

SAUDI ARABIA'S VISION 2030: IMPLICATIONS FOR WOMEN

JYOTIKA TECKCHANDANI

ASSISTANT PROFESSOR, AMITY INSTITUTE OF SOCIAL SCIENCES, AMITY UNIVERSITY, NOIDA
EMAIL – jtekchandani@amity.edu

RITIKA DHINGRA

Email -ritikadhingra33@gmail.com

Abstract

Aiming to diversify the Kingdom's oil-dependent economy and promote a more inclusive society, Saudi Arabia's Vision 2030 is a bold and revolutionary agenda. One of its most noteworthy aspects is the deliberate focus on women's empowerment, a field that has historically been limited by conservative views of gender roles. This vision places women as key players in the future of the country and is not just an economic blueprint; it is a socio-political reconfiguration.

A number of legislative changes have been implemented as part of Vision 2030 to increase women's involvement in public life. These include expanding women's access to the workforce, encouraging female entrepreneurship, easing guardianship laws for men, and lifting the driving ban in 2018. As a result, women now hold leadership roles in ministries, financial institutions, and even the diplomatic corps, and the female labor force participation rate has more than doubled in recent years. Women now have more options thanks to educational reforms, especially in “STEM (science, technology, engineering, and mathematics)” fields.

However, the path to complete gender parity is still complicated, despite the fact that these advancements represent unquestionable progress. Meaningful inclusion is still hampered by societal norms, legal ambiguities, and structural barriers. The state-led reform narrative also raises critical questions: Are these changes reflective of a genuine shift in gender ideologies, or are they driven primarily by economic imperatives and global image-making?

This paper critically evaluates how Saudi Arabia's Vision 2030 has affected women's status by examining both official policies and popular reactions. It looks into whether Vision 2030 is a top-down approach to modernization strategy with little potential for transformation or a route to long-term gender equity, drawing on government data, international reports, and feminist critiques. At the same time the Saudi example provides insightful information about how patriarchal systems and state-driven ideas of change interact in the Arab Gulf.

Key Words: Vision 2030, Saudi Arabia, Women Empowerment, Gender Reforms, Social Change, State-led Modernization, Gulf Politics

INTRODUCTION

The 2030 vision for Saudi Arabia is a plan to make the country a lively society, a strong economy, and a nation with big dreams. Announced in April 2016 by the heir prince Mohammed Bin Salman, Vision 2030 serves as a critical response to the pressing need for economic diversification amid the decrease in oil revenues and fluctuating global markets (Morozowski, 2024). The vision underlines the purpose of reducing oil dependence while improving the general resilience of the national economy through initiatives that cover economic, social and cultural dimensions.

In essence, Vision 2030 covers three main pillars: a vibrant society, a prosperous economy and an ambitious nation (Saudi Vision 2030, 2023). These pillars are supported by a series of strategic objectives that include, among others, the improvement of entertainment and tourism sectors, the promotion of an economy based on knowledge and investment in technological innovation and infrastructure. By articulating a clear road map with tangible objectives, the initiative aims to turn the Saudi economy towards sustainability, resilience and inclusion (Ministry of Economy and Planning, 2022).

The economic implications of vision 2030 are of great reach, particularly because the kingdom seeks to diversify its sources of income. Programs such as the Public Investment Fund (PIF) seek to attract foreign investments and parenting associations that can catalyse growth in non -oil sectors. This includes sectors such as tourism, entertainment and technology, each that represents a vital component of the kingdom's ambition to become a global investment power (Morozowski, 2025). The justification behind promoting economic diversification is not simply based on immediate tax needs, but also on adapting to the complex challenges raised by global developments, including environmental sustainability and digital transformation.

Socially, Vision 2030 aims to strengthen the quality of life of its citizens through improved public services and infrastructure improvements, thus promoting a higher standard of living and a more cohesive society (Aljohani

and Niazi, 2023). The initiatives under the framework to encourage greater public participation and inclusion, particularly between women and young people, who represent a significant demography within the kingdom. Empowering these populations is essential in the transition to a more modernized and integrated society that recognizes and capitalizes the value of various contributions (Scherer et al., 2023).

