

Saudi Working Women's Perceptions of Leadership Challenges in The Light of Saudi Vision 2030

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Abstract

This study explores the challenges faced by Saudi working women in attaining leadership positions within the public sector, particularly in the context of Saudi Vision 2030. It also examines women's perceptions of how initiatives and programs under this vision enhance their participation as decision-makers. The research provides recommendations aimed at addressing obstacles to women's leadership in public sector roles. Utilizing a qualitative approach, the researcher conducted semi-structured interviews with ten female participants from various public sector organizations in Riyadh. The findings offer an in-depth understanding of the barriers Saudi women encounter in leadership positions, analyzed through the lenses of organizational justice theory, social role theory, and glass ceiling theory. Results indicate that women face significant challenges related to administrative, organizational, personal, and cultural factors that hinder their opportunities for leadership roles. This research has important implications for the public sector and other organizations, emphasizing the need for effective policies and initiatives to support women in leadership. Recommendations include fostering a more supportive organizational culture, increasing childcare options provided by public sector organizations, and revising the annual performance appraisal process by the Ministry of Human Resources and Social Development to enhance female representation in leadership roles and support for women's career advancement in the public sector.

Keywords: glass ceiling, organizational justice, public organization, Saudi Arabia, social role