the greatest aspects to human life, which is self-esteem. Among all the responses, 56% claimed that their self-esteem has enhanced due to the changes that Vision 2030. But, the 44% of respondents who gave close-ended neutral responses suggest that self-

esteem is perhaps one area where more work is required to make all women feel compete and valued in society. The varying reactions in this area indicate that while some women stand to gain self-improvement in terms of self-esteem, perhaps more intercession or enhanced social support may be needed to benefit other women as well.

The theme of social and cultural integration highlighted another level of intricacy. Although most women interviewed mentioned that Vision 2030 made them feel welcome in society, perception of acceptance of women in all aspects of society was not as strong. Here also, only 55% of the respondents said that they had felt more accepted within their communities, which will mean that while there is increased social acceptance of people with disabilities, there is still a lot of regional and cultural differences that still need to be address. The 35 % of neutral response in this category suggest that majority of the women might be indifferent or may not experience the impacts of social integration efforts. Moreover, 10% of the respondents provided their disagreement with such changes stating that there are women who might experience some rejections or limitations from the society even if there are high policy changes.

On the perception on societal acceptability of women in various context, 40 % of the respondents agreed or strongly agreed that Vision 2030 has promoted societal acceptability of women. But 50% were undecided, which means in another way 50% showed that there is still much to be desired or society is still in the process of accepting women roles or is lagging behind. About 10% of respondents provided remarks indicating that there is still resistance to change to today in some parts of society especially those steeped in traditional culture.

Nonetheless, this study also reveals that there are existing challenges that hinder the full empowerment of women in Tanzania even after implementing Vision 2030. Cultural factors still top the list of hurdles because are still a hurdle to as revealed by 60% of the respondents through their remarks that cultural barriers in the form of culture and tradition hinder them from embracing empowering factors. Based on these

findings it becomes clear that although there are more opportunities for women through Vision 2030, cultural barriers and expectations remain a precursor to women's advancement. Another reason is the economic one, according to which 60 % of women support the opinion that finances restrain the possibility of empowering interventions. This raises the essence of sound economic policies that create windows for women to undertake economic activities, but also other policies that will offer women the economic capacity to exercise these opportunities. Policies or regulations were also considered as other key impedes by 50% of the respondents supporting the need for system reforms these efforts.

Finally, the participants were asked about the extent to which they are satisfied with the Vision 2030 initiatives and the response was equally divided into satisfied and unsatisfied with no one being completely satisfied. When it comes to educational reforms, 42% of respondents are satisfied nonetheless, the fairly large number of neutral responses (46%) suggests that many women might not appreciate or actively benefit from these reforms. Other policies concerning workforce participation were more popular among the women as only a slightly low 30% had reported dissatisfaction. However, 35% of them were in the neutral zone, which means that the said policies' results may not be felt by everyone. Satisfaction was realized in the area of leadership where women realized a satisfaction level of 70%, a fact that stands to mean that leadership reforms have been the most effective in the implementation of Vision 2030 in empowering women.

Therefore, the implications of this study are an improvement process for Vision 2030 on enhancing women's empowerments in Saudi Arabia. Despite fair progress in certain areas like education, employment, leadership roles; the responses suggest that there are still long ways to go. Nevertheless, the high absolute number of the 'No Change' responses in many of those areas indicates that further efforts are still necessary to popularize the positive effects of these reforms among all women, more distant and less privileged regions. In the future, it will become essential to give

relevant authorities effective tools to eliminate present obstacles to empowering women, as well as to increase and diversify activity in line with Vision 2030 to include all women in social and economic development.

5. Conclusion and Recommendations

5.1. Conclusion

Empowering women under the strategies like Vision 2030 in Saudi Arabia is a comprehensive and revolutionary process adapted to serve the need for social change and proceed with the sustainable development approach. The synthesis of gender theories in the context of socio-psycho-economic aspects evolved out of the integration of theories from the field of gender studies, sociology, economics and psychology is a balanced one that captures all the intricacies of the process aimed at female's empowerments. Common to these views is the understanding of empowerment as not only capacity-building for individuals, but as a key approach to improving psychological well-being and social inclusion.

The recent social changes encapsulated under Vision 2030 of increasing women's workforce participation, increasing women leader's representation and female entrepreneurship are a plus for Saudi Arabian women. The interventions thus listed under this framework seek to eliminate structural impediments that have for long hindered women from realizing their potentials and greatly contributing to the growth of the nation. The emphasis on areas such as STEM and entrepreneurship is revealing the efforts made to diversify the economy and eliminate the past gender biases that kept women out of contributing to the nation's development. But the process to attain the truest sense of identity and power is not without considerable thwart. However, cultural resistance continues to be a major factor where traditional values are encouraged, and very conservative attitudes to women are still present. Culture has so many ways of hold the women in low-esteem when they go for careers or seek leadership positions, this matters a lot when it comes to the mental health and morale

of females. The above problems are compounded by the weak mental health system, with few services available to women and much cultural prejudice against mental health problems. Economic framework also remains an issue, however wage discrimination and lack of access to well-paid employment continues to hamper women's economic integration.