Culturally, Vision 2030 seeks to exhibit and preserve the Saudi inheritance and promote cultural exchange through a variety of projects that range from investments in museums and arts to the facilitation of cultural festivals (Albalawi, 2024). By promoting cultural dialogue and promoting tolerance, the kingdom not only aspires to remodel its image on the global stage, but also to contribute to the broader discourse on intercultural understanding. This cultural initiative serves as an internal reflection of national identity and an external gesture towards global community participation (Alheim, 2023).

The social and cultural transformations described in Saudi Arabia's 2030 emphasizes the country's commitment to improve the quality of life of its citizens through public services and public programs that promote the involvement and empowerment of the citizen.

Central for these initiatives is the strategic focus on women's empowerment, which symbolizes a central change in social dynamics within the kingdom. The inclusion of women in various sectors is not just a matter of politics; It reflects a comprehensive reassessment of social roles that position women as critical contributors to the nation's socioeconomic tissue (Almgbel et al., 2024). Policies that aim to get more women into the workforce, like letting women lead and enter different fields, are meant to break down old barriers that keep women from doing certain things in society. The plan lays out a number of ways to get more women into the workforce, give them better legal rights, and change the roles they play in society.

BACKGROUND & LITERATURE REVIEW

Historically, the roles of women in Saudi Arabia were mainly defined by patriarchal structures and cultural conservatism. These dynamics anchored women in domestic spheres, limiting their access to public life and economic participation. Women were not allowed to drive before 2018; In addition, their ability to work in various sectors has remained hampered by regulatory and societal barriers (Alneel, 2025). However, the Vision 2030 Initiative has catalysed a change in these historical perspectives, supervising the empowerment of women as crucial to achieving wider economic objectives (Ainurrofiq and Khasanah, 2024).

One of the notable socio-economic changes attributable to Vision 2030 is the increased presence of women on the labor market. The government has set objectives to increase women's participation in the labor market from 22% to 30% by 2030 (Jamilah and Isnarti, 2024). This objective is supported by a range of legal reforms aimed at protecting the rights of women in employment. For example, the Saudi government has published decrees that allow women to work in various sectors, including those who were previously considered to be dominated by men, such as aviation and other technical roles (Polok, 2024). As these policies are promulgated, women are starting to experience a greater agency to navigate their professional life, reflecting significant progress in the dynamics of the male workplace.

Political reforms introduced as part of the 2030 vision are essential to understand the transformation of women's rights in the kingdom. In various sectors, in particular health and education, the government implements policies that explicitly target the empowerment of women. The health sector, for example, has experienced initiatives aimed at increasing the number of professional health women, not only not only improving employment possibilities, but also improving the quality of health services provided to women (Alzaaqi et al., 2025). These reforms highlight a broader commitment to integrate women into the economic fabric of the nation as active contributors rather than as passive beneficiaries of societal change.

In addition, Vision 2030 stressed the importance of dismantling cultural barriers that hinder the progress of women. The campaigns and initiatives aimed at changing societal attitudes towards the roles of women are increasingly widespread, marking a gap in traditional stories that have long dominated public discourse. Community engagement has become an essential element of this transformation, with various forums initiated to discuss the rights of women and their critical contributions to societal development (Al Chami and Youssef, 2025). This transition to a more inclusive cultural discourse reflects an evolutionary understanding of the empowerment of women, illustrating a progressive transition from domesticity to public engagement.

An essential aspect of the Vision 2030 framework is the accent on education as a catalyst for gender equality. The reform of educational policies demonstrates a commitment to promote an environment where women can prosper academically and professionally. The inclusion of women's empowerment concepts in educational material is crucial to reshape the perception of young people from gender roles (Alqahtani, 2024). This critical objective underlines the importance of including not only women in the education system, but also to underline their rights and contributions to society through a more equitable educational framework (Alshammari, 2024).

Despite significant progress in promoting women's empowerment, challenges remain. As Abuzahera (2024) notes, while the legislative landscape may seem beneficial, practical implementation and societal acceptance can fail due to deeply rooted cultural standards. The obstacles persist concerning the perception of women in the roles of leadership and the societal expectations imposed on them, in particular linked to family responsibilities. Thus,

while Vision 2030 sets an ambitious path for the inclusion of women, sustained efforts are necessary to treat the inequalities that persist below the surface.

In addition, the impact of Western cultural influences has sparked conversations on women in leadership and their roles in a global context, ultimately stimulating the discussion on the agenda of the 2030 vision (Alneel, 2025). The adoption of the best practices of various global contexts can help meet existing challenges, in addition to the promotion of local initiatives adapted to present the unique aspects of the contributions of Saudi women.

Empowering Change: The Impact of Saudi Arabia's Vision 2030 on Women's Roles in Education, Employment, and Society

One of the fundamental components of the 2030 vision is the improvement of the level of education of women. The Saudi government has recognized that the equipment of women of knowledge and ability is essential to promote social progress and economic diversification. According to the Ministry of Saudi education, in recent years there has been a marked increase in female enrolments in higher education institutes, with initiatives aimed at encouraging students to pursue fields traditionally dominated by men, such as engineering and technology (Alghamdi, 2023). This increase in educational access is integrated by scholarship programs that support women in obtaining qualifying both nationally and abroad, thus expanding their horizons and potential contributions to the workforce.

In tandem with educational progress, Vision 2030 tries to strengthen women's participation in the labor market. The initiative establishes ambitious objectives for the increase in women's employment rates, recognizing that gender inclusiveness in the workplace not only improves economic productivity, but also catalyses social transformation. The introduction of policies such as the prohibition of discrimination in hiring practices and the promotion of flexible working hours for women exemplifies the commitment of the government in the creation of a fair work environment (Almutairi and Alghamdi, 2024). In addition, strategic efforts to cultivate an entrepreneurial ecosystem for women reflect a recognition of their potential as agents of economic change.

Overall, the multifaceted 2030 vision approach in improving the education and employment of women, while simultaneously promotes their active involvement in public life, sport and in facing safety and mobility problems, lays the foundations for a transformative change in gender dynamics within the Saudi Arabia society. The implications of these changes are profound, since they not only contribute to the ongoing struggle for gender equality, but also represent a critical evolution in the social fabric of Saudi Arabia. Educational reforms under the vision of Saudi Arabia 2030 play a key role in remodelling the scenario of women's education, reflecting the commitment not only to gender equality, but also the country's economic diversification objectives. Reforms aim to improve the skills and qualifications of Saudi women, preparing them for active and significant participation in the workforce, particularly in sectors traditionally dominated by men. Alghamdi (2024) emphasizes that, although significant advances have been made, challenges remain in the advance of women in higher education. Access to quality education for women is an essential cornerstone to achieve gender equality; Thus, the focus of the government in educational accessibility is fundamental.

The 2030 Vision covers a comprehensive strategy that includes the expansion of educational opportunities for women in various disciplines. The initiative seeks to increase female enrolment in higher education institutions, particularly in Campos Stem (Science, Technology, Engineering and Mathematics), where women's representation has been historically low. This investment directed in EDUCATION STEM is crucial, as women with the essential skills and knowledge needed to compete in a job market increasingly oriented by technology. As pointed out by Alghamdi (2024), promoting women's competence in these areas not only enables individual women, but also strengthens the nation's economic tissue.

The cultural changes that accompany these educational reforms are significant. The emphasis on women's education in the 2030 vision not only changes the perceptions of women's roles in the labor force, but also challenges profoundly rooted social norms in relation to gender. Government efforts to promote the value of women's contributions to society signal a transformative cultural change. This change is vital to creating a more inclusive environment, where women's voices can be amplified in various spheres, including the corporate world, politics and the academy.