While addressing these challenges it require more than just policy change but policy change plus change in culture. Success for Women's Empowerment can therefore not lie solely in capacity investments through education, health and economic resources but must also incorporate demand-side interventions, such as enabling culture change through promoting 'acceptable' conversations about mental health and embracing cultural beliefs about women and gender equality. This vast strategy will guarantee that females acquire not only the material items but also mental and psychological stability to improve on.

Other countries that have managed to incorporate gender mainstreaming into their Country's framework offer rich lessons to a country like Saudi Arabia. Sweden and Rwanda are progressive nations with many policies relating to women and these automatically provide level of insight that can be imported into Saudi Arabia. Based on these cases, Saudi Arabia can go on develop and improve its empowering programs so that the programs fit the context of the Middle Eastern societies.

5.2.Recommendations

- **Enhance Mental Health Services:** Increase funding for the development of mental health care that is affordable and culturally competent for women. This includes raising awareness among the healthcare providers themselves, with a focus on the unique mental health issues that women face especially those from such conservative and traditional backgrounds.

- **Foster Cultural Change:** The government should therefore undertake political awareness programs that negate traditional practices such as portraying woman as subordinates while at the same time creating awareness that it is okay for man to support and protect woman at workplaces and in society.
- **Strengthen Economic Opportunities:** Promote specific economic initiatives for Empowerment for Women including: Education on Micro and Macroeconomics, business Development, Leadership training. Such women could be given scholarships, startup capital through micro-finance and sponsorship in programs that target women in areas like Information technology and business administration respectively.
- **Support Leadership Development:** Promote more leadership training and coaching engagements for women and especially in industries career that are dominated by few women. This could include joining foreign based organizations and social business entities for exchanging knowledge as well as for carving out employment opportunities.
- **Monitor and Evaluate Progress:** Set up regular checks and balances in order to measure the impacts of empowering women. Annual assessments of indicators highlighted performance levels in participation of women in workforce, leadership position and mental health; foundational for measuring the effectiveness of policies and programs where they are intended for Saudi women citizens and fail to deliver an impactful change in their lives.

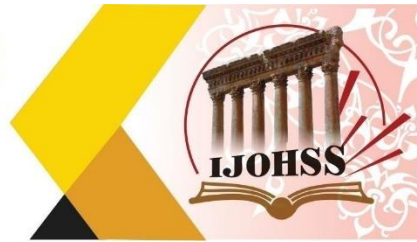
Such recommendations regarding Vision 2030 are intended to continue the development process in Saudi Arabia and other countries of the Middle East regarding full-fledged women's empowerment as well as their psychological and social recovery. Overcoming both the physical and mental sides of the empowerment, Saudi Arabia will become one of the regional leaders in both gender and economic rights.

6. References

1. Abdelwahed, N. A. A., Bano, S., Al Doghan, M. A., Aljughiman, A. A., Shah, N., & Soomro, B. A. (2024). Empowering women through digital technology: unraveling the nexus between digital enablers, entrepreneurial orientation and innovations. *Equality, Diversity and Inclusion: An International Journal*.
2. Alanazi, R., & Alkoutli, C. (2023). Sources of Wellbeing Amongst Saudi Arabian Women Academic Leaders: An Explorative Study. *Societies*, 13(4), 88.
3. Alasgah, A. A., & Rizk, E. S. (2023). RETRACTED ARTICLE: Empowering Saudi women in the tourism and management sectors according to the Kingdom's 2030 vision. *Journal of Sustainable finance & Investment*, 13(1), 16-43.
4. Al-Chetachi, W., Krivova, A., Azam, S., Radwan, E., Shalaby, Y., Orin, M., ... & Bhuiyan, S. (2022). Women's empowerment under the lens of global health equity: Literature review of challenges, best practices, and societal impact. *International Health Trends and Perspectives*, 2(1), 88-117.
5. Aldossari, A. S. (2024). Empowered but afraid: do Saudi women have the capability to freely decide their university majors?. *British Journal of Sociology of Education*, 45(6), 892-911.
6. Alghamdi, A. K. H., & Aldossari, A. (2024). Healthy lifestyle, physical education, and sports for Saudi women. *Physical Education and Sport Pedagogy*, 29(5), 505-520.
7. Alghamdi, A. K. H., Alsaadi, R. K., Alwadey, A. A., & Najdi, E. A. (2022). Saudi Arabia's Vision 2030's compatibility with women and children's contributions to national development. *Interchange*, 53(2), 193-214.
8. Ali, M., Ali, I., Badghish, S., & Soomro, Y. A. (2021). Determinants of financial empowerment among women in Saudi Arabia. *Frontiers in psychology*, 12, 747255.
9. Almadani, N. A., & Alwesmi, M. B. (2023). The Relationship between Happiness and Mental Health among Saudi Women. *Brain sciences*, 13(4), 526.
10. Al-Otaibi, A. G., Aboshaiqah, A. E., & Aburshaid, F. A. (2024). Structural Empowerment, Resilience, and Intent to Stay Among Nurses and Midwives in Obstetrics and Gynecology Departments: A Phenomenological Inquiry Study in Saudi Arabia. *SAGE Open Nursing*, 10, 23779608241247434.
11. Alquwez, N., Cruz, J. P., Alshammari, F., & Alotaibi, N. S. H. (2021). Psychometric properties of the health empowerment scale arabic version for working women in Saudi Arabia. *INQUIRY: The Journal of Health Care Organization, Provision, and Financing*, 58, 00469580211056040.