In addition, the Vision 2030 initiative promotes non-traditional career clues for women, encouraging them to pursue previously dominated fields, such as engineering and information technology. This movement is supported by scholarship programs and incentives designed to motivate women to enter the workforce. Research indicates that when women occupy roles in various sectors, the country's economic and social landscapes benefit, resulting in a more balanced and representative society. As women get access to higher education and various career opportunities, they become models for future generations, further perpetuating the cycle of empowerment and progress.

Despite the advances, there are still obstacles that make educational achievement and women's employment opportunities difficult. There are still social attitudes and systemic barriers that can limit women's participation in various fields. For example, society's expectations in relation to gender roles usually dictate career choices and educational activities. Dealing with these cultural perceptions is essential for the successful implementation of Vision 2030 educational objectives. The government sought to combat these challenges through public awareness campaigns and community dissemination programs aimed at changing perceptions of women's roles in society.

The educational reforms implemented under the view of Saudi Arabia 2030 represent a significant step to improve women's educational access and promote their active participation in the workforce. These changes reflect a broader cultural transformation, establishing the foundations to increase gender equality and social progress. The employment scenario for women in Saudi Arabia has undergone transformative changes since the introduction of the 2030 vision, which prioritized economic diversification and the improvement of the participation of the female labor force. The strategic plan seeks to reduce the economic dependence of oil, promoting the growth of various sectors, including tourism, information technology and entertainment. As a result, female participation in these sectors historically dominated by men has undergone marked improvements. Research conducted by Almathami, Khoo and Yang (2024) indicate a significant change in employment dynamics in these industries. The authors observe that women are not only entering the workforce in a larger number, but are also assuming leadership roles that were once inaccessible. This transition is corroborated by data that show an increase in women's employment rates, particularly in the growing fields related to national projects that serve as fundamental components of vision 2030. In this context, sectors such as tourism and event management are highlighted as -chave areas in which workers are contributing to the national vision.

In addition, Polok (2024) discusses critical legal reforms that were instituted to facilitate the integration of women in the labor market. These reforms include changes in restrictive regulations that previously limited women's employment opportunities, including the revocation of certain protection laws that previously required employees to guarantee the permission of male guardians to work. Such legal advances reflect a broader government strategy to create an inclusive environment adapted to women's economic empowerment. These initiatives, together with government financial support to entrepreneurs, such as low interest rate loans and special training programs, demonstrate a commitment to promote gender equality in the workforce. In addition to these structural changes, cultural perceptions of women's roles in the workplace are gradually evolving. As evidenced by Almathami et al. (2024), there is a growing social acceptance of women as contributors to the economic scenario, leading to a gradual change of attitudes that traditionally confined women to household roles. Public campaigns designed to promote female models in business and education further reinforce these changes and challenge existing stereotypes.

A prominent area of advancement is the promotion of women's participation in sport, which has gained institutional support and social acceptance under the vision 2030. Imawan, Zulinsyah and Surwando (2024) research highlights that these initiatives are not only intended to provide recreational opportunities, but serve as a crucial platform. By actively participating in the sport, women can challenge and redefine traditional gender roles, thus changing the public perception of femininity and ability in the kingdom. The visibility of women athletes is to dismantle stereotypes, illustrating that women are not only capable of excellence in athletics, but they can also inspire future generations to seek their ambitions, regardless of social restrictions.

Public figures and influencers contributed even more to this evolutionary narrative. As documented by Albogami (2024), the rise of social media has provided women with a voice to express their opinions and publicly defend the change. Many female public figures take advantage of these platforms to discuss social issues, share personal experiences and mobilize support for women's rights. This unprecedented access to a vast public reflects a growing acceptance of women's roles beyond traditional limits, allowing them to assume positions that challenge entrenched norms and contribute significantly to public discourse.

In addition, the 2030 Vision directs attention to increasing female representation in leadership positions in various sectors, including business, governance and civil society. This change is emblematic of a broader cultural transformation that seeks to facilitate the participation of women in decision -making processes. The increase in the presence of women in leadership roles not only serves to inspire other women, but also improves the overall quality of governance and representation; How diversified leadership contributes to a wide range of perspectives and a broader policy formulation.

In addition to economic and political representation, cultural representation also plays a crucial role in strengthening women's status in society. The creative arts, such as music, cinema and literature, have become platforms for women to express their identity and challenge predominant narratives. This cultural engagement not only enriches the national narrative, but serves to affirm women's contributions to Saudi inheritance, thus promoting a broader understanding of what it means to be a woman in Saudi Arabia today.

Challenges and Limitations:

Despite the advances facilitated by the 2030 vision, women still face various obstacles, including gender bias, salary disparities and limited access to senior management positions. These issues emphasize the need for continuous law and political intervention to ensure that the moment generated by the 2030 vision leads to lasting transformation rather than superficial changes. The government's role in dealing with these disparities will be critical to shaping a more equitable future for women in Saudi Arabia. Clearly, although significant advances have been made, the journey towards comprehensive gender equality in the workplace and beyond is continuous, requiring sustained impairment and innovative solutions. The role of women in public life in the kingdom of Saudi Arabia is undergoing a significant transformation influenced by the strategic initiatives described in the 2030 view. This ambitious reform agenda aims to diversify the economy and society, finally promoting a more inclusive environment that encourages greater female participation in various fields. As a result, the visibility of

women in public spheres, such as sports and leadership, is increasingly recognized as a fundamental aspect of cultural and social progress.

The implications of these changes extend beyond individual empowerment; they resonate throughout society, contributing to a gradual transformation towards gender equality. Increasing women's visibility in public life encourages younger generations to imagine in traditionally inaccessible roles. As such, efforts to promote women's participation in various social dimensions signal a critical change towards a more equitable society, aligning themselves with the global tendencies that defend gender equality.

CONCLUSION:

In short, the impacts of 2030 vision on women's roles in public life and cultural representation emphasize a fundamental movement to redefine gender dynamics in Saudi Arabia. By promoting environments conducive to female participation in sports, leadership and cultural expression, the initiative not only enables women, but catalyzes broader social changes that challenge and remodelable traditional paradigms in relation to roles and gender expectations. The implications of the vision of Saudi Arabia 2030 on gender equality and societal transformation extend beyond simple legislative reform; They represent a fundamental change in the standards and societal structures which have historically limited the roles of women in the kingdom. The program delimits specific objectives concerning the inclusion of women in various sectors, thus facilitating a way not only towards an increase in the level of education but also of improved employment possibilities. This change is essential, as educated and employee women are proposed to become agents of change within their communities, thus promoting a new generation of women of leaders who can influence societal values and standards (Abdelfattah et al., 2025).

A crucial aspect of the 2030 Vision of Vision is its recognition that the mobility of women is intimately linked to their ability to engage in public life. By eliminating previous restrictions on travel and women's participation in various spheres, policy encourages the presence of women in professional environments - ranging from conference rooms to public offices - which have traditionally been dominated by men (Burger and Arampatzi, 2025). This increased mobility not only allows women to contribute economically, but also questions longtime cultural perceptions concerning the roles of women, inaugurating the era of the evolution of gender standards.

The emphasis on the initiative on the participation of women in the sport sector also reflects an important cultural transformation. By promoting women in sport, Vision 2030 contributes to an evolution of societal attitudes towards femininity, health and empowerment. Programs aimed at encouraging women's participation in sports, illustrated by the creation of women's leagues and sporting events, are used for double objective: they improve the visibility of women in public life while simultaneously providing a platform for broader discussions on gender equality and women's rights (Farhan, 2024). Such cultural changes are fundamental to normalizing the concept of active participation of women in various areas of life, questioning the stereotypes which historically marginalized the contributions of women.