12. Assaf, A. (2024). Impact of Social Entrepreneurship on Women Empowerment through Financial Inclusion an Analytical Study from the Kingdom of Saudi Arabi—Pakistan Journal of Life and Social Sciences (PJLSS), 22(1).
13. Begum, G. T. (2024). Achieving sustainable development goals for mental health and gender equality through work-life balance and emotional intelligence. *Gender in Management: An International Journal*.
14. Eid, N. A. A., Alkathlan, K. A., Haque, M. I., Alkhateeb, T. T. Y., Mahmoud, D. H., Eliw, M., & Adow, A. H. (2023). Exploring the Entrepreneurial Intentions of Princess Nourah Bint Abdulrahman University Students and the University's Role Aligned with Vision 2030. *Sustainability*, 15(24), 16769.
15. Gupta, S., Wei, M., Tzempelikos, N., & Shin, M. M. (2024). Women empowerment: challenges and opportunities for sustainable development goals. *Qualitative Market Research: An International Journal*, 27(4), 608-630.
16. Hassan, O. H., Sobaih, A. E. E., & Elshaer, I. A. (2022). The impact of women's empowerment on their entrepreneurship intention in the Saudi food industry. *Journal of Risk and Financial Management*, 15(12), 571.
17. Jeevanasai, S. A., Saole, P., Rath, A. G., Singh, S., Rai, S., & Kumar, M. (2023). Shades & shines of gender equality with respect to sustainable development goals (SDGs): The environmental performance perspectives. *Total Environment Research Themes*, 8, 100082.
18. Khan, S. (2024). Women Empowerment as a Mediator Between Environmental Conservation and Climate Intervention. *International Journal of Sustainable Development & Planning*, 19(5).
19. Kumar, C. (2020). Psychosocial well-being of individuals. *Quality education*, 676-686.
20. Lambert, L., Warren, M., Brulé, G., O'Brien, C., Murray, S., Mulay-Shah, A., ... & Alsubaiei, S. (2020). Perspectives: Using positive psychology and the United Nations' Sustainable Development Goals to build a better world. *Middle East Journal of Positive Psychology*, 6, 1-28.
21. Meharunisa, S., Almugren, H., Sarabdeen, M., Mabrouk, F., & Kijas, A. M. (2024). The impact of artificial intelligence on women's empowerment and work-life balance in Saudi educational institutions. *Frontiers in Psychology*, 15, 1432541.
22. Mosca, O., Milani, A., Fornara, F., Manunza, A., Krysz, K., & Maricchiolo, F. (2023). Basic psychological needs, good societal development and satisfaction with life: The mediating role of the environment. *Sustainability*, 15(18), 13794.
23. Ndunda, L. N., Mutinda, M. N., Ngumi, O., & Gachohi, N. (2020). Factors influencing the psychological well-being of women enterprise fund beneficiaries in Njoro sub-county, Kenya: *psychology*, 11(11), 1729.

24. Showkat, M., Nagina, R., Nori, U., Baba, M. A., & Shah, M. A. (2024). Empowering women in the digital age: can digital financial services fulfil the promise of financial autonomy and gender equality in the attainment of Sustainable Development Goal 5?. *Cogent Economics & Finance*, 12(1), 2342459.
25. Sweileh, W. (2024). Gender equality and women's empowerment in Arab countries: a bibliometric review of the literature on SDG 5. *Global Knowledge, Memory and Communication*.



Appendices

Survey Questionnaire

Theme	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. Women's Empowerment Through Vision 2030 Initiatives	Vision 2030 has increased access to educational opportunities for women.					
	Vision 2030 has provided more opportunities for women to participate in the workforce.					
	Vision 2030 has enabled women to access leadership and entrepreneurial roles.					
2. Psychosocial Well-Being	My mental health has improved due to increased empowerment opportunities.					
	I feel more emotionally stable as a result of empowerment initiatives.					
	My self-esteem has increased due to the changes					



	brought by Vision 2030.					
3. Social and Cultural Integration	I feel more accepted within my community as a result of Vision 2030 initiatives.					
	Social support systems have improved to help women integrate better into society.					
	Vision 2030 has fostered greater societal acceptance of women's roles in diverse contexts.					
4. Perceived Barriers to Empowerment	Cultural challenges still hinder my access to empowerment opportunities.					
	Economic barriers limit the effectiveness of empowerment initiatives.					
	Institutional obstacles (e.g., policies or regulations) restrict women's empowerment.					



5. Satisfaction with Vision 2030 Initiatives	I am satisfied with the educational reforms introduced under Vision 2030.					
	Workforce participation policies under Vision 2030 have been effective.					
	Vision 2030 has been successful in creating meaningful leadership opportunities for women.					