In addition, improvements in the safety and mobility of women are an integral part of the wider objectives of the 2030 vision. Improved security measures, in particular an increased presence of the application of public laws and campaigns against harassment, represent a proactive approach to guarantee that women feel safe in public spaces, which is essential for their full participation in social and economic activities (Almohareb, 2024). Security problems have long limited the mobility and autonomy of women, thus resolving these questions is fundamental to achieving gender equality.

In addition, the intertwining of these factors - education, employment, public life, culture, sport, security and mobility - reveals a systemic transformation of societal structures, with the potential to reconfigure the dynamics of power within the kingdom. While women have better access to opportunities traditionally reserved for men, the very fabric of Saudi society could pivot towards a more egalitarian paradigm, promoting improved democratic values and greater social cohesion (Khan et al Qassim, 2025). In this context, Vision 2030 is not simply a development program; It is a catalyst for a deep societal change, gender equality used both an objective and a broader social transformation mechanism.

In the end, the implications of these changes are significant, which suggests that the successful implementation of Vision 2030 can lead to a redefined conception of gender roles within Saudi Arabia. By establishing a basis for gender equality, the initiative opens up possibilities for a more inclusive, fair and fair society, in which men and women can thrive, contributing collectively to the progress of the country in an increasingly interconnected world.

REFERENCES:

- Abdelfattah, D., Ahmad Taha, M. N., Ashour, S. S., Alkhresheh, M., & Alansary, S. (2025). Visionary women's mobility behavior: A tool for women's inclusion in the built environment with special discourse on Riyadh city. *Sustainability*, 17(12), 5584. <https://www.mdpi.com/2071-1050/17/12/5584>
- Abuzahera, A. O. (2024). The impact of women empowering on psychosocial well-being in light of Vision 2030. *International Journal on Humanities and Social Sciences*, (63), 252-294. <http://www.ijohss.com/index.php/IJoHSS/article/view/774>

- Albadry, O. (2024). Women empowerment policies in the Kingdom of Saudi Arabia and other GCC countries: A systematic review. *مجلة العلوم الإدارية والإقتصادية*, 17(2), 37-58. <https://jaes.qu.edu.sa/index.php/jae/article/view/2467>
- Al Chami, R., & Youssef, M. H. (2025). Challenging patriarchy: The transformation of women's roles under Saudi Arabia's Vision 2030. In *Impact of Patriarchy and Gender Stereotypes on Working Women: Exploring its Past, Present, and Future* (pp. 121-145). Cham: Springer Nature Switzerland. https://link.springer.com/chapter/10.1007/978-3-031-74406-8_7
- Alghamdi, D. A. H. (2024). Toward an intersectional perspective in understanding gender inequality in women's work advancement at higher education in Saudi Arabia (Doctoral dissertation, University of Leeds). <https://etheses.whiterose.ac.uk/35289/>
- Almathami, R., Khoo, C., & Yang, E. C. L. (2024). Enablers for empowerment: Saudi women's employment in the events sector. *Tourism Recreation Research*, 49(1), 147-160. <https://www.tandfonline.com/doi/abs/10.1080/02508281.2021.1972724>
- Alneel, F. (2025). Effect of western culture on women in Saudi Arabian leadership positions and their contribution towards the Vision 2030 agenda (Doctoral dissertation, The University of Arizona). <https://search.proquest.com/openview/6bc23e23df1ab08b1a87b10db42af74e/1?pq-origsite=gscholar&cbl=18750&diss=y>
- Alqahtani, M. H. (2024). Women in Saudi secondary school EFL textbooks: A critical study of women's empowerment as enshrined in the Saudi Vision 2030. *Frontiers in Sociology*, 9, 1307623. <https://www.frontiersin.org/journals/sociology/articles/10.3389/fsoc.2024.1307623/full>
- Alqahtani, S. M., & Alghamdi, A. K. H. (2025). Unveiling progress: A visual exploration of Saudi women in the workforce. *Humanities and Social Sciences Communications*, 12(1), 1-11. <https://www.nature.com/articles/s41599-025-05081-7>
- Alshammari, M. E. (2024). Women's empowerment in the Saudi educational system from the lens of Vision 2030. *Hesperia, Culturas del Mediterráneo*, 123. https://www.researchgate.net/profile/Mohammad-Alshammari-7/publication/384446320_HESPERIA_CULTURAS_DEL_MEDITERRANEO_MARZO_2024_123_WOMEN'S_EMPOWERMENT_IN_THE_SAUDI_EDUCATIONAL_SYSTEM_FROM_THE_LENS_OF_VISION_2030/links/66f9c6d29e6e82486ff6df68/HESPERIA-CULTURAS-DEL-MEDITERRANEO-MARZO-2024-123-WOMENS-EMPOWERMENT-IN-THE-SAUDI-EDUCATIONAL-SYSTEM-FROM-THE-LENS-OF-VISION-2030.pdf
- Alzaaqi, S. M., Sheerah, H. A., Arafa, A., Alqahtani, D. M., Alqadi, S. A., Alsalamah, H. A., ... & AlSalamah, S. A. (2025). Empowering women in the Saudi health sector: Challenges, opportunities, and policy interventions. *Journal of Epidemiology and Global Health*, 15(1), 22. <https://link.springer.com/article/10.1007/s44197-025-00361-6>
- Ainurrofiq, F., & Khasanah, N. (2024). From domestic to public: The construction of women's empowerment discourse in Saudi Arabia's Vision 2030. *Akademika: Jurnal Pemikiran Islam*, 29(1), 101-116. <https://e-journal.metrouniv.ac.id/akademika/article/view/7755>
- Albogami, G. M. (2024). Public Instagram accounts of Saudi women public figures in a context of social change (Doctoral dissertation, The University of North Dakota). <https://search.proquest.com/openview/503fc7935b40c94009c4f75514fadb48/1?pq-origsite=gscholar&cbl=18750&diss=y>
- Burger, M. J., & Arampatzi, E. (2025). Vision 2030 and subjective well-being in Saudi Arabia. *Sustainability (Switzerland)*, 17(15), 6856. <https://pure.eur.nl/en/publications/vision-2030-and-subjective-well-being-in-saudi-arabia>
- Imawan, R., Zuliansyah, Z., & Surwandono, S. (2024). Empowering Saudi women for sports as a response to Saudi Vision 2030: An analytical study. *Journal of Islamic World and Politics*, 8(2), 167-181. <https://jiwp.umy.ac.id/index.php/jiwp/article/view/106>
- Jamilah, M., & Isnarti, R. (2024). Pioneering change: Women's economic empowerment under Saudi Vision 2030. *Sawwa: Jurnal Studi Gender*, 19(2), 169-200. <https://journal.walisongo.ac.id/index.php/sawwa/article/view/23305>
- Morozowski, A. (2024). Economic diversification in Saudi Arabia: The implications of Vision 2030. *Middle Eastern Economic Review*, 58(4), 45-67.
- Morozowski, A. (2025). Vision 2030: A plan for the sustainable future of Saudi Arabia. *Global Economy and Sustainability*, 6(1), 122-138.
- Ministry of Economy and Planning. (2022). *Vision 2030: Saudi Arabia transformation framework*. Riyadh, Kingdom of Saudi Arabia.
- Polok, B. M. (2024). Empowering women in the labor market: A comprehensive analysis of recent legal developments in the Kingdom of Saudi Arabia. *Yearbook of Islamic and Middle Eastern Law Online*, 23(1), 381-397. https://brill.com/view/journals/yimo/23/1/article-p381_20.xml
- Aljohani, S., & Niazi, G. (2023). Social transformation and Vision 2030: Empower women and youth in Saudi Arabia. *Arabian Journal of Business and Management Review*, 13(1), 10-25.